

COMMUNICATION ON ENGAGEMENT (COE)

UN GLOBAL COMPACT

Period covered by this Communication on Engagement:

From: Marts 2024 To: Marts 2026

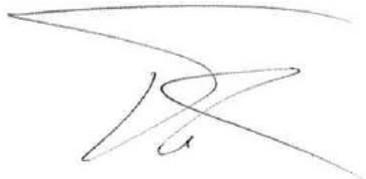
Part I.

Statement of continued commitment and support

Copenhagen, February 20. 2026

I am pleased to confirm that Danmarks Restauranter & Cafeer (DRC) hereby reaffirms its support for the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on the content.

In this Communication of Engagement, we describe the actions our organization has taken to support the UN Global Compact and its Principles, as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.



Torben E. Hoffmann Rosenstock

Director, Danmarks Restauranter & Cafeer

Danmarks Restauranter & Cafeer (DRC)

Denmark's Restaurants & Cafes, DRC, is the restaurant and hotel industry's trade association, which offers membership for all of Denmark's restaurants, cafes, bars, discos, and accommodations etc. The trade association, with approximately 1200 members, provides industry-specific legal advice, as well as a wide range of cash benefits and improved competitive conditions.

DRC is an organization in constant development, where we set new goals that can contribute to, develop and future-proof the industry. We work to ensure the best framework conditions for the industry whereas corporate social responsibility is fundamental in everything we do. We always inform and try to inspire our members to act sustainably and strengthen accountability in their daily operations.

[Visit our website and read more about DRC here](#)

Part II.

Description of Actions

DRC became a member of Global Compact in 2017. Only a few months later DRC's Board of Directions amended the association's articles of association, so that our commitment to work with Corporate Social Responsibility is written into the association's statutes.

DRC has taken several actions to support the UN Global Compact Principles and to engage with the initiative. We do this on two levels:

1. We look at DRC internally - how we engage with our members, business relations, political stakeholders, employees at DRC etc.
2. We look at how we can support a more responsible restaurant industry and how we can inspire and guide our members in line with the 10 principles in UN Global Compact.

Ad.1. Internal descriptions of actions

- At DRC we have initiated our due diligence work and have almost implemented the minimum standard for responsible business conduct according to the UNGP's and OECD guidelines. In this respect, we are about to launch our impact assessment on possible negative impact on both social-, environmental and economic sustainability on our website to create transparency and inspire others to do the same.

Ad.2. External descriptions of actions

- In DRC we want to contribute to improving the physical and mental health for employees in the industry. and we do this through consulting, workshops, projects, and the provision of tools.
- DRC have developed a policy and a guide on how to prevent sexual harassment and abusive behavior in the industry and how to react if it happens. The policy and guide are distributed to our members and available on our website.
- In DRC we have taken initiatives to offer educational programs. The programs have different educational topics such as a good leadership, working environment, and prevention of bullying, sexual harassment.
- DRC fully supports that businesses should support a precautionary approach to environmental challenges by undertaking initiatives to promote greater environmental responsibility in our own sector. To do so DRC has taken initiative through a partnership with Dansk Cater the largest Danish food service company to promote tools and learning that support with knowledge and other guidance for sustainable procurement of food done by food service to restaurants and their menus. Among tools as guidance on how restaurants should do green communication avoiding green washing.
- We are engaged in a partnership supported by the Danish government to develop a roadmap for implementing a national reuse system for take-away packaging used by restaurants and cafés across the country. The objective is to contribute to a significant reduction in the consumption of single-use drink cups and food containers, which currently exceeds 300 million units annually.
- Denmark is facing a national crisis in the production of fruit and vegetables, including organic produced, which is close to disappearing all together. Only around 10% of the fruit and vegetables we consume are produced in Denmark, and an increasing number of farms are forced to close because of lack of economy. For this reason, DRC enters projects supported by the Danish Plantefond to run initiatives and create knowledge strengthen the value chain from field to the menu i.e. increasing production, procurement and demands of Danish fruit and vegetables in the society.
- DRC runs a Packaging network with stakeholders, interested in circular economy and particular in recycling and reuse of packaging. Stakeholders **come from**

across the entire value chain, including producers, recycling and reuse companies, municipalities, restaurateurs, cafés, knowledge institutions, and NGOs. By bringing the value chain together around circular economy principles and the reuse of packaging, DRC contributes to increased knowledge sharing and collaboration across the value chain. A particular focus of the packaging network is to support the Danish Partnership for Reuse of Take-away Packaging.

Denmark's first industry standard for esg reporting

In recent years, many of our members have worked intensively to become more sustainable. They have, for example, done by reducing energy consumption, food waste, purchased more sustainable food and working with social sustainability and improved conditions for employees.

The reporting requirements from EU (CSRD) for companies must support this sustainable transition within both climate, environment, and social conditions as well as corporate governance.

Reporting, therefore, means a requirement for measurability and documentation, which for many can mean an administrative hassle.

Therefore, DRC, in collaboration with Validated, has developed an ESG universe with an industry standard for ESG reporting that makes the work with documentation and registration much easier for even small and medium-sized companies. Validated is a digital platform that makes it easier and simpler to collect sustainability data as well as measure, report, and work in a structured manner with the green transition and document, e.g. a CO2 account.

An industry standard is a concrete tool for the industry, so that our members can work systematically and specifically with the most important sustainability factors for our industry. We help you along the way and clarify how you can work with sustainability and how you can measure it. It is much easier to start from a standard than to start from scratch.

Our industry standard is based on a materiality assessment. It is assessed how a Danish restaurant generally has an impact on sustainability conditions, and how different sustainability conditions affect the development, financial results, and situation of Danish restaurants. The materiality assessment is industry-specific and general and is intended as an auxiliary tool for the company's specific assessment.

It can therefore be used as a starting point and inspiration as part of the company's documentation for the assessment of the work with sustainability. The companies can also use the industry standard, including an assessment of what is significant, to lay out a sustainability strategy and make concrete action plans.

DRC's ESG platform allows you to:

- Prepare an ESG baseline based on FNS global goals for sustainable development and the UN Global Compact's 10 principles.
- View and respond to DRC's industry indicators, which are based on industry-level materiality analysis, as well as CSRD/ESRS. This also includes the UN's guiding principles for human rights and business, with a total of 70 specific data points.
- Find a light version of an esg report.
- Prepare a DRC sustainability report based on selected data points among the DRC industry indicators as well as the world goals.
- Get access to user-friendly CO2 calculator based on the climate compass.

There are currently 35 companies on the platform that have started to prepare a sustainability report.

DRC's inspiration catalogue Sustainability // the industry

DRC has made an inspiration catalog with proposals for concrete sustainability measures for the member companies in 2022. This has now been updated in 2025 with a stronger focus on procurement of more sustainable food. Working with sustainability can both give the member companies savings, stronger competitiveness, perhaps new business opportunities, e.g. new customers.

The catalog of inspiration is wide-ranging, and the possible measures are many. Some of the efforts will provide significant financial savings, while others will require investments that can provide value in the short or long term.

In the inspiration catalogue, we touch on energy savings, measurement of food waste, reusable packaging, increased biodiversity, waste sorting, sustainable procurement of food, calculation of food's climate footprint, use of sustainable labelling e.g. organic, interior design

and much more.

[DRC | Sustainability in practise](#)

Part III.

Measurement of Outcomes

- Digital Industry standard for sustainability reporting
- The inspiration catalog for sustainability efforts
- Various courses and educations
- Engagement in projects supported by the Danish Plantefonden
- In Copenhagen, DRC is a co-developer of the charter for fair nightlife (anti-discrimination initiative)
- DRC has created and runs three networks that deal with sustainability: HR network (social sustainability), ESG network and Packaging network