

Guldsmeden Hotels Purchasing Policy

Guldsmeden Hotels' policy is to seek to purchase goods and services which are produced and delivered under conditions that do not abuse or exploit any persons or the environment, and contribute to the expansion of ethical goods and services. Our aim is to contribute to our industry's common pool of knowledge on sustainable practices in daily operations.

These considerations are part of the evaluation and selection criteria for all goods and services purchased by Guldsmeden Hotels.

Guldsmeden Hotels cooperate with suppliers who are certified with the following certifications:

Textiles:

- GOTS, B Corp

Wooden furniture, paper/printed materials:

- FSC
- Swan label (Svanemærket)

F&B:

- Certified Organic (Danish Ø-label and equivalent labels for products from other countries)
- Fairtrade
- MSC

Laundry service:

- Swan label

Bathroom amenities:

- EcoCert

Cleaning products

- EcoCert, Cradle2Cradle, EU Ecolabel, Swan label

F&B

All own-run restaurants and bars at the Guldsmeden Hotels in Denmark have achieved the official Danish Gold Ø-label (**The Organic Cuisine Label**) for 90-100% organic produce, and our average is approximately 98%.

Fairtrade is chosen wherever possible, and particular attention is given to coffee, green and black tea, cocoa products, sugar, and bananas and other tropical fruit. We also factor in animal welfare and biodiversity.

Our purchasing policy for hotels outside of Denmark, without the possibility of a state-regulated organic restaurant certification, and for external operators, requires that the focus be on sustainability as it pertains to climate, local produce, organic and fair-trade, all with a view to what is the most sustainable choice in each geographical area.

All external operators and hotels outside of Denmark are dedicated to maintaining a gold-standard level of sustainability in accordance with Guldsmeden Hotels policy.

We order re-usable, returnable and recycled packaging where available.

We show preference to suppliers who provide and take back reusable packaging and shipping containers/pallets.

We have reduced our number of suppliers to one major supplier, thereby reducing the number and frequency of deliveries, and ultimately saving CO2.

We have a no-fly policy on all F&B, which our suppliers adhere to, giving us assurance that we are not serving food that has been flown in.

We do our best to keep apprised of current recommendations regarding the use of seafood, and to adhere to these in our restaurants. We never serve seafood on the WWF red list, and only serve MSC-certified seafood.

We primarily serve fish that are wild-caught, rather than farm-raised fish for sustainability reasons - we buy organically farmed seafood to a very limited extent.

The menus in our restaurants are planned according to the produce available from our organic suppliers, and we aim to follow the seasonal cycle as extensively as possible.

We have a varied menu that also serves meat, but many items can be ordered in a vegetarian or vegan version. Circular thinking – the elements from our breakfast buffet are implemented into the a la carte menus, reducing our food waste to close to zero.

WORKING CONDITIONS:

Guldsmeden Hotels' policy is to seek to purchase goods and services from suppliers that live up to the following rules:

Working conditions are safe

- A safe and hygienic working environment is provided, bearing in mind the knowledge of the industry and of any specific hazards.
- Adequate steps are taken to prevent accidents and injury to health occurring in the course of work by minimizing the causes of hazards in the working environment.
- Employees receive regular health and safety training and training is made available for new employees.

Living wages are paid

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmarks.
- Wages should always be high enough to meet basic needs and to provide some discretionary income.

No discrimination is practiced

- There is no discrimination practiced in hiring, compensation, access to training, promotion, termination or retirement based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Guldsmeden Hotels is committed to continual improvement of our Ethical Purchasing Policy.