

WHO THEY APPLY TO

EMPLOYEES

By employees, we mean all those who have a contract to perform a job at Umoe Restaurants and our chains. In other words, employees in the chains, franchisees/agencies and their employees.

The guidelines describe both what is expected of employees, as well as what employees can expect from Umoe Restaurants. Managers have a special responsibility to ensure that their own behaviour as well as that of their employees is consistent with the guidelines.

SUPPLIERS

Our suppliers are those that supply products and/or services to us. Umoe Restaurants works to promote good working and environmental conditions in our supply chains. We do this in close collaboration and dialogue with our suppliers and partners. We are mutually dependent on each other to succeed. We must be clear on our expectations and requirements in this dialogue, and therefore we have developed guidelines for ethical trade that are communicated to our supply chains. The guidelines cover fundamental requirements for human rights, employee rights, the environment, sustainable development, proper environmental management, and anti-corruption in the supply chain.

GUESTS

When we adhere to our code of conduct, our guests can be confident that we are operating our premises in a safe, responsible and good manner. This is because our employees get good working conditions, we work according to sustainable principles that make a positive contribution to the environment and society around us, and we make sure that our suppliers also follow our guidelines.

SOCIETY

Our code of conduct must demonstrate what ethics mean for us in our interactions with society. As a large company of around 9,000 employees, we can influence the hospitality industry in the countries where we are established and the society around us. In our sustainability strategy we have defined four main areas related to our core business, where we will work proactively to create positive values for the environment, the people, and the society around us.