



MENU



MENU Policy
on Corporate Social Responsibility (CSR)



Sustainability

- The Triple Bottom Line

AT MENU, WE PROVIDE DESIGN SOLUTIONS THAT CAN TRANSFORM HOW WE USE SPACE, CONNECTING THE DOTS BETWEEN HOME, WORK AND HOSPITALITY. WE ARE COMMITTED TO DO SO IN A SUSTAINABLE AND RESPONSIBLE WAY. OUR PURPOSE IS TO ENRICH MODERN LIVING FOR INDIVIDUALS WITH MATERIALS THAT ARE CLEAN, CLEVER AND NATURAL.

Our commitment is based on the internationally agreed core principles for sustainable development; human rights (including labor rights), environment (including climate), and anti-corruption. The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We comply with regulations, wherever we operate. Distinct from this, our commitment means that MENU continuously identifies, prevents or mitigates our risks of adverse impacts in relation to the core principles. We will communicate how we manage such impacts. We will seek to make a difference for sustainability, where it makes most sense for us.

Our expectations to employees

Our employees are key partners in helping us respect international principles for sustainable development.

We expect all team members at MENU to assist us in honoring our commitment in their daily work. We will embed our CSR commitment in the daily work of both our employees and management through training, communication and ongoing assessments. We always appreciate good ideas for how to prevent, mitigate or improve our impacts on sustainable development.

Our expectations to business relationships

We will expect all of our business relationships to meet the globally agreed minimum standard for responsible business conduct as expressed in this commitment. Business relationships shall implement the UNGPs/OECD; i.e. manage risks of causing or contributing to adverse impacts in relation to human rights, the environment, and anti-corruption, and address actual impacts, share their results – and ask the same from their relationships. Management of severe impacts shall be communicated promptly.

Integration

This policy commitment will be reflected in all other policies, guidelines, and procedures in MENU. We encourage our employees and other stakeholders to inform us about challenges on human rights, the environment, or anti-corruption associated with our services, products or business relations.

Policy Commitment development

This policy is developed with assistance of external experts and approved by the board of directors. The policy commitment is communicated both internally and externally. The policy will be reviewed and, if necessary, revised every second year reflecting our progress in implementation.


Copenhagen, Denmark

1. October 2019



Danny Feltmann

CEO



Søren Schriver

Chairman