

Our Sustainability policy
2024

VI GÖR
GOTLAND
TILL ETT
SUSTAINABLE
PLEJS!

STELOR



THE GLOBAL GOALS



1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION 	14 LIFE BELOW WATER 	15 LIFE ON LAND 	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	17 PARTNERSHIPS FOR THE GOALS 	

THE GLOBAL GOALS



STELOR

OUR SUSTAINABILITY - PROMISE

Hello!

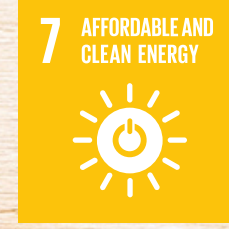
With this document, we at Stelor want to clarify for you as a visitor, guest, future partner or for you who will work with us what we actively do to work with environmental issues. At Stelor, we are passionate about working with what we have around us and try to create as sustainable and authentic an experience of Gotland as possible. In every room, a Gotlandic artist we like has been given the opportunity to display their art, the cups you drink your coffee out of are made by a ceramicist near us, the sheets are of course organic, our skin care products are from the brand Care of Gerd, a Swedish manufacturer of organic products without crap.

We are a bit idealistic and we believe that for the sake of nature and the future, we must, among other things, change how and what we eat. This means that at Stelor we do not have an a la carte menu in our restaurant, but usually a blackboard menu that follows the season and is made from what our five farmers we work with have harvested and butchered. We think it will be better that way, both in taste but also because we stubbornly believe that it is possible to create a wonderful experience without making too big an impression on the ability of future generations to survive. It also means that, for example, we do not serve orange juice with our breakfast, but think it is more luxurious with a good apple juice pressed from autumn apples from Gotland. We make our marmalades and jams from waste fruit from our local trader, but also of course from what we manage to pick during the summer and autumn.

We are happy and proud to be one of the few restaurants judged according to gastronomy and sustainability in the 360 EAT GUIDE (Please read more about it here: <https://360eatguide.com/>). We are also part of the Gotland initiative Sustainable Plejs where, together with other colleagues in the industry, we work to develop ourselves and each other through the manifesto below, which you will find outside our door. (Please read more about us here: <https://gotland.com/sustainableplejs/>)



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ENVIRONMENT: Energy, waste & water

Energy:

In spring 2023, solar panels were installed on our barn. The rest of the electricity we purchase from Sveland's Electricity Company, where we have chosen solar as the source of our energy. Our vehicle, which we use in our operations, currently runs on biogas produced on Gotland from food waste.

Goal for 2024: Aim to reduce our energy consumption by 5% - contact has been made with the Energy Center for advice. Meeting scheduled for February 23rd. Review the electricity consumption of our refrigerators, if possible, replace them with more energy-efficient ones. Obtain a quote for batteries that can store solar energy.

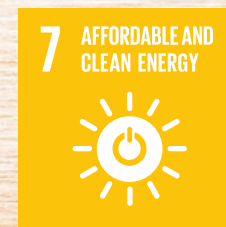
Waste:

Regarding waste and food waste, we aim to strive towards sorting ALL of our waste and recycling whatever is possible. Staff meals are planned on a weekly basis based on the current menu and expected waste. We use the entire ingredient to the fullest extent possible and make broth as a base for sauces - even using peelings, etc. can be beneficial. Compostable peels, greens, and coffee grounds are thrown into our own compost bins - we have 5 distributed across the property which then turns into soil for our crops. Guest food leftovers are saved and given to our chickens by the breakfast staff who release the chickens every morning.

Goal for 2024: To become even better at sorting and to provide clearer guidance on our sorting practices when introducing new staff. New bins will be purchased to facilitate better sorting.



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ENVIRONMENT: Energy, waste & water

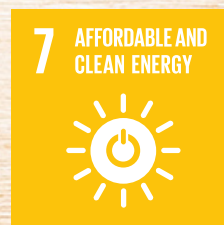
Water:

There has always been a shortage of water in the summer, with the ground often bone dry early in July, leading to barbecue and watering bans on the island. Since autumn 2020, we have had a new irrigation pond for our crops, which collects rainwater from all of Stelor's roofs. (We keep our fingers crossed that it doesn't dry out) and in the restaurant, we never waste water. Water from old table carafes and ice buckets is saved to water the crops in the evening, along with water from the day's potato cooking. We also do not bottle water in our operations.

Goal for 2024: Reduce water consumption by 5% - we will adjust the flow restrictors to reduce the flow in the showers. Encourage active water-saving practices during dishwashing and cleaning. Purchase water-saving nozzles for all our sinks. Develop a communication tool to inform guests about water conservation.



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ENVIRONMENT: Energy, waste & water

Other Environmental Initiatives:

We strive to minimize the use of chemicals as much as possible, but if needed, we exclusively choose environmentally certified chemicals. We use only linseed oil soap and vinegar for heavy cleaning and detergents. Our laundry detergent and dishwashing liquid are sourced from the German brand Sonett:

Sonett is a pioneer in ecological laundry and cleaning detergents and has been in existence for over 30 years. All ingredients used are fully biodegradable and contain no allergens or enzymes, petrochemical surfactants, fragrances, color additives, preservatives, or bleaching agents, etc. 100% of the olive, rapeseed, and coconut oils, as well as the palm fat, come from controlled organic cultivation.

To enhance biodiversity, we have 2 beehives, and we leave old tree stumps in our meadow as insect hotels. We also have our own greenhouse where we grow tomatoes, herbs, cucumbers, pumpkins, and salad for the restaurant. The eggs served at breakfast come from our own chickens.

Goal for 2024: We aim to reduce our emissions of microplastics into the water. By informing guests about the BTMB app and encouraging them to use our shower products that are free from microplastics, we hope to raise awareness and inspire guests to take action. Additionally, we plan to purchase microplastic filters for our washing machines.



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ENVIRONMENT: Purchase, food & drink

""Don't Buy Food From Strangers""

We, the kitchen staff at Stelor, believe that the most enjoyable thing is to cook delicious food using ingredients that have been thoughtfully produced with consideration for animals, soil health, and the environment. Therefore, we are incredibly grateful to work with such amazingly talented producers who are also, of course, our dear friends - they are heroes and put in so much work, love, and energy so that we can cook good, honest, and climate-smart food. That's why we buy directly from the following producers:

- Magnus & Anneli Gotland Creamery Sanda
- Fredrik Willstrand Buttle Grisen Buttle
- Gunnar Bolin Buters Eko Eskelhem
- Curre Niklasson Sigsarve Lamm Näs
- Hanna & Micke Winther Winthers Gård Lye
- Torbjörn Svensson och Maria Eriksson Ammor Gård Västergarn
- Janne Grimlund Sigvalds Eskelhem
- Jonas Kebbe Kebbes Gård Eksta
- Hanna & Viktor Gandarve Gård

At our farm dinner, we strive to have a large proportion of vegetable-based dishes. Our farm dinner typically contains approximately 100 grams of meat per person. We purchase whole animals and butcher them ourselves, using all parts of the animal to the greatest extent possible. Additionally, we aim to reduce transportation by sourcing locally and supporting our local producers so that they can thrive.



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ENVIRONMENT: Purchase, food & drink

Beverages

The wine list should largely focus on "natural wines," with a significant emphasis on biodynamic and organic wines. Beers should be sourced from local breweries such as Sanusarve Gårdasbryggeri & Burgsviks Bryggeri. Spirits are purchased from our local producers Gotland Spirits and Boge Bränneri. Non-alcoholic beverages should come from local producers. Coffee & tea from Lykke kaffegårdar.

Goal for 2024: Continue seeking new collaborations and growth opportunities with our suppliers and producers. Participate in starting a cooperative that can coordinate and distribute sustainable quality ingredients.

Other All flowers in the restaurant are grown by us or picked from nature. We primarily purchase interior furnishings from thrift stores, but if buying new, we do so through local entrepreneurs to support the Gotlandic economy.

Regarding consumables, we aim to purchase environmentally certified or otherwise approved products whenever possible. We use unbleached paper in the kitchen, wash our own kitchen towels and guest restroom towels with Sonett. We strive to use as few plastic gloves, plastic wrap, and vacuum bags as possible.

Goal for 2024: Continue seeking alternatives and evolving with our suppliers.



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SOCIAL SUSTAINABILITY: Leadership & Staff

All staff should work a maximum of 40 hours per week, with no shifts exceeding 10 hours per day. We have a collective agreement and are members of VISITA, and all staff are offered wellness benefits. Additionally, staff are offered free yoga during the summer months when we have Yoga sessions in our loft.

All staff must dine at our restaurant at least once a year. This occurs at the beginning of their employment, with alternative times communicated by Linus. We also organize at least three study visits to our producers each year - primarily during the summer months as part of a concept we call "producer breakfast." During these visits, we have breakfast, get to know our producers, and then receive a guided tour of the production for approximately 3 hours.

Goal for 2024: Linus and My will seek assistance from a consultant to develop their self-leadership skills to become better and more confident leaders and individuals, as well as more efficient. Develop a "personnel policy," incorporating it into employment contracts/letters to staff outlining our Code of Conduct, our values, and the rules we have at Stelor.



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SOCIAL SUSTAINABILITY: Local cooperation

Collaborating locally is an important part of our business, which we actively engage in and continuously strive to develop. We are proud of all the awesome local small businesses here on Gotland, which we buy everything from lanterns from recycled glass to art, coffee cups, lambskin, flowers, pot holders and quilts from, and collaborate with local farms and breweries.

We also always aim to employ staff from Gotland whenever possible and welcome individuals participating in work training programs with us as part of the "everyone is needed on Gotland" initiative. All the art adorning our walls is from local artists, and we also offer discounts to the local community, support the riding school in Sanda, and collaborate with various cultural events like the Roxy Culture Festival. Collaboration also takes place through various events such as pop-up lunches with Foodrescue Gotland and markets featuring local businesses in our barn.

Goal for 2024: To further develop our partnerships with local businesses on Gotland.



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SUSTAINABILITY COMMUNICATION



The relationship between producers and restaurants is crucial in many ways, as together we can influence the food system. At Stelor, we prioritize this relationship. We follow the farmer's seasons rather than the other way around, which many of our guests find interesting. The origin of food and drinks has become increasingly important to consumers, and we play a significant role by being transparent with our guests and informing them about the origins of our ingredients. We also like to educate them on how food is produced - many people actually don't know what they eat on a daily basis - real food is hard to come by. Additionally, by promoting our producers who have their own farm shops, we strengthen their brand and hopefully attract more customers to their shops or consumers who buy their good and honest food.

We also communicate our sustainable practices through social media and our website.

Goal for 2024: We will actively strive to increase knowledge and awareness of environmental issues among ourselves, our guests, suppliers, and partners even more actively. We will post an article every other week on social media that spreads awareness about who our producers are, the wonderful food they make, and how crucial it is how the ingredients are sourced before they land on the plate. We will also add a Sustainability tab to our website and create an information leaflet that encourages guests to make sustainable choices during their stay to reduce their footprint. We aim to improve our communication about what we have done and what we are doing to actively work towards our sustainability goals.



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