

AMBER'S SUSTAINABILITY EFFORTS

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THE LANDMARK
MANDARIN ORIENTAL
HONG KONG

AMBER

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Sustainability and social responsibility are buzzwords used by businesses of all sizes and in all industries these days, often without much concrete action. However, sustainability has been a central tenet at Amber at The Landmark Mandarin Oriental since it opened 15 years ago, with Director of Culinary and Food and Beverage, Richard Ekkebus as the driving force, through the implementation of intelligent, impactful, and responsible actions. At Amber, we are focused on minimising harm to our planet, on **environmental, social, and governance performance**, in which Amber has a social, material and environmental impact.

Today, sustainability is an integral part of our communications strategy both internally and externally. By strengthening this message, we feel that there is everything to gain.

Amber has been recognised both locally and internationally for its efforts in sustainability, and we continue to build productive partnerships and collaborations to that end. Being awarded two Michelin stars for 14 consecutive years since 2008, Amber proudly received Michelin Green Star award in 2022 in recognition of its Sustainability efforts. The Michelin Green Star is an annual award which highlights restaurants at the forefront of the industry when it comes to their sustainable practices. They hold themselves accountable for both their ethical and environmental standards, and work with sustainable producers and suppliers to avoid waste and reduce or even remove plastic and other non-recyclable materials from their supply chain. These restaurants offer dining experiences that combine culinary excellence with outstanding eco-friendly commitments and are a source of inspiration both for keen foodies and the hospitality industry as a whole.



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Richard Ekkebus has been invited to numerous roundtable discussions on sustainability and to be at the forefront of workshops and events.

We also work closely with 'Food Made Good Hong Kong', an organisation that provides food service businesses with manageable means of understanding, reviewing, and acting on the issues that matter. Ten key areas of sustainability are divided under three pillars: Society, Sourcing, and Environment. Accountability is key. We participate in a bi-annual evaluation of the sustainability practices called Food Made Good Hong Kong Rating. The Rating helps us to legitimise our efforts and create a clear plan of action/improvement. It is a survey capturing our activity across the three pillars. Once the survey is completed, a percentage score is calculated for each key area, and the overall sustainability score is an average of those percentages. Restaurants with outstanding scores in the Rating can be nominated for the Food Made Good Hong Kong Awards. In 2020, Amber has achieved 2-star rating. It was nominated and shortlisted for the Business of the Year award but won the Environment award which recognised our efforts in eliminating all single-use plastic and measuring and reducing waste. We will continue our search for the most ethical and sustainable ingredients whilst minimising Amber's carbon footprint and the pressure on natural resources, as well as reduce our waste output and focus on social inclusion.

Upon the relaunch of Amber, Richard crystallised these actions and values in our manifesto. The manifesto contains the key elements that underpin our culinary philosophy and approach.



AMBER

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AMBER: A MANIFESTO

The key elements that underpin our culinary philosophy and approach are:

PASSION

We share a commitment to drive culinary exploration and creativity

PROGRESSIVE

A pioneering spirit with innovation at its core, yet respect for tradition

PROVENANCE

The very best natural, nourishing, and traceable ingredients sourced with integrity

CONSCIENCE

We explore solutions to minimise waste, reduce the use of single use plastics, and limit our carbon footprint.

MASTERY

Sophisticated, masterful techniques, expertise, and care in all we do

TRANSFORMATIVE

To create an experience that engages and impacts all the senses

COLLABORATIVE

Respect for our guests and colleagues

Our sustainability efforts include, but are not limited to:

SOCIETY

Internal / Within Amber:

Amber prides itself as an employer that goes above and beyond for its team members. At Amber, we firmly believe that our colleagues are our internal guests, and we ensure that they feel well taken care of. Our colleague development is a key topic, ensuring everyone has equal learning and development opportunities to grow and develop their full potential. We encourage volunteering hours, ensure the continuous enhancement quality colleague experiences, and apply innovative bonus schemes. This also means going beyond the mandatory Hong Kong employee recognition and minimum wage. These are all part of the mix that will help encourage staff loyalty, wellbeing, and commitment. Subsequently, these will ensure that guest experiences will be at the highest possible level.

Please find below a comprehensive list of our internal efforts to contribute to a sustainable staff environment and development:

Recognise good performance: Across teams in Amber, there is a rewards structure in place that recognises excellent colleague performance. Rewards are tied to relevant goals – for example, receiving positive guest feedback and comments are tied to monetary rewards. Recognising and rewarding performance is an integral part of the Amber DNA, with townhall meetings conducted quarterly to recognise outstanding performers.

Colleague development: At Amber, we have a well-defined learning and development plan for each individual colleague, and a clearly defined system of performance evaluation. Training includes HACCP & food safety, corporate office-driven programs, “A Silver Lining” learning initiative by Jardines, cross-departmental training exposure via a program called “Team Titans”, and many more.

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Healthy diet for colleague meals, including green Mondays: On Mondays the hotel's canteen only offers vegetarian options while promoting healthy eating. This is not only to reduce the amount of animal proteins that are linked to problems such as greenhouse gases and water wastage, but also to raise awareness and educates colleagues about the impacts on the environment. This allows us to offer high quality and ethically sourced animal proteins on other days.

Birthday leave: All colleagues have an additional day off because of their birthday that can be taken within one month.

Equal pay: All our colleagues receive pay above the required HK minimum wage, and all genders are equally recognized.

Aim for an equitable gender balance: currently January 2021 our Male to Female ratio is 57% to 43% and our aim is to work constantly towards a 50/50 balance.

Health Insurance for all colleagues: all our colleagues are insured via The Landmark Mandarin Oriental, Hong Kong, which is not mandatory by law in Hong Kong and not a common practice in restaurants across the city.

Each colleague has a contract: all our colleagues are employed by The Landmark Mandarin Oriental, Hong Kong with a valid full-time work contract which is mandatory in Hong Kong by law.

Tips are equally shared amongst team members: every team member has an equal percentage of the overall cash & credit card tips, which is not based on rank or performance.

Recreational allowance: annually, the Hotel's Human Resources Department supports team culture and bonding by offering a recreational allowance to each colleague, enabling departments to organise activities outside of work environment to foster understanding and better mental health.

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Free uniforms: Uniforms and laundry services are provided free of charge to all colleagues.

Option to choose rest day within the week: Days off can be requested and are given whenever possible.

Sustainability training to all colleagues: As sustainability is central to Amber's identity, we want to ensure that our colleagues are trained to understand what impact our daily actions have on the environment. We ensure that our colleagues are making conscious and informed decisions towards a greener future, and will be able to apply the knowledge in their daily lives, not just at work. We have annual general sustainability training, as well as introductory training during the onboarding procedure, and raise more awareness through initiatives throughout the year. Sustainability-related information is present in all colleagues' areas.

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External / Within the community:

To restore or refresh – that is the definition of the French word ‘restaurant’. The very nature of hospitality is to bring people together through fabulous food. Kitchens that are connected to their communities are places that have loyal customers, loyal team members and some of the tastiest food. It’s a recipe for a sustainable and successful business. There is a lot of brilliant work going on already in restaurants across Hong Kong, with chefs and business owners using their skills and abilities to connect with people and help change lives for the better. Nine out of ten consumers remain loyal to socially responsible businesses. The best businesses in this area are building long-lasting partnerships with local community groups and charities, and have a named individual responsible for managing these relationships.

Additional to our internal efforts, Amber is an active member of the community. We continuously contribute to local and international charities, not only through monetary contributions, but also by donating colleagues’ time and skill sets. We recognise our privileged position in the market, and have made it one of our key missions to give back when and where we can.

Support local and international charities: We always seek opportunities to raise awareness and funds for causes close to our hearts, such as Food Made Good Hong Kong, MINDSET, Movember, Baan Nokkamin Orphanage, and World Ocean Day.

Social inclusion: We work closely with MINDSET and Hong Chi Association, offering re-integration and development opportunities to their service users. We aim to equip them with new skill sets and to ultimately offer them job opportunities within Amber.

Provide community service: We volunteer with NGOs such as Food Angel and Soap Cycling. We have distributed hygiene and PPE kits to street cleaners in Hong Kong in partnership with Soap Cycling, and have organised Colleague Wellness activities such as hiking, running, and wellness activities within the Spa infrastructure.

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Support local artists: All art displayed in Amber, as well as the menu design come from local artists within the community. Ruth Chao was commissioned for corporate identity, collateral and menu design, Gail Keaton for the exclusive Amber sculptures, and Ting Fung for Amber's kitchen graffiti.

Frequent guest speaker on sustainability related issues: Being a sustainability advocate, Richard Ekkebus is frequently invited to speak about sustainability and to be on discussion panels hosted by institutions such as ICI VTC Pokfulam Complex, Food Made Good Hong Kong, ReThink, WWF, G.R.E.E.N. Hospitality, World's 50 Best, Qatar Tourism Board, and so on.

Participating in research and development on sustainability: Amber has been participating in research and development to further sustainable practices within the hospitality industry, collaborating with various institutions such as G.R.E.E.N. Hospitality to study food waste and packaging waste in hospitality. Together with the School of Energy and Environment in City University of Hong Kong, we have participated in research on sustainable kitchens and their energy and water performance.

Plant trees for vegetarian menus: To promote plant-based eating and give back to the community, Amber has launched an initiative with The Green Earth, a local Hong Kong NGO. For every Vegetarian menu sold in Amber, proceeds will go to the NGO's plantation enrichment programme, which focuses on restoring Hong Kong's native biodiversity.



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SOURCING

Sourcing is a topic that we at Amber, led by chef Richard Ekkebus, have long been passionate about. The sustainable, organic, and local sourcing of ingredients is one of the key initiatives that sets Amber apart from most of the fine dining restaurants in Asia. Amber is one of the very few restaurants in the region that has such an extensive and comprehensive sourcing programme to ensure the use of fully traceable, local and regional, organic and sustainable produce wherever possible.

Sustainable seafood: All fish and seafood used at Amber are sourced sustainably. We made an agreement with the WWF not to feature bluefin tuna on our menus in 2008. Currently, all our seafood is sourced through suppliers who deliver seafood harvested using sustainable techniques such as line fishing, hand diving, and other methods with no negative impact on the environment. In addition, we respect the sustainable fishing calendar whereby we only purchase fish when they are not carrying eggs. Also, certain species that reproduce later in their lifetime, and are therefore quite vulnerable to overfishing, are not featured on our menus. We manage our menus utilising the following resources: Australia Seafood Guide, Good Fish Guide by the Marine Conservation Society for European seafood, and the WWF Seafood guide for local and regional sourcing. We are members and work very closely with Hong Kong's Sustainable Seafood Coalition, which promotes sustainable seafood initiatives and the preservation of different species.

We support biodiversity: Biodiversity is the variety of life on Earth – the number of different species of plants, animals, and microorganisms from Earth's vastly different ecosystems, from deserts, rainforests, coral reefs, grasslands, tundra, to polar ice caps. Biodiversity is essential to the well-being of the planet. As a result, we love to feature lesser-known seafood, ethical-sourced heritage meats and poultry, heirloom plants, roots and fruits.

Only source fair trade agricultural commodities: chocolate, vanilla, coffee, and tea: We exclusively use ethical and responsible agricultural commodities, certified by Rainforest Alliance, Fair Trade and others.

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Cage free eggs: Our eggs by Sunny Queen Farm are cage-free, laid by hens that move freely around large barns with plenty of natural light and fresh air. The hens have no added hormones. Cage-free eggs are also nutritionally superior to caged eggs.

Ethical sourced animal protein: All our ingredients are thoroughly scrutinised before being featured on Amber's menu. We care that all our animal proteins are ethically raised, antibiotic- and growth hormone-free, and where appropriate, grass-fed, free roaming, sustainably sourced, and raised by people who share our values about sustainability.

Prioritise sourcing organic, local, and regional to reduce carbon footprint: We predominantly work with organic farms from Hong Kong's New Territories, including fruit, vegetable, pig and poultry farms. Buying from local producers gives us access to seasonal, fresh food with a smaller carbon price tag. It also valuable investment into the local economy, and helps establish thriving food networks and protects Hong Kong's food heritage. Where we cannot source local, most of the time, we source regionally, in particular from organic farms in Southern China, Taiwan and Kyushu (Japan) and, only when even those are not possible, organic from Australia and Europe.

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ENVIRONMENT

The third pillar of our sustainability efforts is environment. We believe that operating in a sustainable way and leading by example across waste management, energy management and resource management is crucial in order to bring upon lasting change in the hospitality industry. All our waste and resource output is closely monitored and measured to ensure that we constantly operate in the most efficient way possible.

Completely eliminate dairy products: In order to eliminate the carbon *footprint*¹ of milk production, transportation, and storage from our supply chain, Amber's menu does not feature any dairy products. This also enables us to further shift the plant-based to animal protein ratio. It has also resulted in a lighter, and more holistic eating experience.

We favour plant-based options: Food accounts for 25-30% of greenhouse gas emissions, while livestock production alone accounts for 15% of all greenhouse gas emissions. Making our menu less meat-centric reduces our overall environmental impact and resonates with the growing number of diners who believe that a good meal doesn't require meat. We define vegetable-led dishes as those that emphasise and celebrate vegetarian ingredients. This would include, but is not limited to: fruit and vegetables, whole grains, beans, pulses, soy or other protein alternatives, nuts and seeds, plant oils, and so on. At Amber, we aim constantly to have a 35:65 ratio between animal protein and plant-based ingredients in our menus.

SUP free operations: Reducing single use plastic (SUP) output across all waste streams is our number one objective. Over the past six years, we have diligently operated towards a fully SUP-free operation by closely working with manufacturers to develop plant-based alternatives for commonly used cling film, vacuum pouches and bin liners. Mandarin Oriental Hotel Group has followed our best practices and has listed a minimum of 60 SUP items to be eliminated by March 2021.

In 2015, emissions from the dairy industry alone made up of the world's total emissions for that year. Dairy has one of the biggest carbon footprints of any food group, behind only beef, lamb, and cheese.

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Paper product: In Amber, we are strongly committed to recycling, all of our paper products such as menus, shopping bags, cake boxes, giveaways, business cards, paper napkins and tissue papers are all FSC certified and recyclable.

Waste prevention: We consider waste prevention to be even more important than waste management, especially in a city like Hong Kong where waste management and recycling infrastructure can be difficult and unsatisfactory. We believe that waste prevention is crucial. Therefore, we closely monitor, analyse, and examine our operations on a regular basis, to understand where and how we can further reduce our waste. Waste output is recorded daily and consolidated monthly, and analysed. An action plan is then derived in order to reduce input for the subsequent month. The data is openly shared with all colleagues to raise awareness and further facilitate reduction. The anaerobic waste digester in Amber's kitchen is another key initiative – in 2020, we diverted an average of 24.67% of our total waste from the landfill.

Oil recycling: Since June 2011, we have worked closely with Dynamic Progress International Limited (DPIL), a waste oil recycling company, and the first fully-licensed biodiesel manufacturer in Hong Kong. Their key focus is to transform cooking oil into a renewable energy for local use. An average of 345kg of oil per month is diverted to fuelling boats in Hong Kong's waters.

Waste segregation for recycling: We separate our waste into metal, plastic, styrofoam, food waste, glass, paper and carton, oil, and electronics. We recycle wherever possible.

Manage natural resources: Energy and water consumption are recorded in a monthly basis, and analysed. An action plan is then derived to reduce usage for the subsequent month. The data is openly shared with all colleagues to raise awareness and further facilitate reduction. We also exclusively use LED lights at Amber's front-of-house and heart-of-house spaces, for further reduction in energy consumption.

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No linen: When Amber reopened in May 2019, we made a conscious decision to remove tablecloths from the restaurant layout. This is not a cosmetic change, but was made in order to reduce the environmental impact of industrial washing, which uses bleach. We chose to use napkins of natural colours as opposed to white for the same reason.

In-house water bottling for colleagues and guests: Since 2018, we have used the Nordaq FRESH water filtration and bottling system from Sweden in both front-and heart-of-house, thereby completely eliminating plastic bottles, as well as imported bottled water. This not only reduces SUP usage, but also significantly reduces the carbon footprint associated with importing bottled water. Water fountains are also used by colleagues to help further minimise SUP bottle usage. In 2020 alone, we saved 57,212 plastic bottles from landfills, equivalent to 7,095kg of plastic waste.

Biodegradable cleaning products: We only use cleaning products that are certified biodegradable and do not harm the environment.

Our Sustainability Related Awards:

2022 Michelin Guide HK & Macau – MICHELIN Green Star

2020 Asia's 50 Best Sustainable Award – Most Sustainable Restaurant

2020 Food Made Good Hong Kong – The Environment Award

A Foodie World – The Foodie Forks 2020 Sustainability Award