



Introduction

Native: We seek to cultivate relation with the territory, with the natural environment and society, pillars of sustainability rights , are the foundations of these projects.

With this guide, we hope to share some of our steps we have taken in the past two years towards better bartending, from the context of Singapore. We hope this guide to be an invite to you, to learn from us, and also share your own journey, that we may learn from you as well.

The journey towards decent bartending started with rethinking the design of our internal systems, with operations, development of principles with these principles. This has since enhanced Native's point of reference.



A summary

This page outlines several aspects the team has looked at with regards to deciding how to move forward two years prior. It also reflects our Native's sourcing and procurement values that the team seeks to uphold, outlining our motivations, and guides approaches with regards to how we define sustainability, as we work with an increasing amount of partners in the community, and mark our footprints on the environment:

Community

With practices at the bar, and our interactions with partners in the region, and the neighborhood, we seek to cultivate interactions that promote a healthier ecosystem, one that improves the mentioned issues.

Native can't function without a team, our most precious resource. We work on staff trainings, covering spirits we use in the bar, and non - alcoholic beverages. We visit our partners, to learn about processes and the natural habitat around us. We also encourage and support our team in their pursuits, setting aside a sum for them to take time off, and further their interest(s) of choice

Community here, is also with the identified communities integrated with our sourcing and procurement procedures; they range from our urban farmers and farmers alike, to our suppliers - partners, and industry comrades. We aim to identify areas of improvement at different areas of the supply chain, and seek to work together with our community partners. Additionally, we recognise the precarious line between supporting healthy agricultural ecosystems and the need to conserve and support diversity with the tropical environment, in Southeast Asia. We seek to understand the development regarding environmental issues in the region, and engage with dialogue with involved stakeholders, surrounding these issues.

Waste

We seek to reduce and recycle waste that goes through Native. Apart from practising an active composting system (circular economy), we aim to learn and put in place innovative and relevant practices, especially with regards to ideas of alternative product packaging. Therein, bearing mindfulness with regards to making drinks.



6 - month old compost, lovingly churned by our team!



Agriculture

We acknowledge the broken food system, and our place in Singapore's food supply system, where food security is predicated on spreading risks across various supply options across the world; We seek to propose alternative futures through our steps, and to find a balance between reducing food miles via sourcing (i) as local as possible, supporting agricultural practices that range from being (ii) regenerative, and supporting (iii) biodiversity, including heirloom produce. In addition, we dreamed of building an urban farm in the city, growing produce for our use at the bar, but providing a platform for food and environmental education, to share with the city dwellers. (to include the b corp certification, etc.)

Energy

We support alternative, renewable energies and aim to have Native switch to entirely relying on renewable energy sources.



Staff Policy

This document is written with regards to Native's guidelines handling workplace resources, dealing with supply chain issues. It outlines values that the team seeks to uphold, and practise. It also outlines our motivations, and guides our approaches with regards to expanding on our footprint with the environment. The practices are also written in compliance with Singapore's Ministry of Manpower MOM - CEP Policy.

An Inclusive Environment

We seek to support fair and equitable work practices. We seek to have a non - hierarchal culture, and consider a fairly holistic approach when contemplating wellness. We also seek to provide adequate training opportunities and support so each of our team members are able to pursue their learning trajectory and personal growth, alongside their work at the bar.

Employees

For the team at Native, we have adopted:

- Fair equal hiring practices (inclusive diversity), access to talent pools, via social media platforms. to ensure fair representation that does not discriminate based on background (i.e. age, gender, race, etc.)
- Formal, written contracts, which include annual holiday rights, insurance, basic medical coverage and to pay above/ market rate (because no minimum wage exists in Singapore) stipulated requirements, a procedure for employee grievances.
- An induction for each team member: making sure our non - local colleagues, for instance, are orientated and well - settled in the work environment, and in Singapore.
- Our employee training focuses on technical training and knowledge building, including professional skills. Occupational health and safety, hygiene and first aid, physiotherapy. Tailored induction programs. Intangibles such as conflict resolution and grievance handling is learnt on the job.
- There are established, open channel for feedback and suggestions, including secure channels for instances and reports of sexual harassment.
- The inclusion of apprenticeship schemes, with competitive allowance for apprentices and interns

Trainings

- Trainings that focus on holistic development, and also on sustainability knowledge: This year, we have organised nature walks for industry and the Native team, to learn about the **biodiversity** in the local mangrove and rainforest environment (Pulau Ubin, Sungei Buloh). Our team has also shared on **better recycling practices** at the bar, and learnt about improving our current **composting** practices.
- In other aspects, we have also introduced the team to coffee training sessions (roasting, brewing, origins). We have introduced quarterly physiotherapy sessions to enable the team to have healthy postures, and learn about injury prevention.
- We have set aside funds for staff education, to support our team in their personal pursuits: this year, Leon has done a 1 week stage with Empirical Spirits (Copenhagen, Denmark) and



Michelle has worked with Ant Lab (North Carolina State University, USA) and with Cub's Fermentation Lab (London, UK).

- Paying suppliers on time (system).
- Communicating sustainability to customers and staff
- Providing opportunities on the platform to highlight their efforts, rewards, achievements. opportunities to undertake responsibilities/ leadership roles.
- We don't fire people, period!
- On Leaving: support staff platform by linking them with resources

Waste

In the first year of operations, we sought to reduce waste generated during preparation for service by utilising offcuts in other food and non - food aspects, also taking reducing the waste by measuring waste generated each service. There is also a compost, and recycling system put in place at Native for items that are not being reused.

In our second year, beyond reducing waste, we are seeking to work with suppliers to reduce or remove the packaging that comes with the deliveries. Additionally, salvaged fruits and vegetable items that are have cosmetic defects, are utilised and turned into pantry essentials, such as vinegars, pickles, and dried herbs and spices. Average trash of 19 g per month.

Into our third year, we have started to shift our focus to working on biomaterials (i.e. bioplastics) as part of our research, incorporating food, and excess generated from the bar and at the farm. The team is also looking to re-moulding packaging materials (i.e. glass, plastic, paper) for other purposes, such as candles, coasters, and lampshades.

We seek to reduce and recycle waste that goes through Native (including metals, plastics, glass). Apart from practising an active composting system, we aim to learn and put in place relevant practices, especially with regards to ideas of alternative product packaging.

Trash Measurement Sheet

We have a trash measurement sheet in which we measure our trash every night after shift. There is a remarks column where we monitor what exactly ends up in our trash. Our daily measurements are anywhere from 8grams - 24grams at the moment. This is after recycling and composting.

Recycling/ Upcycling

> Up-cycled furniture

Our furniture for our venue has been made using leftover furniture from old local cafes, modified and the table tops from left over wood from our initial renovation.

> Wipealls as Beeswax Wraps

Used cleaning cloths are sanitised, coated with beeswax and repurposed as foodwraps, allowing us to move away from using cling wraps.



Reusing

> Coasters: Lotus Leaves

The lotus leaf is used in traditional leaf wraps - when dried, imparts a fragrance to the item it holds. We use lotus leaves instead of regular coasters, at the end of the night we dry them and we're able to use them again for service. Each coaster lasts about 15-20 turns before it goes into our compost and helps to dry up the compost.

> Tupperwares for Storage

We have phased out of using disposable plastic containers by adopting tupperware for storage of ingredients.

Waste - Free Substitutes

> Going Staple- less

We have switched to going staple - free, by using a stapleless stapler with invoices and receipts.

> Explore Acidity

Squeezing lemons or limes leaves shells that are left behind - and incorporating it in other ways, into enzymes, miso with calamansi shells, etc. What we do is to explore and diversifying acidity: making different vinegars in house, recreate citrus flavours by combining different acids (malic, tartaric, and phosphoric acids), yoghurt whey (an acidic liquid that's leftover from our homemade yoghurt), foraged weaver ants (contain formic acid, used in Antz cocktail).

Plastic - Free

> Straws

we don't use any plastic straws. We get metal straws which we sanitize at the end of the night. we have also used lotus stems as straws for a cocktail in our previous menus. These lotus stems are collected from florist who only sell the bulbs. We collect the stems and use it for straws. With the current menu, we have since phased out straws in the bar.

> Prep: Sous Vide

We use a sous-vide for most of our infusions and most of the time it requires a plastic vacuum bag to retain flavours. However, we infuse with jars instead which create as good results. hence no plastic bags that go to waste.

> Trash Bags

Also since our waste is really light, we have skipped using trash bags for our rubbish bins.

> Linen Napkins

Tissues add waste to the bin and tissue made from recycled material can no longer be recycled anymore. We get our Napkins from **Kamilinen** who makes it out of linen and hand towels for the toilets which we bring back to wash.

Reduce

> Retail: Carry our own Grocery bags

We carry our own grocery bags and try to head to the wet markets as much as possible to reduce plastic wrappings that you get in supermarket! However, this effort is also reduced much due to our direct sourcing with local producers for ingredients needed.



> Alcohol Distributors

When working with alcohol distributors, we seek to work with alternative forms of packaging, such as cardboard (boxes), if distributors are not open to reusing boxes. All used glass bottles, are recycled.

> Staff Use

We have our own cups that we use for staff coffee runs.

> Compost

Our compost system is a bokashi system in which you spray an enzyme over your compost. The liquid that is filtered through the bottom, is used as a cleaning agent. Composting is the last step for us, in which parts that are not reused, recycled are turned into compost, for use in our urban farm. We make our own Effective Microorganisms with fruit scraps, that is also used in the garden.



Mindful Liquids

Most of our cocktails start with the mindset of being Mindful. For the **Pineapple Arrack**, we use pineapple skins for the infusion. With the leftover parts, we oven bake with cinnamon for an edible, side garnish. Our invisible man cocktail sees us using the banana peel in the whisky infusion and the leftover banana puree we work with our friends at the dessert mafia to create a banana bon bon which accompanies the drink.

The **Peranakan** cocktail utilises local goat's milk which is clarified. The leftover curds are used in a jelly garnish. The leftover jackfruit seeds which have a rich nutty flavour are also toasted and grated over the jelly garnish.

In terms of non - alcoholic cocktails, we are creating pantry vinegars from discarded produce saved during SG Food Rescue. Kvass is created with leftover bread scraps from Jie Bakery.

Agriculture

We acknowledge the broken food system, and our place in Singapore's food supply system, where food security is predicated on spreading risks across various supply options across the world; We seek to propose alternative futures, and to find a balance between reducing food miles via sourcing (i) as local as possible, supporting agricultural practices that range from being (ii) regenerative, and support (iii) biodiversity, including heirloom produce. We also value cultural traditions relating to food and agricultural practices, and aim to conserve the mentioned through our support in the agricultural and food value chain.

Our bar has a guideline to source for spirits within the confines of Asia Pacific, with a particular interest in showcasing underrated, spirits produced in Southeast Asia, and to showcase producers who are under the radar, highlighting their individual commitments to their community, and to the environment. Details with regards to methods of production are shared with the Native team, which are in turn shared with our community, as part of our efforts to go local and display the diversity of excellent spirits, and ingredients around us.

Additionally, we are committed to looking for unique, and also forgotten ingredients and exploring the unique biodiversity of flavours within the Riau archipelago, and exploring it with the bar as a platform. Working with regional partners, we seek to expand usage of these under-utilised ingredients in our drinks.

We are looking to source produce locally, within **100km** of Singapore shores, promoting a regional food system where our food miles are shorter. Behind this belief, is the recognition that Singapore, in comparison to her neighbors, is a relatively smaller state, and pursuing a regional food system is a realistic approach while Singapore approaches hyperlocalism.

Apart from putting in place sourcing practices, that value biodiversity, we are committed to serving products that support sustainable agricultural practices, and farmers; items include tea, coffee, and ingredients alike.

We have started work on an urban farm in the city, a mere 10 minutes walk from the bar. We are building a demonstration garden, seeking to promote food growing awareness with the office crowd in the Central Business District. The garden is a community space, bringing community together to



learn about food education. The urban farm is housed in a pre-war building, and also incubates ideas and prototypes by budding urban farmers seeking to work together.

Currently Sourced from Local Producers and Native Farm

Goat's Milk (Hay Dairies, Singapore)
Bread Scraps (Jie Bakery, Singapore)
Soy Sauce (Kwong Woh Hing, Singapore)
Pandan (from Garden and Farm)
Oysters (Ubin Oysters, Singapore)
Sweet Potato (Green Circle, Singapore)
Ginger (Green Circle, Singapore)
Blue Pea Flowers (Edible Gardens, Singapore)
Turmeric (Green Circle, Singapore)
Laksa Leaves (Green Circle, Singapore)
Ginger flower (Green Circle, Singapore)
Calamansi (Green Circle, Singapore)
Indian Borage (Edible Garden, Singapore)
Chili (Green Circle, Singapore)
Cucur Atap(Wild Medicinal Herb) (Medini, Johor, Malaysia)
Eggs (Seng Choon, Singapore)
Coriander (Edible Gardens, Singapore)

Foraged

Nutmeg Leaves (City Hall, Singapore)
Spring Water (Sembawang, Singapore)
Wild Pepper Leaves (Various, Singapore)
Wild Jackfruit (Chinatown, Singapore)
Wood Sorrel (Chinatown, Singapore; also from farm)

Local Spirits, Beers etc

Local Mead, Rachele the Rabbit
Brass Lion Gin
Tanglin Gin
Compendium Rojak Gin
Compendium Chendol Gin
Crust Beer (using waste bread to make beer)
Binjai Beer
Pink Blossom Brewing

**We return our bottles to be re-filled and used again*

**Upcoming collaboration with Young Master's Brewery, to create a Stout using coffee cascara and cacao Cascara*

Organic Spices

Cinnamon (Tuss)
Cardamom (Tuss)
White Pepper (Tuss)
Black Pepper (Tuss)
Star Anise (Tuss)
Coriander Seeds (Tuss)
Cumin (Tuss)



Fennel (Tuss)
Cloves (Tuss)
Kampot Pepper (Hong Spices)



Energy

We support alternative, renewable energies and aim to have Native switch to entirely relying on renewable energy sources.

Solar

We work with a solar company **Sunseap** that harvests solar energy and sends it down our energy lines making the bar energy efficient.

Lighting

LED light bulbs are chosen for use at Native.

Water Conservation

We seek to incorporate water - saving tips in our daily routines, such as using the remaining sous-vide bath water for mopping the floors and toilets, adding **aerated nozzles** to taps. Remaining water jugs are used to water plants from our herb garden, while excess ice from the chiller is used to chill our bottle mixers for the next day. That also includes using a filter system, toilets that utilise lesser water useage. Ice is run minimally, topped up in small quantities at the a time to reduce wastage. If there is any left however, it is used to cool down pre mixers for service. Most of our drinks focus on pre batching as it helps reduce ice dependency.



Community

Our work with the identified communities is integrated with our sourcing and procurement procedures; they range from our urban farmers and farmers alike, to our suppliers - partners, and industry comrades. We aim to identify areas of improvement at different areas of the supply chain, and seek to work together with our community partners, and involve relevant partners, to improve the identified areas.

Where space is often a premium in the city centre, we support the community by opening up the unused spaces during the day for the green community to hold events and meetings. We are also engaging with children and youth groups, to share about our research findings and knowledge around enterprise related sustainability practices, as well as the range of (edible) biodiversity found within the urban confines of Singapore alone.

Additionally, to support a sustainable food system, the Native team goes on monthly outings, to expand our minds beyond the bar. In July and September, we educated ourselves with the biodiversity of Singapore's seagrasses and seaweeds with an intertidal walk at Sentosa Island; Most recently, we also invited a local environmental group to share effective composting practices for adoption at the bar.

> On Palm Oil and Forestry

We have sought out substitutes to products that contain palm oil, given pervasive, unsustainable deforestation practices in the region are linked to palm oil. We also acknowledge the RSPO certification, and are engaging with several environmental partners, including locally based organisations Conservational International and PM Haze, to further dialogue surrounding how businesses can support sustainable practices, in the region. We also seek out paper products that are certified by the Forest Stewardship Council (FSC). Our receipts utilise BPA free paper. We are currently making paper from leftover coasters and receipts, for other creative projects.

> Customers

We have expanded our non-alcoholic offerings, to include a range of low ABV and fermented beverages for customers. Currently on the menu, there are 4 different kombuchas (brewed inhouse), ginger bugs, and kvass offered.

> Food Innovation

We seek to imagine food futures, and engage in dialogue with local and regional allies, in various areas and strands of food - related, non - edible innovation. It is with the intention that the distillations of our conversations will be shared with the public, in support of open - source technology and science efforts. With this, we have started a residency to invite one maker every month to incubate 1 project.

> Agricultural Partners

We work with local farms partners, such as:

Edible Gardens City, a community - focused young agri - startup in Singapore.

Medini, to source ingredients for our cocktails such as edible flowers, and *cucur atap*.

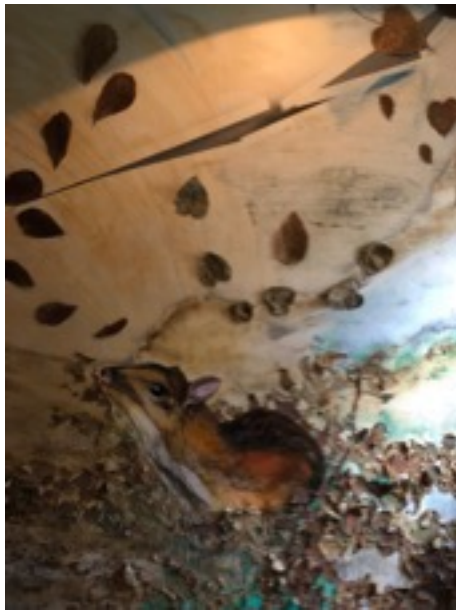
Green Circle Eco Farm, a farm in Kranji, Singapore, that practises permaculture principles with regards to food production.

Similarly, we work together with our partners to seek to reduce waste when it comes to packaging and transportation.



> Native Community

In addition, we would like to highlight select collaborations with our good friends and partners, whom have brought to live the vision we had for Native:



(L) Mural Artwork by Rajesh and (R) Aprons by Age

Art by Rajesh, Mural Artist, “Deer”

We are working with our Artist who has collected our food waste as we go to use it as dye for our Mural on our wall.

Textiles by Agatha ‘Agy’, Aprons with Natural Dyed Fabrics

Our Apron maker has collected our food waste to dye and design our Aprons. Agy is also interested in natural dyes, from the angle of waste.

Candles by Sally, Soy Candles

We work with **Sally’s Candles** to collect leftover cocktail infusions such as roselle and cacao husks, to make candles of matching flavours for the venue.

Beeswax by Lesster, Little Honey Man

We are currently working with local beekeeper Lesster to utilise and experiment with using beeswax in Sally’s Candle jars that have been emptied out - as a means of purifying the air, and incorporating essential oils distilled in-house, from aromatic plants from our farm. We also incorporate existing food waste in our in-house candles.

Educational Institutions, and Public

The work and knowledge generated onsite at the bar is not limited to the communities listed above; we seek to share our work as education. We work with NGOs and International Organisations such as Conservation International to develop educational materials in the area of environmental education in the Southeast Asian context. We also work with local food groups, such as Foodscape Collective, to develop content on food education in Singapore.



Of late, we are working with members of the public, and partners to share our work in the intersection of food and open - source technology; exploring the philosophical and ethical implications and boundaries of human, food, agriculture and technology, but also seeking to provide spaces and platforms for open source innovation.

> **Spirits Partners**

We work with regional partners, in which their crafted spirits are given featured in Native drinks:

Tanglin Gin - Singapore
Rachelle the Rabbit- Mead, Gin
Rye & Pint - Beer
General Brewing Co - Beer

For our local brands, we work with them by returning used bottles and refilling instead of getting new stock.

Regional brands we work closely with:

Samai - Cambodian Rum. Molasses sourced in Cambodia, distilled and aged in Cambodia. Their Kampot pepper rum uses certified organic Kampot pepper.

Chalong Bay - Phuket. Agricole rum made using native strains of sugarcane (non-gmo), providing fair wages for staff and support.

Ceylon Arrack - Our best selling cocktail uses this. One of the first green distilleries (LEED certified). Environmentally responsible from composting to tree fertilizer, to creating sustainable barrels from Hamilla wood.



Native Urban Farm

Mission/ Vision

An urban farm/ garden in the city, 19 Cecil Street
With ELOH Leadings Pte Ltd (part of the Eight Lights Group)

Our team recently set up an urban farm in the heart of the city, a 10 minutes walk from the bar. It is housed in a pre-war building compound. The farm also incubates ideas and prototypes by budding urban farmers seeking to work together. We seek to align ourselves with efforts around the world to support local growing, and food access. The farm currently supplies microgreens, and a fair amount of produce utilised at the bar. We are currently working towards having a bigger outdoor farm diversifying the offerings of native plants, 20 minutes away from Native, at Gillman Barracks.



Progress at the urban farm: Shinybusy (L) and Wood Sorrel (R)



Current Harvest List

Produce Grown:

Thai basil

Holy Basil

Laksa Leaves

Ginger assorted (Leaves: Sand Ginger, Temu Mangga, Torch Ginger, Bentong)

Pandan

Sweet Potato Leaves assorted

Lemongrass

Curry Leaves

Blue Pea Flowers

Calamansi leaves

Kaffir Lime leaves

Purple Chili

Asian Mugwort

Shinybush

Wood Sorrel

Asiatic Pennywort

Indian Borage

Marigold Leaves, Flowers (Upon bloom)



NATIVE
52A Amoy Street



A Native Guide to Decent Bartending