



Sustainability Commitment Policy

FOODITUDE – 2024-2025

Introduction

Fooditude is committed to operating sustainably and responsibly, minimising our environmental impact while making a positive societal contribution. This policy outlines our non-negotiable sustainability principles that guide our operations.

Our Sustainability Commitments

Environmental Sustainability

- **100% Renewable Electricity:** Our Central Production Kitchen (CPK) and future kitchens will be powered exclusively by renewable energy sources.
- **Zero waste to Landfill:** No waste from our CPK ends up in landfill.
- **Waste Management:** We are committed to minimising waste and maximising recycling. We will prioritise composting and anaerobic digestion for food waste, send general waste to Energy-from-Waste (EfW) facilities, and ensure proper recycling of mixed recycling, glass, and cardboard.
- **Sustainable Procurement:** Prioritise sourcing ingredients and supplies from sustainable and ethical suppliers, including exclusive purchasing from the sustainable section of office supplies.
- **Packaging (non-supplier):** We have a comprehensive packaging policy. Our team is guided by a live document outlining approved packaging materials such as bagasse, paper, and recycled paper.
- **Water Conservation:** Implement water-saving measures in our CPK – monitor monthly and report on annually.
- **Climate Action:** Report on Scope 1, 2 and 3 annually – setting new targets each year.

Social Responsibility

- **Staff Sustainability Training:** We ensure all staff complete sustainability training to encourage a culture of environmental and social responsibility.
- **Fair Labor Practices:** Maintain London Living Wage for all employees and audit suppliers to ensure fair labour proactive in our supply chain.
- **Social Mobility:** Implement the Social Mobility Pledge, providing opportunities for individuals from disadvantaged backgrounds through careers advice, work experience, apprenticeships, and fair recruitment practices.
- **Employee Well-being:** Prioritise employee health and safety, offering a supportive and inclusive work environment.
- **Community Engagement:** Participate in local community initiatives and support charitable causes aligned with our sustainability goals.
- **Animal Welfare:** Adhere to strict animal welfare standards, as outlined in our Sustainable Supplier Policy which can be found below.

Food and Nutrition

- **Food Sourcing:** Prioritise sourcing from sustainable and ethical suppliers, emphasising local and seasonal produce.
- **Food Waste:** Implement and monitor our Food Waste Project to work towards our 15% food waste limit target on each client site.
- **Nutrition:** Provide nutritional labelling for all meals.
- **Healthy Options:** Promote balanced and healthy eating by offering a variety of nutritious menu options and reduce salt levels that go over the government's recommended amounts.
- **Fish Sourcing:** Ensure that the Big 5 menu options account for less than 50% of our regular fish offering, supporting sustainable fisheries. *Big 5 - Cod, Haddock, Salmon, Tuna, Prawns

Certifications and Partnerships

- **Maintain Certifications:** Retain Sustainable Restaurant Association's Food Made Good 3-star rating and Planet Mark Certification.
- **Supplier Standards:** Establish clear and signed Supplier Sustainability Standards Agreements to ensure compliance with our sustainability commitments.
- **Transparent Supply Chain:** Enhancing supply chain transparency by leveraging our Eco Vadis membership to assess and improve the sustainability performance of our suppliers.

Measurement and Reporting

Fooditude will monitor and report on sustainability performance annually, setting clear targets and tracking progress against them. We will share our achievements with employees, clients, and the community, using our strategy to guide our efforts and inform stakeholders.

Review and Improvement

This policy has been communicated to all staff and implemented through clear procedures and guidelines. This Sustainability Commitment Policy will be reviewed annually to ensure its continued relevance and effectiveness. We are committed to continuous improvement and will identify opportunities to enhance our sustainability practices. By embedding sustainability into our core business operations, we aim to create a positive impact on the environment and society while building a strong and resilient business.



SUSTAINABLE SUPPLIER POLICY

FOODITUDE - 2025

INTRODUCTION

Fooditude is driven by a commitment to responsible leadership amid the global climate crisis. We aim to continually reduce and mitigate our social and environmental impact in line with our Sustainability Strategy and Net Zero by 2040 commitment. This policy outlines essential requirements for suppliers to Fooditude, reflecting our dedication to creating a sustainable and responsible supply chain.

SUPPLIER REQUIREMENTS

A. Minimum (produce) standards

When trading with Fooditude, suppliers must strictly adhere to the minimum standards stipulated in Appendix A. These standards, detailed further in the appendix, encompass a comprehensive set of criteria aimed at ensuring the quality, sustainability, and ethical sourcing of the products supplied to Fooditude. Additional to this criterion, Fooditude prioritises British origin produce in line with the FMG (Food Made Good) rating by the Sustainable Restaurant Association.

Compliance with these standards is paramount to maintaining the integrity of our commitment to responsible sourcing and environmental stewardship. At all times, suppliers are expected to hold and make available certificates or other relevant forms of proof demonstrating compliance with these standards.

B. Animal Welfare

Fooditude is committed to upholding high standards of animal welfare throughout our supply chain. All suppliers of animal products must adhere to the following:

- **Compliance with relevant animal welfare legislation:** Suppliers must comply with all applicable animal welfare laws and regulations within their respective countries of operation. For all animal products, we prioritise sourcing from UK farms, ensuring compliance with UK animal welfare standards.
- **Adherence to Specified Certifications listed in Appendix A.**

C. EcoVadis: Supplier Questionnaire

We are now working with EcoVadis, a leading platform for sustainability assessments, to evaluate our suppliers' environmental and social practices. By completing an EcoVadis assessment, you can:

- **Demonstrate your commitment to sustainability:** Showcase your company's sustainability performance to a global audience.
- **Gain valuable insights:** Identify areas for improvement and develop a roadmap for enhancing your sustainability practices.
- **Enhance your reputation:** Differentiate your business by demonstrating your commitment to responsible and ethical business practices.

Getting Started with EcoVadis

We encourage all our suppliers to participate in the EcoVadis assessment. To request an invitation and begin your assessment, please contact our Sustainability Manager, kpage@fooditude.co.uk. Our team is happy to answer any questions you may have about the process.

D. Sustainability good practice

In line with Fooditude' own efforts, we welcome and prioritise (where possible) suppliers who progressively adopt sustainability best practices, including:

- Reducing greenhouse gas emissions and dependence on fossil fuels.
- Minimising food loss and waste.
- Upholding fair treatment of staff, supporting local communities, and ensuring workers' rights.

- Limiting food packaging and non-food waste.
- Ensuring produce traceability in accordance with UK or relevant legislation.
- Enhancing animal welfare standards.
- Supporting Equity, Diversity, and Inclusion by sourcing from majority minority ethnic group-led businesses, majority women-led businesses, and social enterprises.

E. Soy disclosure

Suppliers must disclose in writing the use of soy in their supply chain, including provenance where available. This measure is crucial in addressing sustainability concerns related to deforestation or land use change. Disclosure should cover both direct and indirect use of soy (including animal feed) and be addressed to Fooditude's Director of Food and Sustainability Manager.

F. Halal

Responding to a lack of global and national standards defining Halal practices, Fooditude requires all suppliers to fill in Fooditude's in-house Halal questionnaire. A completed Halal questionnaire should be filled in by each supplier used for any relevant meat categories as set out under our standard requirements (Appendix A). The completed questionnaire is to be sent to Fooditude's Director of Food and Sustainability Manager, prior to commencing supplying the concerned product.

END NOTES

This policy will be reviewed and updated on an annual basis at the minimum, to fortify our steadfast commitment to sustainability within Fooditude and its supply chain.

- Written on: 18/12/2023
- Last Updated on: 20/01/2025

- Signature Director of Food:
Matt Byne

Matt Byne

- Signature Sustainability Manager:
Katharine Page



APPENDIX A - MINIMUM STANDARDS REQUIREMENT

Suppliers are required to meet all standards outlined in this Appendix. Any deviations or breaches must be promptly communicated via email to Fooditude's Director of Food and Sustainability Manager.

To ensure adherence to our sustainability standards, we maintain a zero-tolerance policy for products that do not meet our specified requirements.

- **Animal Products:** All animal products must comply with our specified certifications (e.g., UK, Halal, Red Tractor, RSPCA Assured, Organic). Any animal products that do not meet these standards will be rejected and returned to the supplier.
- **Fruit and Pantry Goods:** While we prioritise sourcing high-quality produce that aligns with our sustainability standards, we understand that occasional deviations may occur. For fruit and pantry goods that do not meet our expected standards (e.g., due to quality issues, order quantities), we will document these instances and request an explanation from the supplier to address the non-compliance.

MEAT & FISH

Ingredient	Type	Minimum Requirement
Raw Chicken	All	Halal Red Tractor UK Origin
Other Poultry	All except chicken	Red Tractor or Halal UK Origin

Raw Beef	All	Red Tractor UK Origin
	Mince	Organic UK Origin
Raw Pork	All	RSPCA Assured UK Origin
Raw Lamb	All	Halal UK Origin
Raw Goat	All	UK Origin
Raw Fish	All	Marine Conservation Society Good Fish Guide 1-3 rating
Shrimp	Farmed	Banned for any regular meal service we provide, exceptions permitted for events
Tuna	All	Marine Conservation Society Good Fish Guide 1-3 rating

Please note:

- *As a minimum, products derived from animals must comply with all applicable legislation relating to animal welfare in the country of production.*

FRESH GOODS

Ingredient	Type	Minimum Requirement
Milk	All	Organic UK Origin
Butter	All	Red Tractor UK Origin
Eggs	Whole	Organic (includes Free Range) UK Origin
Bananas	Whole fruit	Fair Trade

PANTRY & DRY GOODS

Ingredient	Type	Minimum Requirement
Coffee	All types e.g. beans, grinds and instant coffee	Fair Trade, direct trade, rainforest alliance and/or organic.
Tea	All	Fair Trade, direct trade, rainforest alliance and/or organic.
Sugar	All	Fair Trade, direct trade, organic and/or Red Tractor (please note, Red Tractor is only acceptable if produced in the UK)
Chocolate & Cacao	All	Fair Trade, direct trade, rainforest alliance and/or organic.
Rice	Uncooked	Direct trade
Palm Oil	Cooking oils	No (certified) palm oil to be supplied to Fooditude as cooking oil.

