

Corporate Social Responsibility Policy

Purpose

This Corporate Responsibility Policy defines Elior UK's coordinated approach to managing ethical, social, economic and environmental issues.

Scope

This Corporate Responsibility Policy summarises Elior UK's approach to Corporate Responsibility matters relevant to its business and its supply chain.

Responsibilities

This Corporate Responsibility Policy sets out the principles and wider approach that Elior UK take in order to progress the Corporate Responsibility agenda within the business.

Principles

- To conduct all our activities with honesty and integrity
- To promote sustainable growth with responsible, innovative and ethical business practice
- To continually develop our workforce for the benefit of all of our people
- To offer opportunities and development for colleagues
- To minimise our direct and indirect impacts on the environment
- To positively engage in the communities in which we operate our services

Corporate Social Responsibility Approach

Our CSR strategy is based on the Elior Group Positive Foodprint Plan which outlines our responsibility in respect of colleague wellbeing, development and safety, waste reduction, nutrition, as well as the impact we have on the community, agriculture and the environment. The plan outlines 4 commitment areas:

Healthy Choices:

- Be leaders in food hygiene and safety
- Innovate and provide balanced and healthy choices
- Raise awareness of the benefits of healthy eating

Sustainable Ingredients:

- Build long-term relationships with suppliers for best quality
- Develop a sustainable supply chain, with emphasis on local produce

Circular Model:

- Reduce our environmental footprint, including working towards zero food waste
- Innovate and develop partnerships to move towards a circular model
- Share sustainability best practices with suppliers and clients
- Reduce our carbon footprint across scope 1, 2 and 3 emissions

Thriving People & Communities:

- Ensure the health and safety of our people
- Develop the skills of our people to encourage internal promotion
- Stand against discrimination
- Contribute to developing local communities

Governance

This policy will be reviewed at least annually at Board level and will be revised in accordance with Elior UK's procedures and any changes in legislation.



Catherine Roe
Chief Executive, Elior UK
14 December 2022