

Corporate Social Responsibility Policy

At Pabulum we are aware that the way in which our business operates should always take account of any subsequent economic, social and environmental impacts. Our policy relates to voluntary actions that our business takes, often over and above compliance with minimum legal requirements, addressing both competitive interests and the concerns of wider society. This policy embraces the United Nations Sustainable Goals (SDG's).

The SDG's are the world's shared plan to end extreme poverty, reduce inequality, and protect the planet by 2030. United Nations have committed to 17 lifesaving goals. We have chosen to start by embracing three of these goals, namely:

- Good Health & Wellbeing
- Quality Education
- Responsible Consumption & Production

This, together with the National Food Strategy, a Government-commissioned independent review into the food system in the UK, are our drivers for our commitments to **Planet Matters**.

Our Safety and Health

Pabulum manages risks to help to ensure the safety and health of every person that is affected by our activities. This is supported by our policies, procedures, risk assessments, monitoring records and audits that are Primary Authority accredited. We recognise that a positive safety culture is vital to prevent harm. Our aim is to continually improve to ensure the following:

Cooperation - Pabulum work with all our key stakeholders including our clients to maintain a clean, healthy and safe working environment. We place contractual obligations on our clients to provide a safe working environment and we participate in a Linea House resident meeting to address safety issues for the Head Office staff.

Culture - We encourage employees to raise concerns and where reasonably practicable implement actions. Pabulum's aim is to reduce the frequency of accidents.

Our Environment

Pabulum is fully committed to following an Environmental Policy, making continuous improvements in our environmental performance. We are ISO 14001 (The International Standard of Environmental Management) accredited and our Environmental Management System is implemented across all areas of the business from our procurement procedures through to our service delivery. We place particular emphasis on the following areas:

Waste and Recycling – We aim to minimise the waste produced across the business and work with our suppliers to achieve this. In the Head Office, we separate waste streams, and, in our schools, we adhere to the relevant waste policy.



During 2022 we will launch our “Waste Less” programme. The aim is to reduce waste both in terms of food on the plate in the dining room and in terms of production waste in the kitchen. This will be achieved through

- An initiative for all schools to participate in our initiative by valuing the provenance of the food that we buy and ensuring that we reduce and measure waste to landfill. This will include an assembly presentation for schools.
- Rewarding the great waste reduction performance of our schools and teams.
- Educating our teams via our Waste Less initiatives delivered by Pabulum staff.

We encourage participation in local recycling schemes along with national schemes, for example, recycling of waste oil. Pabulum fulfils its obligations under the Producer Responsibility Obligations (Packaging Waste) Regulations.

In schools, we have removed all single use plastics and food wrappings/packaging are by Vegware.

Distribution Systems – Pabulum works with its suppliers to provide energy efficient distribution systems.

Utility Efficiency – We endeavour to reduce the demand on energy resources from our business activities.

Staff Training – Our Company wide training provides a knowledge base which assists our employees to improve environmental performance and implement our policies.

Our People

We employ about 900 people, and they are a vital asset to our business success; without them Pabulum would simply cease to exist. We are committed to providing them with a rewarding and challenging work environment. We are supportive in our business activities of the following groups:

Our Employees – We take time to actively listen to our employees’ opinions and encourage their contributions. We ensure that they are not only skilled and efficient with a passion and commitment to good food, but also that they are engaged. Pabulum promotes fair working practices, local recruitment and staff recognition.

Employee Assistance Programme - Pabulum is committed to supporting and helping all our people when they are facing challenges or problems, either at home or at work. We have therefore enrolled every member of Pabulum into Hospitality Action’s Employee Assistance Programme (EAP). It provides independent and professional advice that includes online mindfulness and cognitive behavioural therapy courses, financial and debt advice.

Our Clients – We work in partnership with our clients, listening and adapting to their needs, communicating clearly, and reacting swiftly to problems.

Our Suppliers – Pabulum works with local and regionally based suppliers who believe in the same values we have with regard to fresh, good quality, local food produced in a sustainable manner. All our suppliers are selected on their commitment to sustainability.



Our Local Community

Pabulum supports community engagement at both national and local level. Individuals are encouraged to arrange fund raising activities for their own communities. We are especially involved with:

Client Sponsorship – Pabulum are active sponsors for various events held at client sites.

Local Initiatives – Community involvement is organised locally by our employees.

Our Product

We work closely with our suppliers to ensure all our food meets approved standards of food safety, hygiene, quality, animal welfare and sustainability. We work with our Registered Nutritionist to carry out menu analysis and for support with individual special diet requests. We believe that buying fresh, seasonal and locally is not only great for our customers, who get to taste the benefits, it also supports the local economy. Our overriding principles include:

British and Local Produce – Pabulum will, where practicable (e.g. seasonality) support British farmers and local businesses. Pabulum commits to purchase between 75% to 80% of all fresh produce from British local suppliers.

Healthy Products – Pabulum recognises the importance of good health, and our menus provide the choices necessary for a balanced, healthy diet.

Safe Products – To endeavour to serve safe products Pabulum incorporates a Hazard Analysis Critical Point (HACCP) system in all of our sites that serve food. Our employees are trained to implement our Food Safety and Allergen policies.

Ethical and Sustainable – Pabulum supports the procurement of food produced to high ethical standards and those that are sustainable.

Nelson Williams
Managing Director

(This policy will be reviewed in January 2023)

