



ENVIRONMENTAL, SOCIAL AND GOVERNANCE STRATEGY

Our Drivers

The United Nations SDGs

The United Nations sustainable development goals (SDGs) 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.

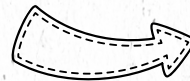
We have chosen to start by embracing three of these goals, namely:



Good Health
& Wellbeing



Responsible
Consumption &
Production



Quality
Education

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 our sustainability strategy.



Our Vision

To be a positive force for change in school catering because we care about:



Lauren and Helene from the Alexandra Park School Catering Team



Our Customers

We deliver great tasting, seasonal and sustainable dishes on our menu at affordable prices, every day



Our People

Our people are our most valuable asset. That's why we invest in their development and support their health and wellbeing



Our Planet

We play our part in school to protect the planet by creating seasonal menus, reducing waste, and avoiding single use plastics



Our Communities

We engage with communities, local to the schools where we work, and provide local jobs, for local people



Our Guiding Principles

We operate our business on core principles and governance, holding ourselves to account at all times

A photograph of a natural landscape. In the foreground, there is a field of tall, green grass. Behind the grass, a dense line of trees and bushes stretches across the frame. The foliage is vibrant green, with some leaves showing slight yellowing. The background is slightly blurred, emphasizing the vegetation in the mid-ground.

Our Environmental Social and Governance (ESG) Plan



Our Customers

We are proud to be certified members of the Soil Association, Food for Life (FFL) programme which makes healthy, tasty, and sustainable meals the norm for all to enjoy; reconnecting people with where their food comes from, teaching them how it's grown and cooked, and championing the importance of well-sourced ingredients.



The new School Food Standards have been mandatory in all maintained schools, new academies, and free schools since January 2015. Meeting these standards is part of the FFL criteria hence achieving this award, gives our customers and clients confidence in our food service offer.

We have invested in a dedicated team of Pabulum nutritionists to ensure that our meals are always nutritionally balanced and to provide inclusivity for all customers, including those pupils and students that require special medical and cultural diets. We work with our schools to ensure that freshly cooked, affordable meals are available for all.



Anushka and Charlotte have recently joined the team

We educate our customers by providing a wide range of assemblies on 'all things food' and are always delighted to host pupil/parent events including 'meet the grower', playground taster events, bring a parent to lunch, and support our schools at parent open days.

Pabulum has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business. This includes payroll safeguards to ensure no salary is ever paid into a third parties bank account.

School Visit to LJ Bett's Farm

pabulummm
HONESTLY GOOD FOOD

Our People

Our People are at the very heart of delivering high quality dining experiences. Our workforce underpins everything that we achieve; it is therefore crucial that we work collectively to ensure that all colleagues have the resources, training, and experience to succeed in their role.

In our 2022 employee engagement survey, 81% of our colleagues said that their manager or someone at Pabulum cares about their health and wellbeing and 77% of colleagues said that their manager supports their need to balance work and life issues.

We want our people to be happy, healthy, and ready to go, however we understand that sometimes everyone needs a helping hand. We have a robust wellbeing strategy that is underpinned by the Employee Assistance Programme which is delivered in conjunction with Hospitality Action. This employee care package is available 24/7, 365 days a year. This programme provides independent expert support and advice ranging from financial to emotional support and most things in between.



We also have our **Workforce Partnership Forum** which gives all colleagues a voice. This encourages colleagues to bring new ideas, discuss any concerns and to share good news stories from across the business. This group contribute to achieving our company vision.



Rockmount Primary School staff with MD Nelson Williams



Our Planet

We recognise that children and young people are concerned about the future and the impact that climate change will have on their lives for generations to come. It is our responsibility to promote the right behaviours and do everything that we can to make the right choices to help protect our planet.

Within our seasonal menu cycle, we have reduced the use of meat to help reduce greenhouse gas emissions, replacing the meat with plant-based proteins and hidden vegetables and pulses. 64% of our vegetarian choices are plant-based dishes, again, supporting the environment and making our menus more inclusive to all.

We have introduced 'no waste' fresh produce into our business (big, small, dull, bright or wonky veg) and our catering teams are all being trained in our 'Waste-less' initiatives - reduce, reuse & recycle.

Our approach to 'single use' plastics in packaging, is to reduce, reuse and recycle. This is in line with the Government's commitment to prevent all avoidable plastic waste by the end of 2042. In our primary schools, we have removed all single use plastics.

Our napkins come from licensed sustainable materials and are fully compostable. In our secondary schools, we are proud to have removed 70% virgin plastics from our range of disposables. Our aim is to grow this to 80% by 2024 by making sustainable switches to recycled and recyclable products.

All of our drink bottles contain a minimum of 50% recycled plastic and once finished with, can be recycled. We also offer a range of canned, and Tetra Pak drinks with packaging that is fully recyclable.

Our groceries are all delivered by one supplier which both reduces road miles and keeps the number of vehicles visiting our schools to a minimum. Our waste cooking oil is turned into biodiesel which is used to fuel these vehicles.

We source our cleaning chemicals in a concentrated form and all packaging is recycled and recyclable.



From January 2022, We will plant an English fruit tree at every Pabulum school



Our Communities

The local school communities that we work in are really important to Pabulum. We know that we can add value beyond the school gates.

We recruit locally, providing fairly paid, meaningful jobs for local people. This supports the local economy and creates learning and development opportunities for all through our apprenticeship programmes, and Stairway to Success career path.

We support local schools and fundraising events by engaging with parents and the wider community, and love sharing our knowledge and passion for good food by hosting cookery lessons for pupils and parents.

We work closely with the Springboard charity to help get people back into work and partner with Hospitality Action, to support our people's health and wellbeing.



Your Free Employee Assistance Programme

Talk to us in confidence.
Just call 0808 802 2111 (UK) 1800 911 121 (Irl)
Email: assistance@hospitalityaction.org.uk
Online and Live Chat: hospitalityaction.well-online.co.uk
We've got you.





Available 24 hours
7 days a week
365 days a year



Parenting
Helping



Health & Wellbeing
Helihealth



Debt & Financial
Management



Legal & Tax
Advice



Counselling
& Emotional
Support



Barnes Farm Infant and Junior School Catering Team



Our Customers



Our People



Our Planet



Our Communities



Our Guiding Principles

Our Guiding Principles

We operate our business with competency, integrity, good practice and in the interest of all stakeholders.

We are proud of our ethical sourcing, using 75% of British and seasonal produce in our menus and choose our supply partners based on their commitment to sustainability and shared values.

As well as completing enhanced DBS checks for all colleagues, we comply to the statutory guidance Keeping Children Safe in Education (KCSiE) for safeguarding and recruitment.

We have strong governance through our SHAW (Safety, Health, and Wellbeing) committee, and have achieved ISO:14001 (Environmental Management) and Contractors Health & Safety Assessment Scheme (CHAS) accreditation.



Certificate No:14130113



Accredited Contractor
CHAS.co.uk

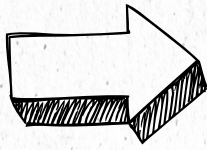


Flow training screenshot for safeguarding

Our Goals for 2023

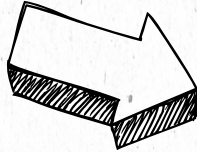


Our Customers



In our Primary Schools – to continue to deliver great tasting, seasonal and sustainable dishes on our menu, at affordable prices, every day

Measurement of success – to increase our (combined KS1 & KS2) meal uptake in primary schools from 65% to 68%

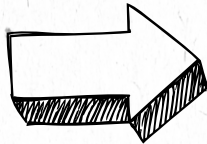


In our Secondary Schools – to introduce our Enjoy destination dining concept to all our current secondary schools

Measurement of success – to have achieved this by the end of Q4



Our People

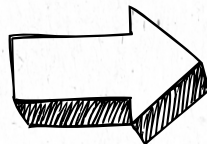


To increase employee engagement and reduce employee absence by continuously investing in their health and well-being

Measurement of success – feedback from annual colleague survey to show improved engagement scores from 2022 & improvement in opening rates of monthly colleague wellbeing initiatives



Our Planet

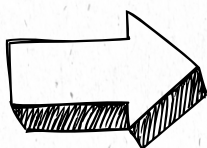


To audit all Pabulum schools to identify the waste streams that are currently available and being used within our schools

Measurement of success – once the results are collated and understood, to agree a robust action plan by the end of Q1. *



Our Communities

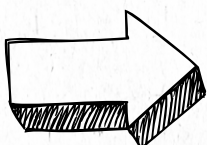


We will recruit local people to work in our schools to support the local economy and create development opportunities for colleagues

Measurement of success – 80% of our colleagues live within 10 miles of their place of work



Our Guiding Principles



We live by our guiding principles and will continually strive to achieve and exceed our targets and best practice goals

* Once these results are known, to trial the introduction of a waste collection service (in two schools) that uses separated food waste as renewable energy (KwH) thereby saving CO2 by diverting waste from landfill. We will use Re-Food as our partner and report on agreed KPIs for volume of food, amount of renewable energy generated and amount of CO2 diverted from landfill.

Keep in Touch

**We look forward to
updating you on our
progress next year.**



Friday's Farm - Pabulum Supplier

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pabulum-catering.co.uk

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HONESTLY GOOD FOOD