## SEARCYS

## SUSTAINABILITY PLEDGES

LONDON



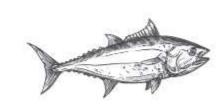
## PEOPLE



Up to 90% of seasonal fruit and vegetables on our menus are British. You will always find indulgent plant-based dishes on every Searcys menu



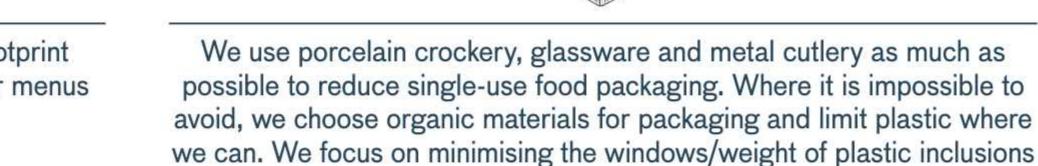
We only use British-milled flour and this year, we have introduced wild-grown wheat from regenerative farms and ancient British grains in our recipes



In our dishes, we only use fish from approved MSC lists and the Good Fish Guide



We have launched a trial of a carbon footprint calculator to understand the impact of our menus



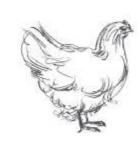


All our teas are ethically, responsibly sourced, Fairtrade and some are carbon-neutral

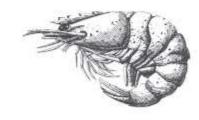




We only use British-harvested rapeseed oil in cooking



All our fresh eggs are British free-range



All our frozen prawns are Marine Stewardship Council-certified as sustainably farmed



We champion local produce, with all fresh fruit, vegetables, cheese and dairy coming from our local supply network



We only source British meat and poultry using, whenever possible, regenerative farms like Lake District Farmers cooperative



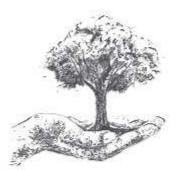
Our cooking chocolate is organic single source from Islands Chocolate farm in St Vincent and you can trace its journey from pod to pot



We celebrate signature seasonal English apples at all our cafes. We also offer a free bowl with all our meetings packages



All our bacon is British-reared and dry-cured



We do everything to minimise food waste through menu and portion design, and food waste separation



Too Good To Go

We have partnered with food waste app Too Good To Go, an innovative app that connects customers to restaurants that have unsold food surplus - at a great price - so it gets eaten instead of wasted



to the charity



Our Searcys apprenticeship programme ensures we have exciting apprenticeships for those entering our industry, and for our seasoned colleagues we have 42 development journeys in culinary, operations, front of house, HR, IT, finance and marketing



All our uniforms are made with Sedex-certified cotton, so that we know that people who manufacture them are treated fairly



We celebrate our people's contribution and loyalty with our long-service awards

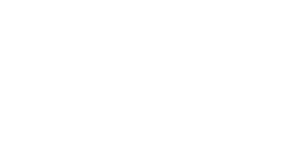


In 2022, we were awarded the Disability Confident Employer certificate. The accreditation helps us ensure that everyone has an opportunity to fulfill their potential





Our nominated charities Hotel School and Beyond Food help those who are most at risk of unemployment and homelessness to gain meaningful employment in hospitality



Our coffee comes from an organic cooperative of smallholders in Peru and from family-run single estates in Guatemala and Colombia



and choose recyclable materials over compostable

Our bottled water is naturallysourced Harrogate. It is Britain's oldest bottled water, discovered in 1571, first bottled in 1740. It has the lowest food miles in the UK and it has been B-Corp accredited



We celebrate English sparkling wines, working with some of the best vineyards in the country. We have also created our own label working with a vineyard in Guildford



Our house beer is supplied by Freedom Brewery, the only beer recommended by the Sustainable Restaurant Association and Toast, a craft beer brewed with surplus fresh bread that would otherwise be wasted, with all profits going