

second nature

ESG Report 2025

EST · 1847
SEARCYS
LONDON

Introduction

We are delighted to be able to share our first edition of Searcys ESG report. Whilst the WSH Group has produced annual reports since 2023, this year, we took the decision to create a Searcys specific report that focused on our progress and activities.

Over the last few years, we have taken proactive steps to create a culture of engagement, upskilling and continuous conversation, ensuring ESG is central in all decision making.



Our key initiatives to date have included:

- Striving to achieve and maintain 1 Sustainability Champion per venue (currently sitting at 32 champions across 30 locations)
- Opening ISEP (The Institute of Sustainability and Environmental Professionals formerly known as the Institute of Environmental Management and Assessment) 2 day training to all our General Managers, Head Chefs and Sustainability Champions with 49 Searcys team members trained to date
- Introducing our Annual Second Nature summit to share progress against our targets with our teams and our client partners
- Developing and launching our own Sustainability Audit for each venue to undertake a review of our activities and create venue specific action plans.





We have made great progress, but we continue to have a significant journey ahead. We need to work collectively to drive change, both with our guests and our client partners. This is not only about our moral and ethical obligation to people and planet, but ensuring our long-term business resilience.

I'd like to take this opportunity to thank our teams for their continued action and engagement, and our clients for supporting our approach.

Our commitment to driving positive change is central to our long-term business strategy.

Paul Jackson



Our *second* **nature** Strategy

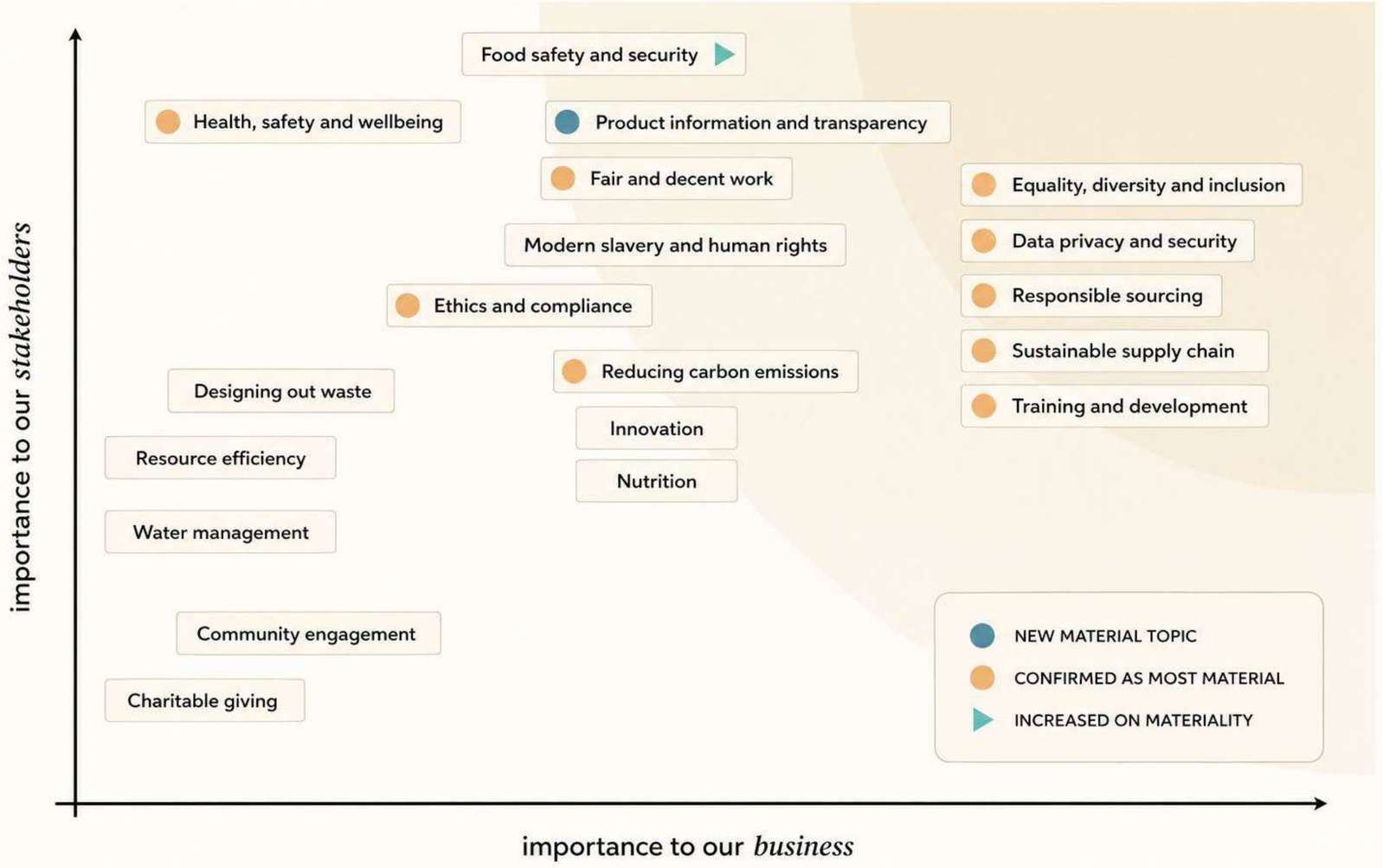


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Establishing Our Strategy

Our Second Nature strategy was established in 2023. It is a WSH Group wide strategy, managed by our central Sustainability team.

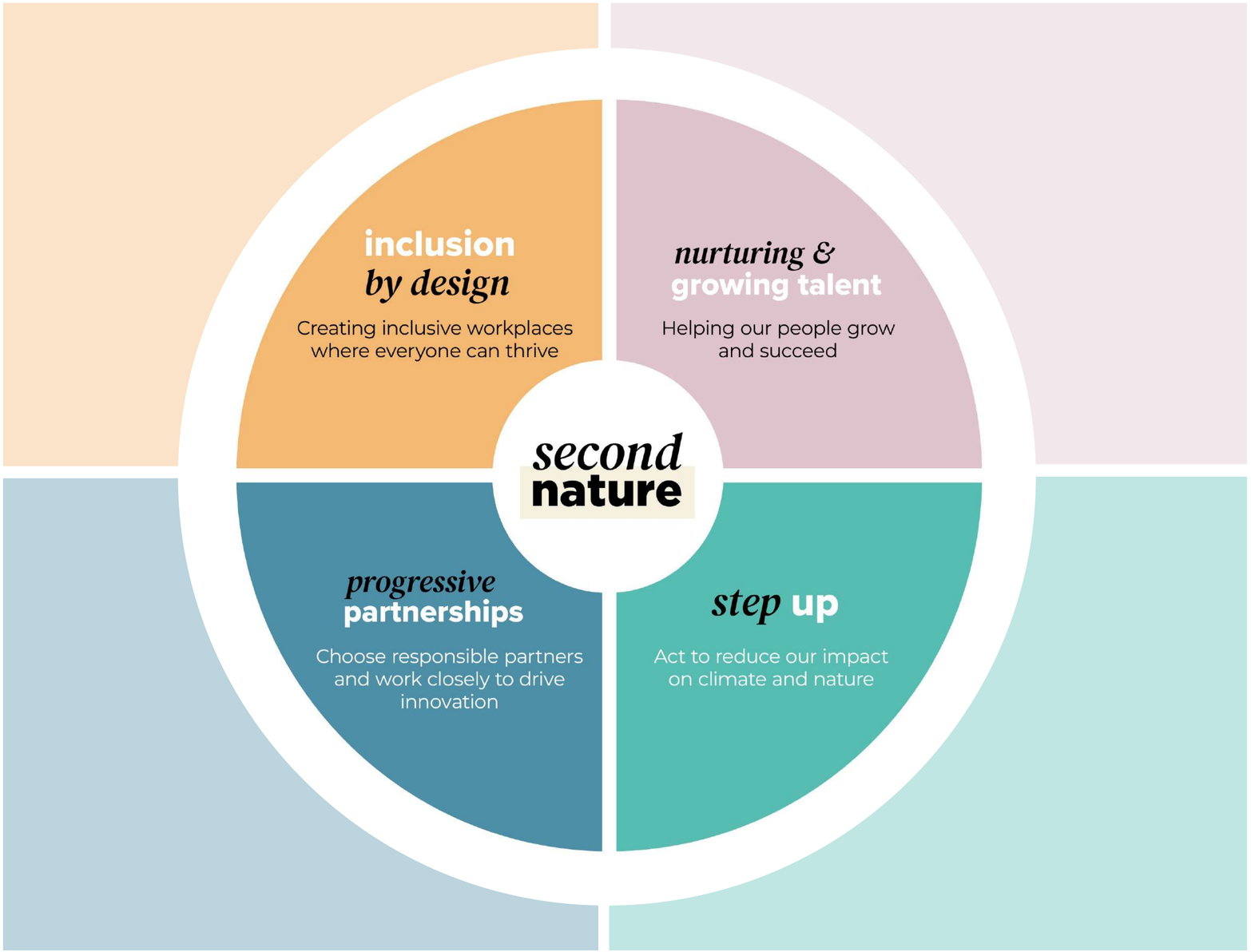
The strategy, underpinned by robust materiality analysis conducted in 2022, aligns with independent reporting standards and frameworks (e.g. Global Reporting Initiative (GRI), UN Sustainable Development Goals (SDG's) and Sustainability Accounting Standards Board (SASB)). The materiality assessment was reconducted in 2025 to ensure continued alignment to collective stakeholder goals.



The Second Nature Framework

Our Second Nature framework was influenced by the material topics identified in our materiality assessment. Topics were then reconfigured, merged, and renamed.

We grouped the most material issues into four key pillars, which guide our approach to addressing each topic. Second Nature strengthens our ambitions to transform our industry while building on WSH's heritage of sustainability.



second nature

our *vision*	We love what we do, serving our customers fresh, seasonal and local food prepared by our exceptional people every day. Our businesses are hungry for change in our industry, and we are uniting to take positive action on sustainability.			
our *pillars*	inclusion *by design*	*nurturing &* growing talent	*progressive* partnerships	*step* up
our *objectives*	We create **inclusive workplaces** where everyone can thrive	We help our people **grow** and **succeed**	We choose **responsible** partners and work closely to **drive innovation**	We act to **reduce** our impact on **climate** and **nature**
topics *covered*	**Equity, diversity** and **inclusion**	**Training** and **development** **Fair** and **decent work** **Employee Wellbeing**	**Responsible** sourcing **Sustainable** supply chain	**Reducing** our emissions Designing out waste **Nature positive**

The WSH ESG Board, chaired by the WSH Chief Sustainability Officer, oversees the Second Nature strategy and holds accountability for our performance in this area.

The ESG Board is supported by working groups across the four pillars. These groups develop and turn agreed priorities and initiatives into actions as well as lead on reporting requirements. A senior functional manager or director leads each working group, supported and sponsored by a WSH Board member.

In 2025, our targets have been reviewed and updated to reflect continued business growth for the Group.

Our updated targets are live from January 2026 and are included in the appendix.

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Meet the WSH Sustainability Team



Annelie Selander

WSH Chief Sustainability Officer

Senior Responsibility and Chief Strategic Advisor



Alexandra Findlay

WSH Senior Sustainability Manager

Searcys Sustainability Business Partner



Mike Hanson

WSH Sustainability Director

Leads delivery of training for Searcys Teams



Alex Walsh

WSH Net Zero Delivery Manager

step up

Supporting delivery of climate action within Searcys



Dana Singer

Director of People Operations, Holroyd Howe

inclusion by design

Supporting delivery of our people focused initiatives via the Searcys People Team



Jo Jones

WSH Learning & Development Director

nurturing & growing talent

Supporting the development and growth of our people across Searcys



Tara Henry

WSH Head of Supply Chain

progressive partnerships

Supporting Richard and Thomas, our Executive Chefs to deliver our responsible and ethical supply chain commitments

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Meet the Searcys ESG Team



Paul Jackson

Managing Director

Strategic Oversight and Responsibility



Kathryn Richmond

Searcys Development Director

step up

Leads implementation of Second Nature Strategy within the Searcys business



Laura Maddams

Head of People

inclusion by design



Pasquale Izzo

Learning & Development Manager

nurturing & growing talent



Richard Oxley

Executive Chef Hospitality

progressive partnerships

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2025 End of Year Highlights

inclusion by design

57.1% identifying as women in C, C-1, C-2 positions

75 colleagues have completed **neurodiversity training** to create psychologically safe working cultures

76% staff trained in **hidden disabilities awareness** through the Sunflower scheme by the end of 2025

£7,500 over raised through **£1 Dine & Donate Initiative** supporting

Julian House · Crisis · STREETSMART

5 menopause champions in place as part of Searcys' commitment **driving awareness and support**

sociability

Accessibility details for our restaurants are now available on the **Sociability app**, and a new **Inclusion Review** is rolling out across all venues to enhance accessibility, inclusion, and team awareness

progressive partnerships

Environmental Impact through ndes

Roas-Tree project

748.5 Trees Planted

Creating 0.5 hectacres of Woodland

SUPPORTING

Biodiversity **Wildlife habitats** **Insects** **Pollinators**

69% of **chicken, pork, beef, lamb, bacon** and **turkey** was sourced via Lake District Farmers or RSPCA Assured Farms

100% **RSPO certified** palm oil

94% shell hen eggs **RSPCA Assured** sourced

76% of seafood verified as meeting our agreed **sustainability standards**

6 dairy farms are now RSPCA assured, supporting us to move towards our RSPCA liquid milk targets. At the end of 2025 **76%** of **Searcys semi skimmed milk*** was RSPCA Assured

*Currently only semi skimmed milk is available via RSPCA farm partners.

nurturing & growing talent

13 graduates are employed from London charity **Hotel School**

BE YOURSELF
BESPIRE
INSPIRE OTHERS

In spring, our **ENG group Bespire** launched

87 team members benefitted from supplier engagement visits

Welcomed our **first students** to **Searcys Management Development Programme** in September 2025

Management Development
13 attendees in 2025

Apprenticeships
18 apprentices
3 degree apprentices

18 team members received **ISEP** accredited training (taking Searcys total training numbers to 49 since launch)

100% employees have access to **medical, financial and nutritional advice**

Workfit programme
2 employees
via **Down Syndrome Society**
Down's Syndrome Association WORKFIT

step up

32 **sustainability champions** driving daily change across our venues

0.6% **food waste** intensity reduction

3.3% **reduction** **in carbon intensity** (tCO2e/£m) across Searcys value chain

Launched low-moderate carbon impact **nourish conference menu package**, positively fuelling mind and body

659kgs of edible food redistributed via **Olio**, feeding 105 households and saving 10.3k equivalent car miles

olio

inclusion

by design

In Focus



inclusion
by design

Our vision is that Searcys is a workplace in which every individual, regardless of gender, race, background, or ability, is recognised and encouraged to develop.

Ensuring everyone feels they belong is what sits at the heart of Inclusion by Design pillar.



Our Targets & Results

Goal	Target	2023 Results	2024 Results	2025 Results
Ensure diversity and inclusion is represented at all levels of our business	Increase marginalised gender representation in leadership roles* to 40% by 2026	Female 50% Male 50%	Female 50% Male 50%	Female 41.7% (C-1) / 57.1% (C, C-1, C-2)
	Increase the representation of employees from mixed & multiple ethnic backgrounds** in leadership roles by 2027 (to reflect regional population demographic)	In development	In development	In development
	Continuously assess and take actions to improve our gender pay gap***	Mean 9.92%	15.55%	12.73%

Marginalised Gender Representation

Mixed & Multiple Backgrounds Representation

Whilst work to ensure mixed and multiple representation continues, data remains a key challenge. We have sought voluntary supply of information from employees and to date, despite consistent attempts, the quantity of information supplied remains limited.

Into 2027, we are launching Dayforce, a new People Management System that will allow us to track this information at the point of hire, and consistently build a higher quantum of data to analyse progress in this area.



Gender Pay Gap

Whilst we have shown an improvement on prior year on Gender Pay Gap, we remain behind our targeted 10% maximum.

In 2025, Searcys undertook a deep dive into how those identifying as women feel about working within Searcys, from an engagement, work life balance, support and reward perspective. This was intended to provide a better insight to allow us to continue to build our strategy for ensuring Searcys is an employer of choice for women. This survey was sent to all women in Searcys and completed on a voluntary basis. It was managed and led by an external organisation, InclusionIn.

inclusion
by design

The Key Highlights

Strong employee experience

Searcys achieved the highest overall employee experience score across the participating brands. This gives a strong foundation to build from.

Trusted leadership

Survey scores for manager relationships were very strong, including high levels of respect, trust and support from managers.

Inclusive teams

Employees described Searcys as respectful, inclusive and supportive of women colleagues, with strong team-level inclusion.

Safe to speak up

Women reported feeling safe to speak up and challenge unacceptable behaviours, which is a key indicator of psychological safety.



inclusion

by design

Key Success Stories



inclusion
by design

disability confident
COMMITTED

We continue to maintain our Disability Confident Employer status and welcome more neurodiverse talent across the business who have made our teams more resilient, creative, and reflective of the world outside our doors.

We currently have two individuals with Down Syndrome working within our business, supported by our venue team and charity partners, WorkFit.



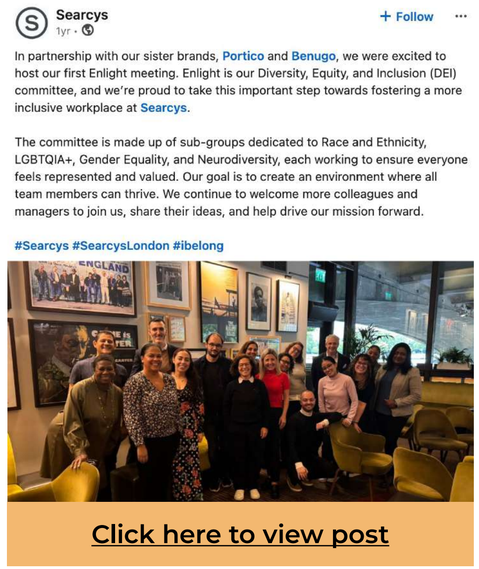
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by design

ENLIGHT

In 2024 we introduced several Employee Network Groups focused on the LGBTQIA+ community (Bespire Group), Race & Ethnicity (The Forward Group) and Neurodiversity Throughout 2025 we have seen these continue to gain momentum, prominence and support, with significant traction gained by the Bespire Group, ably led by Ana Mendes, General Manager at Church House Westminster.

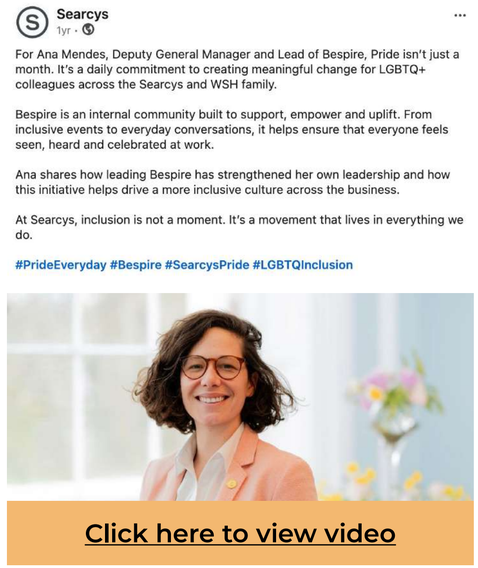
Ana's passion, commitment and drive has seen numerous activities take place from a Queer Britain Visit to Pride Celebrations and a Drag Queen evening quiz, all designed to raise funds for related charities, and create a culture of openness and acceptance for everyone to be their authentic selves.

Enlight Committee Activities



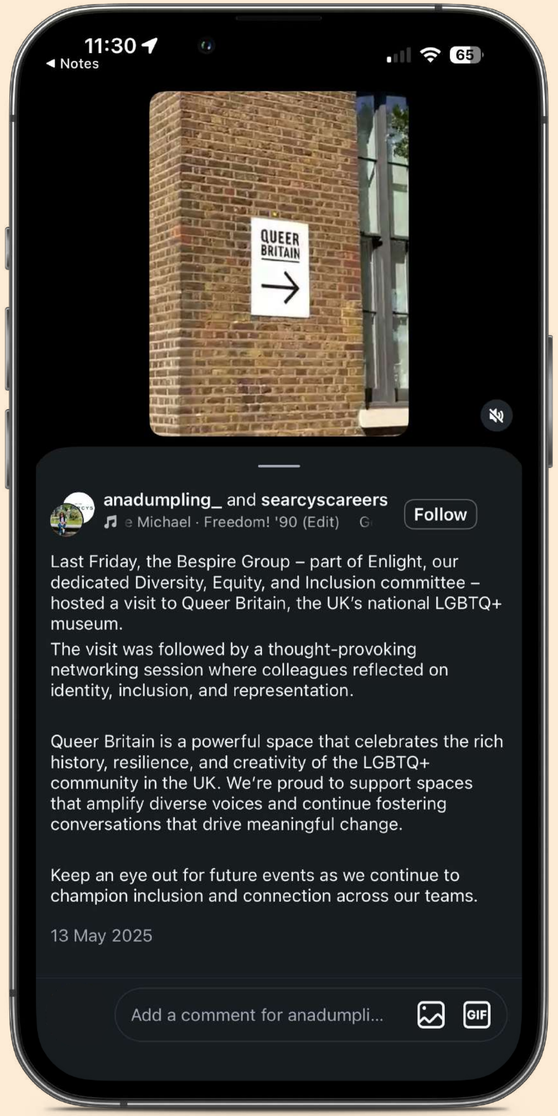
Click here to view post

A Note from our Lead of Bespire



Click here to view video

Queer Britain Visit



Click here to view reel

inclusion
by design

WSH

Inclusive Recruitment

We continue to work collaboratively with the wider WSH group to enhance our inclusive recruitment process.

This has included a structured programme to:

Educate hiring managers on ED&I

Educate our people on Unconscious Bias

Ensure the correct use of pronouns and reviewing where they have been used in the hiring and onboarding process

Create an inclusive environment to work in and enable our teams to thrive

This has included:

Advert Writing Best Practise

Interview techniques and ‘How to conduct an interview’ training

Understanding Unconscious Bias training

Advice and support on how to facilitate reasonable adjustments

Recruitment Etiquette

Sharing monthly reports on hiring data with the senior team

Creating various interview documents to enable a fair and consistent interview process

Creating a set of standard inclusive job descriptions for all key roles

Advertising all our positions via Diversity Job boards to broaden our reach

Benchmarking all roles across the business to ensure that roles do not have a gender pay gap when hiring

Placing all job adverts through a Gender Decoder to eliminate words that are associated with masculine or feminine stereotypes

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by design

Early Careers

Through 2025 we have expanded our partnerships with fantastic organisations to create opportunities for candidates that have faced a barrier to employment.

We are also teaming up with various schools, colleges, and universities to engage with people at the beginning of their journey in the hospitality industry.

Beyond Food

University of Surrey

Coventry University London

Springboard



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by design

HOTEL SCHOOL

Our Charity Partners

Increasing support and engagement with our charity partners

In 2025 we continued to build on our well-established charity partnership with Hotel School. Hotel School provide support, work experience, skills and employment opportunities within the Hospitality industry for people from disadvantaged backgrounds.

In total, the following venues have delivered 10 work experiences this year

x2	THE INNER TEMPLE
ONE MOORGATE PLACE LONDON	x2
x2	A&O SHEARMAN
IET	x1
x1	30 Euston Square
the VIEW LINCOLN'S INN FIELDS HOME OF THE ROYAL COLLEGE OF SURGEONS OF ENGLAND	x1
x1	The King's Fund Bold thinking for better health.



We were delighted that Hotel School chose to recognise two of our team at our annual people awards. A huge thank you to Stuart Fay, Executive Chef at Savoy Place and Nick Seckington, Executive Chef at the View at the Royal College of Surgeons for your continued patience, commitment and support in ensuring we can offer work opportunities to all.

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In addition to this, 2025 saw us commence a partnership with Only a Pavement Away.

Established by individuals from the hospitality industry, Only A Pavement Away help those who are facing homelessness and are therefore struggling to get into work by:

Offering career opportunities within the hospitality industry

Facilitating training and development programmes, creating capability for work

Offering financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability



As a result of employing 5 individuals from the Only a Pavement Away Programme we were delighted to be recognised as a **2025 Only A Pavement Away Top Employer.**

“Your commitment to hiring and supporting our members has made a transformative difference, and we are truly grateful for all that you have done throughout the past year”.

— Matthew Ayres, Employer Relationship Manager, Only a Pavement Away

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by design

HIDDEN disabilities

Introducing the Hidden Disabilities Sunflower Scheme

Some disabilities, conditions or chronic illnesses are not immediately obvious to others, but are “non-visible” conditions that genuinely need support.

The Hidden Disabilities Sunflower was established to address this challenge, whilst encouraging inclusivity, acceptance and understanding. It is a simple tool for wearers to voluntarily share that they have a hidden disability.

In 2025, we committed to launching the Hidden Disabilities Sunflower scheme within our business, requiring us to train 80% of our team so that we can be recognised as a Sunflower friendly business.

We were delighted to have the scheme personally launched by Paul White, CEO of Hidden Disabilities at our Second Nature Summit in May 2025.

At the end of 2025 we had successfully trained 76% of team members.

PROUD TO SUPPORT THE SUNFLOWER



inclusion
by design

sociability

A growing collaboration with Sociability

Sociability is a website and app that is designed to provide accessibility information to those with physical and non-visible disabilities and conditions.

Across 2025 we continued to grow our partnership with Sociability, working to ensure that all our restaurants and bars are audited.

We are delighted to confirm that the following venues are reviewed; each providing online access information, to enhance guest decision making when choosing somewhere to dine.

The Pump Rooms

Locatelli's at the National Gallery
NEW in 2025

The Barbican Bar & Grill
Remapped in 2025 following refurbishment

The Portrait at the National Portrait Gallery
NEW in 2025

Searcys Champagne Bar at Battersea Power Station

Searcys St Pancras

The Café at the National Army Museum
NEW in 2025





In 2025

236 people used Sociability to find accessibility information for Searcys venues;

Searcys' Sociability guides were **visited 420 times** - indicating that most people visited more than one guide to find the venue that best suited their needs.

Locatelli, in particular, performed extremely well - becoming the third most viewed Searcys venue on the platform in just 6 months

We also completely **remapped the Barbican Bar + Grill** after it's refurbishment;

We **added Sociability widgets to the Searcys website,** and all individual venue websites;

We ran **3 additional training sessions,** setting up **5 more Venue Managers** to share and update accessibility information; and

We shared information about Sociability on LinkedIn and the Searcys blog



We're thrilled to support Searcys' ambition to welcome all customers by providing personalised, real-time accessibility information for its restaurants and bars across London. With one in four people living with a Disability in the UK, greater access and inclusion is both better for society and better for business.

— Matt Pierri, CEO, Sociability



Venue inclusion review

Building on our partnership with Sociability, our central team developed an internal Venue Inclusion Review. This is a review template that allows our venue teams to consider how accessible the event spaces are in their venues, and work with their client partners to explore how accessibility, information and awareness can be improved across their venues.

We are looking forward to continuing to grow awareness, participation and engagement with this tool in 2026.

Inclusive Drinks Options

Throughout 2025 we continued to champion inclusive drinks options with considerable effort put into curating non-alcoholic drinks lists and cocktails that challenge perceptions of quality, taste and variety.

Why?

Consumers are looking for non-alcoholic products

76% of drinkers were actively looking to moderate in 2025

2/3rds of people say that the non-alcoholic drinker picks the venue and **40%** of non-alcoholic consumers research in advance

18-24-year-olds are going out more often but drinking less. But it's not just for this generation... The largest reduction in alcohol consumption was in individuals aged **55 and older**

Source: *KAM Low+No 2025: Drinking Differently Report 2025



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What's Next?

1. Inclusive Venues

A continued focus and growth in our collaboration with Hidden Disabilities Sunflower and Sociability to create increasingly inclusive and accessible spaces, with clear information provided to guests.

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2. Charity Partners

Strengthen and grow our existing collaborations with Only a Pavement Away and Hotel School to create more employment, training and learning opportunities through individuals supported via these charities.







nurturing &

growing talent

In Focus



nurturing & growing talent

Everything we do begins with our people.

Their skills, creativity and care shape every meal we serve and every client relationship we build. By developing, supporting and empowering them, we elevate food experiences and delight our clients and customers.

Our efforts to nurture and grow talent sit at the core of our success, providing the essential skills to promote long and successful careers. We aim high and strive to be the employer of choice in the hospitality industry by providing fair and decent work and supporting our colleagues to thrive inside and outside of work.



Our Targets & Results

Goal	Target	2023 Results	2024 Results	2025 Results
To make WSH an employer of choice within the hospitality industry by providing fair and decent work and support our colleagues to thrive outside of work	All employees to have access to medical, financial and nutritional advice	100%	100%	100%
	Strive towards paying all employees, whether directly employed or on client contracts, the real living wage*	89%	88%	86%
To provide learning and development opportunities for all WSH employees	Increase % of under-represented groups* on management development programmes	In development	In development	54%
	Increase internal mobility within the business to ensure a proportion of manager roles are filled internally by 2025**	In development	In development	30%

* Living Wage results vary based business mix

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Key Success Stories



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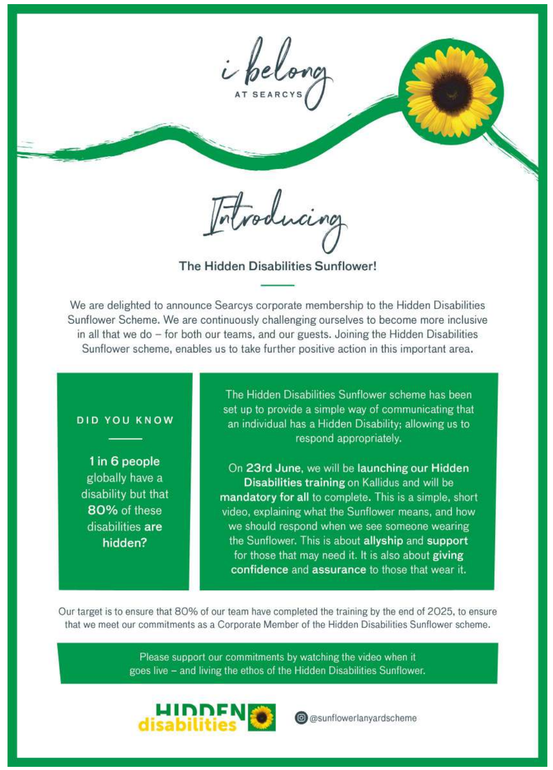
Our Employer Brand

Growing and Developing ‘iBelong’

We have undertaken extensive work to build our Employer Brand to ensure Searcys is presented as a collaborative, supportive and fair business. Our communication calendar spans Recruitment, People, Wellbeing, Charity, Education, Hospitality Industry Partnerships, ED&I and ESG to ensure broad appeal.

This has included ensuring all our external communications are as focused on People, as they are on food and drink.







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Developing our People

Everyone receives training on empathy, inclusion, and cultural awareness, not just compliance. We also partner with the Institute of Leadership and Management to further support development.

We now offer qualifications such as the Award in Managing Equality and Diversity in an Organisation at different levels and a Level 5 Award in Leadership and Management as well as a programme of over 40 different apprenticeships at various levels. In 2025 we had 6 team members attend the ILM Managing EDI in the workplace course.



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Management Development Programme

Launching our first Management Development Programme

2025 saw us launch our first in-house Management Development Course, specifically designed for Searcys People. Our first cohort welcomed 13 team members across a variety of front of house, back of house, supervisory and departmental lead roles to provide a broad education across ‘Insights’ (profiling), People Practices, EDI, Sustainability, Personal Brand, Health and Safety, Finance, Emotional Intelligence and Communication Styles and Sales.

The cohort has enabled collaborative relationships to be built and understanding of our future talent.





Meet our Management Apprentices!

We also have 3 Management Apprentices



Aaron De Souza Thomas

Joined Searcys in: 2023

The Management Degree Apprenticeship has enabled me to gain valuable hands-on experience while studying towards a debt-free degree. Based with Searcys Events, I create event plans and deliver bespoke events across London, while also gaining experience with the Learning & Development team. I am currently completing my final project as part of my End Point Assessment.



Megan Ambrose

Joined Searcys in: 2025

The CMDA programme has given me the opportunity to gain a degree while building valuable industry experience across multiple areas of the business. Since starting at 30 Euston Square, I have completed rotations through the kitchen, reception, sales, events and marketing, and operations, giving me a broad understanding of how each department works together to deliver an excellent guest experience. I am currently completing my People Management module as I finish my first year of the programme.



Keira Groves

Joined Searcys in: 2024

The Degree Apprenticeship has helped me build my confidence while developing my management and communication skills through hands-on experience alongside my studies. I currently work as an Event Manager at Church House Westminster and have also gained experience in the kitchen, recruitment and marketing, with a planned move into Sales as part of my apprenticeship. I am currently working on my Digital Marketing module.

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WSH

Chefs Academy

The WSH Chef Academy is an award-winning, in-house culinary training and apprenticeship program run by our parent company. It is designed to develop and nurture culinary talent within the family and offers progressive training levels that guide individuals from Commis Chef up to advanced management and leadership roles.

It offers hands-on craft as well as theory training, and is run in conjunction with the nationally recognised HIT training apprenticeship. Participants are given the chance to go on exclusive supplier visits, ensuring they learn the foundations of seasonality and ethical sourcing straight from farmers and producers.

In 2025, we had 3 chefs across Searcys that took part in a level appropriate to their role.



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Culinary Development

Skills Training for our Culinary Team

2025 saw the launch of our in-house skills training to support our team's development. We hosted two separate butchery training sessions with **13 chefs** attending across the group.

This is the start of a longer-term plan to introduce a broader range of skills sessions including fishmongery, masterclasses with partner chefs, bread making, patisserie and stocks and sauces.



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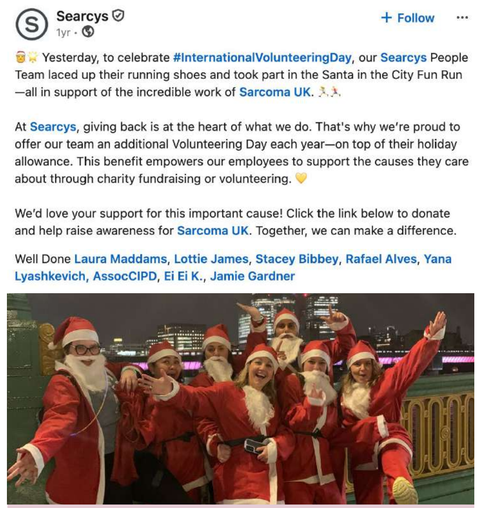
Community Driven Purpose

We have introduced paid volunteering days so that our people can support causes they care about.

From cooking activities to running marathons and supporting local charities, we have empowered our teams to give back and feel good doing it. These moments helped people connect their work to something bigger than profit. They connected it to meaning.

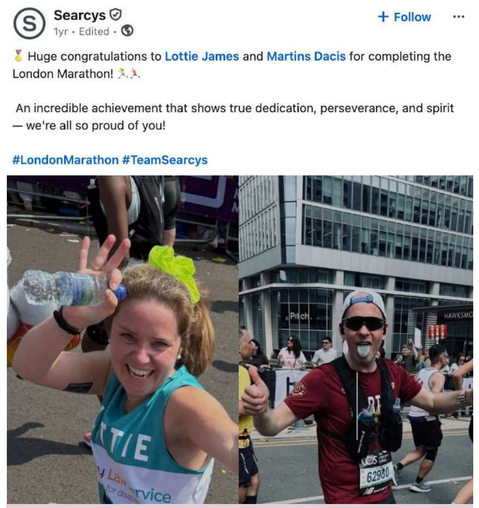
Here are just a few example of the activities our team have completed.

International Volunteering Day



Click here to view post

Searcys and London Marathon



Click here to view post

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Employee Engagement

Employee retention and engagement are the key foundations for our success across both Inclusion by Design and Growing and Nurturing Talent.



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The Happiness Index

In 2025 we rolled out the Happiness Index to all team members, allowing them to have a voice and feedback on their experiences.

Voluntary Attrition has improved from **53%** at the start of 2024 to **40%** by the end of 2025.

i belong
AT SEARCYS

Thank you for taking the time to complete our cultural engagement survey

Your feedback is greatly appreciated and helps us strengthen our knowledge of our Searcys Community for 2026

The Happiness Index



The Happiness Index Cultural Assessment launched on **Monday 15th September 2025** and remained open for 5 weeks

Searcys uses The Happiness Index as a way of capturing and measuring engagement

We had **368 employees complete** the confidential survey and it's time to share the results

Response Rate	Completed the Survey	Survey Average
30.3	368	7.7

You said

- Insufficient Training for Team
- Opportunities for improvement in communication and recognition
- Work expectations may impact employee well being

Our Plan for 2026

- Provide a broader range of learning and development programs that enable employees to build skills for future career growth
- Implement consistent recognition and feedback practices to strengthen a positive and inclusive work culture
- Strengthen venue level wellbeing and mental health initiatives to better support our Searcys community

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Searcys Chef’s Competition

In collaboration with Laurent Perrier

2025 saw the launch of our inaugural chef’s competition, designed to showcase the creativity and talent of our Searcys culinary team – with **19 competitors, 6 semi-finalists and 3 finalists**, the competition was fierce throughout.

Hosted at the stunning One Moorgate Place, our chefs went head-to-head in a live cook-off before a distinguished judging panel, presenting elegant canapés, seasonal menus, and perfect Champagne pairings.



Gold Medal Winners

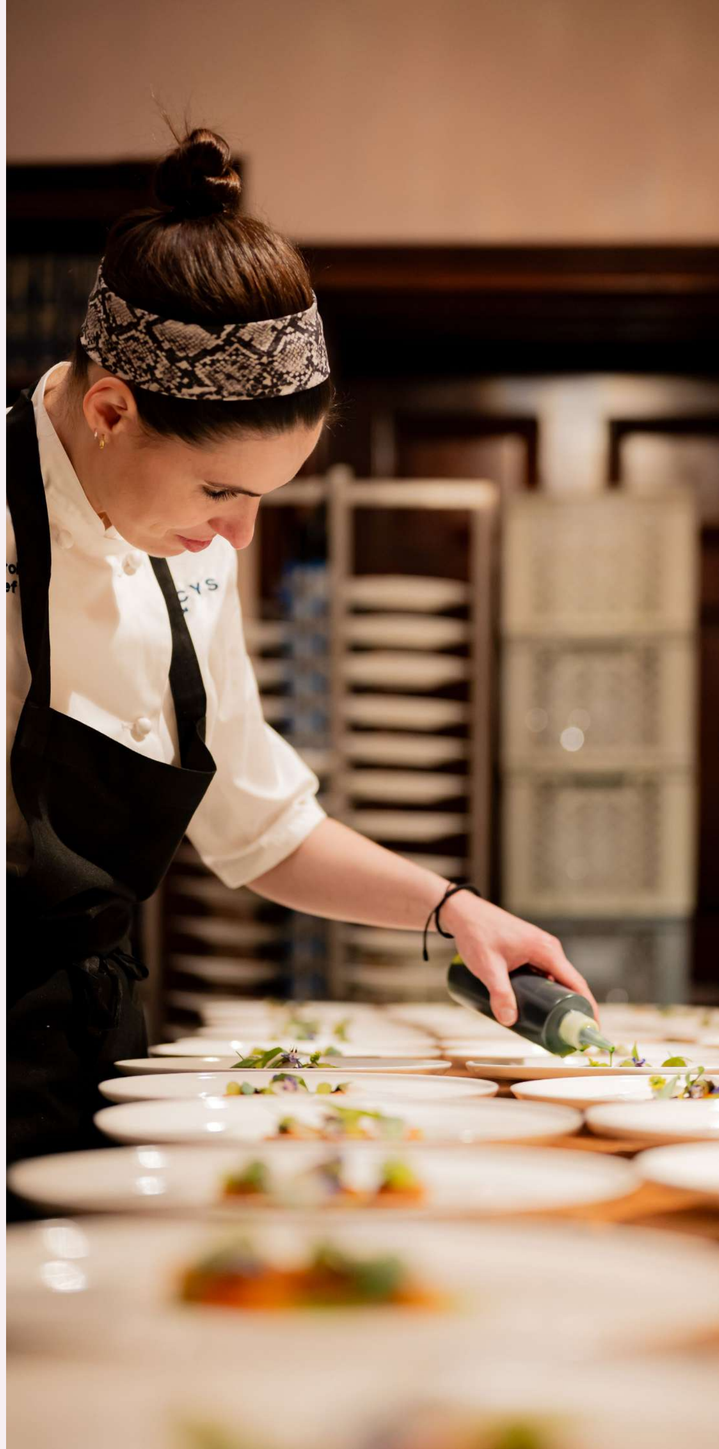
Piotr Ciszak
The Royal Institution

Catia da Silva Bartolo
The HAC

They impressed judges with their exceptional canapés selection with our chef partner, Richard Corrigan who was part of the judging panel stating “Great combinations – they absolutely nailed it,”.

Silver medals were awarded to Dave Hands and Thea Randle from One Moorgate Place, and Bronze medals went to Enrico Fonseca and Pavol Vrabel from one of our corporate locations.

In addition to luxury prizes, our gold medal team have since been featured at our 4th Annual **Searcys Bubbly Show** in March 2026, paired with Laurent-Perrier champagnes as a tribute to the talent and teamwork demonstrated throughout the competition.





“Searcys Chef Competition has been a celebration of the incredible talent within our kitchens. The standard was exceptionally high, and our chefs have created dishes that perfectly embody our commitment to culinary excellence and innovation.”

— Paul Jackson, Managing Director, Searcys

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growing talent

Supplier Visits

Led by Richard Oxley, Executive Chef of Hospitality, we delivered **9 supplier visit**s in 2025 to supplier partners including Billingsgate Fish School, Masafina, Gressingham, London Smoke & Cure and Smithfield Market.

These visits were designed to engage our teams, enhance product knowledge and create renewed passion for the sustainability, social impact and farm to fork stories of our carefully curated supply chain.

In total, 87 Searcys team members benefitted from attending these trips in 2025.









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Seasonal Showcases

Across 2025 we hosted two seasonal showcases designed to inspire our teams, share central developments and create discussion around trends impacting our business.

With attendance from venue managers, sales managers, head chefs, clients and industry partners, these showcases provided an excellent opportunity to inspire creativity.











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Reward & Recognitions



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Searcys Family Day

Our 2025 Family Day was a great success, with over 200 employees joining us alongside their families and friends. The day was filled with fun garden activities, creating memorable moments for all who attended.

In the lead-up to the event, colleagues also completed a sponsored walk, raising important funds for charity and demonstrating our shared commitment to giving back.











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Searcys People Awards

Our ever-popular Searcys People Awards were hosted in 2025 at Church House.

At this years awards we had over **400 nominations** for **15 awards** and the night saw **170 of our team** come together to celebrate achievement and success.

The Searcys People Awards has established itself as a key highlight of our people calendar.











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Long Service Awards

In 2025, we hosted a Long Service Awards event in London, welcoming colleagues from Bath to celebrate with us.

At these events we recognised a combined **26** individuals, **340** years of service and celebrated one team member who had worked with us for a total of **40 years,** throughout his working life, and celebrating his transition to retirement.











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perkbox

In 2024 we launched Perkbox as our new employee benefits app. This is a comprehensive employee benefits platform designed to support staff well-being, stretch salaries, and improve work-life balance.
It provides our teams with access to over 9,000 discounts, on-demand rewards, and holistic health tools.



Platform Highlights

Enabled Users

1,393 enabled accounts

(as of 31/12/2025)

Activated Accounts

65% activated accounts

(as of 31/12/2025)

Engaged Users + Interactions

701 engaged users

(those carrying out a significant action on the platform)

+

5145 interactions

App Downloads

460 (33%) users with the app

(as of 14/07/2026)

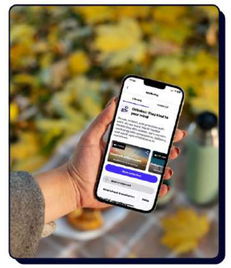




Wellbeing Library

109 unique users
657 views
Top Categories:
1. Sleep
2. Mindfulness & Meditation
3. Music

5 employees completed Wellbeing Assessments (since June 2026 launch)



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Wellbeing



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Aviva Digicare

100% of our team members have access to our Aviva Digicare App

This provides a access to a range of clinical, physical, and mental health services, from digital GP appointments available 24.7 to mental health consultations, bereavement support and lifestyle and preventative care advice.



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Menopause

Working towards our menopause action plan

Throughout 2025, menopause has been a significant focus. Our ambition is to ensure that whether a team member is personally experiencing menopause, managing team members or living or working with individuals going through menopause, we have the right support network, training and resources available.

Our People Team have driven a focused program of activity throughout 2025

Introduced a team of Menopause Champions, comprising both men and women to drive activity and engagement.

Our Menopause Champions



Brian Martin
General Manager
Barbican Centre



Peter Martin
Operations
Director



Kathryn Richmond
Development
Director



Laura Maddams
Head of Talent
and Development



Priya Patel
Deputy General Manager
Inner Temple

2025 activity included:

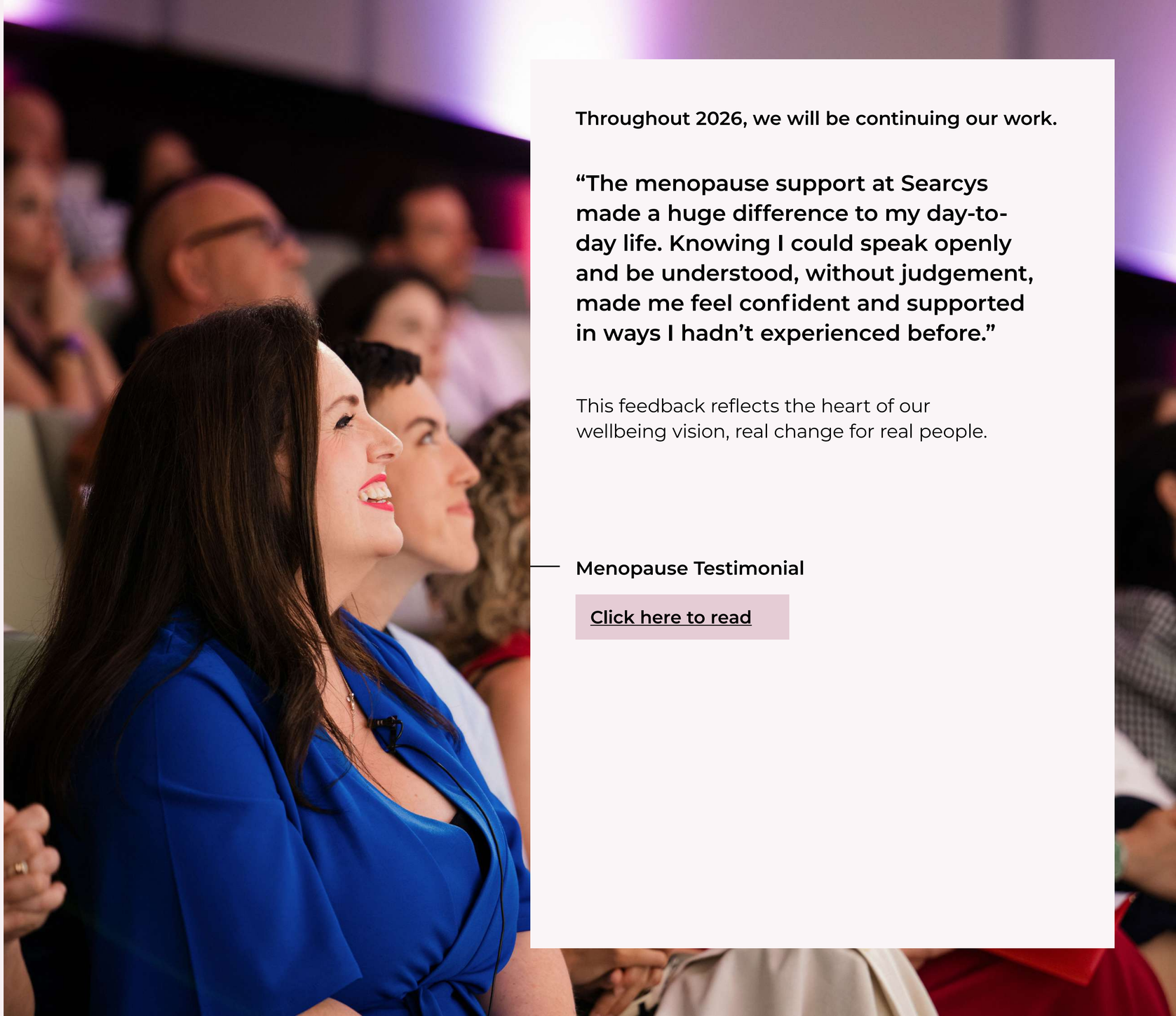
Hosting a ‘menopause conversations’ event during Menopause Awareness Month, with the support of our client team at Church House Westminster. This event was designed to make talking about menopause more comfortable and create an opportunity to directly share personal experiences

Provided extensive resources and information via our People Communication channels

Introduced new, breathable fabrics to uniform options to provide a more comfortable alternative for those that may be experiencing symptoms

Created awareness videos, training sessions and online resources for our teams to access.

Introduced a Menopause policy



Throughout 2026, we will be continuing our work.

“The menopause support at Searcys made a huge difference to my day-to-day life. Knowing I could speak openly and be understood, without judgement, made me feel confident and supported in ways I hadn’t experienced before.”

This feedback reflects the heart of our wellbeing vision, real change for real people.

Menopause Testimonial

Click here to read

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What's Next?

1. Neurodiversity

We will continue to build our range of neurodiversity training to assist our teams in increasing inclusive work and leisure environments.

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2. Sustainable Nutrition Training

Develop a programme to support knowledge of the link between sustainability and nutrition for our teams.

---

3. Wellbeing in Focus

Building on our strong foundations, we will continue to focus on wellbeing with the introduction of Wellbeing Champions, as well as increased training, support and communication. We will also be continuing our progress on our menopause action plan.



progressive
partnerships

In Focus



progressive partnerships

Progressive Partnerships perfectly encapsulates our ethos of serving freshly cooked, delicious food using seasonal produce from trusted suppliers. We partner with suppliers who share our focus on responsible sourcing and work diligently to deliver innovative solutions to our clients and customers.

We constantly look for ways to improve standards and increase supply chain resilience. We work in collaboration with existing suppliers, farms, manufacturers and producers, providing training and support to small and medium size enterprises (SMEs) as we strongly believe in supporting local communities.



progressive
partnerships

The Key Highlights

One of the highlights of 2025 was working in close partnership with our dairy producer, their farmers and external expertise to move to RSPCA Assured as our new standard and create a new route to market for high welfare fresh milk.

94% Higher welfare eggs

76% Sustainable seafood

17% Better cotton uniforms

75% Higher welfare milk

69% Higher welfare meat



Our Targets & Results

Goal	Target	2023 Results	2024 Results	2025 Results
To continually raise the bar on sourcing standards	100%* of shell hen eggs RSPCA Assured sourced by end of 2023	84%	98%	94%
	100% of WSH strategic and valued partners signed up to the SCoC by the end of 2023	0%	100%	89% of T1&2 by value. 100% T1 by count and value
	Source 100% of cotton for our uniforms from certified sustainable sources, such as the Better Cotton Initiative, by end of 2024	In progress	Transitioning	17%
	By 2025 100%* of liquid milk directly contracted with UK dairy farmers who are meeting RSPCA Assured standards and committed to achieving Net Zero	In development	Transitioning	76%
	To achieve Red Tractor standards* for all fresh meat by end of 2025	In development	Transitioning	69%
	To achieve Red Tractor standards* for all frozen meat by end of 2027	In development	In progress	In Progress
To source products from areas with no risk of deforestation	Achieve no deforestation across deforestation-linked commodities, latest by end of 2025**	In progress	In progress	We support responsible soy production through RTRS credits covering our UK soy footprint.
	100% RSPO certified palm oil within nominated lines and manufacturing and processing facilities by end of 2024	In progress	100%	100%
	100% FSC certified wood and paper products used for manufacturing and processing facilities by end of 2025	On plan	100%	100%

Results include all suppliers where we can obtain product level data. We continue to work to ensure we can obtain product level data from all suppliers.

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Key Success Stories



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Working towards higher sourcing standards

Animal welfare is one of our focus areas and we are proud to be amongst the leaders in our industry by moving to RSPCA Assured fresh milk and eggs.

We have been working in close collaboration with one of our dairy producers, six dairy farms, and RSPCA Assured throughout 2025 to ensure a successful transition. All six farms have now achieved the RSPCA Assured standard, and this segregated milk is now being delivered to our locations on a regular basis.

We are delighted with our results with **75%** of our liquid milk being RSPCA Assured across 2025

In addition to the move in standard, we have initiated conversations around baselining the environmental impact of the approved farms as part of a commitment to setting a net zero target with them.

Following on from our successful launch of RSPCA Assured eggs in 2024, for the second consecutive year, **94%** of all eggs we used in 2025 were certified

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Across 2025 we continued to drive improvements in sustainable seafood through improved data mapping, team knowledge and collaboration with our strategic suppliers. This saw our sustainable seafood compliance rate reach **76%**











Through our Seasonal Showcases and 2025 Second Nature Summit, we introduced our teams to a range of new sustainable supplier partners and products across both food and drink categories;

Including

Hoxton Bakehouse

The Bread Factory

Symplicity

Leghorn Chicken

All designed to inspire and share knowledge.

Since this time, at locations such as the Pump Room, we have moved to incorporating Wildfarmed flour in our scones, supporting lower carbon emissions and promoting soil health.

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WILDFARMED

Supplier Spotlight

Wildfarmed are on a mission to change soil health and biodiversity through a commitment to growing flour with farmers who follow their ‘Soil Standards’.

These were developed in response to a lack of industry definition regarding **‘regenerative’.**





Wildfarmed standards stipulate that all of their growers must engage in the following:

Include species rich cover crops or diverse pasture mixes to keep their soil covered at all times

Cereals to be grown alongside companion crops – this could be bi or poly-cropping

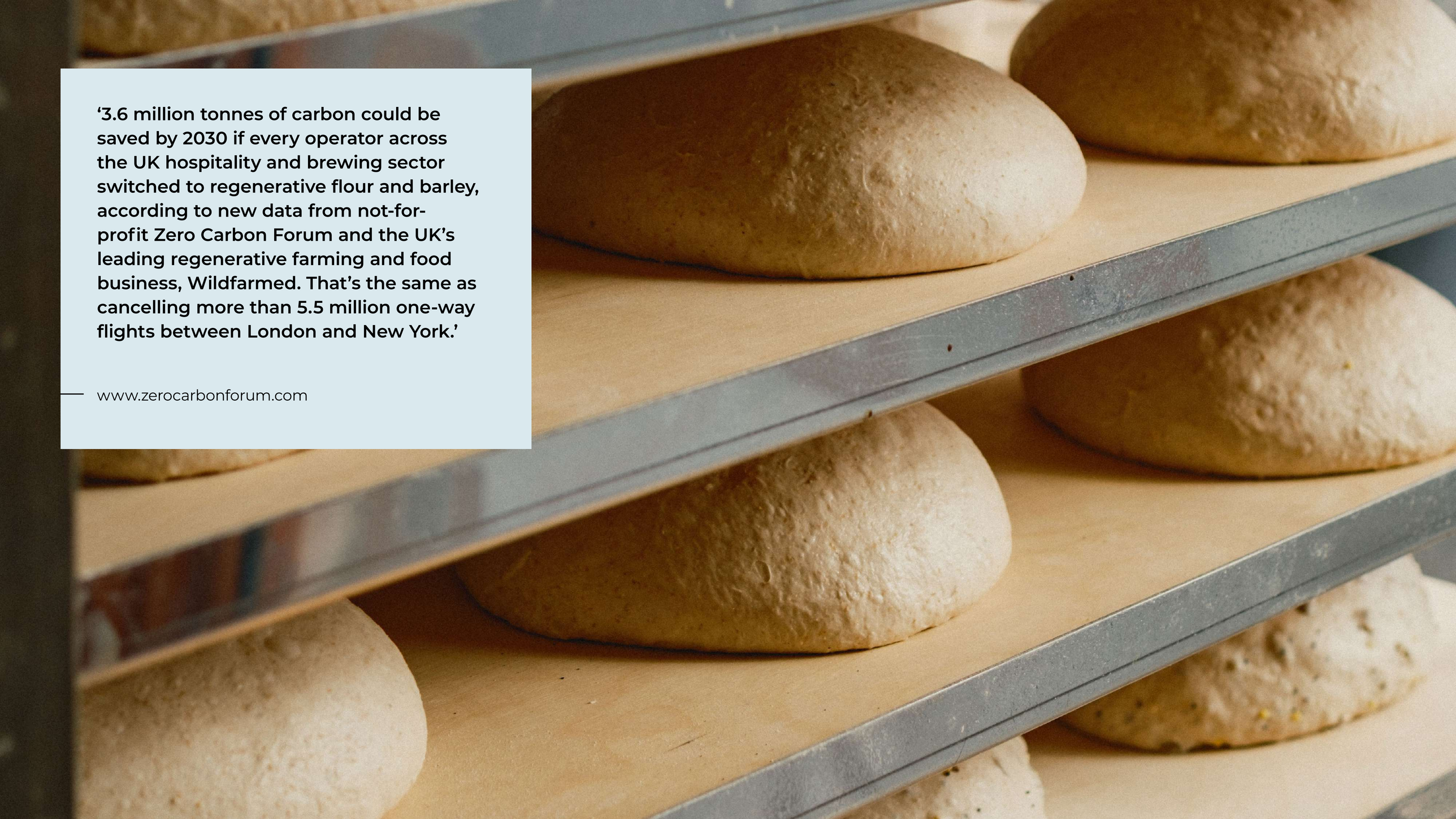
Integrating animals wherever possible

No pesticides on growing crop

Nutrition to be applied based on plant need through sap testing







‘3.6 million tonnes of carbon could be saved by 2030 if every operator across the UK hospitality and brewing sector switched to regenerative flour and barley, according to new data from not-for-profit Zero Carbon Forum and the UK’s leading regenerative farming and food business, Wildfarmed. That’s the same as cancelling more than 5.5 million one-way flights between London and New York.’

www.zerocarbonforum.com

progressive partnerships

Growing English Sparkling Wine Category

We continue to see growth in the English Sparkling Wine category

Year	Champagne	Market Share	English Sparkling Wine	Market Share
2024	42,692 bottles	80%	**10,949** bottles	**20%**
2025	40,236 bottles	79%	**10,935** bottles	**21%**
2026 YTD	14,224 bottles	76%	**4,430** bottles	**24%**

* English Sparkling Wine versus Champagne using volumes from Berkmann, Jascots, and Matthew Clark for 2024–2026.

This suggests a sustained shift towards English Sparkling Wine rather than a one-off fluctuation.

If the current purchasing patterns continue for the remainder of the year, English Sparkling Wine could account for more than **25% share** by the end of 2026.



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What's Next?

1. Better and Less Meat & Poultry

We will continue to focus on increasing quality and reducing quantity of meat and poultry.

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2. Increasing compliance to targets

We will continue to strive towards year on year improvements against all progressive purchasing targets .

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3. Championing Key Ingredients

From mushrooms to beans and seaweed, many products have naturally strong sustainability and health benefits. We will champion these ingredients to drive awareness and increase uptake.



step **up**

In Focus



step up

Step Up is our commitment to climate action, spearheaded by our Net Zero by 2040 target.

One of our main levers to reduce emissions is engaging team members at all levels, including chefs, operators, sales, marketing, and procurement. From ISEP (Institute of Sustainability and Environmental Professionals), to our Step Up training sessions that are mandatory to all, we place a great emphasis on the concept of holistic ‘sustainable diets’; diets that consider both nutrition and environmental impact.

By training our teams to buy, design, cook, present and communicate food and beverages that are both healthy, delicious and from suppliers that share our ambition to reduce emissions, we believe we can drive long-term change.



Our Targets & Results

Target	2025 Actuals vs. 2023	2025 vs 2024
Achieve net zero across our entire value chain by 2040 compared with a baseline of 2023*	-6.56%	2.14%
Reduce our absolute scope 1 and 2 greenhouse gas emissions 80% by 2030 and 90% by 2040, from a 2023 baseline year*	-59.43	-50.25%
Reduce Scope 3 economic intensity greenhouse gas emissions 77% by 2030 and 97% by 2040, from a 2023 base year*	-19.88%	-3.30%
Reduce absolute scope 3 FLAG greenhouse gas emissions 72% by 2040, from a 2023 base year*	-6.39%	Increased 2.29%
Submit Net Zero and FLAG targets for validation by SBTi latest by end of May 2023	Achieved	Achieved
Reduce food waste by 20% by 2024 from a 2019 baseline pro-rated	Target under review	Please see appendix for 2026 updates to targets
Zero waste to landfill (from directly controlled sources) by 2030	Target under review	Please see appendix for 2026 updates to targets
Eliminate all avoidable** single use-packaging by 2030	Target under review	Please see appendix for 2026 updates to targets

*We have provided two comparative figures for 2025. This is due to the fact we re-baselined 2023, as a result of significant improvements to data quality through the introduction of a new SaaS platform, called WaterShed. There has been an ongoing data improvement project, which will continue through to 2027 and will impact year on year figures until this is concluded.

step up

Key Success Stories



step up

nourish

2025 saw the launch of our Nourish range of dishes.

Nourish was designed with health and wellness and environmental consciousness in mind – the perfect combination for our event guests.

The **‘Nourish’** range incorporates ingredients that support the brain, immunity and the gut, whilst helping to produce energy and improve concentration.

All recipes in the Nourish range have a low – moderate C02 footprint, measured using our Nutritics system.





The Range Features

A wholefoods-based approach, which means it has less processed ingredients and lower C02

Well balanced menus and dishes that contain a good quality ‘complete’ protein with beneficial fats, wholefood carbs and high plant content

More healthy fats found in oily fish, nuts, seeds, avocado, olives, certain grains and leafy veg

More wholegrains that provide essential fibre and supports gut health and essential energy boosting nutrients

More fruit + veg supporting energy levels and engagement

Reduced animal protein and increased plant protein supporting concentration and minimising C02

Sugar from natural sources - our cakes and bakes are made with sugar only from natural sources, such as dates and bananas and have added ‘nutrition’ benefitting ingredients, such as seeds, grains, nuts, fruits, vegetables, and powders such as Acai and Spirulina

Our breakfasts incorporate lower sugar options such as birchers and chia’s

step up

Lower Carbon Emitting Meats

in Focus

Throughout 2025 we championed a greater use of meats such as duck, rabbit and venison, that have lower carbon emissions than lamb and beef.

As a business, we recognise it is important to offer our customers choice, and it is not our intent to move away entirely from red meat in our journey to net zero. However, decreasing the amount of red meats on our menus and using lower carbon alternatives assists in encouraging a transition. Meat alternatives, such as those offered by Symplicity who use slow fermentation to create plant-based ingredients with deep umami flavour and natural nutrition, have played a role.



step up

A continued focus on food waste reduction

Food waste remains a huge industry challenge. According to WRAP approximately one-third of global food production is wasted annually, contributing 8% to 10% of total greenhouse gas emissions. In the UK alone, nearly 10 million tonnes of food are wasted annually.

As a result, this remains a core focus, with our teams tasked to measure, monitor and reduce food waste levels.

In 2025 we saw a further 0.6% intensity reduction. This was driven through focus, menu engineering, efficient ordering and stock control, engagement with clients, and through continued engagement with partners such as Euston Food Bank and Too Good to Go. We also conducted two separate trials with Olio, to explore introducing a wider food redistribution network.

Several venues have trialled and subsequently introduced technology to support this ambition. With one corporate location introducing LeanPath, and others working with partners such as Positive Carbon in collaboration with our client partners.





step up

Training & Development

Sustainability training remains at the core of our ambition for progress. Across 2025 we trained a further **18 individuals through ISEP**, bring the total number of individuals trained in Searcys to nearly **50.**

We remain committed to training all General Managers, Sustainability Champions and Head Chefs through this two day, certified programme.

In addition, Step Up training, comprising 5 modules is mandatory for all. At the end of 2025, we had a compliance rate of **76%** against this training

(note compliance levels typically drop in December due to short term increases in staffing for our busiest period of the year).



step up

What's Next?

1. Continued Focus on Training & Development

Including extending ISEP training options to our client partners and driving awareness within our sales team.

2. Continue to develop and build quality and availability of Nourish

3. Carbon footprinted Searcys signatures and classics

4. Introduce a structured, business wide food waste redistribution programme

5. Sustainability Reviews

Live action plans in every venue

6. Biodiversity focus

Through regenerative agriculture, local initiatives and team activities

7. Seasonality in focus

Using seasonal, British ingredients is key to our success, and we will continue to maintain focus on prioritising UK, in season produce, and are committed to moving towards zero air freight in our supply chain and increased regenerative agriculture options.





second nature

Thank you

EST · 1847

SEARCYS

LONDON

Appendix



inclusion
by design

Our 2026 Targets

Goal	Target	Full statement	ESRS metric	Searcys Targets
We champion diversity and inclusion in all areas of our business	Gender balanced leadership teams	Aim to increase marginalised gender representation in leadership teams	% male/female/other split by C-suite -1 and C-Suite -2	Increase marginalized gender representation in leadership teams to 40% by end of 2026
	Diverse workforce	Aim to increase representation of employees from underrepresented groups to reflect regional populational demographics	**Report only** Age split all employees: under 30 years old 30-50 years old over 50 years old **Subject to legal restrictions on the collection of data** % by ethnic background % with disabilities % veterans	By end of 2030
	Gender pay gap	To continuously assess and take actions to improve our gender pay gap	Mean and median gender pay and bonus gap	Gender pay gap <10% by 2027 (2025: 13%) **Stretched Target** Ethnicity and disability pay gap: <10% by 2030

Definitions

Leadership teams - C-suite -1 and -2 (Dayforce enabled), excluding WSH Chairman and WSH CFO except for when reporting WSH III

Gender balanced - Gender balance is defined using the externally recognised term ‘40/40/20’ meaning minimum 40% males and 40% females

Our 2026 Targets

Goal	Target	Full statement	Searcys Targets
To be an employer of choice within the hospitality industry by providing fair and decent work and to support our colleagues to thrive inside and outside of work	Promote holistic wellbeing	All employees have access to financial, nutritional and wellbeing advice	Maintain access to wellness platform
		Actively promote and disclose our Menopause action plan (MAP)	Disclose MAP by 2026
	Champion living wages	Strive to pay all employees, whether directly employed or on client contracts, the real living wage(1)	All employee by end of 2026
	Strive to become employer of choice	Achieve external accreditation	Retain Disability Confident Employer certification
To provide learning and development opportunities for all WSH employees	Offer equal training opportunities	Ensure a fair representation of underrepresented groups(5) on management development programs(6)	30% of participants from under-represented groups by end of 2029
	Promote internal mobility	Actively promote internal mobility, ensuring a proportion of manager roles(7) are filled internally	Maintain a minimum of 9%

Definitions

UK real living wage - As defined by the Real Living Wage Foundation, set for UK and London

Underrepresented groups - Focus on Gender, Ethnicity and Disability in Phase 1

Programs - Programs in scope are defined by region and include: UK&IRE: WSH Advanced Leadership Program, WSH Management Development Program, WSH Chef Academy

Manager role - Anyone moving into a manager role i.e. Location manager and above

Adequate wage - ESRS mandatory reporting requirement. The ESRS (European Sustainability Reporting Standards) defines an “adequate wage” as a wage that enables workers to meet their basic needs, provides some discretionary income, and is often higher than the legal minimum wage, reflecting the actual cost of living in a specific location. It’s closely related to the concept of a living wage. These benchmarks can include living wage initiatives, minimum wages (where they exist), or other relevant wage standards. WSH interpretation as per above (UK real living wage).

Training hours - Training provided and hours captured through applicable LMS platforms. Training delivered outside of LMS not included in Phase 1.

Our 2026 Targets

Goal	Target	Full statement	Searcys Targets
Champion suppliers that share our values and high standards	Supplier Code of Conduct	Supplier Code of Conduct signed by Strategic and Valued partner suppliers(1)	Maintain 100%of strategic and valued partner suppliers
Dedicated to support SMEs	Champion Small, Medium Enterprises	Grow direct spend(2) with Small and Medium Enterprises (SMEs)(3)	Set a baseline in 2026 from which to develop targets
Continually raising the bar on sourcing standards and actively promoting and progressing higher animal welfare standards for key animal species	Eggs	Aim for all eggs* (shell and liquid) to be third party assured to a higher welfare standard	Build on 2025 actual of 94% aiming for year on year improvements subject to supply chain availability
	Fish & Seafood	Aim for all fish and seafood* to be responsibly sourced, either third party assured or in alignment with an externally recognised guide	Build on 2025 actual of 76% aiming for year on year improvements subject to supply chain availability
	Dairy milk	Aim for all liquid dairy milk* to be third party assured to either a higher welfare, social or environmental standard	Build on 2025 actual of 75% aiming for year on year improvements subject to supply chain availability
	Meat and Poultry	Aim for all farmed meat* to be third party assured	Build on 2025 actuals of 69% (RSPCA Assured, Lake District Farmers or Wild)

Our 2026 Targets continued

Goal	Target	Full statement	Searcys Targets
Continually raising the bar on sourcing standards and actively promoting and progressing higher animal welfare standards for key animal species	Coffee & Tea	Aim for all coffee to be responsibly sourced, either through direct trade(4) or third party assured	Set a baseline in 2026 from which to develop targets
		Aim for all tea to be responsibly sourced, either through direct trade(4) or third party assured	Set a baseline in 2026 from which to develop targets
	Uniforms, tablecloths and napkins	Aim for all cotton used for uniforms, tablecloths and napkins to be third party assured	Build on 2025 actual of 75% aiming for year on year improvements subject to supply chain availability
		Champion the use of uniforms and footwear made from recycled materials(5)	Set a baseline in 2026 from which to develop targets
	Palm oil	Aim for all palm-oil used within nominated lines, own label and in central production units (CPUs) to be minimum RSPO Mass Balance certified	Maintain 100%
	Wood and paper	Aim for all wood and paper products used within nominated lines, own label and in central production units (CPUs) to be third party certified	Pursue chain of custody certification in 2026 and baseline

Our 2026 Targets continued

Goal	Target	Full statement	Searcys Targets
Champion fair terms and strive to improve working conditions across our supply chain	Modern Slavery	Aim for Strategic and Valued Partner suppliers to be registered on SEDEX with a fully completed questionnaire and have a human rights policy in place	Build on 2025 actual of 48% aiming for year on year improvements

Definitions

Direct spend - Goods and services invoiced and paid for directly by WSH entities

SME- UK: In line with UK Government core threshold criteria; to qualify as an SME an enterprise must have a. fewer than 250 staff; and b. less than or equal to £44m in annual turnover or a balance sheet total of less than or equal to £38m.

Recognised standards include ASC, BAP, Global GAP, MSC and Peche Durable. Recognised guides include WWF Seafood Guides, MCS Good Fish Guide level 1-3

Red Tractor - Minimum requirement for farm and slaughterhouse to be certified, aiming for full chain of custody. Recognised standards include Fairtrade, Rainforest Alliance, Regenerative Organic Certified® (ROC™) and certified Organic

Addressable spend - The portion of WSH total spend that procurement can actively manage, negotiate, or influence. An agreed list of 'out of scope', which underpins commercial KPIs, is reviewed biannually. With the exception for religious diets.

Our 2026 Targets

Goal	Target	Full statement	ESRS Metric	Searcys Targets
Net Zero by 2040	Net Zero	Committed to net zero across our entire value chain by 2040, from a 2025 baseline year	% CO2e reduction YoY	As part of WSH III, committed to Net Zero across our entire value chain by 2040, from a 2025 baseline
	Scope 1 and 2 reduction	Reduce our absolute scope 1 and 2 greenhouse gas emissions 42% by 2030 and 90% by 2040, from a 2025 baseline year	Scope 1 % CO2e reduction vs 2025 Scope 2 % CO2e reduction vs 2025	As part of WSH III, committed to reduce absolute scope 1 and 2 greenhouse gas emissions 42% by 2030 and 90% by 2040, from a 2025 baseline year
	Renewable energy	Champion renewable energy(1) in own operations(2)	% of energy that is renewable	100% but for St Pancras
	Scope 3 economic intensity reduction	Reduce Scope 3 economic intensity greenhouse gas emissions 50% by 2030 and 97% by 2040, from a 2025 baseline year	% Scope 3 economic intensity reduction vs 2025	As part of WSH III, reduce Scope 3 economic intensity 50% by 2030 from a 2025 baseline year
	FLAG emissions reduction	Reduce absolute scope 3 FLAG greenhouse gas emissions 72% by 2040, from a 2025 baseline year	% Scope 3 FLAG emissions reduction vs 2025	As part of WSH III, reduce Scope 3 FLAG emissions 72% by 2040, from a 2025 baseline year
	Verified Net Zero delivery	Ensure Net Zero targets are scientifically based and supported	“SBTi reverified targets (Y/N) Transition plan in place (Y/N) % of total emissions covered by Key Suppliers Emissions Program % of suppliers covered by the program with a net zero target in place, by emissions coverage and number”	Approved by SBTi August 2026

Definitions

Renewable energy - Renewable energy is energy derived from natural sources that are replenished at a higher rate than they are consumed (United Nation Climate Action), such as solar, wind, geothermal energy, hydropower and bioenergy. Green electricity is power generated from renewable resources.

Own operations - Locations where we either influence or directly contract AND pay for energy and electricity. This includes WSH offices, CPUs and restaurants. (List reviewed annually).

Directly controlled sources - Sites where we are directly responsible for waste management including selection of waste management collector, contracting and costs. This includes CPUs and restaurants. (List reviewed annually).

Regen standards - Certified organic, Rainforest Alliance, LEAF, Regenerative Organic Certified® (ROC™), supplier verified standards

Commodities in scope - UK: Soy for feed and coffee phase 1.

Deforestation free- UK: No illegal deforestation.

Compostable - Certified compostable for industrialised composting.

WSH Approved Standards

	UK
EXTERNAL	
Hen shell eggs	Free range, RSPCA Assured
Egg ingredients	Free range, RSPCA Assured
Fish and seafood	Global GAP, BAP, MCS 1-3, ASC, MSC, RSPCA Assured
Fresh dairy milk	Red Tractor, Organic, RSPCA Assured
Meat*	Red Tractor, QMS, RSPCA Assured
Coffee	Fairtrade, Rainforest Alliance, Regenerative Organic Certified® (ROC™), Organic, Direct trade
Tea	Fairtrade, Rainforest Alliance, Regenerative Organic Certified® (ROC™), Organic, Direct trade
Cotton for uniforms, tablecloths and napkins	Better Cotton Initiative, Fairtrade
Palm oil	RSPO mass balance, RSPO segregated, RSPO IP
Paper and wood	FSC