

A top-down view of various fresh vegetables, including several rows of carrots in different colors (orange, yellow, purple, and multi-colored) and a row of radishes with pink and white stripes, all laid out on a light-colored marble surface. The word "Searched" is written in a white, cursive font across the middle of the image.

Searched.

**ACT
RESPONSIBLE,
THINK
SUSTAINABLE.**

Our Story

Welcome to the Seasoned corporate social responsibility report showcasing many of the ways we have demonstrated our commitment to innovation and sustainability at each of our partner venues.

Our business has a strong impact and dependency on the economy, the environment and society we live in.

The service we provide depends solely upon natural, human and physical resources. Therefore we must ensure our business is consistently evolving and adapting to give our clients, customers and partners the catering they desire, whilst ensuring our supply chain is sustainable and of the highest quality.

We rely heavily on raw materials (animal welfare), the environment (energy, water and waste) and social conditions (labour market) to deliver our services on a daily basis, so it is essential that our approach is both responsible and ethical.

Our sustainable approach to catering is built around our people and thanks to the commitment and engagement of our teams, suppliers and partners, we are able to honour our values and make promises that are delivered, whilst gaining trust and respect.



Cherla Taverio
Seasonal Course





Our Accreditations

“We are super proud of our team’s passion for sustainability and we have a steadily increasing shelf full of accreditations to prove it!”

Karl Wilkinson MIIRSM, Safety and Compliance Manager, Seasoned

Our sustainable approach to events is reflected in our ISO 14001 Environmental Management accreditation.

Our accreditation plays a major role in how we operate as a business and it focuses our minds on actually delivering quantifiable results and how we reduce our impact on the environment.

Alongside our ISO 14001 certification, we also have the following accreditations:

- ISO 9001, Quality Management
- ISO 22000, Food Safety Management
- OHSAS 18001, Occupational Health and Safety

We are thrilled to be part of only 1% of UK companies to hold all four ISO accreditations.



Seasoned has catered for thousands of events over the years and we have learnt to work more ecologically and ethically in order to reduce the impact of our business on clients, staff, our community and the environment. As a business, we recognise the importance of our Corporate Social Responsibility and strive to ensure it operates in a manner that is both ecological and ethical.





OUR MISSION



Increase energy efficiency



Reduce energy consumption



Reduce water consumption



Minimise CO2 emissions

OUR GREEN INITIATIVES

As part of our ongoing commitment to our ISO 14001 Environmental Management accreditation, the Seasoned team undertake “green initiatives” every year.

For 2018, we have set the below initiatives.



Reduce food
waste

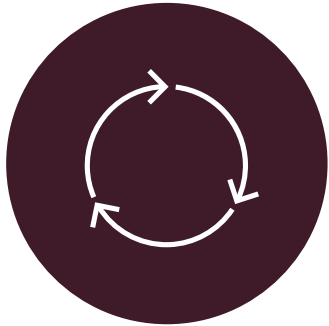


Reduce carbon
emission



Recycle as much
as possible

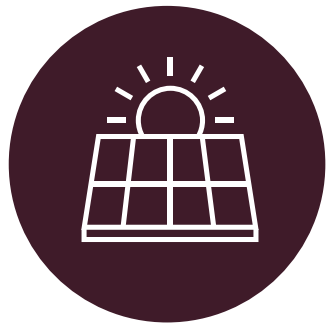
OUR APPROACH



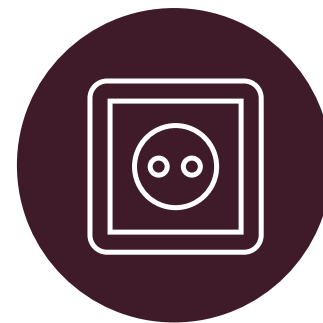
We recycle paper, glass, toner cartridges and cardboard



We provide support to local communities and charities



We reduce emissions by sourcing local / regional produce, supplies and staff



All lights, computers and electrical equipment are switched off after work



We monitor the working practices of all our suppliers



We use numerous online e-brochures to reduce paper brochures



Our products are sustainable and ethically sourced



We use vehicles with the latest Euro5 energy efficient engines

Our Sourcing Strategy

Developing menus within a sustainable environment culture is complex and demands lateral thinking as well as an awareness of the impact the menu content has on both the environment and the price.

We therefore need to retain an ethical but also pragmatic watch on our planning as well as a weather eye on our value.

Seasoned Executive Chef, Chris Hawkins, is fundamental to this approach and liaises closely with our procurement team and local and regional suppliers to create innovative and delicious dishes that celebrate the best of British produce.

Quality staffing is key to ensuring that the highest levels of environmental management are maintained within our business.





As part of our ISO 14001 accreditation, Seasoned undertakes comprehensive training for all employees to ensure our talented team is able to:



Create menus with the freshest ingredients, thus avoiding modified produce



Maximise seasonality for optimum flavour and sustainability



Buy locally, wherever possible, improving the opportunity for naturally grown crops




Minimise packaging waste implications in supplier specifications



Create a culture of energy saving in our kitchens



Exercise refuse management systems that increase the opportunities for recycling

A close-up photograph of a person's hands peeling a carrot with a vegetable peeler. The peeler is silver and black, and a thin strip of carrot peel is being removed. The background is a kitchen counter with various fresh vegetables, including a yellow bell pepper, a red onion, a bowl of green beans, and a bowl of red sauce. The lighting is warm and natural.

We recycle 40 litres of waste frying oil a week which is fully regulated with the Environment Agency. This number will increase year-on-year.



Our Food Waste

Since the beginning of 2018, we have partnered with Plan Zheroes, a social network where relationships are built between food businesses and charities, to enable surplus food to be passed on to the homeless.

At Seasoned, minimising our food waste is a key step to achieving our overall sustainability goals within the company. To initiate this crucial change, we must adapt our processes and use our innovation to enhance our day-to-day operations at each of our venues.

To highlight our commitment to the environment, we always ensure that our chefs take advantage of every ingredient they use. This includes turning vegetable peelings into soup and transforming fish offcuts into pâté.

We also encourage our chefs to use 100% non genetically modified rapeseed cooking oil as a healthier alternative.

Although items like eggshells, banana skins and tea bags are unfortunately unlikely to be reused, there are further day-to-day measures and controls that we take to minimise the waste we produce.

- We ensure accurate ordering and stock rotation to avoid ingredients going out of date
- We order on a daily basis, where possible, to meet the demands of the business better
- We write menus with a consideration for the use of offcuts

We work with all of our partner venues to exercise effective refuse management systems that increase the opportunities for recycling and reduces landfill waste.

Our Innovation

Up to 40% of a crop of vegetables can end up as waste because of the aesthetic demands of supermarkets. This is before it has even reached consumers.

Some farmers in the UK have up to 10 tonnes of produce rejected every week because their produce is imperfect. This unwanted produce ends up in landfill, as animal feed or ploughed back into the land.

We partner with Fisher and Woods who supply us with a selection of 'ugly' fruit and vegetables. It might not look perfect but it tastes great all the same and our customers and clients would never know the difference.

We educate our chefs to support local farmers and with a bit of creativity and planning they can incorporate the neglected veg into our soups, stocks and salads.

Not only are we helping farmers but we're saving water, so it's a win-win. Think about it - every time you throw away a tomato you are also throwing away all the resources that went into making it.

The average person throws away 70 tomatoes every year - nearly 10 bathtubs of water!



*We partner with Fisher
and Woods who supply us
with a selection of 'ugly'
fruit and vegetables.*

We partner with regional dairies and supply all our customers around the UK with 100% British milk.





Our Produce

Seasoned has recently welcomed Nutrition and Raw Vegan Coach, Rochelle Costa, to their food development team. Rochelle works in unison with the Seasoned team to influence the recipe and menu design across the business. She champions vegetarian, vegan and raw vegan eating and ensures the teams continue to embrace and respect the nutritional content of their menus.

The ingredients we use in our meals are the most significant factor of the service we provide our clients. They enable our chefs to create innovative, delicious and wonderful culinary delights. Therefore, we must ensure the standard of our produce is of the utmost quality and sourced ethically and where possible, locally.

To ensure this, we educate our kitchen teams in fresh food production to encourage use of sustainable produce such as the use of free-range eggs from British farmers. **We only use 100% British free-range eggs.**

We require our suppliers to produce full traceability to prove they use humanely operated farms. **80% of our meat is farmed in the UK to Red Tractor Farm Assured welfare standards.**

Where possible, we buy **Fairtrade products from producers in the developing world including bananas, chocolate, coffee and tea.**

We supply a range of fish that have been sourced from **fisheries meeting the Marine Stewardship Council Fisheries Standard and never buy red rated fish from the Marine Conservation Society's Good Fish Guide.**

Our Experience

In February 2017, the Seasoned team partnered with cosmetics brand, Lush to create a bespoke vegan and gluten-free menu for their two day annual conference at London's iconic, Grade I Listed building, Old Billingsgate.

Lush are the very first cosmetic company to use earth-friendly packaging and vegan ingredients for a sustainable manufacturing process.

Our aim was to provide Lush with a proactive service that reflected their ethos, values and mission.

As part of the planning and development process, we spent time with Lush's design team to understand how food products are used within their own cosmetics so we could incorporate the same ingredients throughout our menu.

We also teamed up with renowned nutritionists to tailor a food offer that could help increase consumer trust in the brand.

Having worked closely with the Lush team, Seasoned were able to create an innovative yet healthy catering offering, which included a bespoke range of vegan, gluten-free and nut-free delights - served to guests as canapés and buffet stations.

The buffet station menu included, courgette & aubergine bake with pumpkin, cranberry & quinoa crumble, and sweet potato & black bean veggie burgers with an onion relish.

The canapés included, summer squash, dill & chilli cake with lemon aioli, smoked garlic potato crisp with balsamic vegetables, tortilla toast with minted pea and truffle, and bruschetta of smoked onion & chilli with sundried tomato and black olive dust.



Seasoned has agreed to stop purchasing plastic straws and in 2018 we will only purchase paper straws in our venues.





Our Recycling


At Seasoned, recycling is one of our most significant areas in which we can demonstrate our commitment to sustainability. We recycle food waste, cans, bottles and paper with both our Local Authority and venues and ensure we take our recycling bins to venues and recycle at our head office.

We have increasingly worked in unison with our partner venues to ensure recycling levels and site recycling facilities are of the highest quality. In 2017 we recycled seven tonnes of cardboard and 32 tonnes of glass mixed packaging.

At our head office, we have reduced our paper consumption by well over 50% by switching to an online e-procurement system. All invoices and statements are now uploaded online avoiding hard copy printing and posting.

We recycle all our printer toners throughout the business. Over 45 million used cartridges end up in landfill sites every year, taking up to 1000 years to decompose. Creating one new cartridge wastes 8.0kg of CO2 and close to a 1lb of oil.

Our eco-friendly range of Greenline cleaning products are biodegradable, sustainable solutions and the packaging is recyclable. We also reuse all our spray bottles.



We work with all of our suppliers to reduce packaging, eliminating unnecessary outer packaging and wrapping wherever appropriate, so long as it does not interfere with the food safety of the items.



Our Water

“65% of us would avoid buying bottled water if tap water was freely available.”

Keep Britain Tidy survey

A million plastic bottles are bought around the world every minute and it's predicted that figure will rise by another 20% by 2021. However global efforts to collect and recycle the bottles to keep them from polluting the oceans, are just not keeping up.

At Seasoned we are extremely dedicated to reducing plastic pollution and have demonstrated our commitment by working with our partner venues to save over 15,000 bottles a year. We have achieved this by encouraging clients and customers to have tap water rather than bottled water - tap water has less germs than bottled water and is the safest way of drinking water.





Our Initiatives

“Local water sources are often plagued with waterborne diseases and we have to spend a lot of money on treating illnesses with medication and hospital bills. Thanks to Drop4Drop and Seasoned for helping improve the quality of life in Kiguli village. We can now expect prosperity and well-being thanks to this pump.”

Namakula Percy, 28 years old

We completed our first project to provide access to clean drinking water for over 400 people in the village of Kiguli, located in the Mpigi District of Central Uganda, through our partnership with charity Drop4Drop.

We provide Life Water to many of our customers and clients throughout the UK and for every bottle of Life Water sold, Drop4Drop gives at least 1,000 litres of clean drinking water to a community in need.

Drop4Drop successfully built a well in Kiguli, eliminating the need for the women and children of the village to walk over an hour, in dangerous conditions, multiple times each day to collect unsafe drinking water from contaminated sources.

The injection of clean drinking water from this well will provide Kiguli much needed nourishment for both the crops and residents; helping to boost economic and individual well-being throughout the village and provide new opportunities to the community. **We will continue to do our part as an ethically driven company and will ensure that many more wells are built in the future.**

Our Community

Every year the Seasoned team work together to identify new initiatives to ensure we are contributing towards an environmentally sustainable future.

At Seasoned, we measure the CO2 that our delivery vehicles omit on their journeys to events and turn them into trees. **In 2017 our journeys created 125m2 of newly planted woodland.** We worked with our client, The Woodland Trust, to plant the trees in Heartwood Forest in Hertfordshire. Once matured, every tree planted can absorb roughly 48 pounds of CO2 a year.

This year, we will again be teaming up with The Woodland Trust to reinforce this same initiative.

Alongside this, we encourage all our teams to support charities and causes that are relevant to their communities and our partners. Over recent years with the **support from team members, clients, partners and suppliers, we have raised over £250,000 to date to help support our chosen charities.**

We know that without the support of others we wouldn't have been able to create the successful charitable partnerships that we have today, which is why we see it as our responsibility to give back whenever we can.





*We measure the CO2 that
our delivery vehicles omit
on their journeys to events
and turn them into trees.*

We worked with The Woodland Trust to highlight how the woods and trees play an integral role in all aspects of our lives.





Our Partnerships

“I know I said it on the night, but I cannot say it enough – just wow!! What you and your team delivered for us was beyond spectacular, it was everything we had in our dreams for the evening, with an additional 50% magic sprinkled on top.”

Charlotte Johnson, Major Gifts Programme & Events Manager, The Woodland Trust

Seasoned partnered with The Woodland Trust, the largest conservation charity in the UK, for a fundraising dinner to raise funds for four World War I centenary woods.

We were asked by our client to create an extraordinary outdoor dining experience for 30 invited guests in a farm woodland and former WWI training ground in Surrey.

To ensure the event and menu design celebrated and paid homage to both the client and their brief, the Seasoned team researched all the local native trees and natural materials to inspire our menu design.

Alongside this, we ensured we incorporated elements of the 1920's and WWI into our event design.

We created a quintessentially 'British favourites' menu with a modern and ethical twist that celebrated local, seasonal, home-grown produce and the woodland surroundings.

Think tree bark smokery; rowan berries; galvanised buckets, sustainable log dining plates, eclectic vintage china, ration tins, mini milk bottles, 'street party' sharing starter and vintage homemade snacks around the campfire.

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