



Topic	Metric	Score	Product of Supply	Food Foundation analysis	Evidence and links to sources
<b>Healthy &amp; Nutrition</b>					
<b>Healthy &amp; sustainable food sales</b> 1.67					
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach.	1	P	Group: In order to measure its nutrition policy, and the changes it undergoes from one year to the next, the Group has adopted a set of monitoring indicators related to the percentage of: Vegetarian recipes Ingredients that are both nutritionally rich and plant-based (fruits, vegetables, etc.) Our restaurants providing access to nutritional information We measure the diversity of the ingredients in our recipes: almost 20% of Group supplies are both plant-based and nutritionally rich (wholegrain cereals, seeds, etc.) UK: We have supported multiple Public Health Responsibility Pledges including removing artificial trans fats and the reduction of salt in our menus. In the UK, already 40% of Elior's recipes are vegetarian.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	P	Group: In order to measure its nutrition policy, and the changes it undergoes from one year to the next, the Group has adopted a set of monitoring indicators related to the percentage of: Vegetarian recipes Ingredients that are both nutritionally rich and plant-based (fruits, vegetables, etc.) Our restaurants providing access to nutritional information We measure the diversity of the ingredients in our recipes: almost 20% of Group supplies are both plant-based and nutritionally rich (wholegrain cereals, seeds, etc.) One out of five Elior recipes are vegetarian at Group level One vegetarian meal per week served in schools in France. In the UK, already 40% of Elior's recipes are vegetarian. Commitments: Increase the percentage of vegetarian dishes by privileging the exchange of best practices and creativity between chefs via a digital platform. Foster diversity of seasonal and nutritional ingredients via support tools to integrate new ingredients into menus and recipes Deploy internal training programs promoting vegetarian dishes.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	2	P	Group: In order to measure its nutrition policy, and the changes it undergoes from one year to the next, the Group has adopted a set of monitoring indicators related to the percentage of: Vegetarian recipes Ingredients that are both nutritionally rich and plant-based (fruits, vegetables, etc.) Our restaurants providing access to nutritional information We measure the diversity of the ingredients in our recipes: almost 20% of Group supplies are both plant-based and nutritionally rich (wholegrain cereals, seeds, etc.) One out of five Elior recipes are vegetarian at Group level One vegetarian meal per week served in schools in France	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Encouraging healthy &amp; sustainable diets</b> 1.33					
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	2	P	89% of the group's revenues come from entities testing a detailed nutritional information tool. Testing of Nutri-Score adapted for contract catering in France. By drawing on its culinary expertise, Elior, together with a scientific team, has developed a solution to provide its guests with simple and transparent nutritional information contributing to a healthy and well-balanced diet. In 2020, Nutriscore has been rolled out in B&I and Education segment in France. Roll out the Nutri-Score nutritional transparency tool to improve guests' understanding of the nutritional quality of the proposed offer and to guide them in making their food choices. Elior is thus participating in a collective approach, the objective of which is to give its guests access to the nutritional information of the meals they consume by providing simple, readable and understandable information, in the same way as for mass consumption products. Distribute and use digital assessment tools at each stage of meal preparation (Foodvisor). Improve the nutritional balance of our recipes. Increase the number of Elior sites that display nutritional information, by developing specific programs and supports. Modernize and digitalize our nutritional information data bases.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1	P	From 2019: In partnership with The Food Foundation and ITV, for a period of 10 weeks, Elior UK rolled out the Eat them to defeat them campaign in 50 of its school restaurants, aimed at encouraging children to eat more fruit and vegetables.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	1	P	Various community initiatives, but nothing specific found to address accessibility & affordability of healthy food.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Environment</b>					
<b>Climate change</b> 2.00					
E1	Company has a target for, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2	P	The Group's objective is to reduce its carbon emissions per meal by 12% between 2020 and 2025 for the direct emissions it generates (scope 1 and 2) and the indirect (scope 3) emissions. 2025 Objectives: Consume at least 80% renewable electricity and reduce energy consumption. Reduce food waste by 30% Reduce the carbon impact of our food offer by offering more vegetarian meals and by substituting the proteins that emit the most carbon, such as beef, with other less carbon-intensive ones, such as chicken or vegetables.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	5	The Group's objective is to reduce its carbon emissions per meal by 12% between 2020 and 2025 for the direct emissions it generates (scope 1 and 2) and the indirect (scope 3) emissions. 2025 Objectives: Consume at least 80% renewable electricity and reduce energy consumption. Reduce food waste by 30% Reduce the carbon impact of our food offer by offering more vegetarian meals and by substituting the proteins that emit the most carbon, such as beef, with other less carbon-intensive ones, such as chicken or vegetables.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Biodiversity</b> 0.67					
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	1	5	Elior Group is vigilant about the environmental impact of the soy and palm oil sector. UK: 100% sustainable palm oil commitment.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	1	5	Our actions planned for 2021 Publish the soy footprint of our sourced products: in 2020 the indirect footprint of Elior France's soy supplies was 10,930T. Develop and diversify sources of protein for animal feed (sustainable soybeans, other vegetable proteins, etc.) by using more labeled ingredients.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	0	5	No information found.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Sustainable food production practices</b> 2.00					
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	5	Group: Elior Group has set itself the objective to increase the percentage of its responsible supplies by prioritizing local and / or labeled products (organic produce, MSC, Red Tractor, Rainforest Alliance, etc.), by working in close proximity with public stakeholders and adhering to recognized standards and approaches. 36% of fish are fished responsibly. UK: We follow the Marine Conservation Society Good Fish Guide, which ensures that 'At Risk' and 'Endangered' species never appear on our menus.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>

E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	2	5	Group: Elior Group has set itself the objective to increase the percentage of its responsible supplies by prioritizing local and / or labeled products (organic produce, MSC, Red Tractor, Rainforest Alliance, etc.), by working in close proximity with public stakeholders and adhering to recognized standards and approaches. +22% of our ingredients are sourced responsibly.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Water use</b>		1.00			
E8	Company has a target for, and reports on, water use reduction in operations	2		Group: In 2018-2019, the Group used 670,478 cu.m of water at the sites where we are directly responsible for managing this resource, from 574,306 cu.m in 2017-18. UK: reference to managing water usage to save money and reduce environmental impact.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	5	No information found.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Food loss &amp; waste</b>		1.33			
E10	Company demonstrates strategies to engage with customers on food waste and contributes to collaborative initiatives (in UK: Food Waste Action Week).	2	P	Testing recipes with children. Too Good To Go being rolled out to 400 sites in 2021. Participants in WRAP's Guardians of Grub collaborative initiative.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E11	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	P	Global: 89% of Elior sites (among those which are contractually responsible for waste management) carry out bio-waste sorting. Partnership agreements with food banks in Italy, France and Spain allow the redistribution of part of our food surpluses. The deployment of the partnership with the start-up Too Good To Go in France, in the Business and Education segments. Diagnosis & action Programs dedicated to tackle Food Waste rolled out on 85% of Group's activity. Teams receive a specific training on how to limit food waste in the kitchens. Distribution of a waste guide indicating good operational management of waste. Testing recipes with children. In the US, Elior has equipped seven of its sites with Winnow technology. UK: Commitment to achieve zero food waste to landfill by 2025. Initiatives: 48.3 tonnes of food waste prevented across 9 sites. Working towards zero food waste. Committed to WRAP's Food Waste Reduction Roadmap.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E12	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	0	5	No information found.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Plastics</b>		2.00			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	2	P	Group: 17.3% of responsible packaging. Participation in innovative initiatives : reducing the production of single-use plastic consumables (Vegware); improving end-of-life recycling (WaterUnit Elior UK). Stopping the use of plastic straws in the UK and France. The progressive referencing of alternatives to plastic water bottles, such as water fountains. Alternative & sustainable packaging solutions catalog available in France. 2021 actions planned: Limit the use of single-use plastic consumables (forks, knives, cups, etc.) by offering sustainable and economical alternatives. Offer the use of sustainable trays in the school sector, by pooling purchases in Europe. Monitor and support sustainable solutions developed by manufacturers and brands. UK: Over 500 tonnes of Dry Mixed recycling. Initiatives to reduce use of 10,000 plastic cups. Following single-use plastic straws and stirrers ban during 2018, following the introduction of a new policy on plastic.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
E14	Company has a target for, and reports on, reducing single-use plastics without creating a food waste risk	2	P	Group: Participation in innovative initiatives : reducing the production of single-use plastic consumables (Vegware); improving end-of-life recycling (WaterUnit Elior UK). Stopping the use of plastic straws in the UK and France. The progressive referencing of alternatives to plastic water bottles, such as water fountains. Alternative & sustainable packaging solutions catalog available in France. 2021 actions planned: Limit the use of single-use plastic consumables (forks, knives, cups, etc.) by offering sustainable and economical alternatives. UK: Initiatives to reduce use of 10,000 cups. Following single-use plastic straws and stirrers ban during 2018, following the introduction of a new policy on plastic.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
<b>Animal welfare &amp; antibiotics</b>		1.00			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	1	5	Tier 3 in BBFAW	BBFAW
E16	Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as "medically important antimicrobials".	1	5	Group: Policy: Elior Group supports the responsible use of antibiotics because they can play an important role in maintaining animal welfare. Elior Group discourages the routine prophylactic use of antibiotics across its supplying farms, and when antibiotics are required they must only be administered under professional veterinary supervision and guidance, with usage carefully recorded. Elior Group supports a continual reduction in the use of antibiotics in the supply chain. This will take time and the transition will vary across markets, but supports progress where this is possible by working with its suppliers and upholding high standards of quality and safety. Elior Group recognizes the importance of ensuring the effectiveness of all classes of antibiotics to protect human and animal health. Antibiotics considered to be of critical importance to human health by the World Health Organization (WHO) should only be used if they are the sole therapeutic option. UK: Simiar: Elior UK supports the responsible use of antibiotics and does not promote the routine, prophylactic use of antibiotics across our supplying farms.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a> <a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2020-04/Elior%20Group_Animal_Welfare_Position_Paper_sept17_0.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2020-04/Elior%20Group_Animal_Welfare_Position_Paper_sept17_0.pdf</a>
<b>Social inclusion</b>		1.00			
<b>Human rights</b>		1.00			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1	1	Group: no mention. UK: offer salaries inline with National Living Wage.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a>
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	1	5	Group: ethical principles policy covers child labour, forced labour, health & safety. No data / case studies on auditing, monitoring, supplier engagement.	<a href="https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance">https://www.eliorgroup.com/corporate-responsibility/governance/csr-governance</a> <a href="https://www.elior.co.uk/corporate-responsibility">https://www.elior.co.uk/corporate-responsibility</a> <a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/eli-or-csr-report.pdf</a> <a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2018-10/eli-or_group_ethical_principles_10_10_18.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2018-10/eli-or_group_ethical_principles_10_10_18.pdf</a>