

Topic	Metric	Score	Product or Supply	Food Foundation analysis	Evidence and links to sources
Healthy & Nutrition					
Healthy & sustainable food sales		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: The Group has implemented a set of management indicators to measure its nutrition policy, and the changes it undergoes from one year to the next: The percentage of vegetarian recipes, The percentage of nutritious ingredients of plant origin, Access to detailed nutritional information. 20% of Group supplies are both plant-based and nutritionally rich (whole grains, seeds, etc.). Current data: % of nutritious and plant based ingredients 2020/21: 19.4%, 2019/20: 17% UK: We have supported multiple Public Health Responsibility Pledges including removing artificial trans fats and the reduction of salt in our menus.	https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social-social https://www.elior.co.uk/corporate-social-responsibility https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elior%202021_0.pdf
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	P	Group: Target: 20% of Group supplies are both plant-based and nutritionally rich (whole grains, seeds, etc.). Current data: % of nutritious and plant based ingredients 2020/21: 19.4%, 2019/20: 17%	https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social-social https://www.elior.co.uk/corporate-social-responsibility https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elior%202021_0.pdf
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: Target: 20% of Group supplies are both plant-based and nutritionally rich (whole grains, seeds, etc.). Current data: % of nutritious and plant based ingredients 2020/21: 19.4%, 2019/20: 17% % of vegetarian dishes: 2020/21: 21.2%, 2019/20: 19.3% Target: reduce carbon footprint per meal by 12% by 2025, the Group is committed to reducing the carbon impact of its meals by offering more vegetarian dishes (no meat or fish) and by substituting the most carbon-emitting proteins. 48% % of recipes are low-carbon recipes (<180gCO ₂ e/100g) in France. UK: In the UK, already 40% of Elior's recipes are vegetarian. 2025 target: 40% reduction in beef consumption by 2024.	https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social-social https://www.elior.co.uk/corporate-social-responsibility https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elior%202021_0.pdf
Encouraging healthy & sustainable diets		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	Group: Carbon score labeling (which informs our guests and customers of the carbon footprint of recipes) is being increasingly deployed throughout the Group. This data allows us to better forecast the global carbon footprint of our offers: on average more than 40% (and up to 53% for certain entities) of our recipes are low-carbon in France and more than 50% in Spain. Plus use of Nutriscore: Elior's B&I restaurants and school canteens. 100% of Group revenue generated in countries test at least one nutrition information tool.	As above
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1		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. Other initiatives include: In Spain, Serunion has developed the "Nutrifriends" nutritional education program in partnership with a top chef and has published a book promoting good eating habits and a healthy lifestyle.	As above
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		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. Other initiatives include: In Spain, Serunion has developed the "Nutrifriends" nutritional education program in partnership with a top chef and has published a book promoting good eating habits and a healthy lifestyle.	As above
Environment					
Climate change		2			
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2		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. UK: 100% renewable energy for directly supplied energy contracts, 15% reduction in gas & electricity consumption	As above
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. UK: 40% reduction in beef consumption by 2024.	As above
Biodiversity		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	Global: no data, general comment found "Commit to animal welfare and forests" UK: We're committed to eliminate deforestation from our supply chain. We do not purchase palm oil for cooking in the UK and are committed to purchasing 100% sustainable palm oil products from RSPO (Roundtable on Sustainable Palm Oil) accredited suppliers. We also recognise animal feed is a huge contributor to deforestation which is another reason why we are working hard to reduce meat consumption across the business.	As above
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	Global: no data, general comment found "Commit to animal welfare and forests" UK: We're committed to eliminate deforestation from our supply chain. We also recognise animal feed is a huge contributor to deforestation which is another reason why we are working hard to reduce meat consumption across the business.	As above
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.	As above
Sustainable food production practices		1.5			
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	1	5	Group: 2020/21: 42.9% of responsibly sourced seafood products 2019/20 35.7%. Unclear what certification used. UK: We also follow the Good Fish Guide to ensure that we only source sustainable fresh fish Aquaculture: no information found.	As above

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: 2020/21: 4.6% of products were certified organic. 2019/20: 3.2% UK: All UK purchased fresh meat is Red Tractor certified, which includes poultry, pork, beef and lamb. We also follow the Good Fish Guide to ensure that we only source sustainable fresh fish and wherever possible we use 'environmentally caring' foodstuffs such as organic foods, Fairtrade products and free range eggs.	As above
Water use		1			
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.	As above
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	5	No information found.	As above
Food loss & waste		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	Group publishes tips and advice from its chefs and culinary partners on how to cook with 'leftovers' and raises guest awareness about how they can carry on the fight to end food waste at home. Awards: the 'Trashed' program in the UK received a 2019 Footprint Award and a 3-star rating by the Responsible Restaurant Association for promoting recipes that use products normally overlooked or destined to become waste. To Good To Go being rolled out to 400 sites in 2021.	As above
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: Target 30% reduction by 2025. Included new food waste charter. 2020: 85% of Elior entities rolled out food waste reduction program. (from 2020) 89% of Elior sites (among those which are contractually responsible for waste management) carry out bio-waste sorting. The deployment of the partnership with the start-up Too Good To Go in France, in the Business and Education segments. In the US, Elior has equipped seven of its sites with Winnow technology. UK: (from 2020) 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.	As above
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.	As above
Plastics		2			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	2	P	Group: 2020/21: 17.7% of products from responsible packaging and consumables (2019/20: 17.3%) 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. 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 590 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.	As above
E14	Company has a target for, and reports on, reducing single-use plastics without creating a food waste risk	2	P	As above	As above
Animal welfare & antibiotics		1			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	1	5	Tier 4 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. In France, teams are trained by experts in these issues and surveys are carried out on the breeding, transport and slaughtering practices of suppliers: 100% of egg-product and poultry suppliers surveyed favor the curative use of antibiotics and 96% audit their partners on animal welfare issues. UK: Elior UK supports the responsible use of antibiotics and does not promote the routine, prophylactic use of antibiotics across our supplying farms. When antibiotics are required within our fresh meat supply chain they are only administered under professional veterinary supervision and guidance and a record of the type, dose and means of administering the antibiotic are all logged.	https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social https://www.eliorgroup.com/responsibilities/sustainable-sourcing/respond-collectively-protection-biodiversity-and-animal https://www.elior.co.uk/corporate-responsibility/sustainable-ingredients/animal-welfare https://www.elior.co.uk/corporate-social-responsibility https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elor%202021_0.pdf
Social inclusion		1			
Human rights		1			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1		Group: no mention. UK: (from 2020) offer salaries inline with National Living Wage.	As above
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. Policies but no data or information on supplier engagement.	As above