

2023 Final Quarterly Report

October - December 2023



Lifetime of enrichment

CONNECT • EMPOWER • THRIVE



Our goal is to create a 'Lifetime of Enrichment' through a campaign dedicated to delivering social value across all age ranges, from infant to retirement.

We believe that every day should be used to make a positive impact from an economic, social and environmental perspective.

There are 28,835 days in the average lifetime.

As we have set a specific target of 28,835 days, we are tracking our contributions from campaign launch with a target to achieve this goal by 2025. Tracking our progress includes counting our days we delivered on social value. We are monitoring our activity across 3 core pillars:



Economic

Driving a positive economic impact within local communities through an inclusive approach



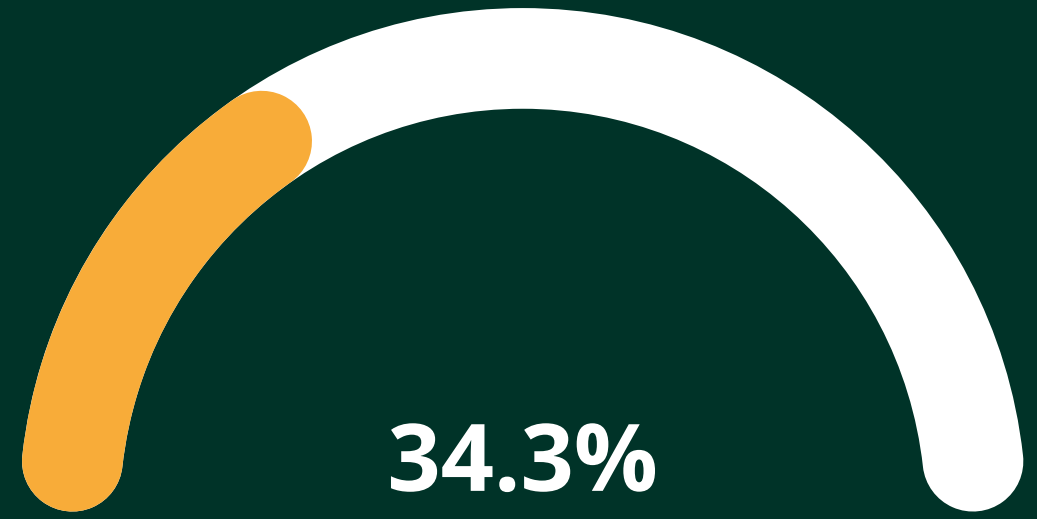
Social

Nurturing a culture of inclusivity, improving skills, and giving back to society and local communities.



Environmental

Tackling climate change, respecting our environment and reducing waste.



9879 of 28 835 days delivered

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I can't believe that it was 1 year ago that we launched our Lifetime of Enrichment campaign. We've achieved so much in the first 12 months, and we're bang on track in reaching our target, which is so exciting! As always, I am so encouraged by all the individuals who are creating opportunities to give back – in 2024 we get the opportunity to recognise our top contributors at the Elixir Awards for Excellence, and I can't wait to reveal more in our next report!

- Charlotte Wright, Director of CSR and Wellness

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Lifetime of enrichment

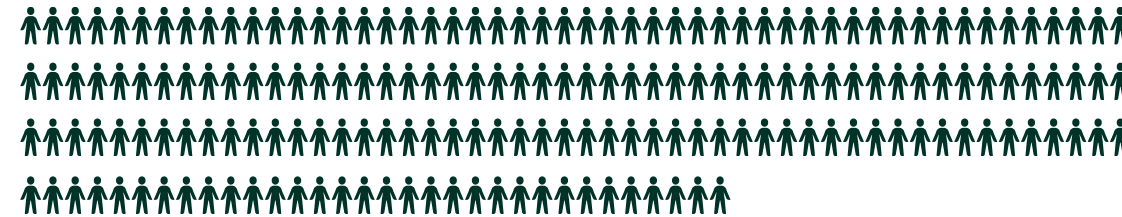
28 835 days of social value by 2025

CONNECT ● EMPOWER ● THRIVE

Q4 2023

9879 of 28 835 days delivered

Colleague Contributions:



182 colleagues have contributed 597 days



Water Unite:

14599

jobs supported this year through our partner Water Unite



JUST ONE Tree:

3 579

trees planted through partnership with JUST ONE Tree



Alzheimer's Society:

£10 500

raised by 16 colleagues participating in Alzheimer's Treks across the country

+

£1113.52

raised in our offices through our Christmas Raffle

The total raised for Alzheimers society through our campaign could fund a community dementia advisor for 99 days

City Office



The combined distance walked from the Treks is the nearly the same as walking from the London office to the Macclesfield office and back

364 miles



Macclesfield Office



Olio:

11 297

meals saved through Olio



Too Good to Go:

1 780

meals saved through Too Good to Go

Highlights of contributions from 2023



Colleagues taking part in Treks 13 and 26



Fundraising walk for North West Air Ambulance Charity



Water Unite Visit to Kenya



Plant and Plate



Great British Spring Clean



First cohort of Womentoring



Intergenerational Visits

Delivering social value in different ways throughout December



We supported our clients community trust with a pick and mix station



Mark Kinder volunteered for The Toy Appeal, which made 12,100 toy sacks for underprivileged children.



Our offices raised £1,113.52 for Alzheimer's Society through our Christmas Raffle



Jon Lilley volunteering at RMHC on Christmas day

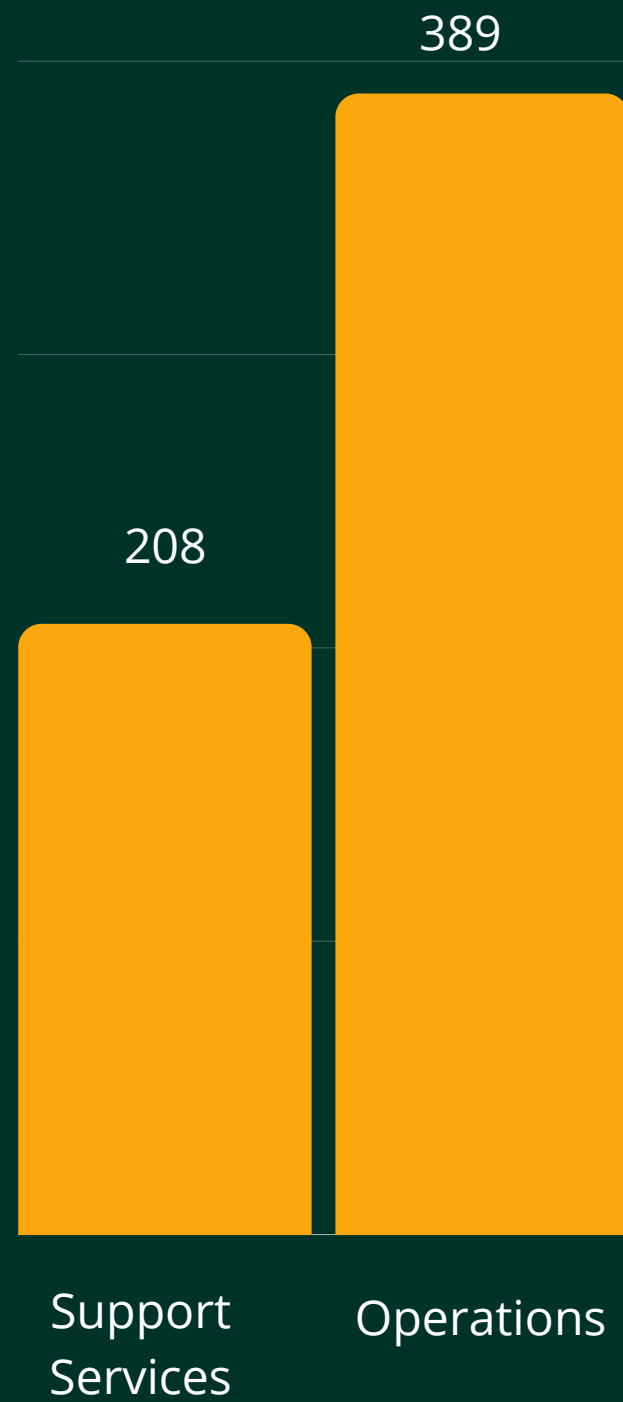


CSR and Wellness team volunteering at Refettorio Felix

BREAK DOWN OF COLLEAGUE CONTRIBUTIONS

Q4 2023

Number of days:



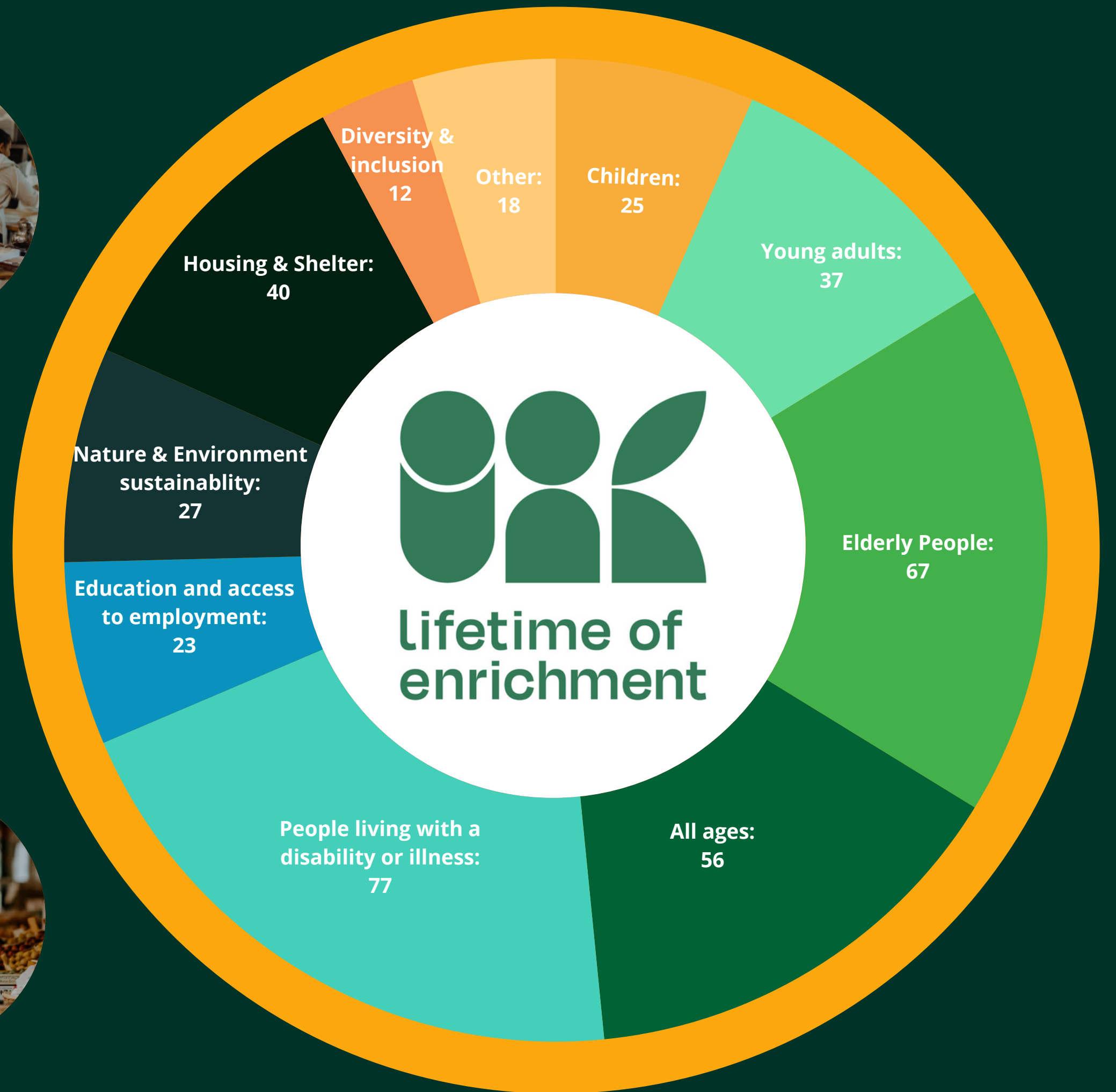
Social



Environmental

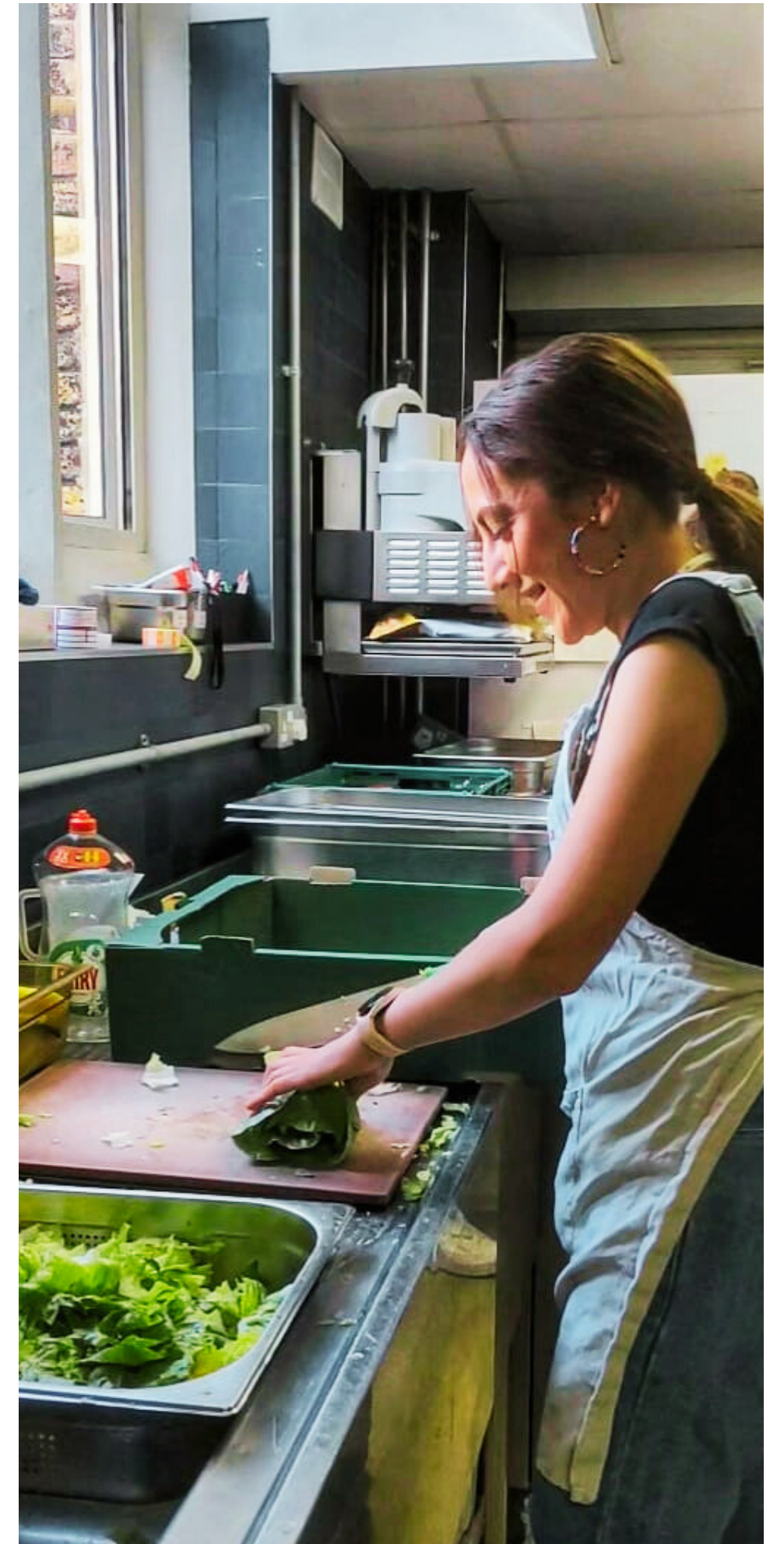
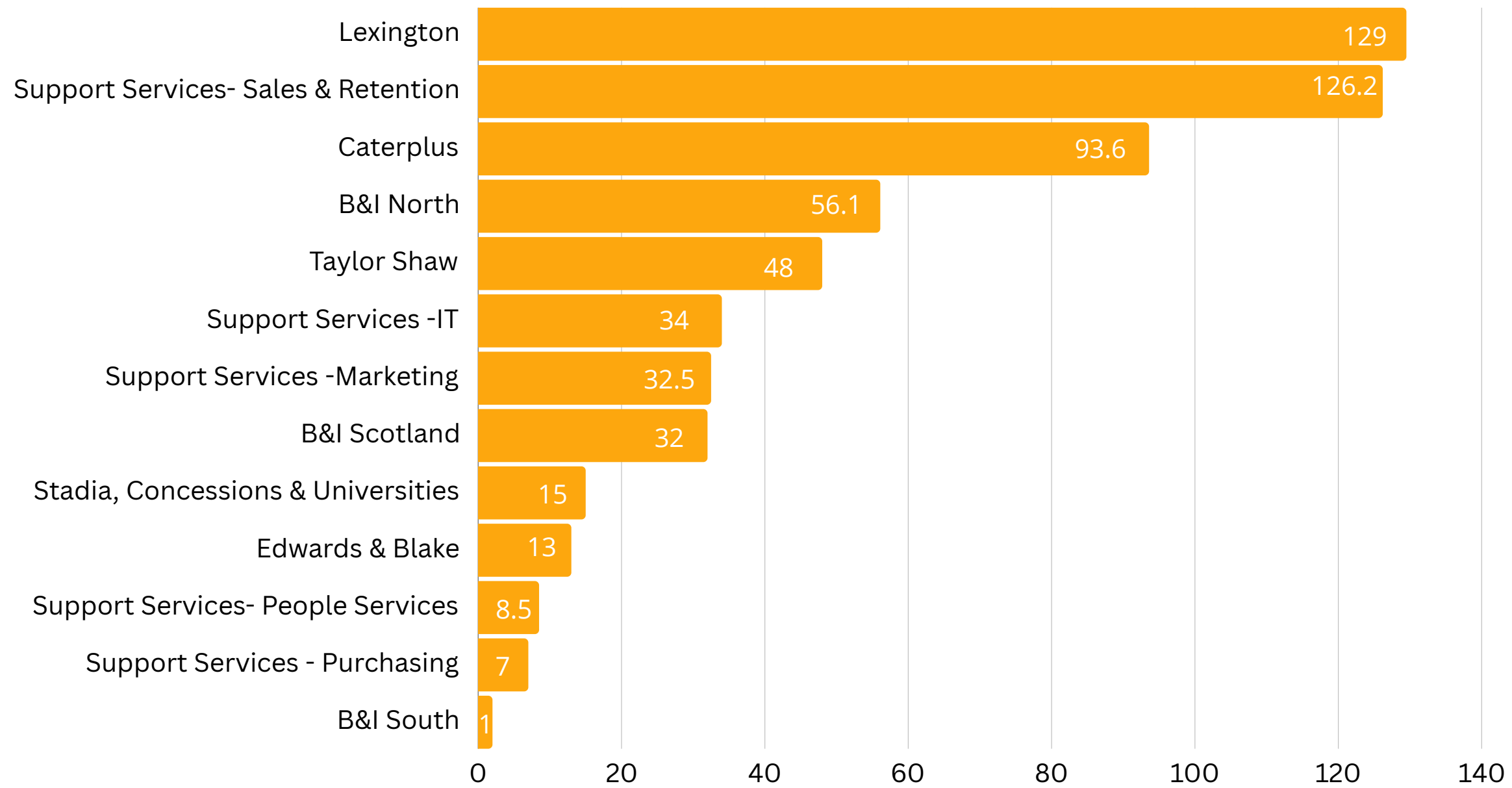


Economic



BREAK DOWN OF COLLEAGUE CONTRIBUTIONS BY SECTOR

Q4 2023





Apprenticeships

Apprenticeships have the ability to unlock the potential of anyone wishing to progress and are widely acknowledged as one of the best mechanisms for increasing social mobility.

We work with Total People to manage recruitment and training of apprentices within Elior, developing our own workforce and providing our employees with the skills they need to keep up in a globally competitive market. Apprenticeships help to develop a resilient workforce – one that can deliver results, drive innovation and offers access to all. It leads to a more motivated and satisfied workforce, while 80% report higher retention rates.



Chefs School

Chef School is a 6 month modular programme designed to produce foundation skills and knowledge to aspiring chefs. The course is suitable for Kitchen Porters, General Assistants or Junior Chefs with very little experience or training. By the end of the programme learners will be fully equipped to understand and take on junior chef responsibilities.

The classes form an extremely diverse spectrum of learning. There are highly practical Chef skills workshops, including butchery, fish filleting and pastry work, as well as aspects of personal development in the areas of financial acumen and customer experiences.

MENTORING
developing colleagues through connection

WOMENTORING
creating impact through connection

Our company-wide Mentoring program aims to develop colleagues through connection across Elior. The scheme is open to any colleague working across the Elior UK business (including Caterplus, Taylorshaw, Edwards & Blake, Lexington).

Wo-mentoring program is our mentoring initiative for female colleagues at Elior UK. It's a program we're incredibly proud of and part of our wider commitment to equal opportunity in an inclusive culture that celebrates diversity.

Mentoring and Womentoring both enable colleagues across all roles and sectors to share and benefit from one another's experience and knowledge through a structured program. We believe that everyone should have the opportunity to flourish in both their personal and career journeys with Elior, in an environment where they feel supported and empowered.



Coaching

Coaching is a collaborative process where a skilled coach assists individuals or teams in a business setting to boost their skills, performance, and personal development. Its aim is to set and accomplish goals, unlock potential, enhance problem-solving abilities, and foster professional growth within the business environment.

The establishment of a coaching and mentoring culture has supported positive outcomes at all levels within the organisation. The L&D team earned Level 5 and Level 7 qualifications, with forty-four senior leaders receiving training and furthermore, our CEO completed a Level 7 qualification. In total, almost four hundred hours of coaching & mentoring were provided to sixty-five colleagues over a 22-month period, empowering them to take on larger roles within the organisation.

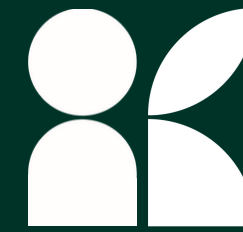


Alzheimer's Society

Dementia is the UK's biggest killer. Someone develops it every three minutes, and there's currently no cure. Alzheimer's Society campaigns and raises money to fund research and help people living with dementia. They deliver support for individuals and groups – online, in-person and on the phone. And they're transforming the way the nation views and responds to dementia through pioneering Dementia Friends initiatives.

We were immensely proud of our Elior colleagues who took part in Trek26 challenges up and down the country during 2023, seeing some incredible sights while raising a fantastic amount of more than £10,000 for Alzheimer's Society. For many of our colleagues who participated, Alzheimer's has had a significant impact in their own lives giving them personal motivation to take part in the treks.

Throughout the December period, our colleagues used the festive period to raise money for Alzhiemers society in different ways, our offices raised £1113.52 from the Christmas Raffle and Homa Finnie raised £160 through holding an auction of unwanted items.



Water Unite

Since 2019, Elior UK has been championing supporters of the nonprofit Water Unite, whose mission is to provide clean water for people and planet. Elior's donations have been invested into innovative entrepreneurs and businesses providing water and circular economy solutions in the Global South.



JUST ONE Tree

JUST ONE Tree is a non-profit initiative removing CO2 from the atmosphere through global reforestation. A £1 donation to JUST ONE Tree equals one tree planted in areas such as Indonesia, Brazil and even the Oceans.

Through Elior's work with JUST ONE Tree and the Eco-Points scheme, we are donating 10p from every low carbon dish sold on a participating site towards this organisation's fantastic work.

Through our partnership with JUST ONE Tree, we have planted 3 579 trees. In the last 4 years Just One Tree has planted over 3 million trees across 11 countries.



Change Please



When is a cup of coffee, more than a cup of coffee? When it's a Change Please coffee.

Because Change Please is where social enterprise and coffee expertise blend. Where every award-winning cup brewed — and every cup you buy helps change someone's life for the better. Where 100% of profits go into giving people experiencing homelessness, a living wage job, housing, training, onwards opportunities — and a fresh shot at a life.

Elior has been working with Change Please since 2015, supporting this social enterprise through investments into their training program, sourcing job opportunities within Elior for new team members, and creating a branded coffee offer for our sites.



Pact Coffee



Pact Coffee, one of the UK's leading independent speciality coffee roasters, was founded in 2012 to bring the freshest speciality coffee directly to UK kitchens. Since then, it's spent the decade championing sustainable farming practices, encouraging gender equity at source and paying farmers significantly more than the Fairtrade base price.

Pact and Lexington's exclusive collaboration will focus primarily on coffee grown by Cafeina, a collective of 1,868 women in Brazil that was formed in 2019 to empower, motivate and inspire women farmers and give them rightful visibility in an industry which is traditionally male-dominated in Brazil. Once the Cafeina coffee is imported, Pact Coffee will roast it in its carbon-neutral roastery in Surrey and deliver it to Lexington offices days later.



Fat Macy's

Lexington Catering has launched a dedicated café space at one of its client sites in partnership with social enterprise Fat Macy's.

Fat Macy's is a social enterprise that aims to get Londoners out of hostels and into their own homes. As part of the scheme, trainees learn culinary and hospitality skills from professional teams in real-life environments. The café specialises in Lebanese food based on the enterprise's restaurant in Shoreditch, Sohaila. It will serve a combination of hot mains and grab-and-go food options throughout breakfast and lunch periods.

Jesse Bliss, head of partnerships at Lexington, said: "Fat Macy's offers something truly unique in the business - from their delicious food to their dedicated team - everything they do has a purpose and the power to change someone's life. We are humbled and honoured to play a small part in that journey."

At the end of the programme, trainees will have the necessary skills to gain employment within the hospitality sphere. Upon securing an income, Fat Macy's will also provide the funds for a rental deposit so trainees can move into their own home.



To find out more about Lifetime of Enrichment contact CSR@Elior.co.uk



- Are you involved in a community or charity activity that supports social or environmental causes?
- Have you supported a similar activity with your client?

Please let us know!
Scan the QR code to complete a quick survey.



You will be entered into the You Made a Difference Draw and automatically considered for the Elior Awards for Excellence!



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