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lifetime of enrichment

CONNECT • EMPOWER • THRIVE

January 2023 - May 2025
Impact Report





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.

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89%

25,663 of 28,835
DAYS DELIVERED



Charlotte Wright
Director of CSR
& Food Strategy



Hannah Craig
CSR Manager



Zen Anwar
CSR Executive



Rebecca Herman
CSR Executive

Welcome to our latest Lifetime of Enrichment update!

We're thrilled to have made significant progress since the last report towards our social value target in all three pillars; economic, social and environmental.

This edition highlights some of the amazing initiatives that have taken place across all sectors of the business and case studies – we're excited to continue seeing these flourish and adding value to our local communities.

We are fast approaching the end of the Lifetime of Enrichment campaign! As such, we'd love to capture everyone's contributions to reach our target, drawing on individual colleague contributions alongside our partnerships.

~ CSR Team



Lifetime of enrichment

CONNECT • EMPOWER • THRIVE

25,663 of 28,835 DAYS DELIVERED

From January 2025, we're proud to have a three-year charity partnership with The Natasha Allergy Research Foundation

We're committing to raise £100,000 by the end of 2027



In December 2024, our 3 year partnership with Alzheimer's Society came to an end

We're proud to have raised more than £100,000 over the course of our partnership



54

mentors and mentees connecting through 2 cohorts of Womentoring

294

colleagues
have contributed
1,328 days



15

chefs trained by Prept to deliver cooking sessions to children

Water Unite:

35,064 💧

jobs supported through our partner Water Unite



JUST ONE Tree:

5,143 🌲

trees planted through partnership with JUST ONE Tree



122,363 hours

of training provided to colleagues over the last year



150 sessions

delivered to school children on healthy eating

Olio:

13,574 🍴

meals saved through Olio



Too Good to Go:

4,576 🍴

meals saved through Too Good to Go



24 colleagues

upskilled and graduated from Chef School over the last 2 cohorts

Our totals reflect contributions from the campaign's start In January 2023 to May 2025

For more information, email **CSR@elior.co.uk**

INTRODUCING MICROHIVE - SIGN UP!

Microhive, previously known as Pennies from Heaven, is an initiative where you can **donate ONLY the pennies from your pay to charity**. Over the next 3 years, we will be supporting our charity partner, The Natasha Allergy Research Foundation, through this scheme.

The maximum you will donate through the scheme each month is 99p, thus £11.88 each year. Collectively, this small contribution has a much larger effect.

Through this initiative, you can contribute to the vital work the charity is doing for food allergies, with £100 funding one child's dose of life-saving treatment through NARF's oral immunotherapy clinical trial.

Look out for the Microhive posters coming to your sites soon, and **scan the QR code to sign up**.



Join your colleagues and donate **only the pennies** from your pay to **The Natasha Allergy Research Foundation**

SCAN ME TO GET INVOLVED



Your contribution will only ever be a **maximum of 99p per month**

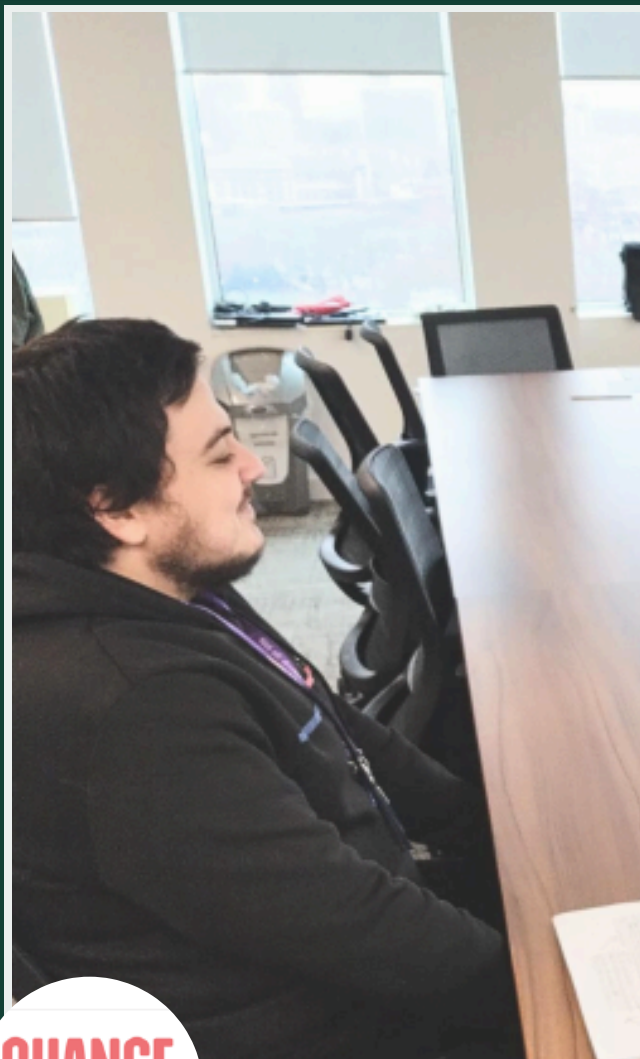
With everyone's contribution, this **individual small change** can be transformed into a much **larger impact** for the charity

ELIOR **elior at WORK** **lexington** **Taylor Shaw** **Caterplus** **Edwards & Blake**

SCAN ME



GET INVOLVED



SUPPORTED INTERNSHIP PROGRAMME

Lexington is incredibly proud to support the City of Westminster College's Supported Internship Programme this year, providing meaningful opportunities for young adults with learning disabilities to gain valuable experience within our business.

This programme is free for sites to participate in and involves a 10-week placement per student, with the hope of securing a working role within Lexington upon completion. Job coaches support on-site training throughout the journey, and both managers and mentors receive SEN & Mentor Awareness training. Before any placement starts, the coaches conduct a job analysis by spending a day in the workplace and performing the tasks any new employee would be required to do. This ensures all core, episodic routines, and other job-related tasks are captured, and an appropriate candidate is selected for the position.

So far, we have facilitated three work placements and have run mock interview sessions, supporting 11 interns in developing their skills and confidence. We're thrilled to share that two of our interns have secured part-time roles with us following their internships.

[Click here to find out more](#), and to express an interest in the initiative, [please email Paul.Dancer@teamlexington.london](mailto:Paul.Dancer@teamlexington.london)



CHANGE
Please



CHANGE PLEASE

We have been working with Change Please since 2015, supporting this social enterprise through investments into their training program, sourcing job opportunities within Elmor for new team members, and creating a branded coffee offer for our sites. 100% of profits go into giving people experiencing homelessness; a living wage job, housing, training, onwards opportunities, and a fresh shot at a life.

PACT COFFEE

Pact Coffee has spent the last decade championing sustainable farming practices, encouraging gender equity at source and paying farmers significantly more than the Fairtrade base price.

Lexington and Pact Coffee's partnership enables us to contribute directly to the development of coffee growing communities across nine countries through Pact's direct-trade supply chain model. This 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 a traditionally male-dominated industry in Brazil.

Pact
COFFEE



THE NATASHA ALLERGY RESEARCH FOUNDATION

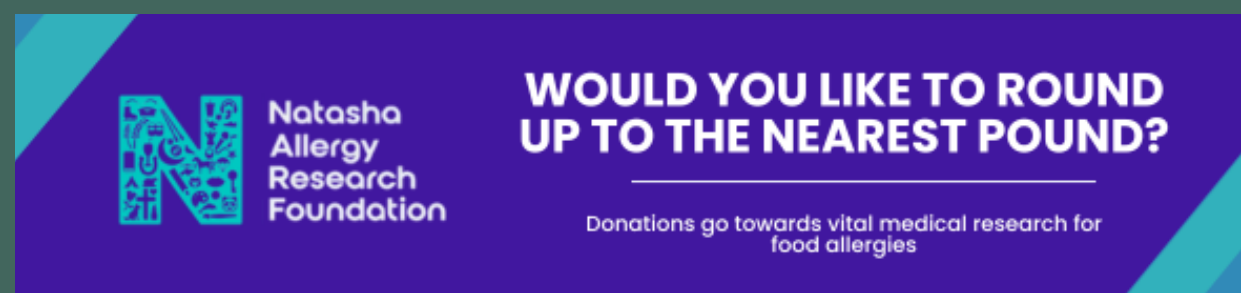
NARF'S MISSION

NARF's vision is to **prevent and eradicate allergic disease**, to create a world that is inclusive and safe for all individuals. In their 2024 Annual Survey, it was found that **83%** of people with food allergies reported it significantly **impacting on their mental health and emotional wellbeing**. Additionally, over 70% had felt discriminated against.

They aim to achieve this through raising awareness of allergies, alongside a clinical trial for oral immunotherapy (also known as micro dosing). This has seen children tolerating foods they were previously allergic to, with results being published in 2027.

Allergies affect all individuals, directly or indirectly, both in and out of the workplace, with around **2.4 million people in the UK having a clinically confirmed food allergy**. They are more vital now than ever before, and there is a need to safeguard those with allergies across all sectors of our business.

[Click here to find out more about the charity.](#)



WHAT WE HAVE DONE SO FAR

So far, we have raised **over £1,000 for NARF**, through raffles, walking challenges and a donation round-up on select Lolly tills in our hospitals and B&I sites. This means that through your support, our donations have helped fund **10 children's dose of life-saving treatment** through NARF's immunotherapy clinical trial.

Alongside fundraising, we have been actively involved in raising awareness for allergies. This has been through communications, the 2025 Allergy and Wellness Forum, and advocating for our schools to become Allergy School trained.

HOW TO GET INVOLVED

The Charity Document, pictured to the right, goes into more detail about our partnership, what our donations help fund, and how to get involved to drive impact, awareness and fundraising for NARF.

Key ways to get involved include attending one of our fundraising events, running some of your own (e.g: allergy-free bake sales), or signing up to marathons / challenges in aid of NARF.

[Click here to find out more](#), and [email CSR@elior.co.uk](mailto:CSR@elior.co.uk) if you would like to express your interest in a challenge - more details of hikes on pg 9!

OUR CORPORATE CHARITY PARTNER

About the Charity

The Natasha Allergy Research Foundation (NARF) was founded in 2019, after Natasha tragically passed away from an allergic, anaphylactic reaction to an undeclared allergen.

Natasha's Law was created in 2021 as a result, to strengthen food labelling. This allowed for those with food allergies to have an improved quality of life, and feel more comfortable that what they eat would not trigger a life-threatening reaction.

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Our Charity Partnership

As a founding partner of NARF, we are happy to share that the foundation is our charity partner for our 2025-2027 partnership. As part of this, we have set a target of raising **£100,000 by the end of 2027** across all sectors of the business.

Our Donations Help Fund

- £50** Trains 100 primary school teachers about food allergies
- £100** Pays for one child's dose of life-saving treatment
- £150** Provides support to a newly bereaved family

#MakeAllergyHistory

How to Get Involved

We encourage every colleague to get involved and fundraise for NARF. Whether that's through our events or organising your own, we want to hear about the amazing work you are doing!

Tips on how to get involved:

- Visit NARF's Fundraising Page to get inspired on different events that you can run (e.g. bake sales, quiz nights or make up your own challenges!)
- NARF's Fundraising Pack contains more ideas of events and useful information to help ensure they are a success
- NARF has places on many hikes and marathons (e.g. Oxford & Manchester Half Marathons). Sign up for a spot and fundraise!
- On your next team day, organise a fundraising event (e.g. charity sports day, colour run)

Email CSR@elior.co.uk for more information

SCAN ME
HELP US RAISE
£100,000





CAN'T COOK – WILL COOK StMungo's

We have recently restarted our 'Can't Cook – Will Cook' training course at homelessness charity St Mungo's, equipping participants with essential cooking skills for personal growth and future employment opportunities.

As the third week of the course coincided with Allergy Awareness Week, some of the Charity Champions delivered an allergy session to clients, engaging in discussions to raise awareness around food allergens, symptoms of allergic reactions and the importance of understanding allergies in a cooking environment.

The course culminates in a job fair, where employers in the hospitality industry will offer potential jobs to participants.

[Click here to read more about the initiative.](#)



CLOTHES DRIVE

SMART
WORKS

Colleagues in the Macclesfield office volunteered at SmartWorks, helping unemployed women gain confidence to return to work.

The office ran a clothing drive and received 6 bags of office wear, which our volunteers organised and delivered. This initiative helps women in the local community feel empowered in their jobs.

PREPT TRAINING

Prept.

Prept is a charity that aims to inspire the next generation through food, to live happier and healthier lives.

Our chefs have undertaken Prept's training course, to equip them with the skills to run a session for primary and secondary school students. Children will be taught cookery skills, the benefits of healthy eating and will be inspired to connect with nature. We're excited to see our chefs run some sessions soon!

[Click here to see how the training day went](#), and if you would like to run a Prept session, [please email CSR@elior.co.uk](mailto:CSR@elior.co.uk)

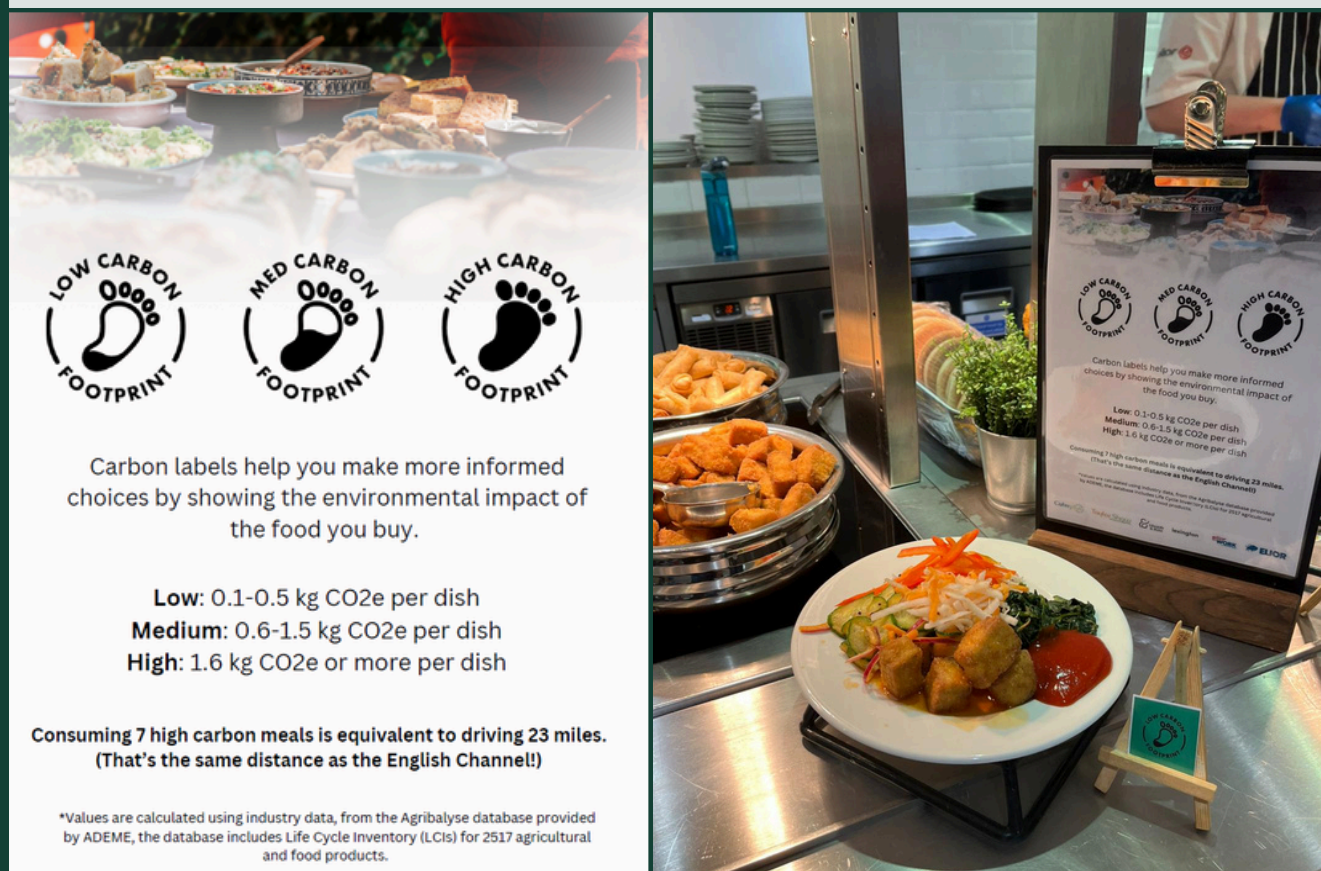




CARBON LABELLING

All of our recipes have an associated carbon value, which can be displayed alongside corresponding meals to increase transparency and help customers better understand the environmental impact of their food choices.

Using the Carbon Labelling Guide, some of our B&I sites successfully launched these at the beginning of May 2025, in both office and factory settings. The initial response has been extremely positive and we look forward to gaining insights into the influence these have on decision-making.



SURPLUS FOOD

OLIO and Too Good To Go are free apps that connect people so that surplus food can be shared instead of wasted.

OLIO's Food Waste Heroes programme matches trained volunteers with site organisers to redistribute surplus food to the local community. Neighbours who live nearby receive customised alerts and pick-up requested items from an agreed location.

Similarly, Too Good To Go packages food that would otherwise be wasted into 'Magic Bags', sold to customers through their app at a great price.

Since the start of this campaign we have **saved 13,574 meals through OLIO** and **4,576 meals through Too Good To Go**, feeding numerous households through these schemes.



GREAT BRITISH SPRING CLEAN

March 21 to April 6 marked the 10th year of the Great British Spring Clean. This is a national environmental campaign, encouraging people to join forces and clean up their local areas, a direct and immediate positive impact for the community.

This year, colleagues at the London and Macclesfield offices took part in the initiative, helping clean up local areas outside the office.

A staggering **1,428 items were picked up** across the sessions, **402 of these being cigarettes!**



✦ COLLEAGUE SPOTLIGHT ✦

CHARITY CHAMPIONS

In this edition of Lifetime of Enrichment, we are highlighting our Charity Champions. This is a group of colleagues who come together to drive impact, awareness, and fundraising for The Natasha Allergy Research Foundation. The group is chaired by Debbie Clarke with Zen Anwar as the group's administrator. Alongside this group, we have a specific working group in our education sector to ensure we are pushing for awareness across our schools as well as the inclusion of food allergic children.



Debbie Clarke



Zen Anwar



Stephen Molloy



Lauren Chesney



Jody Munn



Hannah Locket



Phil Grant



Bonnie Dankbars

Through these groups, we have started off with some strong progress surrounding fundraising ideas, communication strategies and even a roundtable discussion for our education sector to understand the challenges and opportunities of allergies within breakfast clubs.

RAFFLE WINNER

To kick off fundraising for our new charity partner, The Natasha Allergy Research Foundation, we organised a raffle in February for two hospitality tickets to Sabrina Carpenter's tour, generously donated by Nestlé.

Through your support, we raised **£623 for NARF**. Congratulations to **Jody Munn** who won the tickets!

Keep an eye out for future raffles.



STEP-UP CHALLENGE WINNER

During Allergy Awareness Week 2025, we took part in NARF's #StepUpForFoodAllergies challenge, with colleagues signing up to walk 10,000 steps every day to support those living with food allergies.

At Elinor, we ran an internal competition, with a prize awarded to the person who raised the most amount of money during the week. Congratulations to **Rebecca Coomber** who won this prize, thank you for fundraising for NARF!

HOW TO GET INVOLVED



TREKS AND CHALLENGES FOR NARF

Looking to take on a challenge next year? Affected by marathon fever?

Sign up to one of NARF's spots on marathons, half marathons and challenges! This is a great way to fundraise for The Natasha Allergy Research Foundation, making a positive impact for those affected by food allergies.

So far, we have maxed out a team of 7 for the London Landmarks Half Marathon 2026! NARF has spots on numerous other challenges such as the Manchester Half Marathon, Brighton Marathon and Jurassic Coast Ultra Challenge. If you'd like to sign up as an individual or a team and take on a similar challenge, [please visit NARF's challenge website](#).



WALK FOR HOSPITALITY ACTION



Walk for Wellbeing is an accessible, meaningful industry movement that promotes the importance of wellbeing in hospitality and generates **vital funds for Hospitality Action**. Hospitality Action is a charity that supports those struggling in the cost-of-living crisis, facing mental health issues and homelessness.

On **Sunday 19th October**, a number of 20km walking challenges are being hosted all across the country, in London, Manchester, Birmingham and Newcastle to name a few. Alternatively, people are encouraged to 'Walk it your way' from 10th – 26th October to fundraise for the charity.

SPRINGBOARD'S VIRTUAL RACE TO AUSTRALIA

This July, 20 colleagues across Lexington are taking part in the **Virtual Race for Springboard Charity**. They will be swimming, cycling, running or walking to rack up their miles as a team, racing against others to see who can make it to Australia the quickest! Springboard's mission is to futureproof the talent pipeline for hospitality and tourism, and they have attracted more than 5,000 people into the industry including young people and those facing challenges. Each team aims to **raise £3,000 for Springboard**, with prizes for top fundraising teams and winners.

[Please email CSR@elior.co.uk](mailto:CSR@elior.co.uk) for more information or to express your interest in any of the above.



OUR COLLEAGUES DELIVERING A LIFETIME OF SOCIAL VALUE



**lifetime of
enrichment**

CONNECT • EMPOWER • THRIVE





Lifetime of enrichment

Activities and partnerships that are helping us reach our goal of delivering 28,835 days of social value

CONNECT



EMPOWER



THRIVE

Water Unite



JUST ONE Tree



Olio



Too Good to Go



Change Please



Pact Coffee



Prept



Natasha Allergy Research Foundation



Apprenticeships

Coaching

Intergenerational Visits

Chef School



Did you know that EVERY colleague receives **2 volunteering days** each year to deliver social value in their local community? Utilise these and let us know what you get up to.

Would you like to highlight one of your colleagues that is a champion of social value? Spotlight them by emailing us.

Scan the QR code or **click on this link** to complete a quick survey and to capture your efforts in our campaign



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



To find out more about Lifetime of Enrichment, contact **CSR@Elixir.co.uk**



CONNECT • EMPOWER • THRIVE

