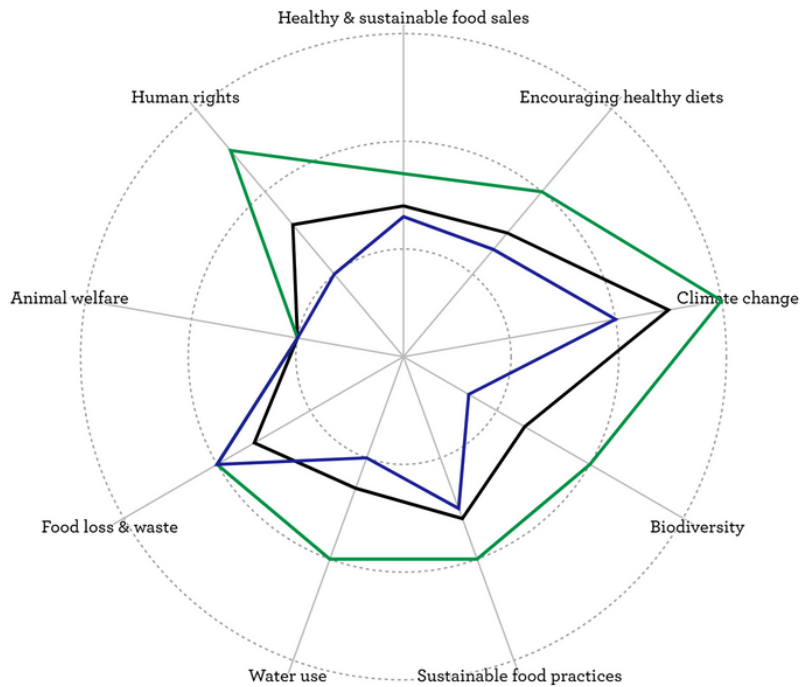


# ELIOR

This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.

● Average 
 ● Leadership 2023 
 ● Aramark 
 ● Compass Group 
 ● Elior 
 ● ISS 
 ● Sodexo



## SPIDER DIAGRAM ▲

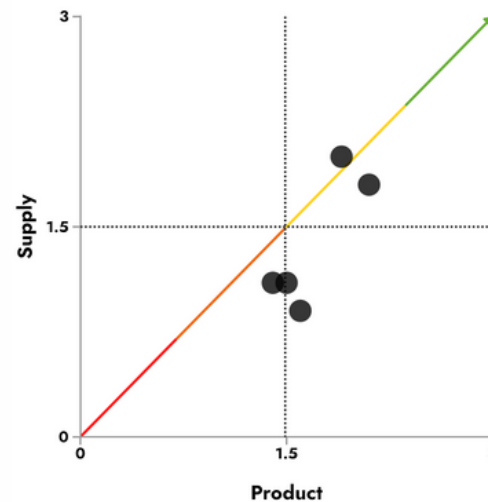
The summary profile comparing Elior, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer edge of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	●	●	●	●	●	●	●	●	●
Aramark	●	●	●	●	●	●	●	●	●
Compass Group	●	●	●	●	●	●	●	●	●
Elior	●	●	●	●	●	●	●	●	●
ISS	●	●	●	●	●	●	●	●	●
Sodexo	●	●	●	●	●	●	●	●	●

## TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

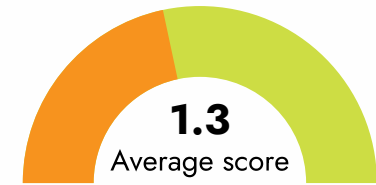


## PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



# ELIOR

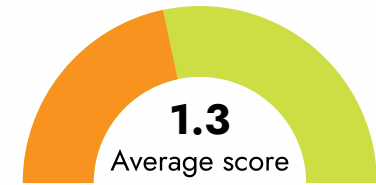


## Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
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:</p> <ul style="list-style-type: none"> <li>• 20% of Group supplies are both plant-based and nutritionally rich (whole grains, seeds, etc.).</li> <li>• 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:                             <ul style="list-style-type: none"> <li>◦ The percentage of vegetarian recipes</li> <li>◦ The percentage of nutritious ingredients of plant origin</li> <li>◦ Access to detailed nutritional information</li> </ul> </li> </ul> <p>UK:</p> <ul style="list-style-type: none"> <li>• (PUP 2022) We have supported multiple Public Health Responsibility Pledges including removing artificial trans fats and the reduction of salt in our menus</li> </ul>	<p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/increase-percentage-nutritious-plant-based-ingredients">https://www.eliorgroup.com/responsibilities/well-balanced-meals/increase-percentage-nutritious-plant-based-ingredients</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs">https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs</a></p>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	1	<p>GROUP:</p> <ul style="list-style-type: none"> <li>• 20% of Group supplies are both plant-based and nutritionally rich (whole grains, seeds, etc.).</li> <li>• 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:                             <ul style="list-style-type: none"> <li>◦ The percentage of vegetarian recipes</li> <li>◦ The percentage of nutritious ingredients of plant origin</li> <li>◦ Access to detailed nutritional information</li> </ul> </li> </ul>	<p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/increase-percentage-nutritious-plant-based-ingredients">https://www.eliorgroup.com/responsibilities/well-balanced-meals/increase-percentage-nutritious-plant-based-ingredients</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs">https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs</a></p>
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>UK:</p> <ul style="list-style-type: none"> <li>• In the UK, already 40% of Elior's recipes are vegetarian</li> <li>• Target: 40% reduction in beef consumption as part of vision to reduce carbon emissions by 12% per meal by 2025</li> </ul> <p>GROUP:</p> <ul style="list-style-type: none"> <li>• 50% meatless offer in new menu plans by 2025</li> <li>• (PUP 2022) not been update on their website</li> <li>• 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%</li> <li>• 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 (&lt;180gCO<sub>2</sub>e/100g) in France.</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/environmental-impact">https://www.elior.co.uk/corporate-social-responsibility/environmental-impact</a></p> <p><a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social-social">https://www.eliorgroup.com/responsibilities/environmental-and-social-strategy/responsible-group-we-take-part-social-social</a></p> <p><a href="https://www.elior.co.uk/corporate-social-responsibility">https://www.elior.co.uk/corporate-social-responsibility</a></p> <p><a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elior%202021_0.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-03/EN_Commitment%20review%20Elior%202021_0.pdf</a></p>



# ELIOR



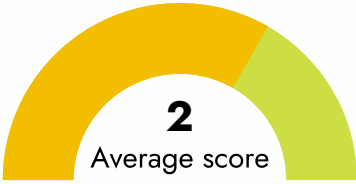
## Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
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	<ul style="list-style-type: none"> <li>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:                             <ul style="list-style-type: none"> <li>The percentage of vegetarian recipes</li> <li>The percentage of nutritious ingredients of plant origin</li> <li>Access to detailed nutritional information</li> </ul> </li> <li>The Group's five operating countries have also put in place awareness-raising programs tailored to the series of individual audiences, whether children, adults or seniors. In France, the Nutri-Score labeling scheme allows us to provide simplified nutritional information for all our recipes in our restaurants and on the apps we provide for guests to use.</li> <li>Nutri-Score uses a scale from A to E to objectively rate the nutritional benefits of a recipe. Elior chefs and nutrition teams are guided by this indicator in developing menus that make it easier for guests to choose a healthy and balanced diet.</li> <li>Since 2019, Nutri-Score has been rolled out in 642 company restaurants and 455 school cafeterias. What makes us pioneers is that the Group is the first catering company to provide its guests with clear and completely transparent information for each of its dishes</li> <li>The survey after a year of using Nutri-Score analyzed more than 60,000 meals served to 3,300 guests in four food service spaces over a three-month period. The results are clear: people eat more healthily when Nutri-Score ratings are displayed</li> </ul>	<p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs">https://www.eliorgroup.com/responsibilities/well-balanced-meals/our-goal-cook-tasty-balanced-meals-adapted-nutritional-needs</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/well-balanced-meals/give-guests-nutritional-information-their-meal">https://www.eliorgroup.com/responsibilities/well-balanced-meals/give-guests-nutritional-information-their-meal</a></p>
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1	<p>GROUP:</p> <ul style="list-style-type: none"> <li>Elior continues to bring forward new educational initiatives for younger guests as part of its ambition to educate people about taste, nutritional balance, and what is good for their own health and that of the planet. Elior Italy has launched its Il mondo in un piatto (World on a Plate) digital edutainment project to teach children healthy eating habits through a series of interactive videos. By the end of 2022, in Spain, more than 500 schools had signed up for the Serunion Nutrifriends program to educate young guests about healthy eating.</li> <li>We've launched the So Good! program, which features a range of recipes designed around a different seasonal fruit or vegetable every month, and is backed up by messages about our commitment to the planet and healthy eating.</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/positive-health-wellbeing">https://www.elior.co.uk/corporate-social-responsibility/positive-health-wellbeing</a></p> <p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p> <p><a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf</a></p>
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	<ul style="list-style-type: none"> <li>Works with Refettorio Felix - charity making meals for vulnerable people with surplus food donations.</li> <li>In 2021-2022, Elior France donated more than 55 tons of food to associations and food banks.</li> </ul>	<p><a href="https://www.elior.co.uk/news/elior-throws-support-behind-refettorio-felix">https://www.elior.co.uk/news/elior-throws-support-behind-refettorio-felix</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/circular-model/we-strive-limit-and-recover-waste">https://www.eliorgroup.com/responsibilities/circular-model/we-strive-limit-and-recover-waste</a></p>



# ELIOR

## Climate change

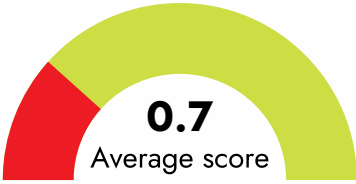


	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2	<p>Group:</p> <ul style="list-style-type: none"> <li>Targeting a 12% reduction in carbon emissions per meal by 2025 compared to 2020 on our direct (scope 1 and 2) and indirect (scope 3) emissions.</li> </ul>	<a href="https://www.eliorgroup.com/responsibilities/environmental-and-societal-strategy/participate-transition-towards-adopting-less">https://www.eliorgroup.com/responsibilities/environmental-and-societal-strategy/participate-transition-towards-adopting-less</a>
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	<p>GROUP:</p> <ul style="list-style-type: none"> <li>Targeting a 12% reduction in carbon emissions per meal by 2025 compared to 2020 on our direct (scope 1 and 2) and indirect (scope 3) emissions.</li> <li>In 2022, the leading climate consultancy Carbone 4 was commissioned by Elior Group to conduct a wide-ranging survey to quantify the cost of climate change as it impacts procurement. This is a major challenge at Elior, which needed expert support with developing an adaptation strategy. Carbone 4 has used the findings of the survey to construct a series of impact scenarios, and has been able to estimate the additional purchase cost generated as a direct result of certain climate events for the period to 2035. This type of forecasting helps the Group to gain the insight needed to take more joined up long-term and short-term decisions. The intention is to share the survey results with stakeholders, so that a collective effort can be made to boost the resilience of the value chain from end to end.</li> </ul>	<a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf</a>



# ELIOR

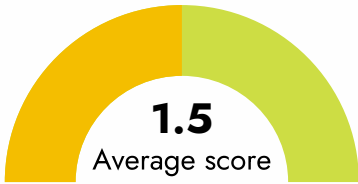
## Biodiversity



	Metric	Score	The Food Foundation analysis	Evidence
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	<ul style="list-style-type: none"> <li>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</li> <li>Target: 100% sustainable palm oil commitment (but no time commitment).</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain">https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain</a></p> <p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p>
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	<ul style="list-style-type: none"> <li>Global: no data, general comment found "Commit to animal welfare and forests"</li> <li>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.</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain">https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain</a></p> <p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	0	<ul style="list-style-type: none"> <li>No information found</li> </ul>	



# ELIOR

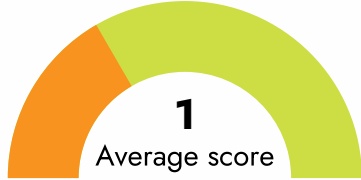


## Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	1	<p>UK:</p> <ul style="list-style-type: none"> <li>We follow the Marine Conservation Society Good Fish Guide which ensures that 'At Risk' and 'Endangered' species never appear on our menus. Elior scored 65% within the Sustainable Fish Cities League Table receiving a particularly high score for 'Avoid the worst - exclude fish considered 'Fish to Aid' (red-rated) by the Marine Conservation Society'.</li> <li>We also follow the Good Fish Guide to ensure that we only source sustainable fresh fish</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain">https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain</a></p> <p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p>
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	2	<p>UK:</p> <ul style="list-style-type: none"> <li>WE ARE COMMITTED TO ENDING CAGE EGG SOURCING BEFORE 2025</li> <li>Wherever possible we use 'environmentally caring' foodstuffs such as organic foods, Fairtrade products and free range eggs.</li> </ul> <p>GROUP:</p> <ul style="list-style-type: none"> <li>Currently, 27.3% of the supplies we source are accredited as responsibly produced, and our continued efforts in this direction are paying off, with a three percentage point increase over 2020/2021.</li> </ul>	<p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p> <p><a href="https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain">https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain</a></p> <p><a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2023-02/ELIOR%20GROUP%20ACTIVITY%20REPORT%202022.pdf</a></p>



# ELIOR

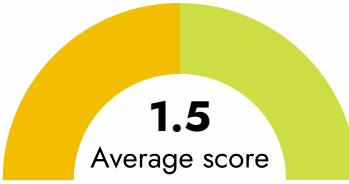


## Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	2	<p>GROUP:</p> <ul style="list-style-type: none"> <li>Although the Group mainly operates at its customers' sites, which it does not own, all of its entities implement actions adapted to their specific characteristics to reduce water and energy consumption, as well as their carbon footprint.</li> <li>(PUP 2022) not been update on their website: 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</li> <li>UK: reference to managing water usage to save money and reduce environmental impact.</li> </ul>	<p><a href="https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain">https://www.elior.co.uk/corporate-social-responsibility/sustainable-supply-chain</a></p> <p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p>
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	<ul style="list-style-type: none"> <li>No mention found.</li> </ul>	



# ELIOR



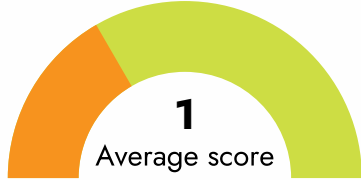
## Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	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>UK:</p> <ul style="list-style-type: none"> <li>• Target: 25% reduction in food waste by 2025.</li> <li>• Progress: 48.3 tonnes of food waste prevented across 9 sites</li> <li>• We have teamed up with food redistribution company OLIO to donate surplus food to vulnerable local communities.</li> <li>• We have introduced Chefs Eye, an intuitive food waste measurement technology platform, which measures food waste.</li> <li>• Launched award-winning food brand Trashed – a Lexington Catering led initiative rewarded for the promotion of recipes that recycle left-overs or food that would otherwise be binned.</li> </ul> <p>Group:</p> <ul style="list-style-type: none"> <li>• Targeting a 30% reduction in food waste by 2025</li> <li>• To attain this objective, the Group has implemented a five-pronged action plan that respects the specific characteristics of each country where Elior is present, and provides innovative solutions for all stakeholders</li> <li>• As part of monitoring its initiatives and ensuring their transparency, Elior has introduced a series of monitoring indicators over the past three years to measure data such as the number of sites sorting biowaste and/ or implementing anti-waste programs. The results are audited by an independent third-party organization and published annually.</li> <li>• 85.3% of our sites have waste contracts that include sorting bio-waste</li> <li>• 90% of restaurants* now sort their biowaste, which can then, be collected by local specialist companies for methane production or industrial-scale composting</li> <li>• In the United States, Elior is deploying the Waste Nothing program at more than 1,000 sites. Waste Nothing is a simple system for separating and measuring potential food waste that requires no scales or additional equipment, which makes it cost effective and easy to manage</li> </ul>	<p><a href="https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf">https://www.elior.co.uk/sites/www.elior.co.uk/files/elior-csr-report.pdf</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/circular-model/fight-against-food-waste">https://www.eliorgroup.com/responsibilities/circular-model/fight-against-food-waste</a></p> <p><a href="https://www.eliorgroup.com/responsibilities/environmental-and-societal-strategy/participate-transition-towards-adopting-less">https://www.eliorgroup.com/responsibilities/environmental-and-societal-strategy/participate-transition-towards-adopting-less</a></p>
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	<ul style="list-style-type: none"> <li>• In 2020, 85% of Elior entities rolled out a program to push back against food waste.</li> <li>• In France, the average waste measured is lower than the national data (&lt;120g/meal). Food waste was cut by 28%</li> </ul>	<p><a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-02/elior_food-waste-charter-2021.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/2022-02/elior_food-waste-charter-2021.pdf</a></p>





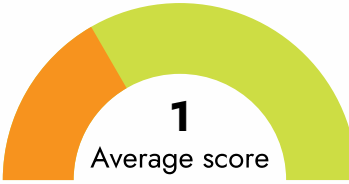
# ELIOR



## Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: 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”.</p>	1	<ul style="list-style-type: none"> <li>• Tier</li> </ul>	BBFAW

# ELIOR



## Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	1	<ul style="list-style-type: none"> <li>All CBAs provide for a minimum wage that varies according to the classification of employees and the applicable pay scale. However, the wage of an employee cannot be below the statutory minimum wage that is set for all employees, regardless of classification, at national level.</li> </ul>	<a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/inline-files/Elior%20Group%20-%20URD%202021%202022%20ENG%2012%2001%202023.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/inline-files/Elior%20Group%20-%20URD%202021%202022%20ENG%2012%2001%202023.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	<ul style="list-style-type: none"> <li>Group: ethical principles policy covers child labour, forced labour, health &amp; safety. Policies but no data or information on supplier engagement.</li> </ul>	<a href="https://www.eliorgroup.com/sites/www.eliorgroup.com/files/inline-files/Elior%20Group%20-%20URD%202021%202022%20ENG%2012%2001%202023.pdf">https://www.eliorgroup.com/sites/www.eliorgroup.com/files/inline-files/Elior%20Group%20-%20URD%202021%202022%20ENG%2012%2001%202023.pdf</a>

