



Levy Restaurants UK @ Sheffield United Football Club

Corporate Social Responsibility Charter 2017/18

As industry leaders, we appreciate that we have an inherent responsibility to put in place tangible plans that drive the industry forward and ensure we operate every day in the most responsible and sustainable manner.

We believe our actions have the opportunity to positively impact on the environment and communities in which we operate. Our aim is to create a sustainable company culture that embraces and focuses on our five pillars of Corporate Responsibility.

We believe in a long term, sustainable approach to business that delivers benefits for all of our stakeholders and we have a well-established commitment to support the wellbeing of our clients, customers, colleagues, suppliers, local communities and the environment.

- **Our People:** Supporting and developing our colleagues
- **Sustainable Sourcing:** running our business to the highest ethical standards
- **Health & Wellbeing:** Supporting the good health and wellbeing for our customers
- **Environment:** Reducing our impact on the world in which we live
- **Community:** Making a positive contribution to the communities in which we live and work

How does it take shape at Sheffield United?

Our People

Every year we recruit from Sheffield Hallam University and Sheffield University, both in our match day and in our non-event departments. This is actively supported by our People Operations Manager who attends local seminars and Fresher's weeks.

We also actively recruit within the local community and have good relationships with the local colleges and Sixth Forms. Work placements and training are offered every year resulting in some candidates being offered employment. This is for both front of house and back of house positions. This provides around 70% of our total workforce.

The use of Thousand Detail Dining helps us recruit, train and support our teams. This module focusses our team members in delivering great service and we support their personal development using E-learning and external courses where appropriate. We provide our team members with a thorough briefing of the history of both Bramall Lane and Levy Restaurants UK, so they can feel comfortable in their surroundings and answer any questions regarding the club to our clients and guests.

We conduct regular one to ones with all of our casual team members as well as twice yearly appraisals with our permanent employees. These are a chance to assess what is going well and identify any training needs. These are formalised in the appraisal process and worked towards set goals.

Sustainable Sourcing

Our Head Chef, Paul Childs is committed to using, wherever possible, locally sourced produce. This ethos to champion sustainable resources is integrated throughout Levy Restaurants UK.

- Up to 70% of fruit and veg is sourced from within the UK throughout the year
- We will not buy products that don't adhere to the 'Five Freedoms' concept proposed by the Farm Animal Welfare Council (FAWC) on the protection of animals kept for farming purpose
- Fish is supplied from Direct Seafoods, a sustainable source with provenance
- We only buy fish that comes from well managed marine sources and we do not use any fish on the Marine Conservation Society's (MCS) Fish to Avoid list
- Our bananas and sugar are Fairtrade certified
- Our milk comes from Yew Tree Dairy in Lancashire – they work with local farmers across the North West and North East including Yorkshire
- We serve Twining's Tea, an iconic British brand and holder of the Royal Warrant
- Jacksons the Baker supplying fresh bread within a 20 mile radius of the venue
- We use Café Novell for our concourse coffee offering who work with UTZ and Fair Trade
- We use Life Water on our concourse. They are 100% Carbon Neutral, Organically sourced and are 100% recyclable. Every bottle sold provides 1000L of clean drinking water to a 3rd world community.

Health and Wellbeing

We deliver a health and wellness offering via balanced menu writing. We champion seasonal, fresh foods and ensure that there are healthy alternatives available. These menus also take into account religious requirements as well as food allergens.

We utilise the Source recipe application which provides allergen information. This is then disseminated to all areas on Match and Non-Match days.

We keep abreast of food trends and innovation via a variety of sources. We observe the food trends on the high street and get regular updates from our Sector chefs. We also use the web and have access to the Compass innovation centre in Chertsey.

Environment

All of our waste streams are separated out into recycle bins.

The majority of our disposable products are made from Recycled products, and are recyclable

We have significantly reduced food miles by consolidating our food deliveries by using Multi-Temperature Vehicles

All of our paper is from sustainably farmed trees.

All of our used cooking oil is recycled into biodiesel.

We use LED lighting wherever possible in the Stadium and have also reduced our water consumption by drilling a bore hole which supplies water to the boilers and the pitch.

Community

We have a relationship with Sheffield United Community Foundation who utilise some of our rooms to train and develop their members. This relationship continues to grow and we support their events evenings held throughout the year.

Every month we hold a Senior Blades luncheon which is intended to reward and support the older contingent of the Sheffield United Family.

At Christmas we sponsor a charity lunch which is opened to all of the clubs nominated and associated charities. These include Sheffield Children's Hospital, St Luke's Hospice, Weston Park Hospital and Bluebell Wood Hospice. The additional charities which the club are supporting this year are Breast Cancer Care and Neurocare.

We also provide free room hire to additional Charities throughout the year on a case by case basis.



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