Seasoned.



OUR SUSTAIN ABILITY STRATEGY FOR 2030

Seasoned *adj*

1 Having a lot of experience of one particular activity and knowing how to do it exceptionally.

ABOUT US

We are **exceptional** venue management and event catering **experts.**

With over 40 years experience, we're proud to have so many clients and customers who can testify to the great quality, reliability and experience we provide in helping them create unique and unforgettable events.

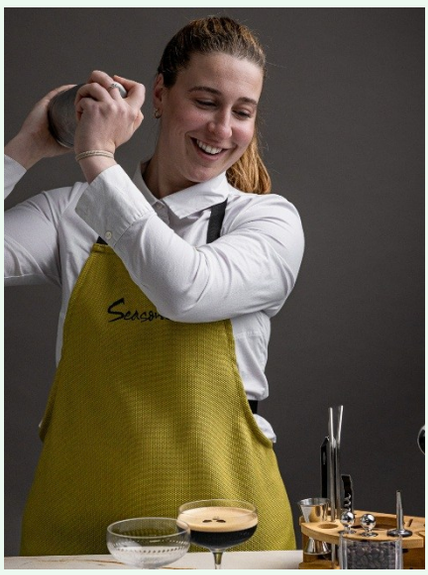
EXCEPTIONAL • SEASONAL • ETHICAL • ARTISAN FOOD •








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But we know that creating exceptional events isn't enough on its own – we're equally dedicated to creating positive impact for people and the planet.

Our mission is to spread **social goodness** and create extraordinary smile-inducing food & drink experiences that help foster sustainability.





Through our close relationships with our clients, suppliers, partner venues and our community, we're constantly looking for ways to deliver more sustainable events and experiences.

We launched this strategy in 2025 to set out how we'll help foster sustainability through our business and partnerships.





We're proud of the steps we've taken so far to support communities, source ethical ingredients and reduce our carbon and waste footprint.

But we know there's plenty more we can do. This document sets out five goals to 2030 to improve our impact.

We're excited to set this new direction and we'll be reporting on our progress along the way.

OUR SUSTAIN ABILITY STRATEGY

We've identified **five key areas** where we can have the biggest positive impact.

We'll make a difference through sourcing sustainable ingredients, reducing carbon emissions and waste, and by supporting our team and wider community.








Danger
reShare
FRI
citrus company






Sanctus
Rebuilding Lives 365
Registered Charity Number: 1150313
Date 28th May 2
Pay: SANCTUS
£31,966


The Four Streets Project

1.

Local & ethical sourcing

We're finding the best local and social enterprise suppliers for our venues and championing low impact and seasonal produce throughout our dishes.

2.

Circular catering

Our industry is inherently wasteful but we're working to turn the tide on food waste and single use plastic.

3.

Cutting our climate impact

Climate change is already affecting our food system. We want to play our part to mitigate the climate crisis by reducing our emissions and cutting the carbon impact of our menus.

4.

Nurturing our team

We're only successful if our team is happy and satisfied. We're determined to be a brilliant B Corp and living wage accredited employer.

5.

Nourishing our communities

We're spreading social goodness by donating food, money and time to valued charity partners. We're also upskilling people from vulnerable backgrounds to access a rewarding career in hospitality.

OUR GOALS FOR 2030



1. Local and ethical sourcing

80% of our supply chain spend will be with businesses within 50-miles of where we operate (or meets at least 1 of our criteria for local, sustainable or ethical sourcing).



2. Circular catering

No single use plastic used across our events or venues.

Measure and halve our food waste.



3. Cutting our climate impact

Measure and reduce our carbon footprint and start our net zero journey.

Launch and promote low carbon menu options.



4. Nurturing our team

At least 80% of our team recommend Seasoned as a great place to work.



5. Nourishing our communities

At least 10% of our team are from vulnerable backgrounds, that we've supported and upskilled to start a career in hospitality.

Measure and double the amount of edible food donated to charity, not wasted.















• SEASONAL • ETHICA


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We don’t want to make vague claims about working with ‘sustainable’ suppliers.

We’ve thought long and hard about exactly what local, sustainable and ethical sourcing means for us.

OUR CRITERIA FOR LOCAL AND ETHICAL SOURCING

80% of our supplier spend will meet at least 1 of our criteria for local, sustainable or ethical sourcing:

Local: purchased from a supplier within 50-miles of where we operate

Sustainable: has a third-party sustainable certification (for example organic, Fairtrade, Rainforest Alliance certified ingredients)

Ethical: purchased from a small independently-owned business, social enterprise or certified B Corp.

Currently, over 50% of our current supplier spend meets at lease 1 of our criteria for local, sustainable or ethical sourcing. **Our supplier spend will never go below 50%.**



We focus on purchasing from local suppliers wherever possible, however sometimes we choose to source from further afield to ensure we find the most sustainable and high quality option.

Nearly 60% of our suppliers in 2025 were within 50 miles of where we operate and we're looking forward to working closely with our suppliers in 2026 to increase our positive impact together.



CRAFTING OUR SUSTAIN ABILITY STRATEGY

We've always had a strong commitment to doing business **the right way**, but this is the first time we're created a sustainability strategy.

There are so many social, environmental and ethical issues in our industry, but we know we have to focus on the areas that matter most to our team, our customers and our suppliers.

To create the strategy, we ran surveys and interviews with our team and our customers, as well as gaining insights from sustainability experts.

This helped us find out what topics our community really care about. We identified ten social and environmental issues that matter most (our most significant or 'material' issues).

WHAT MATTERS THE MOST

(1) Food waste
(2) Plastics and packaging
(3) Climate change
(4) Energy and waste
(5) Local, ethical and sustainable sourcing
(6) Nature and biodiversity
(7) Wages and great place to work
(8) Creating jobs and supporting people into work
(9) Safe and high-quality food
(10) Charity giving





We took the findings from our research into a workshop with our team, bringing together people from our kitchen, catering, events, procurement and staffing teams.

Together we identified the top five pillars we wanted to work on through our strategy and set our vision for what we want to achieve by 2030.

We're excited to have our passionate team behind us to deliver on our new goals and we'll report progress annually through our social goodness tracker.

• SOCIAL GOODNESS • SOCIAL GOODNESS • SOC

We're excited to keep spreading our social goodness.

You can follow our journey at
www.seasoned.co.uk

If you have any feedback, comments, or questions about our sustainability strategy, or if you want to collaborate with us, please contact: hello@seasoned.co.uk



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