



SPICE VILLAGETM
RESTAURANTS | CATERING | EVENTS

Spice Village Catering Corporate Social Responsibility (CSR) Policy

2023



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- Commitment to CSR Principles

1. Introduction

At Spice Village Catering, we are dedicated to a comprehensive approach to Corporate Social Responsibility (CSR). Our commitment to CSR is integral to our core values, reflecting our determination to create a positive impact on both society and the environment. This policy serves as a compass guiding our efforts in sustainability, ethical business practices, community engagement, and the well-being of our employees.

2. Sustainability and Environmental Stewardship

Sustainable Sourcing

We are unwavering in our dedication to sustainable sourcing:

- **Local Sourcing:** We prioritize local British farmers, growers, and suppliers for meat, poultry, and vegetables to bolster the local economy while ensuring freshness and quality.
- **Reducing Meat Consumption:** We actively promote vegetarian and vegan options to reduce meat consumption and foster a more sustainable food industry.

Waste Reduction and Recycling

We are committed to minimizing waste and maximizing recycling:

- **Food Waste Minimization:** Our FIFO (First In, First Out) food storage system minimizes waste, and food waste is creatively repurposed.
- **Portion Control:** We monitor portions and encourage clients to take home leftovers in recyclable boxes.
- **Recycling:** We segregate cardboard, paper, and metal for recycling and avoid single-use plastics through the use of reusable and biodegradable products.



Energy and Water Conservation

Our dedication to conservation includes:

- **Energy Efficiency:** Staff training ensures efficient building operations, including turning off appliances, using energy-efficient lighting, and maintaining equipment.
- **Water Conservation:** We encourage kitchen staff to wash fruits and vegetables in a bowl rather than under running water.
- **Venue permitting, we encourage clients to opt for tap water for events.** on our commitment to reducing plastic waste and conserving resources, we have installed filtered tap water systems within our premises. This initiative aims to encourage both our valued staff and visitors to make a conscious choice to reduce their consumption of bottled water.

3. Diverse and Healthy Food Offer

Our food offerings are characterized by:

- **Fresh, Seasonal Produce:** We prioritize fresh, seasonal ingredients over processed or frozen foods.
- **Vegetarian, Vegan, and Special Dietary Alternatives:** We ensure we cater to diverse dietary preferences and needs, including allergies and cultural/religious options.

4. Ethical Business Practices

Ethical Sourcing and Supply Chain

Our ethical practices encompass:

- **Supplier Code of Conduct:** We maintain a supplier code of conduct emphasizing ethical business practices, responsible sourcing, and adherence to environmental and social standards.
- **Modern Slavery Act 2015 Compliance:** We comply with the Modern Slavery Act 2015 to ensure an ethical supply chain.
- **Fair Remuneration:** Staff are compensated in line with the London Living Wage to ensure equitable remuneration.

Health and Safety

We prioritize the well-being of our employees:

- **Employee Well-being:** We provide a safe, inclusive workplace with opportunities for professional growth and work-life balance.
- **Health and Safety Training:** All employees receive comprehensive health and safety training to minimize workplace accidents and injuries.



5. Community Engagement

Charitable Initiatives

Our commitment to charitable initiatives includes:

- **Charitable Contributions:** We actively support various UK and international charities, with a particular focus on Southeast Asia.
- **Spice Village Uplift Initiative:** Our not-for-profit initiative aims to create an inclusive society with equal opportunities through food donations, training, and job placements.
- **"No One Eats Alone" Campaign:** We lead the "No One Eats Alone" campaign, utilizing surplus food to combat homelessness in the UK.:
- **One Million Meals Campaign:** Our commitment to community engagement is exemplified by the "One Million Meals" campaign, serving NHS key workers and vulnerable individuals across the UK
- **Discount for Charitable Events:** We provide substantial discounts for charitable events and deliver events at minimal or no cost for nominated charities.
- We are also committed to spending 1% of our annual turnover to community projects.

Community Involvement

We encourage our employees to engage in community involvement:

- **Community Volunteering:** Employees are encouraged to participate in community volunteering activities, giving back to the local community.
- **Cultural Engagement:** We engage with local communities and cultures, showcasing diversity and contributing to cultural richness.

6. Whistleblowing Policy

We maintain a robust whistleblowing policy to uphold ethics and integrity:

- **Reporting Mechanisms:** We offer multiple reporting channels, including an anonymous hotline, email, and an online portal.
- **Protection of Whistleblowers:** We ensure the protection and confidentiality of whistleblowers, with zero tolerance for retaliation.
- **Investigation and Resolution:** Reports are promptly and impartially investigated, leading to corrective actions when misconduct is identified.

7. Conclusion

Spice Village Catering remains steadfast in its commitment to corporate social responsibility. We endeavour to create a positive impact on society and the environment while providing exceptional event experiences to our customers.



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I, Suleman Raza, as the CEO/Managing Director of Spice Village, commit to upholding.
this **Corporate Social Responsibility Policy**

Signatory: *Suleman Raza* 31st January 2023

Policy Review This policy will be periodically reviewed for effectiveness and relevance.
The next review is scheduled for 31st January 2024