

2023

AVE
ADDED VALUE ENTERPRISES



PROTECT SUSTAIN PROSPER

SUSTAINABILITY STRATEGY

Introduction

Sustainability is an increasingly important factor when it comes to procurement, as our clients are under pressure from Government targets to reduce the impact that their business has on the environment.

By prioritising and procuring greener products, AVE can help you evidence your commitment to sustainability, improve your brand image and attract more customers.

Our vision includes more than our influence on climate change, helping businesses to support the sustainable development of people, lowering operating costs, and saving money!

Our sustainability strategy summarises our plans to help clients on their own journey to reduce their impact by protecting the planet and supporting staff wellbeing.

Together we can tackle climate change more sustainably.





**COMMITTED
TO SHAPING
A BETTER
FUTURE FOR
GENERATIONS
TO COME**

Our Priorities

The 2030 Agenda for Sustainable Development provides a shared blueprint for people and the planet with 17 Sustainable Development Goals at its heart. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change.



Our four priorities - **responsible sustainable sourcing**, **food & nutrition for all**, **protecting the planet** and **allowing people to prosper** - are built on our own company values and drive continuous improvement for us and our clients whilst supporting eleven UN sustainable development goals.





Responsible Sustainable Sourcing

Sustainability is at the heart of our sourcing strategy. We continually look to evaluate what our partners need.

We don't just meet expectations; we aim higher, making sure our customers' needs are satisfied while suggesting ways to be more sustainable.



We set a strict code of conduct that all of our suppliers must adhere to.



We continuously review our Supplier's Sustainability Policy and support them in minimising their impact on the environment.



We ensure our supply chain is diverse. Championing and celebrating diversity in all forms.



We require all of our suppliers to provide industry-recognised accreditations for environmental and social responsibility.



We understand the impact that our actions have on the environment and continuously look to source alternative commodities. Therefore we offer sustainable solutions that will actively support our customers in reducing their carbon footprint in everything they do.

Paper

Energy

Water

Plastic

Waste

Chemicals

Agriculture

Foods

12 RESPONSIBLE CONSUMPTION



13 PROTECT THE PLANET



14 LIFE BELOW WATER



15 LIFE ON LAND





Food and Nutrition For All

Our food and nutrition team delivers innovation and adaptability in an ever-changing industry.

Commitment

1

We help you drive food security for your customers by offering sustainable menu and recipe solutions with ingredient benchmarking and supply chain support.

We recommend suppliers that achieve quality, consistency and availability.

We champion sustainable ingredients when engaging with our clients and use cost management tools alongside expert insight to reduce the impact of food inflation and mitigate the challenge of food insecurity.



Commitment

2

We provide a nutrition and health agenda that goes above and beyond what is legally required, reducing the risk of diet-induced non-communicable diseases.

Good health and well-being is key to driving sustainable growth for all those in the food industry. We recommend ingredients based on our client's nutrition criteria, the target market and relevant legislation - creating a healthy food offering for consumers.

Our system-generated nutrition and allergy reports provide ultimate transparency and accountability to support the growth of any business.



Commitment

3

Improving customer loyalty with nutritionally endorsed collateral and awareness campaigns ensures appropriate nutrition for all, especially those from disadvantaged populations.

We help to drive customer loyalty through validating nutrition claims, providing customer-facing material and recommending future improvements.

By understanding the nutritional insights of the ingredients and recipes that you use, we can make strategic recommendations, target key populations and identify marketing opportunities to increase inclusivity.





Protecting the Planet

**Doing the right thing
takes partnership and
collaboration.**

We elevate clients' sustainability
and CSR position by providing
ultimate transparency.

Commitment

1

We advise and recommend solutions for waste and energy management.

Working with industry-leading experts, we can service waste solutions across all waste streams.

We operate zero-to-landfill policies and always look to reduce, reuse and recycle.



As a prime example: our waste food and cooking oil collections contribute to the circular economy, where our customers' waste collection of food goes to anaerobic digestion, creating energy and fertiliser for farming and where waste oil is refined into biodiesel.



Commitment

2

We provide carbon labelling on all recipes, identifying goals, cutting emissions and showing progress.

Our climate impact reports calculate the carbon footprint for you and set improvement goals with sustainable menu development. We ensure improvements by incorporating these results into future menu development.

7 CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION

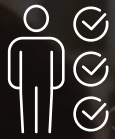


Allowing People to Prosper

Championing a thriving environment for our colleagues and customers, demonstrating commitment and excellence.



Employee Engagement Initiatives



Wellness Empowerment



Nurturing Efficiency



Culinary Collaborations



Employee Surveys



Talent Cultivation



Giving Back



Driving Change





AVE Connect

In our journey towards sustainable success, vibrant, thriving teams are essential. AVE Engage focuses on developing and delivering engagement initiatives for our employees.

Championing a healthier work-life balance and enhancing job satisfaction, enabling open communication and empowering a culture of innovation to flourish.



Wellness Empowerment

We offer clients health promotion resources for customer well-being, integrating nutrition.

Aligning with client learning incentives, we enhance value with nutrition toolkits and merging content into training. This ensures equal education access, fostering lifelong learning.



Nurturing Efficiency

Supporting Clients to Craft Health and Wellness Agendas

We offer continuous incentives to enhance workplace well-being for all clients.

Recognising the link between health and efficiency, we provide tailored health & wellness strategies, including tracking nutritional enhancements and employee contentment.

Past achievements encompass well-being events, informative webinars and personalised employee nutrition assistance.



Culinary Collaborations

Elevating Skills and Engagement Through Supplier Partnerships

Partnered closely with our suppliers, we curate unique engagement experiences that go beyond the ordinary.

Culinary adventures, such as Food Safari Days, spark innovation and foster team cohesion. These engaging events provide opportunities for employees to enhance their culinary skills and explore trends.





Talent Cultivation

Unleashing Potential, Nurturing Growth and Building Expertise

We embrace a future-focused, proactive approach to inspire every member within our teams to consider and communicate progression aspirations annually.

This empowers our managers to actively seek development opportunities, provide consistent support and engage in monthly progression reviews.

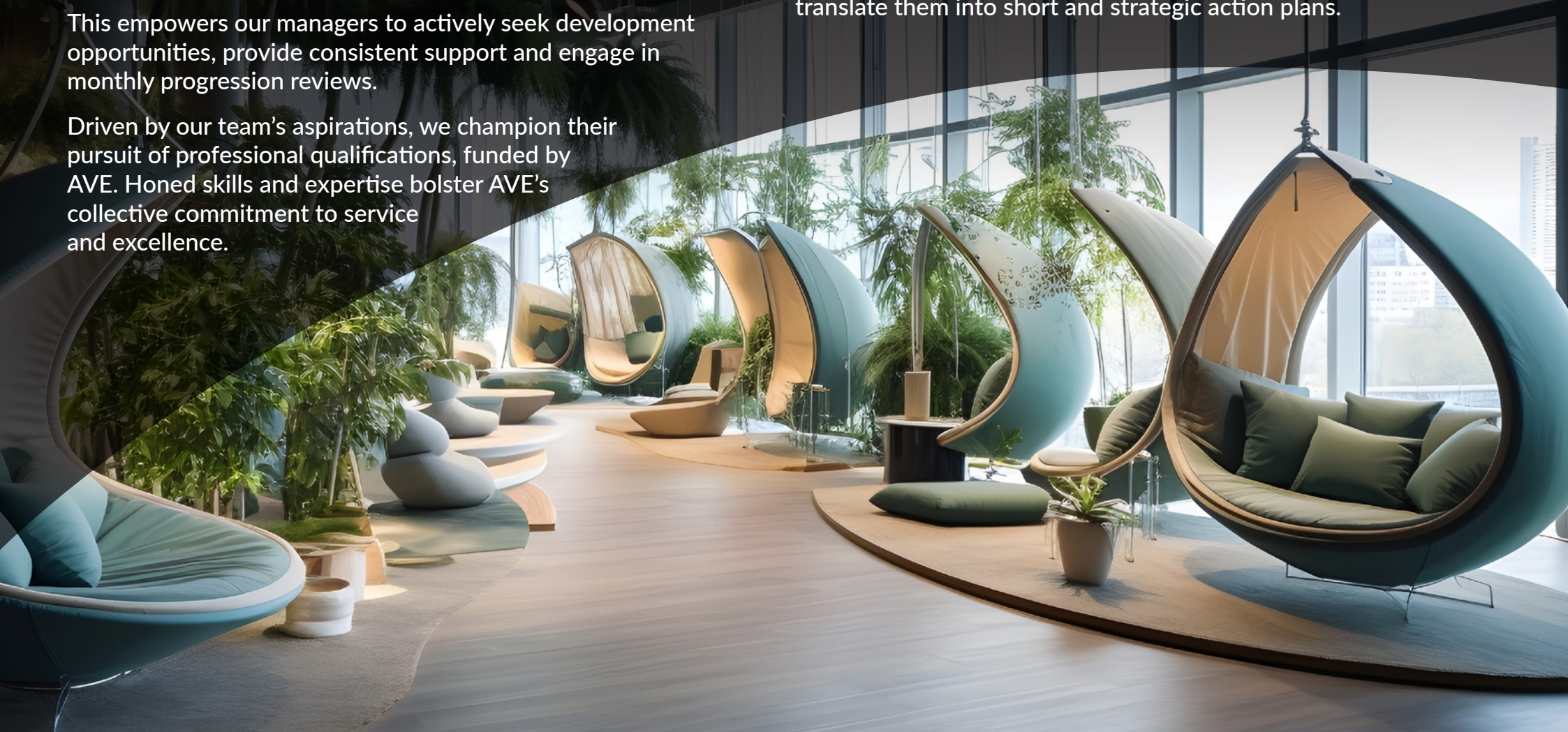
Driven by our team's aspirations, we champion their pursuit of professional qualifications, funded by AVE. Honed skills and expertise bolster AVE's collective commitment to service and excellence.



Employee Surveys

Illuminating Insights: Enabling Agile Action

Our commitment to employee well-being is evident through our quarterly employee surveys. In pursuit of understanding our team's perspectives, we analyse outcomes and proactively translate them into short and strategic action plans.





Giving Back

We encourage and promote our employees to actively participate in volunteering at local community charities and organisations.

Through this engagement, each employee can dedicate a paid day to contribute meaningfully.

We extend our impact by partnering with suppliers to collectively champion regional causes, amplifying our commitment to giving back.



Driving Change

Hybrid Working

AVE fully embraces hybrid working, incorporating it as a standard in all employee contracts.

This commitment not only reduces daily commuting but also underscores our dedication to environmental sustainability, whilst nurturing a more harmonious work-life balance for our employees.



INNOVATIVE PARTNERSHIPS SUSTAINABLE FUTURES

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