



EAT

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Chartwells

FORWARD THINKING

ISSUE 2 SUMMER 2010 STATE SCHOOLS

WELCOME

Since our last newsletter we have undergone some interesting challenges across both Compass and Chartwells, these include volcanic ash, a general election and continuing concern about the economy. The Chartwells strength is how we are able to continue to provide financial stability with continued food innovation and great service in these unsettled times.

News about The Compass journey.

Just two months ago, Compass UK Executive Member – Ian Sarson – became our new UK Managing Director. The news came as Ian El-Mokadem (better known as Elmo) decided it was the right time to leave Compass. Elmo would tell you that for the most part, the last four years at the helm had been tough but satisfying and spent doing what he does best: setting the business on a firm footing.

Continued Food Focus – Financial stability

Today, Compass is a strong business, and this was seen as a natural point for a new leader to take us forward into the next stages of our growth. Having trained as a chef and worked for over 30 years in operations, Ian Sarson knows what is needed to deliver great tasting food and superior customer service.

Ian joined Compass in 2004 to lead Medirest – our healthcare division, and by 2006 he was appointed to the UK Executive team as Director of Specialist Markets. Since then, he has been responsible for almost half of the business and was instrumental in working with Elmo to steer the business through tougher times.

Acknowledging our progress in the last four years, Ian's eye is firmly on the journey ahead. Quality food that is rooted in an understanding of what customers want will continue to be in focus, with the very best chefs driving this forward.

But more than ever we have an opportunity to offer you, our clients, more, including Support Services such as cleaning, security and grounds-keeping, to name just a few. Whilst catering is our heritage, we have gradually become a leading Support Services provider in our own right, and the two will continue to grow concurrently. The UK may have only now pulled through the recession, but it still has a way to go. We wish to work in providing further support and services to our clients and providing great value for money.



Corporate responsibility

We are proud to announce the release of our CR report entitled FACT. It stands to reason, that the sheer scale of our company - with 50,000 colleagues, 7,000 client sites and 1 million meals served daily - gives us the power to make a real difference. A difference not only felt by us, but by you, our clients. In the last year we have achieved '£15 million Fairtrade sales, including 11 million bananas; raised £267,562 for Cancer Research UK; recycled 1m litres of cooking oil, now being used to fuel vehicles across the country and provided training to 750 students through our Junior Chefs Academy. We look forward to sharing the latest developments within Chartwells with you and please don't forget to give us your feedback too.

Chartwells

In addition to all that has been going on across Compass we have had a busy few months within Chartwells with the introduction of various initiatives:

- Launch of the unit manager Activity-Calendar streamlining our communication channel; ensuring our unit teams are fully abreast of up and coming events
- Chartwells Summer School – providing training and development for our management teams
- Our continued focus on HSE through the implementation of the Silver Standard
- Mobilisation of new business such as Rugby School, Cornwall pfi, Westonbirt School to name a few!
- The continued development of our food and service offers in readiness for the Summer & Autumn Terms.

And above all making sure we continue to deliver a quality service to all our customers and clients.

I hope you all have a happy and relaxing summer

Tony Byrne
Business Director, Education



How the new government will impact education

In his first speech on the economy since becoming Prime Minister, David Cameron said that money is tight and the nation's debt has to be reduced. That means instead of our taxes going to pay for things like schools and investing in children's education, it will go on paying the interest on our national debt.

Since the last edition of the newsletter we have a new government, a coalition government at that, which is new political territory for those in the education sector who are under the age of 50. Michael Gove is in the hot seat as Education Secretary (note the word 'education' has been brought back) and Nick Gibb is the new Schools Minister. In planning the Chartwells business for a new political generation, Tony Byrne and I met with the two key Ministers before the election and found them determined to protect front line spending on schools and both believing that teacher's know best about education, not politicians.

Coalition governments soon learn about compromise and while both parties have agreed to promote the reform of schools to ensure new providers can enter the state school system; Sarah Teather for the Liberal Democrats is no doubt reminding her Ministerial colleagues that the education of children cannot be compromised. But, they all agree that there will need to be a change in the way education, and the services that support it, is delivered.

The funding of schools will be even more challenging, but the de-layering of bureaucracy and the introduction of Academies and the charity status it brings with it should assist.

New legislation will significantly reduce the influence of local authorities, so a school's leadership team, and not just the headmaster, will have a greater say in determining what happens at their school. They will determine the recruitment of new teachers, which elements of the national curriculum to teach, and if school cleaning and meals should be outsourced. Heads and their colleagues will have to get more business savvy and commercial and think differently in order to create the most efficient model in order to attract children (or should I say parents) to consider their school.

So, as Ministers prepare to take new legislation through Parliament, officials at the new DfE might advise those in the education sector to take a closer look at how Sweden has proved that the private sector has a big role to play in delivering education. I suspect that there will be many fact-finding visits to Stockholm over the summer break.

Allan Edwards
Corporate Affairs and Corporate Responsibility Director

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EMBEDDING CORPORATE RESPONSIBILITY

We are making a great difference

INSIGHT DRIVING ACTION

We will talk to over 130,000 consumers this year

THE BRITISH GROWING SEASON BEGINS

Fresh British produce harvested and now in our units

OUR COMMITMENT

EAT
LEARN
LIVE

EAT

Our commitment to delight our customers with great tasting food that contributes to their own well-being.

LEARN

Our commitment to enhancing the understanding, fun and experience of our customers and teams; creating the knowledge they need to lead a healthy life.

LIVE

Our commitment to a safe and sustainable environment that supports the health and well-being of our customers, clients and the wider community.

EMBEDDING CORPORATE RESPONSIBILITY IN OUR COMPANY



It stands to reason, that the sheer scale of our company – with 50,000 colleagues, 7,000 client sites and 1 million meals served daily – gives us the power to make a real difference.

Here we share some news and stories of where we have been recognised externally for our achievements as a Group and also teams that have really gone the extra mile in their passion and approach to working with Compass and Chartwells.

Recognising our efforts

In just 18 months, our Corporate Responsibility Framework has earned the respect of the industry, winning the annual Cost Sector Catering award for CR. We also impressed judges at the Menu, Innovation and Development Awards (MIDAs) scooping the Fairtrade award for the second year running.

Our Eurest Services team at ScottishPower in Glasgow recently won Healthy Workplace Restaurant of the Year in the Scottish Restaurant Awards for their creativity, customer service and for consistently providing top quality dining.

Our chefs were also in the spotlight this season, with Bob Brown at Centrica winning gold at the industry's leading hospitality event – Hotelympia.

Finally, the Royal Society for the Prevention of Accidents (RoSPA) has awarded us gold for achieving the highest standard for safety management and performance in nine of our contracts.

The big sugar swap

Earlier this year, we set an industry first with our commitment to purchase 100 per cent Fairtrade certified sugar by June 2010. Our partner, Tate & Lyle, is making the swap possible. This is in no way a newfound commitment for us. For the last 20 years we have enjoyed a Fairtrade catering relationship with Oxford Brookes University – the world's first Fairtrade University – where Fairtrade products account for 13 per cent of catering sales.

Earning your trust

With more than 1,500 clients, we take our responsibilities seriously and are always thrilled when new clients put their trust in us to deliver their catering and/or Support Services. This quarter, we are excited to now be working with BAA Terminal 2, the Daily Mail General Trust in Kensington,

PruPim's Apex Plaza in Reading, Sunseeker, Welsh Water and Xerox, to name but a few.

We've also grown our partnership with Logica where we now include Support Services, and just as importantly, have retained valued relationships with BA Terminal 5, Exxon Chemicals and Thomas Cook.

Cancer Research award

On Tuesday 27th April, we had double-success at the Cancer Research UK Business Supporters' Celebration Event. Held at the iconic Lloyd's of London, our UK&I fundraising efforts were awarded 'Highly Commended' recognition in the 'Best Employee Fundraising Partnership' category; and for Jason Donachie, Business Development for Defence, a 'Special Achievement for Individual Success' award – fantastic!

Receiving business-wide recognition in the 'Best Employee Fundraising Partnership' category is a fantastic boost for our partnership.

Cancer Research UK is our first nominated charity, for which we raised a massive £267,562 last year. The Directors' Challenge, Race for Life participation, cake sales and Keep the Change! donations have added up to make it a fantastic first-year effort, with £300,000 to reach in 2010.

Jason's award came after numerous years' support for Cancer Research UK. In 2009, he ran the 'big five' marathons in eight months – Berlin, Chicago, New York, Boston and London. Having been a Compass charity champion since the start of our partnership, he masterminded the first charity Golf Day for clients, suppliers and our own teams, as well as a 'Golden Mile' challenge for 600 pupils from three local primary schools! Jason's tireless fundraising has engaged over 1000 people, and raised an amazing £23,000 alone.

OUR PEOPLE

4,600

Never too late to learn – 4,600 training days a year to give every employee the opportunity to develop their skills.



30%

Providing local jobs for local people – in 2009, 30% of our frontline vacancies went to local people through our partnership with Jobcentre Plus

SUSTAINABLE SOURCING

7,700

Truly British – dishing up 7,700 tonnes of British spuds and 2,000 tonnes of fresh British beef each year



11m

A fair price for a fair deal – offering over 300 different Fairtrade products, and selling 11 million Fairtrade bananas each year

WELLNESS & NUTRITION

96,000

96,000 copies of the 'Medikiz explain overweight' comic books distributed



800

Top of the class – with 800 chefs and catering managers now nutritionally trained by Compass



COMMUNITY

£267,562

Raising funds to make a difference – with a mammoth team effort raising £267,562 for Cancer Research UK



750

Pint-sized protégés – giving 750 school children the chance to hone their cooking skills at the Junior Chefs Academy

ENVIRONMENT

1.36m

The road less travelled – in fact we could travel 1.36 million miles less in our supply chain this year

3,001

Waste not want not – with 3,001 client sites using the Trim Trax system to reduce food waste to landfill



A DIFFERENCE NOT ONLY FELT BY US, BUT BY YOU, OUR CLIENTS



At the end of 2008 we established a Corporate Responsibility Framework, setting out five key pillars that best reflect our approach to business. These five pillars underpin everyday life at Compass, helping us to focus on and manage the key issues which have or will impact our business and our people. This month we published our first UK Corporate Responsibility Report, providing an update on the progress across our company so far. On the left are just 10 highlights from 2009.

Since launching the CR framework, Ian El-Mokadem, our former Group Managing Director has ensured that the individual Managing Directors are accountable for embedding the framework in their business. He hands over the chair to Ian Sarson to lead the CR Forum that consists of 'Ambassadors' from each of the Group's businesses and support functions. Each of the business ambassadors has developed detailed plans and set targets for their individual teams. These plans will be shared with you through our Quarterly Business Review meeting with our operations teams.

Leading with our people is critical to our success and over the last 12 months we have: provided 4,600 training days to our teams, proudly passed our first ever OFSTED inspection and continued to enhance the way in which we recruit talented people. Our 'Be a Compass Star' recognition programme celebrates the work of our employees and great performance with over 2061 nominations from the business.

SAFFRON TO INCLUDE ALLERGEN INFORMATION

Saffron, our nutritional analysis system, has been successful in state education schools to analyse menus in compliance with the legislative nutrient based standards

This is just one of Saffron's tools. This summer we will be using Saffron not only to monitor compliance with the standards but also for all of our recipe's special diet information.

Every year the nutrition team begin the long task of assessing each individual product that you use within the education sector. Previously this information has been collated in spreadsheets and sent out to all operations managers to use and apply to their menus when a special diet request has been made. This year all information will be held on Saffron.

At the click on a button everyone will now be able to identify what recipe contains what allergens (e.g. gluten, milk, egg). The benefits of this are:

- Quick and easy access to 100's of recipe's allergen information.
- No longer have to look through pages of spreadsheets for the allergen information.
- More recipe variety for pupils with allergens.
- The information will be kept up-to-date throughout the year, not just updated annually.

HOW IT WORKS

Each ingredient in saffron will be checked for 14 different allergens.

The 14 allergens are cereals containing gluten, milk and milk derivatives, egg, nuts, peanuts, sesame, lupin, mustard, celery, fish, crustaceans, molluscs, soya and sulphites. If an ingredient contains one of these allergens this is noted in Saffron. When an ingredient with an allergen noted is then used in a recipe this information will also be highlighted in the recipe information. Therefore for every ingredient used in a recipe allergen information will be attached if any allergens are present.

By the end of August all of this information will be in Saffron and guides explaining the process and how to use it will be made available. To support this new change there is in-house special diets training for all staff and the nutrition team are available to provide extra support.



OUR TRULY SUSTAINABLE TOP 10



01. We've set new industry standards with Truly British and Truly Local
Endorsed by Gary Rhodes it's our 100% assurance that products are grown and harvested, or born, bred and slaughtered, within the UK and with Truly Local - within 50 miles of the Compass site that it's being used. We buy fresh, seasonal Truly British vegetables wherever possible and 95% of our British vegetables are sourced directly from our growers.



02. We buy 100% fresh British beef
Our meat is reared to high standards of welfare. The Truly British marque is our guarantee that the product is 100% British and fully traceable back to farms of origin - i.e. grown and harvested or born, bred and slaughtered in the UK.



03. We're the leading food service provider in Fairtrade sales
We're committed to year-on-year growth in this area. As the first UK caterer to use purely Fairtrade sugar, we expect to generate Fairtrade sales of £15 million in 2010 - including 11.5 million Fairtrade bananas!



04. We have funded more than 22 water wells in South Africa
Working with One Water and our client and consumer base we have provided clean water for over 110,000 people.



05. 1 million litres of used cooking oil is recycled each year
We use this to deliver over 30% of our products which are transported on vehicles running on biodiesel.



06. We partner with 230 local artisan bakers
Through this network no loaf travels more than 30 miles to reach its customer.



07. We serve 39 million British Lion Quality eggs a year
Produced to the highest standards of food safety and animal welfare.



08. We buy 20 million litres of British milk each year while supporting 82 British farms



09. All our fish comes from sustainable, well-managed marine sources
We were the first major caterer to achieve Marine Stewardship accreditation.



10. We have more than 5,000 trained chefs within Compass Group
More than any other UK caterer - and all of them understand what Truly Sustainable really means.



THE BRITISH GROWING SEASON BEGINS!

This time of the year is fabulous for chefs as we begin to see fresh British produce harvested and arrive in our units.

The Suppliers



Lettuce – Shropshire

PDM are experienced growers of iceberg, little gem and romaine lettuce; selling Compass 600,000 lettuces last year! Their lettuces are delicious, fresh and crispy. PDM are part of LEAF (Linking Environment and Farming) meaning they always make environmental issues a priority.



Speciality lettuce – Worcestershire

Valefresco Farm in the Vale of Evesham grow our speciality lettuce. They put in a great deal of care when growing our salad leaves to ensure we only receive the best quality lettuce.



Salad potatoes – across the country

Our supplier, QV Foods, have farms across the country to make sure they produce perfect potatoes.

They'll be starting in June with potatoes from Pengelly Farms in Cornwall. In July we will move to sourcing from three Musketeers, a Suffolk based group of five family owned farms with strong environmental credentials.



Courgettes – Worcestershire

Evesham Vale – our asparagus grower – also supplies our courgettes. British courgettes will become available towards the end of June after they've had a bit longer to fully ripen up.



Celery – Peterborough

Neil Hopkinson's farm in the Fens has been supplying Compass with celery for four years now. The marshy dark soil of the fens is perfect for growing fruit and vegetables, so this is truly delicious celery.



Cauliflower, broccoli and green cabbage – Lincolnshire

David Bland from Lincolnshire is passionate about producing the best possible quality vegetables. Their farms are run to an incredibly high standard to make sure we get the best possible, tasty, fresh crop.

UK SOURCING

Sourcing from the UK is a key part of pillar two of our CR Framework – sustainable sourcing. In Compass we are really clear about what that means, this produce is Truly British. It is from UK farms, not just bought from a UK wholesaler:

Take a look at the provenance of the produce on the left that came into season during June. As the summer moves on we will also be sourcing British:

- Cabbage
- Celery
- Strawberries
- Raspberries
- Potatoes
- Carrots
- Leeks
- Blackberries

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