



## **Sustainability goals**

FLORIS Catering pursues the following sustainability goals in the following fields:

- Environment
- Society
- Economy
- Company and ethical responsibility

## **Environment**

### CO2 compensation

- Further preservation of the 100% climate neutral energy balance
- Increase in CO2 compensation of unavoidable CO2 emissions at events by our partner Klima Invest by 3% by 2022

### Purchasing and suppliers

- Constant expansion of the portfolio of untreated or organically and fairly produced food and beverages
- increasingly support the local economy and prefer producers from the Berlin/Brandenburg region and Germany
- Increase in cooperation with certified suppliers in the area of raw material purchases

### Products

- Increase the processing of fresh goods
- Increase the range of vegetarian and vegan dishes
- Constantly reduce the reduction of meat and fish products

### Avoidance of food waste

- Extension of measures against food waste
- Intensification of cooperation with the Berliner Tafel and Foodsharing
- Identify and enter into further partnerships (in 2021)
- Expand internal and external awareness of food waste
- Optimization of the detection and analysis of food waste and a more targeted production
- Increase the event documentation by 10% annually and check the factors at least once a year

### Sustainable waste management

- Development of an integrated waste management for the company and at the events (in 2020)
- In 2021, every event should be equipped with the waste management



#### Sustainable office work

- Reduce print jobs by 25% by 2022
- Reduction or extensive elimination of color printouts
- The minimum is double-sided printing
- Constant expansion of paperless work
- At the end of 2020, invoices should only be sent digitally
- Expansion of these measures also with our main suppliers (in 2021)

#### Regular training of our staff

- Communication of new sustainability aspects and/or products to the staff through regular training courses and discussions (2 training courses/discussions per year)

#### Decorations

- Reduction of one-time use of cut flowers (from 2020)
- When using cut flowers, seasonal and fair trade flowers are used (from 2020)
- By the end of 2021 at the latest, cut flowers will not be used
- Use of potted plants is favored and primarily offered to the customer (from 2020)
- Use more reusable decorations

#### Mobility

- Constantly adapt the range of bike racks on the company premises to the number of employees (annual check in the spring of each year)
- "Jobbike" should be available for our employees in the future (from 2021)
- Acquisition of an e-transporter is planned (from 2022)

#### Energy management

- Purchase of green electricity only
- Use only energy-saving lamps and motion detectors
- Continuous improvement of energy management
- Constant reductions in water and energy consumption
- Increase employee awareness of efficient heating and energy saving (annual repetition)

#### Reusable system/compostable tableware

- Expansion of the portfolio of reusable tableware, cutlery and glasses in cooperation with our partners (from 2020)
- Have appropriate sustainable solutions for one-way inquiries ready and work them out continuously (from 2020)

#### Composting plant

- Acquisition of a composting plant is planned from September 2020
- Use composted peat soil in surrounding gardens, our suppliers (circular economy) or our own company garden



### Sustainable own products

- Production of new products from "food waste" (e.g. wine vinegar from the remains of our wines, vegetable broth from the sections of vegetable processing) from March 2020
- Future expansion or increase of these products
- Establishment of a company garden (urban farming) from September 2020 with the cultivation of herbs, salads, etc.

## **Society**

### Responsibility

- Further expansion of social responsibility in the future
- Constant improvement of action

### Training

- Further range of training for the professions of event manager and cook of the next generation (annually)
- Preservation of job profile, offer of school internships and the Girls & Boysday project (annually)
- Receiving the number of apprentices in our company with decreasing overall interest in the next three years (two apprentices in production and two apprentices in administration)

### Employee

- Conducting regular interviews (at least once a year) and a written documentation of the results
- Development of employees in your fields of work (discussions are also held and documented about this)
- Provide sufficient time for the internal employee suggestion system through working groups in different subject areas (at least 2 hours per week)
- Offer of regular cross-departmental training (one training per quarter)
- Promotion of the community, employee satisfaction and retention through the organization of year-round employee events under the motto "FLORIS Trips" (at least two per year or one per half year)
- Appreciation of work additionally through benefits: payment of bonuses, free meals, flexible working hours
- Creation of target agreements with the employees
- Support of sustainably relevant events: e.g. B. "Meetingplace Berlin", "Expertdays", "Restlos Glücklich", "Nachtschicht" etc. (at least 2 per year)



### **Economy**

- economic responsibility through moderate growth and manageable risk
- Constant review of opportunities and risks and alignment of the action according to the results
- Use and optimization of our complaint management: e.g. regular surveys/inquiries from our customers, internal feedback protocols (every event)
- Constant implementation of our quality management: e.g. regular meetings, writing of internal processes (4 meetings per year)
- Use of the process for risk assessment of inquiries: e.g. Criteria catalog (every event)
- Conducting regular innovation project meetings: e.g. Trend working group (at least once a quarter)
- Compliance with detailed cost calculations, post-calculations, margin agreements and value creation processes for transparent cost management from the offer to the commissioning
- Constant maintenance of your own network by participating in appropriate events
- Constant compliance with legal regulations

### **Company and ethical responsibility**

- Accepting ethical responsibility through acting with respect and communicating as a role model
- Appreciation of every individual regardless of their origin, religion, gender or disability
- leave no room for racism and exclusion in our company
- constant compliance with legal obligations to ensure occupational health and safety
- Promotion of the women's quota and of employees with foreign origin (in the case of each application) by 10% by 2024
- Cooperation with international universities to enable regular international study internships (at least one per year)