



Emilia's
CRAFTED PASTA

2020 SUSTAINABILITY REPORT

1st March 2021



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A message from our founder



The Emilia's journey has at its heart the idea that simple, natural, comforting pasta should be affordable and enjoyed regularly by everyone who wants it. Everything relating to our food captures the essence of Italian cuisine – freshness & simplicity.

The way we go about creating it is based on kindness, honesty and doing things the right way. These basic principles translate into care for our people, our communities and the world around us, as well as into tangible sustainability goals. When I started out on this journey in 2015, I set these principles

for how we would operate as a company to guide everything from our recipes and packaging, to our restaurants and sourcing. As our brand has grown, I have become increasingly conscious of our impact on people and the environment. Our responsibility is continually growing, and so we are stepping up.

From 2020 we have reported, monitored and analysed our initiatives and I'm extremely excited to announce that we have joined the Sustainable Restaurant Association (SRA) to help develop our sustainability initiatives further.

With support from the specialists our sustainability mission is going from strength to strength. Ultimately, we want to ensure a positive impact on our planet from every bowl of pasta that's eaten at our restaurants.

We're not perfect by any means, but in the pages below I wanted to share some of our initiatives to date and our plans for the future.

Much pasta love,

Andrew Macleod

1. Our food & provenance

The food we put in our stomachs has a big impact on our health, bodies and mood. At Emilia's we will only ever serve you food that we would be happy to eat ourselves every day at home.

We make nearly everything ourselves from start to finish every morning and do our best to ensure

NO ADDITIVES
ARTIFICIAL INGREDIENTS
PRESERVATIVES
ANYTHING UNNATURAL
IN OUR FOOD

We believe food is much better when it's 100% natural.

OUR SUPPLIERS have been hand-picked and we strive to work with companies, farmers and growers who care deeply about their produce, doing our best to source locally where possible.



OUR INGREDIENTS from abroad are mainly from Italy and are transported by boat and train (none via airplane). While this contributes to our food miles, we believe our suppliers' sustainability practises almost always offsets the transport.



1.1 OUR VISION

We look for suppliers that are naturally focused on:

- 1 Sustainability
- 2 Practising regenerative agriculture
- 3 Often organic
- 4 Practising minimal intervention in the natural process

Some are **family-run businesses**, who will likely pass the land and the business to their children, giving them long-term incentives to look after their people and the environment.



Sadly, these small businesses sometimes lack the financial means to get official accreditations.



1.2 OUR SUPPLIERS & SOURCING

To help you understand our sourcing better, I wanted to tell you a bit more about some of our ingredients...

OUR CHEESES

Some of our dairy products are sourced locally, but all our cheeses are sourced from Italy (Parmigiano Reggiano DOP, Pecorino Romano DOP, burrata & buffalo mozzarella DOP, mascarpone, etc).



Those we buy from bigger producers always carry the special **DOP/PDO CERTIFICATION** (*Denominazione di Origine Protetta translated as Protected Designation of Origin*) signifying that the cheese is sourced from official suppliers recognised by their respective consortiums.

THESE CHEESES ARE **ALWAYS**
100% NATURAL
WITHOUT ADDITIVES
WITHOUT PRESERVATIVES

THE PASTURES, WHERE THE
CATTLE MOVE **FREELY**, ARE
NATURAL & UNCULTIVATED.



For example, our Parmigiano Reggiano DOP is sourced from dairies in the **Emilia Romagna** region and carries the **DOP** stamp. *Milk, salt and rennet* are the only ingredients, and one of the unique features of this region is the nature of its **self-sustaining pastures** and **self-regenerating fields**.

★ **TO READ MORE** on Parmigiano Reggiano, please click *here*

OUR EGGS

Some facts about the eggs used for making pasta and for our carbonara dishes.



They are sourced from a free-range farm in the Cotswolds that is **SALSA** (Safe and Local Supplier Approval) accredited and meets the highest animal welfare standards for its flocks.



The eggs have a unique taste with a deep golden, silky yolk and high-quality shell that you won't find in other eggs. The quality of flock, environment, welfare and feed all contribute to delicious eggs that also look incredible.



Animal welfare is high on the agenda with very low-density Free-Range Farming and adopted densities lower than Organic specification. The hens can roam on open meadow and eat an all-natural feed developed over the years and made to the farm's own specification by two local feed suppliers.



This rare breed of chickens that lay our delicious eggs can be traced back by at least 7 generations and the farm has Poultry Club UK accreditation



OUR LAUDEMIO ORGANIC EXTRA VIRGIN OLIVE OIL

is produced on a farm within the breath-taking panorama of green hills with cypress woods and olive trees close to Florence (Fiesole).

THE FARM

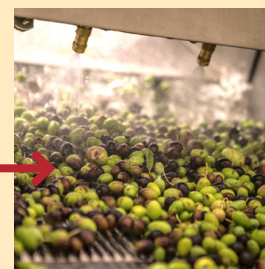
Dates from 1400, but Laudemio was born during the mid-1980s, when a team of perceptive farmers from some of the noblest olive properties in Tuscany formed an alliance **to ensure excellence in production**, well in advance of national and European legislation. This pact, based on **strict rules and rigid quality control**, is still thriving today.

THE PRODUCTION

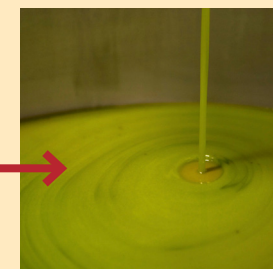
Is guided by **tradition, authenticity, and respect for territory and the environment**, from the harmonious management of the olive groves to the selective harvesting of ripe fruits, from pressing to cold extraction, bottling and storage. To ensure the soil is **managed sustainably** only **organic products** are used for fertilization to protect against pests. Today, almost 20,000 olive trees produce the exclusive *Laudemio oil*.



The 'raccolta'
i.e. olive harvesting



The 'frangitura'
i.e. olive pressing



Laudemio, the so
called 'green gold'

A SELECTION OF OUR OTHER SUPPLIERS

High welfare 100% grass-fed lamb & beef

is sourced from small farms in North and South Devon whose mission is to encourage sustainable agriculture and rear only traditional native breeds. The meat is from the farmer's own herd, which means they are in control of the whole process, ensuring the animals are free of antibiotics and hormones. As a result, the meat is leaner, juicier, healthier and tastier.



Our sourdough bread

is produced by a local bakery in a stone oven using stone-milled organic Italian flour, biga, sea salt and water. All their products are made with high quality, certified organic ingredients and have organic accreditation with the Soil Association.

Our fish & seafood

is sustainably sourced and often carries Marine Stewardship Council (MSC) certification. This means our fish and seafood is caught or farmed in ways that consider the long-term viability of fish populations used for food, and the health and ecological integrity of their habitats. Choosing sustainable fish and seafood is an effective way to support best practices in the fishing and aquaculture industries to ensure our ocean, lake and river resources last long into the future.

Our smoked salmon

supplier is located on the edge of the Royal Forest of Dean between two of England's most celebrated salmon rivers. They are committed to a zero-carbon footprint and are building their own wind energy turbine to supply their smokery. Currently they are net carbon positive due to tree replanting and are also MSC certified.



1.3 VEGETARIAN & VEGAN OPTIONS

At Emilia's we are conscious about the variety of dishes we offer on our menu. While we are focused on fresh pasta, we offer a choice of both egg and non-egg pasta, something that is traditional in Italy and a benefit for people dietary's preferences.

We have also **increased the proportion** of vegan and vegetarian dishes on our menus.



As well as environmental benefits, we believe that having **more plant-based dishes** encourages people to have more balanced diets, which is good for their general well-being.

42%

OF DISHES ON OUR MAIN MENU
ARE VEGETARIAN OR VEGAN

33%

OF OUR PASTA DISHES ARE
VEGETARIAN OR VEGAN

~50%

OF ALL NEW DISHES WE ARE DEVELOPING
ARE EITHER VEGETARIAN/VEGAN

★ **DID YOU KNOW** that Parmigiano Reggiano **isn't** vegetarian?

That's because it contains **rennet**! If you're ever in our restaurants and want a vegetarian cheese on your pasta, please just ask – *we have a vegetarian hard cheese alternative!*



2. Our people & communities

When starting Emilia's, I was supported in my vision by some very kind and generous people. Without them, we wouldn't have built the organisation we've built today.

As a company, we believe **fundamentally** that

**KINDNESS
BREEDS
KINDNESS**

and we do our best to pay it forward to all our employees by:

- 1 Treating them all with the upmost respect, similar to how you would treat your *family members*.
- 2 Providing mentorship to all those who join us, thus giving everyone equal growth and personal development opportunities.
- 3 Ensuring we have a diverse team from a range of backgrounds and striving towards a healthy balance of 50% men and women (in the company and also specifically in management positions).

To date, we haven't recruited senior positions externally and we nurture and develop all talent from within. This may change as we grow and we require specific skillsets, but **treating people well** and **rewarding people fairly** has and always will be a priority.

WE BELIEVE THAT NO CAUSE OR ORGANISATION
CAN THRIVE WITHOUT TREATING ITS PEOPLE
CORRECTLY & CONTRIBUTING POSITIVELY TO
THE SURROUNDING COMMUNITIES

To help you understand our people better, I wanted to tell you a bit more about some of the things we do:



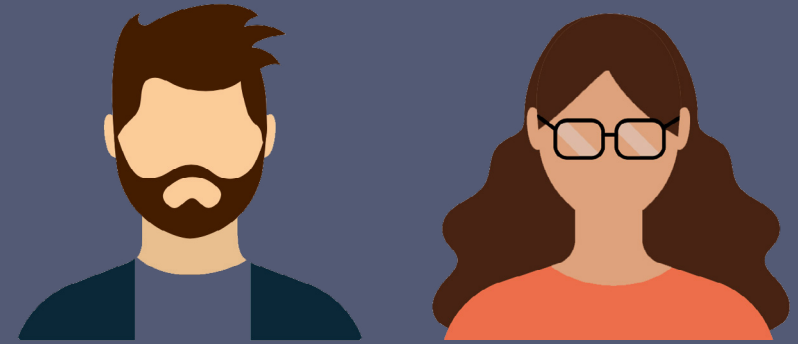
We have a focus on developing leaders of the future in our company by providing guidance, training and mentorship to all our teams.



We operate a TRONC system which means there is an independent person verifying that all tips are distributed fairly. 100% of all tips go to our teams. We do not withhold any tips for processing fees. As a company we pay the cost of operating our tip distribution system ourselves.



100% of our employees earn above the UK and London living wages (after bonuses). Additionally, we are committing to ensure all team members who've been with us over one year earn above the London living wage (pre-bonuses) by the end of 2021.



We have a diverse workforce and fair pay policy to ensure fair pay **irrespective** of **gender, race, nationality** or **any religious beliefs**.

55% OF THE
EMILIA'S FAMILY
56% OF OUR
MANAGEMENT TEAM
ARE WOMEN

ALSO

We use **independent** tradespeople/companies and do our best to ensure the vast majority of our contractors are **local** (where possible).



3. The environment

How we treat the world around us will have a big impact on both our future and that of future generations.

as humans we are
IN A JOINT PARTNERSHIP WITH NATURE

Producing anything in this world

- TAKES A HUMAN'S TIME
- USES ELECTRICITY OR A MACHINE'S POWER
- & HAS AN IMPACT ON THE ENVIRONMENT.

but so far, our world has not treated the environment **EQUALLY**.



AS A CHILD...

My mother always encouraged me to think twice before purchasing consumables or throwing anything away.

We used to donate used clothes to charity.

Plastic bags were never thrown away, but washed and reused until they were unusable.

Items too worn to give away were re-used as cleaning cloths to ensure every last bit of life was used up.

AT EMILIA'S I TRY TO NURTURE A CULTURE OF RESPONSIBILITY AND CONSCIOUS DECISION MAKING, SIMILAR TO THE WAY MY MUM BROUGHT ME UP.

We actively encourage our teams to find creative ways to use everything we buy and throwing something away *should always be the painful last resort* that we try to avoid.

Over time we are getting closer to a **circular economy mindset**.

- ✓ We give a longer life to everything we purchase.
- ✗ We understand the problem of bad purchases and decisions that contribute to polluting the environment, so we do our best to stay away from these.

HERE ARE SOME THINGS WE'VE BEEN DOING

- 1 We don't use any gas in our restaurant's operations. The vast majority of our energy is renewable (90%), and we only use electrical appliances (such as induction hobs) for cooking.
- 2 Over the past few years we have reduced the amount of plastic used in our operations and are proud to say that we have eliminated all unnecessary single-use plastics from our restaurants. We're also working with our suppliers to find new solutions for our remaining single use plastics.
- 3 Ensured the life of any plastic bags arriving at our operations is maximised by reusing them.
- 4 Ensured all our packaging for takeaway and deliveries is now 100% recyclable/compostable.
- 5 Ensured every glass bottle and piece of cardboard is separated from other waste and recycled.
- 6 Ensured all our guests are encouraged to take home any uneaten food to reduce waste.



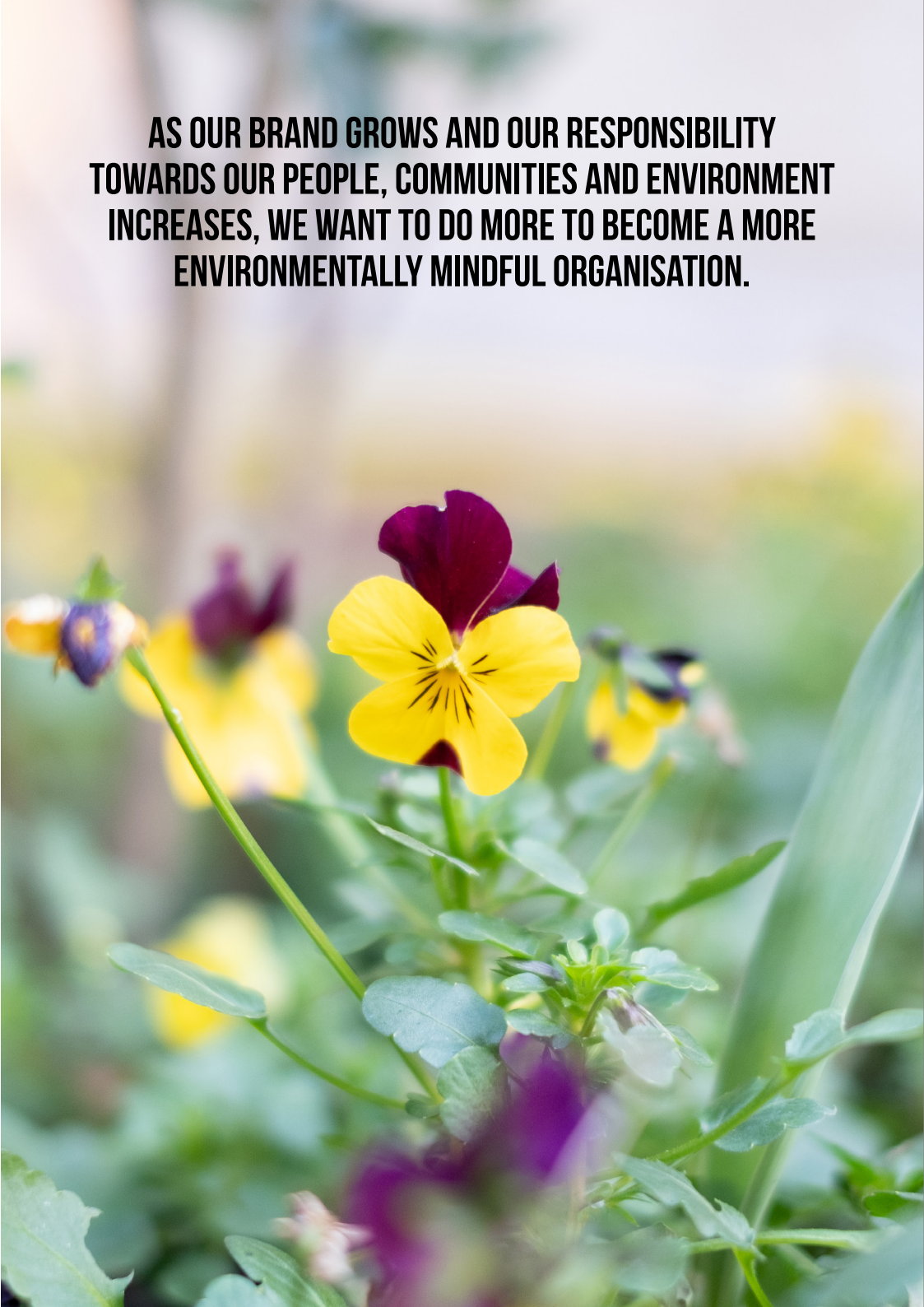
Ensured all our menus and business cards are printed on Forest Stewardship Council (FSC) certified paper. Additionally, most of our menus, business cards and other business stationery is printed on craft/recycled paper.



Our supplier uses 100% solvent-free water-based inks for garment printing, ensures products are only sourced from companies with robust ethical standards, has the Fair Wear Foundation certification and uses 100% renewable energy.



Ensured all our staff clothing is sourced from a responsible supplier and manufactured sustainably using organic cotton.



**AS OUR BRAND GROWS AND OUR RESPONSIBILITY
TOWARDS OUR PEOPLE, COMMUNITIES AND ENVIRONMENT
INCREASES, WE WANT TO DO MORE TO BECOME A MORE
ENVIRONMENTALLY MINDFUL ORGANISATION.**

4. Our pledge for the future

Some of the initiatives we are working on in 2021 include:

- Reducing our energy/power consumption (by increasing our productivity) and ensuring 100% of the energy used at all our restaurants is from renewable sources (currently around 90% of all our energy is from renewable sources).
- Finding a way to estimate/measure our carbon footprint and setting out a plan to start reducing/offsetting it.
- Reducing our food waste to zero by finding a home for our surplus food and partnering with a local food bank.
- Partnering with a local charity to support and champion their fundraising efforts.
- Removing single-use plastics completely from our operations and encouraging our suppliers to use more sustainable packaging for their deliveries.
- Developing sustainability targets and KPIs and adding the reporting and analysis of these into our management reports.
- Working with the Sustainable Restaurant Association (SRA) to achieve a sustainability rating/star accreditation.
- Move closer towards becoming a circular company.

We will update you on our progress through our social media as the year progresses. Our commitment to you is always to be open and honest with you about everything including the good, the bad, our failures and lessons learned. We are proud to share our journey with you and will publish annual impact reports every year (our next report will be published in early 2022).



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