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# lifetime of enrichment

CONNECT • EMPOWER • THRIVE

FULL CAMPAIGN REPORT  
JANUARY 2023 - DECEMBER 2025





# Refettorio *Felix* St Cuthbert's Centre

51 Philbeach Gardens SW5 9EB



'Lifetime of Enrichment' captures our goal to deliver social value across all age ranges, from infant to retirement. We believe that every day should be used to make a positive impact from an economic, social and environmental perspective.



lifetime of  
enrichment

**There are 28,835 days in the average lifetime.**

In January 2023, at the start of our campaign, we set the specific target of 28,835 days. We have been tracking our contributions with the aim to achieve this goal by the end of 2025. Tracking our progress includes counting our days we delivered on social value. We have been monitoring our activity across 3 core pillars:



## **Economic**

Driving a positive economic impact within local communities through an inclusive approach



## **Social**

Nurturing a culture of inclusivity, improving skills, and giving back to society and local communities.



## **Environmental**

Tackling climate change, respecting our environment and reducing waste.

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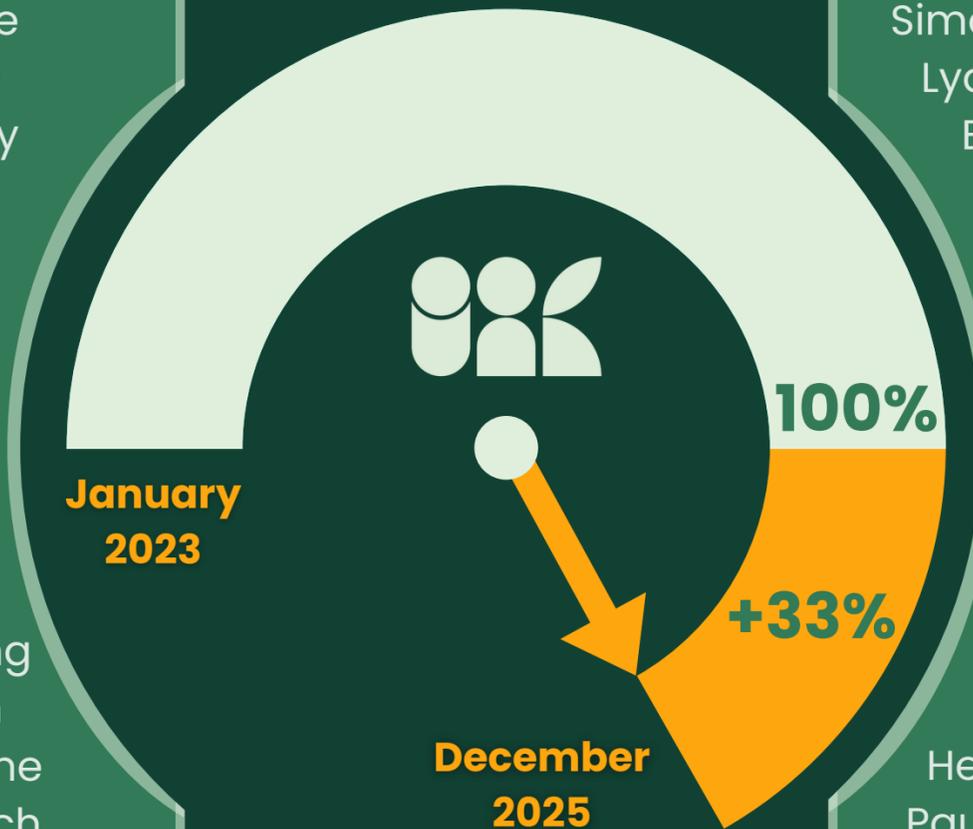
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# 38,364 DAYS DELIVERED EXCEEDING OUR TARGET OF 28,835 DAYS

## OVER A LIFETIME OF ENRICHMENT ACHIEVED



## THANK YOU TO THE COLLEAGUES WHO CONTRIBUTED!

Karl Agar  
Sandra Agyepong  
Zen Anwar  
Hugo Armando-Tabares  
George Baird  
Jay Barnard  
Amelia Bartley  
Gail Bennett  
Mark Binden  
Emma Blackshaw  
Sue Blenkinsopp  
BNP Paribas Team  
Sam Brendon-Green  
Angel Brown  
BT Team  
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Laura Canning  
Roberto Capozzo  
Roberto Castella  
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Monika Chomiczuk  
Debbie Clarke  
Jessica Cleaver  
Matthew Collins  
Faye Copsey

Claire Corely  
Michele Couri  
Hannah Craig  
Mark Crowe  
Bonnie Dankbars  
Rachel Daramola-Martin  
Sharon Davey  
Lynsey Davis  
James Deathe  
Bethan Decaux  
Laura Egerbacher  
Inez Feher  
Hazel Fernandes  
Tiago Ferreira  
Dora Frimpong  
Anthony Gallagher  
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Srijana Ghale  
Chiara Gianusso  
Natasha Glaser  
Natalie Gorman  
Andy Grant  
Amanda Gunn  
Robert Haley  
Richard Hall  
Katherine Hannan

Pauline Harris  
Gill Heath  
Rebecca Herman  
Gareth Hiron  
Shaun Hodgkinson  
Vicky Hope  
Johannie Houde-Day  
Hafsa Ibrahim  
Louise Jackson  
Maite Jimenez Lara  
Chris Jones  
Martin Jones  
Timothy Jopling  
Matt Jordan  
Sarah Keane  
Karen Kinach  
Mark Kinder  
Conor King  
Roshni Kondakis  
Sylwia Labecka  
Polly Lamy  
Luke Langford  
JP Lawrence

Katharine Lewis  
Jon Lilley  
Hannah Locket  
Sam Loth  
Gian Luca  
Simon Matthews  
Lydia McDowell  
Ben McEwen  
Beatrice Michael  
Joshua Monerville  
Jody Munn  
Kemi Oduntan  
Ajoke Sarah Ojie  
Helen Palazzo  
Paulina Pamula  
Ameeta Parmar  
Rachel Passey  
Sonya Peacock  
Lee Peckham  
Laura Penafiel  
Natalie Peters  
Ashley Pereira

Sarah Phythian  
Joseph Puddicombe  
India Rafiqi  
Daniel Rampat  
David Roberts  
Jenny Roberts  
Beth Robinson  
Hazel Robinson  
Catherine Roe  
Claire Rowland  
Erica Rylands  
Alex Sale  
Sonia Saralegui  
Leni Savva  
Antonella Scibetta  
Olivia Schofield  
Michal Seal  
Warren Secrett  
Olivia Shaw  
Sarah Shaw  
Linda Sidebotham  
Joeleen Slaney  
Claire Small  
John Smith  
Steven Snowdon  
Sylvia Solomon  
Katie Spencer

Tammy Starling  
Juliet Stevens  
Lauren Stirling  
Jane Streat  
Klara Strejcova  
Leah Style  
Sarah Swaysland  
Kasia Sykes  
Varun Thekkoot  
Joanne Thomas  
Karen Thompson  
Laura Tighe  
Maria Todorova  
Mandy Turnbull  
Egle Vilutyte  
Rachel Walton-Meadway  
Sara Wheeler  
Lucy White  
Karen Wilbraham  
Christopher Willis  
Fiona Wilson  
Charlotte Wright  
Matthew Wood  
Thomas Xausa  
Russell York  
Susan Young



**OUR TARGET:  
28,835 DAYS**

**DELIVERED:  
38,364 DAYS**



*Charlotte Wright*  
Director of CSR  
& Food Strategy



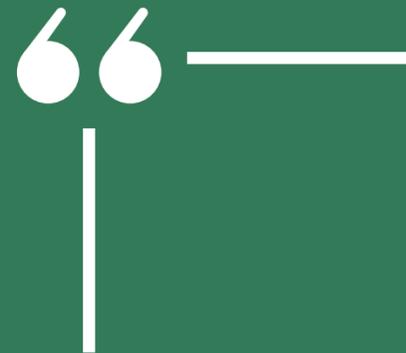
*Hannah Craig*  
CSR Manager



*Rebecca Herman*  
CSR Executive



*Zen Anwar*  
CSR Executive



**Welcome to our Lifetime of Enrichment  
Full Campaign Report**

We can't believe that we have reached the end of the first generation of the Lifetime of Enrichment campaign! We are thrilled to announce that we beat our target and achieved 38,364 days of social value from January 2023 to December 2025.

This achievement could not have been made without all of our colleagues' engagement with the campaign and commitment to social value. This is a testament to the hard work that happens companywide, within and outside of the workplace, and we are honoured to have been able to share all of your wonderful stories – thank you!

We are committed to pushing our social value as a business and can't wait for the future of the campaign. Read on to learn more, it doesn't stop here!

~ CSR Team



**12,437 hours**

of total social value delivered through the sales of Change Please Coffee



**£28,187**

raised so far, which has helped fund

**281**

doses of life-saving treatment to children through NARF's clinical trial in the first year of our charity partnership



**1,868**

women farmers supported through the Cafeina group, tackling gender inequality in Brazil

# lifetime of enrichment

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**38,364 of 28,835 DAYS DELIVERED**



**189 sessions**

delivered to school children on healthy eating



**351 colleagues**

have contributed

**1,477 days**

## Water Unite:

Our contributions have helped Water Unite in their ability to provide

**45,273 Jobs**



## JUST ONE Tree:

**5,143**



trees planted through partnership with JUST ONE Tree



**196 colleagues**

had an active apprenticeship over the last financial year



**55 colleagues**

upskilled and graduated from Chef School, including Chef School Express

## Olio:

**21,528**



meals saved through Olio



## Too Good to Go:

**10,260**



meals saved through Too Good to Go



**40**

female mentees upskilled through 3 cohorts of Womentoring

Our totals reflect contributions from the campaign's start in January 2023 to December 2025

For more information, email [CSR@elior.co.uk](mailto:CSR@elior.co.uk)

# THE FUTURE OF LIFETIME OF ENRICHMENT: THE 2<sup>ND</sup> GENERATION

Lifetime of Enrichment is an integral part of social value at Elior.

After achieving our initial target of delivering 28,835 days of social value, we remain committed to expanding the campaign.

Looking ahead, we have set an ambitious goal to deliver an additional two lifetimes of social value by 2030.

We are pleased to introduce the **Second Generation of Lifetime of Enrichment**, where we will deliver an **additional 57,670 days of social value by 2030**.



**57,670 ADDITIONAL DAYS  
OF SOCIAL VALUE DELIVERED  
BY 2030**

## LIFE MILESTONES

**1st Report:**  
Early Years



**2nd Report:**  
Early Years / College



**3rd Report:**  
Working Life  
(Retail Hospitals)



**4th Report:**  
Working Life  
(Lexington)



**5th Report:**  
Working Life (Elior at  
Work / Elior)



**6th Report:**  
Retirement  
(Caterplus)



For the Second Generation, we are celebrating how we deliver social value across all life stages as a company. To reflect this, we are introducing **Life Milestones**.

Each report will spotlight case studies from the business, demonstrating impact at the corresponding life stage.

For example, the first report is expected to deliver 3,000 days of social value, aligning with an Early Years life stage, and will therefore spotlight Taylor Shaw and Edwards & Blake.

**We look forward to continuing to highlight and celebrate social value activity across the company.**

# MICROHIVE - SIGN UP!



Join your colleagues and donate **only the pennies** from your pay to **The Natasha Allergy Research Foundation**

Microhive, previously known as Pennies from Heaven, is an initiative where you can **donate ONLY the pennies from your pay to charity**. Over the next 3 years, we will be supporting our charity partner, The Natasha Allergy Research Foundation, through this scheme.

**The maximum you will donate through the scheme each month is 99p**, thus £11.88 each year. Collectively, this small contribution has a much larger effect.

Through this initiative, you can contribute to the vital work the charity is doing for food allergies, with £100 funding one child's dose of life-saving treatment through NARF's oral immunotherapy clinical trial.

Look out for the Microhive posters across your sites and **scan the QR code to sign up.**

**When you sign up to Microhive, you'll automatically be entered into all future draws.** Our past draws have included opportunities to see Sabrina Carpenter, Lana Del Rey, and James Arthur in concert, and there's more to come!

## SCAN ME



## GET INVOLVED

**SCAN ME TO GET INVOLVED**

Your contribution will only ever be a **maximum of 99p per month**

With everyone's contribution, this **individual small change** can be transformed into a much **larger impact** for the charity



## WATER UNITE – £172,675 DONATED IN TOTAL

We have been working with Water Unite since the start of the Lifetime of Enrichment campaign to support global efforts to deliver clean, safe water to those in need. Since 2019 Elior has donated £172,675 to Water Unite through micro-donations from water bottle sales. In 2025 alone, we donated £17,097. This has helped them in their mission, contributing to their ability to provide 45,273 jobs. Below is an example of what our donations have helped support.

### SANIVATION – KENYA

Half the world's population lives in places where waste is not safely managed. In Kenya, only 10% of human waste is treated before being dumped into the environment. Not only does this have health impacts, but the methane released from waste also negatively affects the environment.

Sanivation, funded by Water Unite, set out on a mission to address this crisis in Kenya, partnering with local governments to deploy sustainable sanitation solutions. Sanivation created treatment plants that take sludge from pit latrines and septic tanks and combine it with sawdust to produce briquettes – a low-carbon bioenergy.

Sanivation is active in 11 cities in Kenya, employing 56 local people. Two employees, Ducan and Nelly, who convert the waste into fuel, have noticed that their local communities have been transformed into cleaner, safer, and more hygienic places to live.



## THE NATASHA ALLERGY RESEARCH FOUNDATION £28,187 RAISED

At the start of 2025, we began our charity partnership with The Natasha Allergy Research Foundation, who we have been a founding partner of since its conception. With this, we set a target to raise £100,000 by the end of 2027.

After the first year of the partnership, we are thrilled to announce that we raised an amazing £28,187. This has been through companywide activity such as disposable charges and prize draws, as well as individual activity such as marathons and challenge sign-ups. We look forward to continue making significant progress towards our target!



## SUPPORTING THE GENIE'S WISH – WISHMAS

Over the festive season, a group of 18 colleagues across Lexington volunteered their time to support The Genie's Wish at their annual Wishmas event, which took place at the landmark London toy shop, Hamleys.

By serving food and refreshments, we were able to help the foundation with their mission to enhance the lives of people who are suffering from a critical or terminal illness or living with a life-limiting medical condition. They also provide wish experiences to young carers aged 5-18 in recognition of their bravery, kindness and selflessness they display by caring for a family member.



## 198 FAMILIES SUPPORTED THROUGH SALVATION ARMY APPEAL

For the past 7 years we have aided Salvation Army in their Christmas Appeal, and this year has seen an incredible amount of support.

Thanks to the kindness of colleagues and their donations, Salvation Army was able to create 178 hampers of gifts and food. This was distributed to local families in desperate need and the volume of gift donations meant that every child on their referral received at least one present over Christmas.

Knowing that the donations from our community helped bring comfort, dignity and a little Christmas joy to others is something to be incredibly proud of. Huge thank you to Hazel, the Community Mission Facilitator from Salvation Army, in helping us support those in need over the festive season.

Appeals like this provide a powerful opportunity for people to see the impact of kindness in action. They remind us that small acts, when combined across a community, can make a very big difference.





## BOXING DAY FEAST AT RONALD MCDONALD HOUSE

On 26<sup>th</sup> December, our chefs and colleagues in Lexington volunteered their time to deliver a Boxing Day Feast at The Evelina London House, Ronald McDonald House.

It was a massive success, and an incredible opportunity to bring some joy into the lives of the families that were staying there. Many of the families gave truly touching feedback and it was a pleasure for our chefs to be able to give back to those in need over the festive season.

Thank you to Dang Pham, Jon Lilley, Harsha Perera, Ashley Marsh, Paulina Pamula, and our incredible suppliers, IMS of Smithfield, DDP Veg, Vegetarian Express and Bidfood. You helped us make a positive impact at the end of the year!



## LONDON BUSINESS SCHOOL TOY DRIVE SUPPORT

Over the festive season, we supported our client at London Business School with their Toy Drive. We did this through customer round-ups on our Lolly tills, which raised £254.05 through 570 donations, as well as through supporting a cake sale which raised more than £150.

This all helped contribute to 557 toys being delivered to LBS' primary school beneficiaries. Additional toys were shared with local community organisations, ensuring every donation brought joy where it was needed most.

This year, LBS also supported Home-Start's annual Christmas Party, where 98 children enjoyed an afternoon full of fun – complete with a bouncy castle, a visit from Santa, balloon art and face painting. Our catering team got involved by providing a wonderful spread for the children's party and some mince pies for the local residents' party, which was received extremely well.

This year's Toy Drive has been one of the best yet, which is no small achievement given the challenging times. Well done to the team at LBS for supporting an important cause over the festive period and ensuring it was a success!

If you would like to implement a round-up on Lolly tills at your site for your client's chosen charity or our charity partner, The Natasha Allergy Research Foundation, please contact the CSR team for more details at: [CSR@elior.co.uk](mailto:CSR@elior.co.uk).



## INTERGENERATIONAL VOLUNTEERING

In December, the CSR team volunteered at one of our residential homes to engage in an intergenerational volunteering session during the holiday season.

They decorated cakes with the residents, who enjoyed swapping stories as well as using their creativity. Everyone of course enjoyed eating the sweet treats afterwards!

Intergenerational volunteering has many benefits, including:

- reducing loneliness
- building social connections
- increasing understanding of shared experiences
- reducing ageism
- boosting mental wellbeing and self-confidence

If you would like to engage in team volunteering, please contact:

[CSR@elior.co.uk](mailto:CSR@elior.co.uk)



## REFETTORIO FELIX VOLUNTEERING

Refettorio Felix is a drop-in centre and community kitchen serving vulnerable people in Earl's Court and beyond. They have an open-door policy, welcoming without judgement anyone struggling with a wide variety of issues, such as homelessness, loneliness, substance abuse and mental health difficulties. Their work is grounded in the social, physical, emotional and environmental impact of a shared meal made from surplus ingredients. Many guests come for lunch and then stay for the warmth, care, inclusion and community they find at the Centre.

*"When I lost my job, I was so embarrassed to come here. When you are on your uppers, and someone comes and serves you food, it's good for the soul. It gives you hope for the future."* ~ Guest at Refettorio Felix

Since the start of Lifetime of Enrichment, colleagues have volunteered at 28 Refettorio Felix sessions, supporting this important cause.



# UPSKILLING COLLEAGUES



**“Having someone believe in me made all the difference – it reminded me what I’m capable of”**



## WOMENTORING

2025 marked the third year of our Womentoring programme, our mentoring initiative for the upskilling of female colleagues at Elior UK. This initiative started at the launch of Lifetime of Enrichment in 2023 and has only grown since. It’s a program we are incredibly proud of and part of our wider commitment to equal opportunity in an inclusive culture that celebrates diversity.

During the program, female mentees are supported and empowered to manage their own learning, share experiences and access a wider network. By doing so they maximise their potential, develop their skillset, improve their performance and move closer to becoming the person they want to be.

Outcomes from Womentoring include 18 promotions (internal and external), 11 lateral and broadening roles and 40 confidence builders. Through the Kirkpatrick model, we have seen a *34% total improvement* through the program.

## CHEF SCHOOL

Chef School is a 6 month modular programme designed to produce foundation skills and knowledge to aspiring chefs, with little experience or training. The classes form an extremely diverse spectrum of learning, including aspects of personal development in the areas of financial acumen and customer experiences. By the end of the programme, learners will be fully equipped to understand and take on junior chef responsibilities.

Since Chef School started in 2014, 129 colleagues have graduated from the programme. Of those still employed by us, approximately *54% have moved into more expansive food production roles or have been promoted*. The current session of Chef School consists of 15 aspiring chefs, with the graduation taking place in a couple of weeks! We look forward to seeing how our graduates continue to thrive.



**“Chef School taught me key skills and, more than that, how Elior does business”**

# COLLEAGUE SPOTLIGHT




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# HOW TO GET INVOLVED

Sign up to one of the below challenges to fundraise for our charity partner, The Natasha Allergy Research Foundation. This is a great way to participate in sold-out events and channel your individual efforts to make an impact for food allergies, which affect over 2.4 million people in the UK alone. Sign-up quickly as these spots fill up rapidly!

## ROYAL PARKS HALF MARATHON

- Sunday 11<sup>th</sup> October 2026
- 13.1 miles
- Takes you through four of London's parks including Hyde Park and St. James' Park

SPECIAL OFFER

**SIGN UP  
HERE!**

**10 SPOTS  
LEFT**

## THE GREAT SOUTH RUN

- Sunday 18<sup>th</sup> October 2026
- 13.1 miles
- Stunning route along the Portsmouth coast with incredible sea views

SPECIAL OFFER

**SIGN UP  
HERE!**

**5 SPOTS  
LEFT**

**BECOME A CHARITY  
CHAMPION TODAY!**



**Are you interested in driving action and impact?**

**Do you enjoy coming up with creative fundraising ideas?**

**Do you want to play a crucial role in improving allergy awareness?**

If the answer is yes to any of these (or if you are simply interested in driving fundraising) then we would love to welcome you to the Charity Champions group!

In the Charity Champions group we brainstorm different initiatives to implement in the business, from head office to site level across all sectors, in support of our charity partner The Natasha Allergy Research Foundation.

Our Champions have already been involved with key initiatives and have played an active role in raising £28,187 in our first year with NARF, and there is a great opportunity to be part of the group and make an impact!

If you are interested in joining or would like more information, please contact Zen Anwar: [Zen.Anwar@elior.co.uk](mailto:Zen.Anwar@elior.co.uk)

Please [contact CSR@elior.co.uk](mailto:CSR@elior.co.uk) if you have any questions.



# Lifetime of enrichment

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Activities and partnerships that helped us reach our goal of delivering 28,835 days of social value

Water Unite



JUST ONE Tree



Olio



Too Good to Go



Change Please



Pact Coffee



Prept



The Natasha Allergy Research Foundation



Apprenticeships

Coaching

Intergenerational Visits

Chef School



Did you know that EVERY colleague receives **2 volunteering days** each year to deliver social value in their local community? Utilise these and let us know what you get up to.

Would you like to highlight one of your colleagues that is a champion of social value? Spotlight them by emailing us.

**Scan the QR code** or **[click on this link](#)** to complete a quick survey and to capture your efforts in our campaign



You will be entered into the You Made a Difference Draw and automatically considered for the Elior Awards for Excellence!



To find out more about Lifetime of Enrichment, contact **[CSR@Elior.co.uk](mailto:CSR@Elior.co.uk)**



lifetime of  
enrichment

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Caterplus  
CATERING WITH CARE

Taylor Shaw  
Seeing food differently

lexington  
DARINGLY DELICIOUS

elior  
at WORK

& Edwards  
& Blake

 ELIOR