Our Sustainability Policy
Version 2

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1. Statement of Purpose and Values

At Fig and Smoke Event Catering LTD we are aware of the environmental pressures the events and hospitality industry have on the climate so with this in mind; it is our duty to make responsible choices for a greener future. Our aim is to promote and increase sustainable practises throughout all aspects of the business from food sourcing, transportation, general service and energy use.

We have established goals for the continual improvement of the company's environmental performance and will continue to review our policy ensuring we are still providing a sustainable service that is beneficial and respectful of our planet.

Responsibility

Front of House Manager, Jordan Ralph and Head Chef Oliver Vernon take the responsibility of ensuring the sustainability policy is up to date, transparent and being followed within the business.

This policy will be available to all team members, clients, and the supply chain for them to understand the expectations from Fig and Smoke Event Catering LTD. All staff will be provided with the appropriate training and support on our ethos and business values.

In particular, we will:

- Comply with applicable environmental legislations and strive to follow the best environmental practices. We will regularly review our legalisations and risk assessments ensuring the planet, people and profit is all considered in our future choices.

- Work diligently to minimise and improve our waste impact to the environment, particularly focusing on our energy and water consumption by working on our carbon reduction plan and regularly evaluating tasks on our objective tracker.

- Ensure everyone involved has the confidence to act with integrity on decisions that have an environmental impact by sharing our expectations and values.

- Continuously act with honesty and open communication with our clients, staff and suppliers to continue with sustainable relationships which is beneficial for our business and the other party involved.

- Collaborate with like-minded individuals within our local community by supporting local charity events and businesses who share the same values as us. We will also consider organising events with our community in mind.

- Progress and embrace change towards our sustainable business structure by meeting our business goals.

- Empower our team, educating and training to help them feel confident in their place of work. Regular team meetings will help us highlight where the team would like supportive training and ongoing support.

Overall, we acknowledge the three pillars of sustainability as Society, Environment and Economy and endeavour to ensure that all three aspects are considered in our business decisions.

2. Our Sustainable Journey

Sustainability is the core element that all our business procedures at Fig and Smoke Event Catering LTD is built upon. We will continue to better our business structure to work towards a greener future. We are aware targets and changes can't be enforced instantly but we aim to make a small impact towards becoming net zero and here are a few of our goals over the next 5 years.

Environment Protection

We have recently enforced a carbon reduction plan and are working as a team to implement our changes to tackle climate change by reducing our carbon footprint to benefit the planet and the people involved.

Within our carbon reduction plan, we have pledged to make some changes to our head office/pub for beneficial efficiency of our building as well as making some changes to benefit while we are on the road.

Our imminent focus is to fit an energy voltage optimiser which will help us to reduce the energy coming into the building and by spring 2027 we will be able to put together a report with how efficient this has been.

We are also collating information on the energy rating of our equipment and appliances and where possible replace with A+ rated equipment and appliances for better efficiently.

We currently have a diesel van to provide our catering services around Devon and Cornwall; within the next 5 years we would like to replace with an electric vehicle that still provides the same reliability.

Employment Care

We are regularly having open discussions on the expectations and business changes, happily involving the staff as sustainability champions in sectors they feel strongly about and giving staff training where appropriate. But most importantly ensuring staff's wellbeing is being considered in the process.

A few members of staff recently completed and were accredited on a carbon literacy course. These people will be the members of staff leading the way with the standards expected on working towards the carbon reduction plan and relevant training will be given to the rest of the team.

On route to and from events, we have implemented a communication method to encourage car sharing and we have capped the length we travel to a location to be considerate to the length a driver is expected to drive on a working day as well as the fuel consumption impact.

We have implemented personal development plans with every permanent team member which we will review yearly. This is not an apprassial, this is a chnace for the team to have their say, inform us of any further training they would like or what envolvement they would enjoy with the continous journey onboard at Fig and Smoke Event Catering LTD.

We will continue to regularly check in with the team for informal chats to ensure their wellbeing is not impacted by the workload as well as still regularly meeting for staff enrichment days and casual breakfast/catch up days.

Involving our community

Where possible, Fig and Smoke Event Catering Ltd actively supports local events and collaborates with partners across the industry who share our values. We recognise that both our pub and the events we host play an important role in our community, providing a welcoming space for local groups and initiatives. Our managers are encouraged to build strong relationships with community organisations, using events as an opportunity to engage people in our environmental commitments and low-waste practices.

To strengthen this work, we have recently expanded our team with an additional event coordinator and an event chef dedicated to organising and promoting community-focused activities. This summer marks the start of a new programme of family-friendly events and offers designed to bring people together and encourage sustainable choices.

We are also proud to have volunteered at a local memory café, providing nutritious food and meaningful time with attendees. This experience has reinforced our desire to support more community-led initiatives, and we aim to increase our involvement in similar projects throughout the year.

Our clients

We believe it is our duty to empower our couples providing them with the knowledge to help them make sustainable decisions towards their wedding day, even if this is as little as what produce is in season and grown on Devon land or providing them with a list of our trusted sustainable industry friends.

Our current goal is putting together information that clearly highlights seasonal produce and a hints and tips sheet on sustainable wedding choices. By menu writing for each individual couple, it gives us a blank canvas to write a menu that is seasonal and personal.

Waste Minimisation

We have tight procedures in place, with clear instructions for staff on the waste management procedure. On and off site, waste management is important. The waste management champions are always looking at the workplace procedures and seeing how we can resolve our waste management further from food waste audits in the kitchen as well as in the office and off site on event days.

We invited Devon Contract waste to do a waste audit on our head office site, and we were pleased to hear we couldn’t make any further amendments to our recycling structure at this point, but we will continue to educate the team on waste disposal.

As of 2026, we have become sole caterers to a local venue, and our aim is to better our waste management procedures and waste separation structure.

Water Consumption

We have a water meter installed at the Head Office/Pub and regularly evaluate our consumption. Water supplied to our customers is purchased through Devonia water company who have their own sustainable policies and bottle washing and reusing system.

Our next step is to fit a water butt to collect water which can be used in our edible flower and herb garden.

Sourcing and Suppliers

We pride ourselves in sourcing our produce as locally to us or from whom share the same sustainability values as us. Over 85% of our drinks and food suppliers are now Devon based and we will forever seek out new independent relations with new local suppliers to reduce the carbon footprint of food production.

This spring we have redesigned our garden creating large, raised beds and making it a more functional space, in these flower beds, we are learning and experimenting with edible flowers and herbs. By Summer 2026, we hope to have a full edible garden which we can utilise on the menu.

3. Commitment to Continuous Improvement

At Fig and Smoke Event Catering Ltd, we recognise that sustainability is an ongoing journey, not a set fixed list of tasks. As our business grows and the needs of our community evolve, we will continue to review, refine, and strengthen our practices across all areas of our operations. We remain committed to transparency, collaboration, and responsible decision-making, ensuring that our actions reflect the values set out in this policy. Through regular policy reviews, open communication with our team, clients, and suppliers, and a willingness to embrace new ideas, we will continue working towards a greener, more resilient future for our business and the communities we serve.