

**inclusion
by design**



We are delighted to have 4 employee network groups representing EDI fundamentals. LGBTQIA2S+ Race, Neurodiversity and Gender.



As members of Sunflower, a Hidden Disability scheme, we have signed a pledge to train 80% of our team members in hidden disabilities awareness.



We have been awarded the Disability Confident Employer certificate, which helps ensure all employees can fulfil their potential.



We are committed to becoming a Menopause-friendly employer in partnership with Henpicked.



We provide accessibility audits for our bars and brasseries and share the details on the Sociability app and our websites.



We are committed to ensuring our teams can access Mental Health First Aiders, and we actively prioritise the wider wellbeing of our teams.

**nurturing &
growing talent**



We are an ILM-accredited training provider focussing on leadership skills and EDI development.



We are a 2025 'Only a Pavement Away' Top employer.



We celebrate our people's contributions and loyalty with annual Long Service and People Awards.



20+ supplier engagement trips scheduled in 2026 to support team knowledge and engagement in our ingredients.



Searcys apprenticeship plan offers 40+ development programmes for our colleagues.



We are committed to creating career pathways for all core roles to support retention and succession planning for all departments.



We work with our nominated charities Hotel School, Only a Pavement Away and Julian House (Bath) in helping those at risk of unemployment and homelessness find jobs in hospitality.



Searcys Leadership programme is in its second year, with a target to reach 15+ managers and heads of departments in 2026.



10 graduates from Hotel School are currently working in our business.

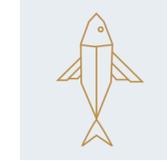


We provide a range of team initiatives including Perkbox, offering benefits to our teams, and the Happiness Index, measuring engagement.

**progressive
partnerships**



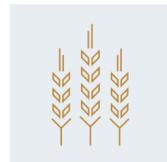
We champion British beef, pork, chicken and bacon across our event menus.



We proactively engage with our fishmongers to ensure they work towards only supplying MCS (Marine Conservation Society) Good Fish Guide rated 1-3 fish and seafood.



All fresh eggs used in our kitchens are British free-range and RSPCA-certified from St Ewe Farm.



Committed to only using Wild Farmed flour in all our onsite cookery.



We champion seasonal British fruit and vegetable produce, with hero ingredients traced to an individual farm.



Plant-based and vegetarian dishes are a key part of our signature menus.



We champion lower carbon-emitting proteins in place of beef and lamb, including venison and duck.



In our recipes, we champion British-harvested rapeseed oil from R-Oil, who are committed to farming in ways that improve soil quality.



We work with the best English Sparkling Wine producers, and have created our own label with a vineyard in Guildford.



We champion natural filtered-on-site water where possible, or Harrogate Water in glass bottles.



We promote mindful drinking by providing premium no- and low-alcohol options.



We only use British RSPCA-assured fresh milk.



Our teas are responsibly sourced and are either Rainforest Alliance certified, organic or directly traded.



Our coffee comes from Notes Coffee Roasters which supports community farms and uses its Roas-Tree scheme to help fight deforestation.



In 2026 we will continue to drive engagement with our Nourish by Searcys conference menu, delivering maximum nutrition with minimal environmental impact. All recipes have a low-moderate CO₂ footprint, measured via Nutritics.

step up



In 2026 we pledge to have a sustainability champion in every Searcys venue.



We measure and set ourselves annual targets to reduce the carbon impact of our purchased goods and services (Scope 3).



We recycle our Champagne bottles into a handmade scented candle gifts in partnership with a small independent business.



We are proactive about food waste, seeking to do all we can to minimise it from menu design, to portion size, measurement and separation.



We are proud to be Silver members of the Future Food Movement, supporting our activities through advice, collaboration and upskilling.