

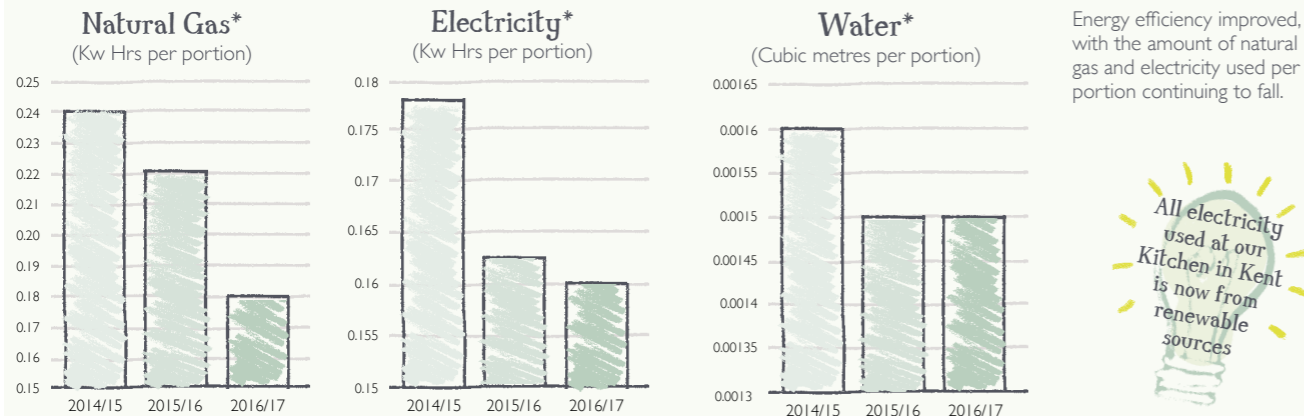
# Impact Report

We are committed to having a positive impact on the people we work with and the communities we operate in and we recognise that we should be working constantly to reduce our impact on the environment. This Impact Report is designed to communicate how we have done in these areas in 2016/17. We are now seeking to set meaningful targets against which our performance can be monitored, to ensure we continue to move in the right direction.

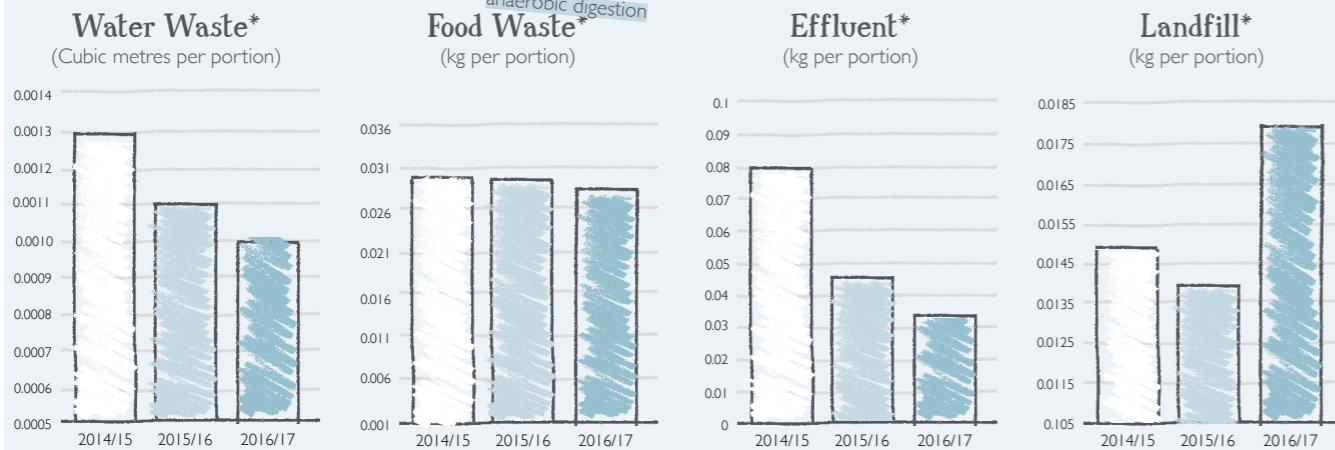
## Environment

\*Figures for the COOK Kitchen, Sittingbourne

### RESOURCES (per portion)



### WASTE (per portion)



We successfully reduced waste in three of four areas last year, but the increase in waste to landfill really isn't good enough. We are pursuing projects to make sure this doesn't happen again. In our stores, we have successfully switched from using polystyrene tasting pots to reusable ones, diverting roughly 320,000 pots from landfill.

### Cardboard Recycled

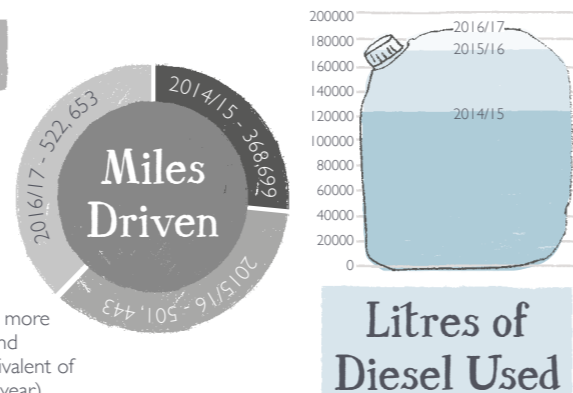
**228.7 tonnes**

We have also been working with suppliers to reduce the amount of cardboard we use by switching to re-usable plastic crates for deliveries.

### Transport

As we continue to grow as a business and expand our delivery service, the miles we drive and fuel we use have increased.

We are working on ways to reduce our impact from transport overall. This year we started working with a local laundry supplier reducing the distance our kitchen whites travel by more than 85,000 miles a year; saving around 60 tonnes of carbon a year (the equivalent of a 4 person household for the entire year).



## Community

### Community Kitchen

**10,423**

People Fed  
+6,423 vs. last year



We helped feed nearly three times the number of people as the previous year with our 30% discount for community events.

### FoodCycle donation from carrier bag charges

**£25,459**

FoodCycle is a national charity that builds communities in 33 locations through the provision of weekly community meals, made from surplus food, for vulnerable people.

### Charitable Causes

**£20,590**

Vouchers Donated  
+£6,120 vs. last year

We also continue to support Caring Hands in the Community, a drop-in centre for the homeless or vulnerable in Rochester, with donations of food and volunteering.



We provided our highest ever number of school meals in Malawi through our partnership with One Feeds Two. For every portion of our seasonal Christmas lines sold, we donated a school meal.

**321,557**

Meals  
+85,152 vs. last year

### Total Volunteer Hours Logged

**1,053**

Everyone at COOK can use the equivalent of one working week for volunteering for a good cause.

## People

### Profit Share

**5%**

In the second year of our profit share scheme we once again distributed 5% of profits to all members of staff who had been with us since the start of the financial year.

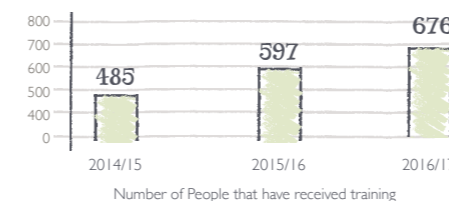
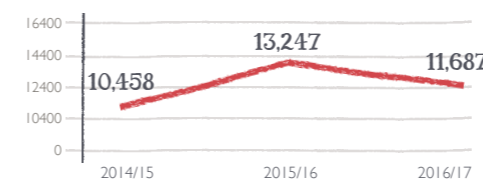


### Discovering Potential

Number of people who accepted jobs through our community employment scheme (for example, as part of our scheme offering work to ex-offenders).

**15** Jobs

### Training



Whilst we trained more people this year, total training hours fell due to a change of dates in our COOK Academy programmes

**71** Internal Promotions

Living Wage Foundation

We're proud to be a certified Living Wage employer and increased entry level salaries by 5.1% in London and 7.5% elsewhere in July 2016.

**35** Dreamers

People who received one-to-one life coaching through our Dream Academy to help them realise personal dreams.

### Hardship Fund

We seek to support colleagues who need a helping hand, through interest free loans.

**36** People Helped

**£21,863**  
(-£7,834) vs. last year