



Sustainability Policy

Responsible event design, delivery and continuous improvement

Organisation	Ginger Jar Services Ltd trading as Feast & Fable
Policy owner	Founder / Managing Director – Jenny McNeill
Effective date	4 August 2026
Review date	August 2027 or sooner if required

Our aim is to create memorable experiences while reducing avoidable environmental impact and strengthening positive social impact.

1. Purpose and commitment

Feast & Fable is an edible experiential agency. We design and deliver food-led experiences for brands, cultural organisations and venues. This policy sets out how sustainability is considered across our creative development, sourcing, production, event delivery and post-event review.

We recognise that sustainability includes environmental responsibility, commercial resilience and the fair treatment and wellbeing of people. We therefore organise our approach around three connected priorities:

- Waste management
- Energy and emissions
- Social sustainability

We will work collaboratively with clients, venues, suppliers, employees, freelancers and subcontractors to make responsible choices that are practical, measurable and appropriate to each project.

2. Scope

This policy applies to all employees, freelancers, agency workers, consultants, production partners and subcontractors working for or on behalf of Feast & Fable. It covers office-based work, planning meetings, kitchens, production spaces, event venues, transport and storage.

Where a client or venue has a sustainability framework that sets a higher or more specific standard, the project team will follow that framework in addition to this policy.

3. Our sustainability principles

- Design out avoidable waste before it is created.
- Use resources efficiently and choose reusable, recyclable or lower-impact options wherever reasonably practicable.
- Prioritise seasonal, local and responsibly sourced ingredients and materials where they meet the creative, operational and food-safety brief.
- Reduce unnecessary journeys, deliveries and energy use through careful planning and consolidation.
- Treat people fairly, support wellbeing and create opportunities for a diverse workforce and supplier network.
- Measure what is practical, review outcomes and improve our approach over time.
- Be honest about trade-offs and avoid making claims that cannot be evidenced.

4. Our three priority areas

Waste management	Energy & emissions	Social sustainability
Prevent food and material waste, reuse assets, segregate correctly and work with venue waste systems.	Reduce transport impacts, consolidate deliveries, source locally where practical and use equipment efficiently.	Support fair opportunity, inclusion, wellbeing, responsible working practices and diverse local suppliers.

5. Waste management

Waste prevention starts at concept and menu-development stage. The project lead and culinary lead will consider guest numbers, portion sizes, menu composition, service style, packaging and venue facilities before orders are placed.

5.1 Food waste

- Forecast quantities carefully using confirmed guest numbers, service duration and realistic consumption assumptions.
- Design menus to use ingredients efficiently across multiple elements and reduce unnecessary trim or duplication.
- Use whole-ingredient and cross-utilisation techniques where safe and appropriate.
- Review portion sizes and replenishment plans to avoid excessive display quantities or overproduction.
- Store, label and rotate ingredients correctly to minimise spoilage.
- Where safe, lawful and operationally feasible, redirect suitable surplus food through an agreed donation or redistribution route.
- Record material food waste or overproduction issues after significant events so future forecasts can be improved.

5.2 Materials, packaging and serviceware

- Prioritise reusable crockery, glassware, cutlery, display equipment and production assets wherever venue facilities and event format allow.
- Avoid single-use plastics where a safe and viable alternative is available.
- Select packaging that is reusable, widely recyclable or certified compostable only where an appropriate waste stream exists.
- Avoid mixed materials and decorative components that prevent recycling unless essential to safety or the creative brief.
- Reuse, refurbish and store props, signage and service pieces for future projects where practical.
- Ask suppliers to minimise unnecessary outer packaging and consolidate deliveries.

5.3 Waste segregation

- Confirm available venue waste streams during event planning and include them in the event briefing.
- Provide clearly identified bins or collection points for food waste, dry mixed recycling, glass and general waste where required.
- Brief kitchen, front-of-house and production teams on segregation expectations before service begins.
- Remove specialist or hazardous waste through an authorised route where relevant.
- Escalate contamination, overflowing bins or missing waste facilities to the Event Manager or venue contact promptly.

6. Energy and emissions

Our largest project-related emissions are likely to arise from ingredients, equipment, transport, temporary production and venue energy use. We will reduce avoidable impacts through procurement and logistics planning rather than relying solely on offsetting.

6.1 Sourcing

- Prioritise seasonal produce and UK-sourced ingredients where appropriate to quality, availability, cost and the creative narrative.
- Consider plant-forward menu choices and avoid unnecessary reliance on high-impact ingredients.
- Use reputable suppliers that can provide traceability and relevant sourcing information.
- Select fish and seafood from responsibly managed sources wherever practicable.
- Avoid air-freighted ingredients unless there is a clear project requirement and no suitable alternative.
- Source materials, hire equipment and production services close to the venue where practical.

6.2 Transport and deliveries

- Consolidate supplier and production deliveries wherever possible.
- Plan accurate loading lists to reduce forgotten items and repeat journeys.
- Use appropriate vehicle sizes and avoid partially loaded journeys where practical.
- Encourage public transport and shared travel for staff where shift times, equipment and safety allow.
- Coordinate arrival and collection windows with the venue to reduce idling, congestion and local pollution.
- Use local storage or production solutions where this meaningfully reduces journeys.

6.3 Energy use

- Specify equipment that is suitable for the task and avoid unnecessary duplication or over-capacity.
- Switch off cooking, refrigeration, lighting and production equipment when it is safe and no longer required.
- Keep refrigerator and freezer doors closed and maintain appropriate operating temperatures.
- Use venue power rather than standalone generators wherever available and suitable.
- Share estimated power requirements accurately with the venue and cooperate with event-space energy monitoring.
- Review unusually high energy requirements during planning and explore lower-energy alternatives where possible.

7. Social sustainability

Social sustainability means creating fair, safe and inclusive opportunities for the people who make our work possible, while contributing positively to the communities and supply chains connected to each event.

7.1 Fair and inclusive work

- Recruit and engage people on the basis of skills, experience and suitability, without unlawful discrimination.
- Apply our Diversity, Equity, Inclusion & Belonging, Equal Opportunities and Respect at Work policies to employees, freelancers and subcontractors.
- Communicate expected rates, hours, duties and working conditions clearly before engagement.
- Provide reasonable adjustments where practicable and encourage early discussion of access requirements.
- Maintain clear reporting routes for bullying, harassment, discrimination, unsafe practices and other concerns.
- Seek opportunities to work with diverse, independent and locally based suppliers, producers and creative partners.

7.2 Wellbeing and work-life balance

- Plan schedules with realistic preparation, travel, break and reset time.
- Provide appropriate rest breaks, drinking water and welfare facilities during event delivery.
- Avoid a culture in which excessive hours or unsafe fatigue are treated as normal or expected.
- Encourage team members to raise workload, fatigue or wellbeing concerns early.
- Support flexible and hybrid working for office-based tasks where operationally appropriate.
- Review demanding projects after delivery and identify improvements to staffing, scheduling and welfare.

7.3 Community and economic impact

- Use small and independent businesses where they offer an appropriate, reliable and responsible solution.
- Consider local employment and freelance opportunities around event locations where practical.
- Pay suppliers and freelancers in accordance with agreed terms.
- Treat partners fairly and avoid transferring unreasonable environmental or commercial burdens down the supply chain.
- Where appropriate, support skills development, mentoring and knowledge-sharing within the events and hospitality sectors.

8. Sustainable event planning process

For each significant event, sustainability will be considered through the following stages:

1. Brief: identify client and venue sustainability requirements, available waste streams, access constraints and reporting expectations.
2. Design: consider menu impact, seasonality, serviceware, production materials, guest experience and accessibility.
3. Procurement: select appropriate suppliers and communicate packaging, delivery and sourcing expectations.
4. Logistics: consolidate orders, reduce vehicle movements and produce accurate loading and collection plans.
5. Team briefing: explain venue procedures, waste segregation, welfare expectations and individual responsibilities.
6. Delivery: monitor waste, equipment use, deliveries and welfare; address avoidable issues promptly.
7. Review: record lessons learned, material waste or transport issues and any data requested by the client or venue.

9. Roles and responsibilities

Role	Responsibility
Founder / Managing Director	Owns this policy, approves objectives and ensures sustainability is considered in business planning and major procurement decisions.
Project Lead / Producer	Identifies client and venue requirements, embeds sustainability into the project plan and captures post-event learning.

Role	Responsibility
Culinary Lead	Plans menus, purchasing, production quantities, storage and food-waste controls.
Event Manager	Delivers the on-site briefing, monitors compliance and escalates waste, welfare, safety or venue issues.
All team members and subcontractors	Follow this policy and project-specific procedures, use resources responsibly and report concerns or improvement opportunities.

10. Objectives and continuous improvement

Feast & Fable will use proportionate objectives that are achievable for a small, project-based business. During the 2026–27 review period, our focus will be to:

- Include sustainability considerations in the planning checklist for all significant events.
- Confirm venue waste streams and delivery requirements before each event wherever information is available.
- Reduce reliance on single-use plastic serveware and packaging where reusable or recyclable alternatives are viable.
- Record food waste, overproduction or unnecessary repeat journeys after major events and use the findings to improve forecasting.
- Expand and maintain a supplier network that includes local, independent and diverse businesses.
- Review staff welfare, scheduling and break arrangements as part of event debriefs.
- Develop more consistent data collection as the business grows, including suitable measures for waste, sourcing and transport.

Targets may be revised as better data becomes available. We will not publish percentage reductions or carbon claims unless we have a reliable baseline and a clear method for measuring them.

11. Reporting concerns and non-compliance

Anyone working for Feast & Fable should raise an immediate concern with the Project Lead, Event Manager or Founder. Concerns may include avoidable waste, incorrect waste segregation, unsafe disposal, excessive vehicle idling, poor labour practices, welfare issues or misleading environmental claims.

Serious concerns may also be raised under the Feast & Fable Whistleblowing Policy. No one will be penalised for raising a genuine concern in good faith.

12. Governance, communication and review

- This policy is provided to employees and regular freelancers and is available to relevant subcontractors and suppliers.
- Project-specific sustainability requirements are included in event briefs, production schedules, supplier instructions and toolbox talks as appropriate.
- The policy is reviewed annually, or sooner following significant legal, operational, client or venue changes.
- The Founder / Managing Director approves material revisions.

13. Related documents

- Feast & Fable Event Staff & Freelancer Handbook
- Diversity, Equity, Inclusion & Belonging Policy
- Equal Opportunities Policy
- Respect at Work Policy
- Whistleblowing Policy
- Health & Safety Policy and event-specific risk assessments
- Food Safety Management System, HACCP documentation and allergen procedures
- Client and venue-specific sustainability, waste and delivery guidance

14. Approval

Approved by

Jenny McNeill, Founder / Managing Director

Signature



Date

04 August 2026