

inclusion by design



In 2025, we are launching our EDI Champions scheme and have committed to conduct a Venue Inclusion review at every venue.



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.

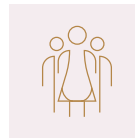
nurturing & growing talent



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



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



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



We work with our nominated charities Hotel School, New Horizons Youth Centre (Euston), and Julian House (Bath) in helping those at risk of unemployment and homelessness find jobs in hospitality.

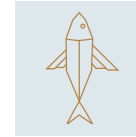


13 graduates from Hotel School are currently working in our business.

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.



We use British grown and milled flour from growers signed up to Wild Farmed regenerative standards.



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



We champion cooking chocolate from the Islands Chocolate farm in St. Vincent and the Grenadines.



In our recipes, we champion British-harvested rapeseed oil from R-Oil, farmed in ways improving soil quality.



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.



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



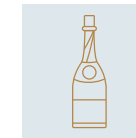
Our coffee comes from Notes Coffee Roasters which supports community farms and uses its Roas-Tree scheme to help fight deforestation.



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



Plant-based and vegetarian dishes are a key part of our menus, with the goal to make them 25% of all menus by the end of 2025.



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

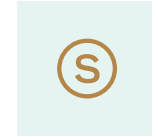


We will only use British RSPCA-assured fresh milk by the end of 2025.



In 2025 we are launching Nourish by Searcys conference menu package designed to offer maximum nutritional benefit for minimum environmental impact. All recipes have a low-moderate CO₂ footprint, measured using our Nutritics system.

step up



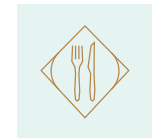
In 2025 we pledge to have a sustainability champion in every Searcys venue.



We are proud members of isla., a sustainability in events network focused on driving best practice in sustainability in events.



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



Wherever possible we use porcelain crockery, glassware and metal cutlery.



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