

Procurement Standards Policy

Native at Pensons Ltd

FIX THE FOOD CHAIN

At Native, we believe in doing the right thing, not the easy thing.

This procurement policy will ensure our sourcing is as sustainable as possible. We update this policy annually to ensure that our business is evolving in the right direction.

This policy sets out the core initiatives we undertake and the guidelines in place to protect our company, our people and the environment.

Objectives

- 1) To assess our full supply chain to ensure that our minimum standard of sustainability practices are met.
- 2) To help to identify the correct partner suppliers to Native to fulfil its overall sustainability objectives.
- 3) To deliver a series of purchasing protocols to protect the business as it grows.
- 4) To protect our employees, suppliers and overall brand from detrimental behaviour and negative environmental practices.

Sourcing

Choose Green Energy Suppliers Where Possible

Choose suppliers that look to operate with green energy. It's one of the most positive changes you can make! If in the position to choose an energy supplier. Go Green.

Think Outside The Box You're Given

Buy recycled and recyclable, Fair-trade, organic, sustainable, regenerative or ecological whenever you can.

Trade With Like Minded Businesses

Choose suppliers who understand our industry's impact on the Earth and who want to Fix The Food chain.

Responsibility

All suppliers must comply with all applicable international laws including the Modern Slavery Act.

Question Everything

Be wise to greenwashing. Ask for more information than you're given.

If In Doubt, Choose Certified

If they have no independent audit, it can be hard know what's really going on.

Every Pound You Choose To Spend With A Business Is A Vote For That Business

Actively seek to deal with co-operatives, employee-owned businesses, B Corps, charities, and social enterprises first. Avoid tax-dodgers and politically funded corporations.

Supportive

All suppliers must pay their employees the National Living Wage and have benefits in place to support them beyond headline pay.

Reduce and Question the Packaging

Return what you can to the supplier. Reject unnecessary packaging.

Consolidate

Avoid short journeys and excessive deliveries. Deliveries and suppliers should be consolidated where ever possible to reduce transport miles of products. Delivery schedules should be reduced to the minimum number required to stock the business effectively.

From The Ground Up

If government politics and traditional routes to market isn't serving our business, collaborate and work locally, create alliances with businesses and organisations in your community instead. Together we have a voice against the corporations.

Dining

Seasonal

All products should be purchased when in season, no exceptions.

Where a UK product is available, this should be procured over an overseas alternative in order to limit the transport miles associated with it.

Rewilding

Always look to champion homegrown, wild and foraged produce where possible. If there is a wild alternative to a common ingredient, use it!

A Conscious Compromise

When an overseas alternative is required we must consider all the facts we have to hand and make the best choices we can in terms of the ecological & social impact when looking to import a product. Citrus produce we use will be grown within EU, shipped and NEVER air-freighted.

Fair trade produce will be shipped and NEVER air-freighted.

REGENERATIVE or ORGANIC Farming

Because this is the farming that will Fix The Food Chain. We do not do this to be trendy, clever or cool.

Let The Land Dictate Our Menu

The seasons choose the best ingredients for us. We love the challenge of creating dishes from what is in season and available on a day-to-day basis without putting unreasonable demands on our suppliers or the food chain.

The Third Plate

The future of will demand that vegetables are the starting point of all our cooking whilst using meat as a garnish.

Seasonal vegetables are very important to our restaurant and dish construction should begin with what is in peak season.

Meat Conscious

Wild or Regenerative Meat. Every bit of the animal that comes through our door will be used.

Meat will always be controversial but we are firm believers that as long as the animal has a part to play in the agricultural system as a whole, then part of that is not letting it go to waste. We strive to work with the whole animal so nothing is wasted.

Stress Free Food Chain

Our menus begins with our like-minded suppliers; if they run out of produce, so do we.

We ask the suppliers what is better. We never ask for produce to be picked or animals to be be culled. Most importantly we will never look to order a multitude of one cut of meat. If our desired protein isn't available, we will seek an alternative.

Guilt Free Drinking

Our wine list champions organic, biodynamic, natural & locally sourced British Wine. Beer must be produced as close to the restaurant site as possible and organic when available.

Our cocktails looks to highlight locally produced sustainable spirits and focus on zero waste and wild ingredients.

Citrus Free Solution

We will always look to create a citrus free alternative in both the kitchen and bar.

Catch Of The Day Boat

Day boats only & whole catch. Strictly hand dived scallops and legal by-catch when available. Always ask for an alternative to the obvious fish choice.

Working

As a company we analyse all the inputs and outputs of the business, with the most important being the people. From employees to suppliers, as well as the wider community, we focus on surrounding ourselves with like minded people who have a common goal. As a company we believe it important to ensure that our most valuable asset, our people, are sustained and regained. We have chosen to limit our opening days from Tuesday to Saturday, in order to maintain the wellbeing of our team. This ensures everyone has two days off in a row with no distractions from the restaurant in the background.

Pay Fairly

Tips are for the staff that work the shifts, front and back of house, it takes the whole team to give excellent service. Committed to pay the living wage.

Play Fairly

We Promote a healthy workplace & team culture – we want work should to be fun! There will also be time for

Be An Employer You Want To Work For

Job Transparency and leadership availability. Focus on a human approach. Promote Job Perks real tangible benefits that make life enjoyable.

Trade With An Employer You Would Be Happy To Work For

Our aim is to be one, but we will also aim to only trade with them.

Open To Learning & Improving

Dedicate time to training & fulfilment. Working with ideas from within our team first before seeking outside input

Recognising & Rewarding Hard Work & Commitment

Through pay, investment in training, promotion and feedback. When the business wins an award, we all win the award.

R&R

Leisure time, hobbies, learning, interests & home - a supportive work culture enables it all. Strive for hour long team lunch breaks every day. Staff will always have two days off in a row.

Diversity & Inclusion

We will always aim to empower equal opportunities along with an understanding of wider societal needs.