



Food Made Good Standard
Report
2023

Prepared for

YO! Sushi

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Valid until
13/10/2025

Certified



The Sustainable Restaurant Association is delighted to award

TWO STAR

FOOD MADE GOOD STANDARD

status to:

YO! Sushi

13 October 2023

Juliane Caillouette Noble
Managing Director
The Sustainable Restaurant Association

For more information about the Food
Made Good Standard, visit
www.thesra.org



Your Food Made Good Standard

60%

Awarded to

YO! Sushi



**Congratulations on achieving 2 stars
in the Food Made Good Standard!**

This result is a testament to the great work you're doing across your business for people and the planet, and something you should be very proud of. We hope that your score and report will also serve as an encouragement to keep working to make a positive impact. Throughout your report, we have highlighted actions you can take to go even further on your sustainability journey. YO! has performed above 50% throughout the three pillars, with the Society pillar being the highest scorer at 70%. A particular standout is your work to Treat Staff Fairly with clear policies, providing professional and non-career specific training, your well-being calendar and being signatories of the Time to Change pledge. Another impact area of note is Source Seafood Sustainably as you ensure certified sourcing for most of your seafood; and have public commitments and goals to further improve your supply chain. One area where you could make progress is Serve More Plants and Better Meat. To do this, we suggest building on the work already underway to enhance your offering of plant-rich dishes by formalising meat reduction targets and policies, and working to serve ingredients that are produced to high environmental standards.

SOURCING
PILLAR SCORE

52%

Sourcing was your lowest-scoring pillar of the three FMG pillars at 52%. Take steps to mirror the quality of your other ingredients to the standards you use for selecting seafood.

SOCIETY
PILLAR SCORE

70%

At 70%, this was the highest-scoring pillar, excelling in particular in the Treat Staff Fairly impact area. Make further progress by formalising practices into written commitments to support your community and feed people well.

ENVIRONMENT
PILLAR SCORE

60%

YO! is taking steps to improve their impact on the environment. This can be enhanced by measuring and setting reduction targets for your energy, gas and water use, as well as for organic and non-organic waste.

Proudly issued by



Raymond Blanc OBE

Raymond Blanc OBE
President

Juliane Caillouette-Noble

Juliane Caillouette-Noble
Managing Director



SOURCING

PILLAR SCORE
52%

Key takeaways

Although this was your lowest-scoring pillar at 52%, you still achieved a one-star score in this area which reflects the great care you take, and your commitment to, selecting high-quality and sustainable seafood. Consider working towards improving the provenance and sustainability of your ingredients by increasing their levels of traceability to as close to the producer as possible and looking for the rest of your top 5 ingredients to be sourced to higher standards of sustainability. One way to do this is by developing strategies to introduce seasonal, local or heritage ingredients into some of your menu options, and where possible, look to develop direct partnerships with a variety of local producers.

Impact Areas



Celebrate Provenance

46%

Focusing on where your ingredients come from and how you work with your suppliers and your supply chain.



Support Farmers And Fishers

57%

Looking at your terms of trade and how you support farmers, fishers and their communities.



More Plants, Better Meat

44%

Looking at your efforts to promote the consumption of diverse plant-based foods and higher welfare animal products.



Source Seafood Sustainably

62%

Ensuring that the seafood you source is caught or farmed in manner that protects marine and freshwater ecosystems and seafood stocks.

How to improve your impact...

You can see all your recommended actions in your online dashboard. Log in to standard.foodmadegood.org for more information.



SOURCING

Action Plan



Celebrate Provenance

- Take steps to ensure your suppliers meet your sustainability standards, such as providing them with material or practical support, creating a due diligence process, evaluating new and existing suppliers, getting a written commitment from your suppliers, or using a third-party organisation to audit your suppliers.
- Establish traceability for your top 5 ingredients to the region that your ingredient comes from in its country of origin. Currently, you know your products down to the 'country of origin' level.
- Take action to celebrate the provenance of your ingredients, such as by training your team about the sourcing of your ingredients (e.g. your seafood, chicken, and avocados), including seasonal, local and/or heritage ingredients on your menu, or partnering with producers or suppliers with direct supply chains.



Support Farmers And Fishers

- Ensure that all of the high-risk products including avocados, rice and soy products that you buy through third-party suppliers are specifically covered by your terms of trade.
- Take action to support development in the farming and fishing communities you source from, such as by investing in projects, contributing to a living income, or living wage, and promoting female empowerment in your supply chains.
- Indicate ingredients with a third-party sustainability certification that supports farmers and fishers on your menu.



SOURCING

Action Plan



More Plants, Better Meat

- Develop an operational policy or commitment to promote using more plant-based ingredients and reducing meat consumption. This specifically applies to your poultry as you already do not serve high quantities of beef or pork; but could also include actions to reduce the use of animal-based gelling or binding ingredients, for example.
- Develop a target to increase the percentage of sales of vegan, vegetarian and/or plant-rich dishes, such as by opting to promote your plant-based offering over meat-based dishes by default and running offers such as meat-free Mondays.
- Take steps to serve better plant-based ingredients such as by diversifying the types of plants and plant-based ingredients you use.
- Work to increase the amount of the vegetables, fruit and grains/pulses that you buy that are grown to high environmental standards such as organic or biodynamic certification. This can start with your staple ingredients, such as carrots, onions and spring onions, which may have a lower cost barrier.



Source Seafood Sustainably

- Phase out all endangered species of seafood, or seafood for which there are significant sustainability concerns, from your menu such as squid.
- To ensure that your Responsible Sourcing policy is being upheld, contractually require your suppliers to ensure that the seafood you buy has not been caught by illegal, unreported, or unregulated fishing boats.
- Take steps to serve sustainable seaweed and sea vegetables, such as developing direct relationships with local fishers/boats or serving seaweed that has been farmed to a sustainable standard.



SOCIETY

PILLAR SCORE
70%

Key takeaways

You scored very highly on the Society part of the assessment (70%) making this your highest-scoring section of the three Food Made Good pillars. You could make further progress in this area by formalising your practices into written commitments, particularly around developing a healthy eating policy, a policy around civic engagement and monitoring further diversity and inclusion data. Share this information with staff, suppliers and the wider public to improve transparency, continuity, and accountability over time. Another quick-win area of improvement would be to ensure that information about your work and commitments to feed people well and support the community can easily be found on your website or social media channels.

Impact Areas



Treat Staff Fairly

84%

Ensuring good working conditions, promoting staff wellbeing and creating inclusive workplaces.



Feed People Well

55%

Promoting healthy eating and responsible drinking.



Support the Community

72%

Looking at the ways you work to create a flourishing local community, from donations and skill sharing to volunteering.

How to improve your impact...

You can see all your recommended actions in your online dashboard. Log in to standard.foodmadegood.org for more information.



SOCIETY

Action plan



Treat Staff Fairly

- Review the reasons for the high turnover of your team and where possible, consider taking relevant actions to reduce the percentage of turnover.
- Take action to improve the impact of rota planning on staff such as working with staff to determine the best rotas for them, limiting the number of weekends a staff member can work in a 30-day period, or sharing the rotas at least 14 days in advance.
- Increase the number of staff that have a career development plan: currently, only 25-49% of your staff had a career development plan over the last 12 months.
- Improve the work you do to ensure that a career development plan is available to all your staff, starting with conducting yearly career development reviews with all your staff, as your career development reviews are only for managerial staff currently.
- Take action to ensure your staff's physical and mental wellbeing, such as providing staff sick leave beyond statutory minimums, offering access to addiction support or physical activities, having regular 1:1 meetings or team meetings, and running team building activities.



Feed People Well

- Take action to improve the health impact of your menus, reducing your use of highly processed products such as sweetened carbonated drinks, and increasing the use of fermented or wholegrain ingredients. Other actions towards this goal may include reducing the presence of chemicals in food served by sourcing a greater percentage of organic or biodynamic food, which have lower levels of pesticides, insecticides and fertiliser use.
- Develop a written commitment or guideline to direct the nutritional structure of your menus to ensure that no dish in your menu contains more than 30% of the recommended daily allowance of calories, fat, salt or sugar, for example. Consider making this commitment accessible to your staff, suppliers, diners, and wider public.



SOCIETY

Action plan



Feed People Well, cont'd

- Regularly promote healthier options on your website and/or social media channels, reducing the focus on fried or glazed dishes, also taking into consideration that, although promoting plant-based meals (or other dietary-needs based options) is an excellent initiative and something we encourage, these are not directly synonymous with healthier options as can still involve highly-processed ingredients.



Support the Community

- Develop a written strategy or policy to promote civic engagement and support local communities. Aside from financial donations, YO! can give donations of time, skills, and space (renting space for charities can be costly), which has the added benefit of giving non-job specific skills to your staff.
- Contribute to the wider discussion around ways to support the community with diners, within the hospitality industry, and through other public channels.



ENVIRONMENT

PILLAR SCORE
60%

Key takeaways

YO! should be proud of the steps the company has taken to improve their impact on the environment, including partnering with companies such as Too Good to Go to reduce food waste and providing training for staff in all three impact areas of this pillar. When it comes to reducing your footprint, auditing your energy, gas, and water use and setting reduction targets, would help embed practices into your business, and focus staff attention on your goals in these areas. Similarly, YO! could go further in tackling food waste and non-organic waste by developing policies or strategies that include achievable quantitative reduction targets, and where staff roles and responsibilities are clearly delineated. Look to involve representatives of your FOH and BOH staff when developing these strategies.

Impact Areas



Reduce Your Footprint

48%

Encouraging you to reduce your environmental footprint - from greenhouse gas emissions to energy use, water use and pollution – and so minimise damage to the environment and to human health.



Waste No Food

79%

Focusing on what you're doing to fight food waste, through reducing, reusing, redistributing and recycling.



Reduce, Reuse, Recycle

53%

Looking at what you're doing to reduce, reuse and recycle non-organic waste

How to improve your impact...

You can see all your recommended actions in your online dashboard. Log in to standard.foodmadegood.org for more information.



ENVIRONMENT

Action plan



Reduce Your Footprint

- Set reduction targets for your greenhouse gas emissions based on your recent carbon footprint analysis.
- Take action to empower your staff to reduce your greenhouse gas emissions by training them on carbon literacy, encouraging them to identify ways to reduce your carbon footprint and incentivising them to work towards your reduction goals.
- Ensure that you have a target to increase the percentage of your energy mix that comes from renewable sources, and that progress towards this target is renewed regularly.
- Take action to improve your energy use, such as supporting staff to work towards reduction goals, conducting energy audits, limiting the use of air conditioning and heating, installing back of house signage on energy saving actions, and optimising your cooking schedules.
- Install or retrofit equipment and technology in your business to help with water-saving and efficiency. A great place to start is by installing smart meters for water, monitoring your water use and create reduction targets for it.



Waste No Food

- Set a reduction target for the amount of food waste you produce and make sure this target is reviewed annually against the food waste monitoring you currently do. A good way to do this is by doing a food waste audit (the SRA can support with this) to find the ingredients and dishes that contribute the most to your food waste volume.



ENVIRONMENT

Action plan



Waste No Food, cont'd

- Promote the reuse of surplus food in your facilities, for example by using leftovers, upcycled ingredients or food that would otherwise go to waste in your dishes, taking a holistic approach to menu design, and using surplus food for staff meals – this will help to lower your generated food waste and meet any reduction targets you set.



Reduce, Reuse, Recycle

- Develop a written strategy or operational policy that covers reducing, reusing and recycling non-organic waste.
- Set further targets to reduce the amount of single-use items (especially plastic) in your FOH and BOH operations and communicate them to your staff. Make sure these targets are reviewed regularly.
- Take action to promote the reuse of packaging or non-organic waste products in your supply chain by collaborating with local businesses to find alternative uses for packaging, working with suppliers who use reusable packaging, and reusing supplier packaging within your operations.
- Monitor the amount of non-organic waste produced by front of house and separate this by waste stream.



METHODOLOGY

The Food Made Good Standard measures the sustainability of your business by assessing your performance against the 10 key impact areas of the Food Made Good Sustainability Framework. Taking the Standard allows you to measure your performance, showcase areas where you excel and discover where more work is needed.

During the assessment, we look at the standards and processes you have in place, the actions you're taking to improve your impact as well as how you're using your influence to share good practice and mobilise your staff, suppliers, and customers to act. The aim throughout is to reward action over intention.

HOW YOUR FINAL SCORE IS CALCULATED

Your overall score is expressed as a percentage, with each of the ten impact areas of the Food Made Good framework making up 10% of this total score. This means that the three pillars are scored as follows:

<i>Sourcing:</i>	40%
<i>Society:</i>	30%
<i>Environment:</i>	30%

Like your overall score, your score for each impact area is expressed as a percentage. Your total score will be calculated as an average of your scores across the 10 impact areas.

REWARDING PERFORMANCE WITH STARS

If you score over 50% on the Standard, you become a Food Made Good business, putting you among the leaders in the hospitality industry. Becoming Food Made Good business is a huge achievement. Through our star system, we also reward those businesses that are going even further. These are awarded as follows:



We will provide you with a logo with your star rating to help you communicate about your results. This can be downloaded from the "Your FMG Standard" section on the Food Made Good platform.