



Making a DIFFERENCE since 1465

SOCIAL RESPONSIBILITY AT PIZZAEXPRESS

About us



TOMATOES

Our founder, Peter Boizot, entrusted the original recipe for our famous tomato sauce to the Greci family in 1988. Ever since, it's been made by Greci in Parma, Italy, using the finest tomatoes



COFFEE

Our coffee is triple-certified: Fairtrade, organic and Rainforest Alliance certified



APPRENTICESHIPS

Since launching the UK's first Pizzaiolo apprenticeship in 2013 more than 500 people have taken part in the scheme



RAISING DOUGH

Thanks to our customers and team members, over £3.7 million has been raised for good causes



KIDS

We have hosted over 26,000 school visits since 1999. That means our Pizzaiolos have spent almost 40,000 hours—or four-and-a-half years of their time—teaching kids about food



DOUGH

Our signature dough recipe hasn't changed since 1965



FLOUR POWER

We use British flour that has been carefully selected for its quality



PIZZA OVENS

Our pizzas are handmade to order and baked in our special pizza ovens at 371C, ensuring our pizzas are the tastiest

BEING Open FOR BUSINESS MEANS MORE THAN A hot OVEN AND fresh INGREDIENTS

It means having a positive impact on the communities we serve, and making a positive difference today and in the future. At PizzaExpress we take this responsibility seriously and have done so since we opened our first restaurant in London's bustling Soho in 1965.

Fifty years later, we are proud to have over 10,000 dedicated team members serving millions of guests at over 500 PizzaExpress restaurants across the world.

At PizzaExpress, social responsibility means many things. We focus our efforts on the areas where we can make the greatest difference: our food, our people, your communities and the environment. In the following pages you can read about the progress our business is making and learn more about why we're the UK's most trusted restaurant brand.*

We have included details of where you can find further information on particular topics and would also love to hear from you so if you have any questions, suggestions or comments, please contact us at feedback@pizzaexpress.com.

*Source: CGA Peach BrandTrack, September 2015



BUT FIRST, A brief history OF HOW IT ALL STARTED...

Our founder, Peter Boizot, dreamed of bringing the spirit of Italian pizza to the UK.

His travels around Italy, and his first taste of pizza in 1948, inspired him to ensure that the flavours he experienced abroad could be enjoyed closer to home. He returned to England with a pizza oven and a trained chef to open the first PizzaExpress restaurant on London's Wardour Street in 1965. And so, PizzaExpress was born: a restaurant using the best ingredients to create the most delicious pizza, cooked in a genuine pizza oven, by an experienced Pizzaiolo.



Thanks to Peter Boizot's love of music, jazz has been on the menu almost from the start. Noticing that 1960s beatniks would sit for hours over a single pizza, Peter decided that introducing music would enhance their experience.

The PizzaExpress Jazz Club at our restaurant on Dean Street, Soho, is now an internationally acclaimed music venue, which has hosted performances by Diana Krall, Norah Jones, Tony Bennett and Amy Winehouse. Jamie Cullum also credits the venue with launching him to success.



1969







A second PizzaExpress restaurant opened on Coptic Street, in London's Bloomsbury, and was an instant success. Peter employed his friend, the renowned Italian designer Enzo Apicella, to bring an individual new look to the characterful building, a former dairy. Enzo's design won high praise. Great restaurant design didn't end there: since the 1960s, stunning, vibrant works of art have been displayed in PizzaExpress restaurants. Mixing prints with original pieces, the paintings include creations by respected artists such as Peter Blake, who donated 26 original pieces to our restaurant in Chiswick.



TODAY

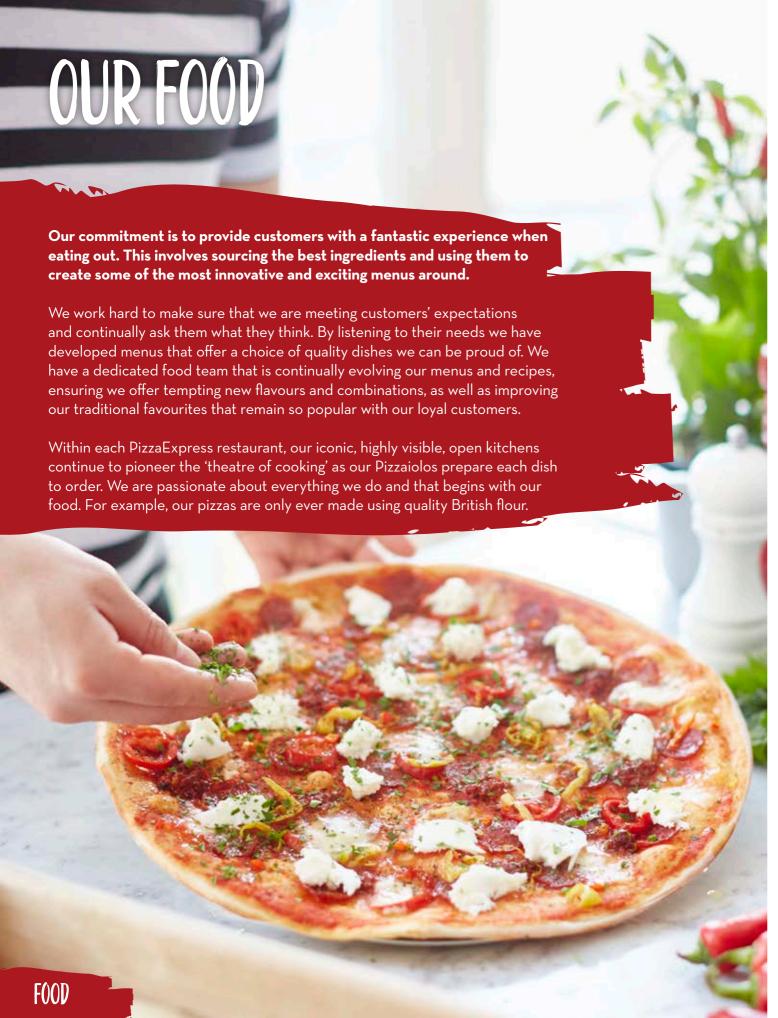
There are over 500 PizzaExpress restaurants in 13 countries. While most are in the UK, our delicious

pizzas can be enjoyed all over the world including China, India and the Middle East.

Our success has been driven by the enthusiasm and dedication of our team members, a passion for fantastic food, a commitment to quality and great customer service.



Find out more about PizzaExpress restaurants around the world **here**.



SOURCING WITH INTEGRITY

We buy our ingredients from the best possible sources, balancing provenance and availability to ensure that we minimise any environmental impact, whilst still delivering great tasting food and drink. The suppliers we work with are audited to ensure they're the right people to do business with and can consistently deliver against our rigorous quality and safety standards. We believe in long-term partnerships and treating our suppliers with respect.

PASSATA, COURTESY OF GRECI



The tomatoes used for our Passata sauce are all grown by local farmers in Parma, Italy. They are crushed into sauce within 12 hours of being picked and, because they are ripened in the Italian sun and naturally sweet, all we do is season our Passata with salt and pepper. The finishing touch is a fresh basil leaf which is placed by hand into each and every tin, ensuring our Passata tastes as good today as it did in 1965.

COFFEE THAT TASTES GOOD AND DOES GOOD



Our coffee is a blend which has been created specially for our customers. Not only is it made up of a 100% arabica blend, but it is sustainably and ethically sourced too. Served in all of our UK restaurants, it's triple-certified: Fairtrade, organic and Rainforest Alliance certified. It consists of beans from three of the finest coffee growing regions in the world: Ethiopia, Peru and Honduras.

We work with a number of other suppliers in Italy to source the very best ingredients, from cured meats and Calabrese and N'duja sausage, to buffalo mozzarella, artichokes and oregano. In 1970, our founder, Peter Boizot, struck a deal with Peroni, meaning PizzaExpress was the first to bring the premium beer to the UK.

Did you know...

Pizzaiolos invented our iconic

Dough Balls by baking leftover pieces
of dough and dipping them in garlic
butter. The result tasted so good that
they were added to the main menu.





MAKING healthy EATING easier

Providing a choice of fresh and delicious dishes is at the heart of our food philosophy. We know our guests have different needs when it comes to nutrition, and while some visit us for an indulgent treat, others may want a healthy option. Our job is to make sure that—whatever their requirements—we have something to suit all diets and lifestyles, without sacrificing flavour.

Having worked hard to perfect something we could be really proud of, in 2009 we launched our low-calorie pizzas. We named the range *Leggera* which means 'light' in Italian. Famously containing fewer than 500 calories, it was inspired by a classic 'fresella' from Naples: an Italian, ring-shaped bread. Each pizza is made from a ring of dough, filled with fresh salad and dressed with our best-selling Light House Dressing.

To date, we have served over 10 million Leggera pizzas and, in response to great feedback from customers, we continue to develop the range.

There is also a range of delicious and nutritious salads. For example, our Superfood Salad is under 300 calories and contains an impressive four of the recommended five portions of fruit and vegetables a day.

And, so that no one has to miss out on dessert, we have created something small and sweet to finish. Our Dolcetti are perfectly sized mini desserts, served alongside tea or coffee. The Leggera lemon curd and dairy free raspberry sorbet are both under 100 calories.





NUTRITIONIST Juliette Kellow

"If you want to lose weight, one of the easiest things you can do is reduce your daily calorie intake. But it isn't always easy to find lower-calorie dishes when you're eating out, so it's great to see a range of delicious, yet lower-calorie pizzas available in a high street restaurant. Salads aren't automatically the lower-calorie option either, despite what many of us believe: oily dressings and additions like croutons, nuts, cheese and bacon can quickly tot up the calories so it's refreshing to see a selection of salads on the menu that truly are lower in calories—and that dressings can be served on the side, so customers can choose how much, if any, they want to add."

Check out our Healthier Choices menu here.

ONE OF THE most COMPREHENSIVE gluten-free RANGES AROUND

In 2013 we launched our first gluten-free menu, welcoming back customers who struggle to eat out. We introduced first-rate, gluten-free pizzas, starters, desserts, options for children and—going further than other restaurants—a refreshing, gluten-free beer. Since then, the range has won several awards.

One in 100 people in the UK has coeliac disease, an autoimmune disease caused by an intolerance to gluten. However, only 24% of those with the condition are currently diagnosed. Coeliac UK, the leading charity for those with the disease, says half a million people across the country remain undiagnosed. Whether our customers can't eat gluten or choose not to for other reasons, they can tuck into dishes carrying Coeliac UK's GF accreditation.

The range has been carefully created, not to simply pay lip-service to those with gluten-free diets, but to offer them a full eating-out experience, including making sure that every pizza topping on our menu is compatible with our gluten-free base. The response since introducing the range has been overwhelmingly positive—so much so that last year we finished building our own gluten-free bakery, allowing us to produce gluten-free bases that are closer in taste and texture to our classic bases than any other product on the market.

And because the safety of our customers is paramount, we've gone as far as only using gluten-free flour in our restaurants, preventing cross-contamination from airborne particles. We also have a rigorous training programme to ensure our teams are familiar with the needs of customers who cannot eat gluten as well as new ways of working. Separate ladles are used to spread our Passata sauce onto gluten-free bases, while new mozzarella packets and Passata tins are opened when preparing gluten-free pizzas. Clean pizza peels (the large spadelike utensils used to take the pizzas out of the oven) are used, and we store the pizza screens (the circular metal frames that the pizzas are stretched onto) that are used for gluten-free pizzas separately to those used for our regular pizzas.

Coeliac UK chief executive, Sarah Sleet, says, "We know that eating out safely is a top concern for people with coeliac disease, who must follow a strict gluten-free diet for life. We're working with the restaurant sector to help them deliver good quality menu choices for people with coeliac disease and are delighted that PizzaExpress is recognising the importance of catering for this market. We've been very impressed that, in addition to overhauling their operations, they have also committed to using gluten-free flour in all restaurants when stretching their regular bases."



KIDS

We've always believed in treating children like mini-adults and our Piccolo menu is designed with this in mind.

The menu isn't dumbed down with kiddies' food, presented in strange shapes and made from ingredients that adults wouldn't touch. Instead, we believe in mini portions of grown-up choices, made from the same high-quality ingredients.

Like the grown-ups, children can choose a starter, main, dessert and even enjoy their version of a coffee: the Bambinoccino (frothed milk with a sprinkle of chocolate powder). To start, Dough Balls are served with a crunchy selection of colourful vegetables, designed to tempt little pickers into eating one of their five a day. They are served with garlic butter (just like on the adult menu) or with extra virgin olive oil and balsamic syrup.

For main course, children can choose between a smaller version of some of our most famous and popular pizzas, or freshly prepared pasta that is baked al-forno-style in our pizza ovens. Or, they can create their own pizza, choosing any toppings they like.

To finish, there's a choice of Piccolo Sundaes which include low-fat sorbet made using real fruit, a glutenfree Chocolate Brownie or a Piccolo Ice Pop, which is made using natural fruit juice. We've also introduced new, all-natural juice drinks with no added sugar.

We know that value matters just as much as quality so children can enjoy three courses for just £6.95. And to make sure that our littlest customers aren't tempted into overeating, we also offer a main course for just £3.95.



OUR people



We're passionate about making PizzaExpress a great place to work for our 10,000 team members; they're the heart of our business and make a vital contribution to the success of our restaurants.

As a global business we value the skills of a diverse workforce and the experience of all our team members. In return we offer a fun working environment with great incentives and development opportunities to help our team members reach their full potential. We have also led the way in actively creating new opportunities to help attract talented individuals to the hospitality industry.

DIVERSITY AND INCLUSION

We are committed to providing an inclusive workplace where our people are given opportunities to succeed in a safe, supportive and respectful environment. Our workforce reflects the communities we operate in and we offer opportunities to suit different lifestyles – from flexible working for parents, students and semi-retired people, to management roles available through our trainee manager and fast-track schemes.

ENGAGING OUR TEAM MEMBERS

The intranet, regular team member events, an annual conference, employee forums, a quarterly magazine, and an ideas scheme are just some of the ways in which we encourage two-way communication across the business.

CASE STUDY

Mark Ryan, Operations Manager

I started working at
PizzaExpress in 1991 as a cleaner
in Leeds. I was inspired by the
Pizzaiolos, so I worked my way

up to become a chef at the ripe old age of 17!

I then became the kitchen trainer before becoming the trainer for the whole restaurant. Being in management was always my desire and I got my first assistant manager role in 1997 in Harrogate. I was then promoted to restaurant manager in 1998 when I opened the PizzaExpress restaurant in Durham.

I ran several others in the area before being promoted to Operations Manager for the East Midlands area. I couldn't have achieved any of this without the great people around me. I'm very proud to work for such a great brand.

Did you know ...

Over 500 people have signed up to our apprenticeship programme since it launched in 2013.

Urbano Lopez at our Fulham Road restaurant is the company's longest-serving Pizzaiolo, having stretched, tossed and topped pizzas for more than 35 years.

Our longest-serving waiter, Ezekial Martinez, retired in 2015 on his 60th birthday. He joined the business for just two weeks in 1970 and stayed for the next 45 years.



INVESTING IN THE FUTURE OF hospitality

Hospitality offers many rewarding careers and we're committed to helping ou team members make the most of the opportunities available to them. We also want to make sure that we're continuing to attract fresh talent to the industry



In September 2013 we launched a new apprenticeship scheme in collaboration with vocational education specialists, City & Guilds, and training providers Lifetime Training. Our apprenticeship programme is the equivalent of five GCSEs at grades A-C and provides trainees with the chance to earn while they learn. In less than two years, over 500 people have signed up. It's been so successful that, in March 2015, we announced a five-year commitment to ensuring that at least one apprenticeship is available in each of our 450 restaurants in the UK.

We've also launched a new Undergraduate Placements programme, which is aimed at university students who are working towards a business or hospitality degree and planning a year in industry. The programme is a great opportunity for students to learn more about the different areas of hospitality and allows participants to gain valuable hands-on management experience. When our undergraduates return to university to complete their final year, they are invited to carry on working at PizzaExpress part-time while they study, before having the option to return as a full-time, permanent team member in a management role upon graduation. Managers who have come through the programme are invited to join our fast-track development programme, allowing Restaurant Managers to progress to Operations Managers, responsible for overseeing a group of restaurants.

As well as these programmes, we offer ongoing training to build expertise at every level in our company. Last year we relaunched our dedicated Training Academy in Fulham where we host internal skills and development courses for our team members. In addition, we have launched a new work experience scheme in conjunction with local educational providers. It offers 14-16 year old school pupils the chance to gain meaningful and structured experience of the workplace.

GROWING IN THE UK AND INTERNATIONALLY

We employ over 10,000 team members, and we're growing, which means investment in local communities and the creation of new jobs. Over the next five years we will create 5,000 new jobs in the UK and internationally, with the opening of new restaurants and dedicated delivery sites.

WAITER AND PIZZAIOLO OF THE YEAR

Last year we launched our Waiter and Pizzaiolo of the Year Competition to recognise the passion, talent and skill of our teams. The competition is a global search to find the best of the best and spans several months, culminating in a grand final in London. In 2015, our winning Waiter was Sujit from one or our restaurants in India, and our winning Pizzaiolo was Mike from Greenwich.



With over 500 restaurants around the world we recognise that each one has a part to play in its local community. Whether it's making an empty, private room available to a playgroup or hosting a free School Visit, individual restaurants contribute in lots of ways.

GETTING KIDS COOKING

One of the initiatives we're most proud of is our School Visits programme, which has been running since 1999. It all started when a primary school teacher called up one of our restaurants and asked if she could bring in her class and teach them how to cook. They grew from there and, 16 years later, we've hosted in excess of 26,000 School Visits in communities up and down the country, and our teams have given 40,000 hours of their time to teaching kids about food.

The scheme is free and open to all primary school classes. It aims to address the lack of cooking equipment in schools, which is essential if teachers are to deliver food technology and nutritional elements of the national curriculum. Children learn about the basics of food safety, taste ingredients they might not have come across before, learn about where their food comes from and, of course, have a go at making a pizza.

For some children, a PizzaExpress School Visit this is their very first opportunity to cook, and feedback tells us that the experience stays with them long after they leave the restaurant. For more information and booking details **visit our schools visits page.**



"From a teacher's point of view, we've got some of the best writing we've ever had from the children. It's such an interactive experience that, for some children who can barely write their name, they've come back and been able to write step-by-step how to make a pizza, We loved it!." — Valerie Young, Glenbrook School



RESTAURANTS THAT TELL A COCAL STORY

One restaurant at a time, our founder Peter Boizot and Italian designer Enzo Apicella created designs that grounded each PizzaExpress in its surroundings, an ethos that's never left us.

Many of the people who work in our restaurants live or were raised nearby, and each restaurant team is a family that should be proud to invite customers into their individual restaurant. Whether it's our restaurant in Preston, which tells the story of the area's cotton industry past, or Berkeley Square in Bristol, which pays a tongue-in-cheek nod to Damien Hirst with a Dough Ball-encrusted skull, each restaurant has a talking point, and a role to play in the local community.

























We think beautiful pizza is for everyone and we're working hard to make that happen.

We don't want anyone to be left out. Details of the facilities available in each of our restaurants are available on our website, including disabled access. Some of the adjustments available in our restaurants include:

- ★ Menus in both Braille and large print
- ★ Baby-changing facilities*
- ★ Hearing loops*

*We recommend talking to the restaurant manager when you book to ensure we're able to meet any specific requirements.

Assistance dogs, including Guide or Hearing dogs, are welcome in all our restaurants.

Charity

We've teamed up with some amazing charities during the course of our 50 year history.

Perhaps the most famous of these is Venice in Peril, which aims to save the historic city from sinking. Our founder, Peter, was passionate about beautiful architecture—something that is clear when you look at the many listed buildings that form the PizzaExpress estate. And, of course, he was passionate about Italy.

In 1975, Peter created the Veneziana pizza. A small amount of money from each pizza would go into the Veneziana Fund. The fund still exists today, with half of the money raised going to Venice in Peril, and the remaining half going to heritage projects in the UK. It is one of the UK's oldest charitable commitments and has so far raised more than £2 million.



CHILDREN'S FOOD TRUST Eat Better Do Better

More recently, as part of our commitment to children and cooking, we announced that we'd raised over £445,000 for The Children's Food Trust, the experts in getting kids cooking.



INTERNATIONAL SUPPORT

Our international restaurants also support local causes that are close to the hearts of our teams and guests. These are just some of the charities that we work with around the world...

In Shanghai and Beijing we support Care for Children. The charity places orphans with caring, supportive families across China. It is a remarkable project that transforms the lives of vulnerable children.

In Hong Kong we are long term supporters of the Hong Kong Cancer Fund. The fund aims to help make life better for people touched by cancer by providing free information and care services, alongside professional support, research and public awareness campaigns.

With the help of customer donations in India we give funds to the Akanksha Foundation whose mission it is to help provide education to children from disadvantaged backgrounds in India's cities.

THE environment

Last year the Sustainable Restaurant Association awarded us a star rating for our industry-leading approach to sustainability. With 450 restaurants across the UK, every practice we put in place has the potential to make a big difference.

Our Lean & Green programme looks at how to reduce our impact on the environment. In every restaurant we're doing lots of small things to help the bigger picture—sensible, everyday things like:

- ★ Introducing smart meters so we can monitor how much electricity each of our restaurants is using and adjust accordingly
- ★ Investing in modern fridges that are more efficient
- * Switching off equipment when it's not in use
- ★ Being smarter about our deliveries, so we're using fewer lorries
- * Using our extractors, fans and aircon only when necessary
- ★ Only running dishwashers when they're completely full

WASTE

Then there's recycling. Once upon a time, we used cardboard boxes for our fresh fruit and veg deliveries. (And we use a lot of fresh produce). Now they come in reusable plastic crates. We regularly optimise pack sizes to ensure we keep waste to a minimum. Where suitable, we have 'portion packs' to ensure larger containers are not opened unnecessarily. We have our salad items in single bags, not cased.

Following a review of our waste collection services, we recently announced plans to significantly reduce the volume of general waste produced by our restaurants and increase on-site recycling to over 75%. Working with Specialist Waste Recycling Ltd, waste from over 300 of our restaurants is being diverted from landfill.

Waste at our remaining sites is managed by our landlords or other local collection companies (for example, councils). Where possible, segregation of waste takes place at each restaurant with dry mixed recycling, food, glass, cardboard and general waste separated out for collection. The remaining waste is sent to a Materials Recovery Facility where further segregation occurs for recycling and where possible, waste is sent to a Refuse-Derived Fuel facility.

To further increase our recycling levels, we have embarked on a food waste recycling programme in the majority of our restaurants—again, all of those where waste management is not predetermined by a landlord or local council. In these restaurants, our general waste will almost entirely consists of napkins and floor scrapings, with everything else being recycled.



Save money, cut waste
Our restaurants are more than

happy to box up any leftovers for you to enjoy at home.

A greener delivery service

We've been serving the same delicious style of pizza for almost 50 years with a total commitment to our customers and great value. And now we've taken this ethos beyond the four walls of our restaurants.

But we didn't want to be just another delivery service: we wanted to create something that lives up to the same high standards we set ourselves in our restaurants. That means not having delivery drivers but friendly, uniformed waiters on battery-powered, classically stylish scooters—quieter for our neighbours and kinder to the environment.

Our aim is to serve the same food with the same friendly smile you always find at PizzaExpress. Taking the frustration out of waiting, hungry customers can follow the progress of their order

online thanks to a special GPS tracking feature, and a text will also be sent to the customer when the driver is three minutes away.

Apart from allowing customers to see exactly where their food is in real time, the GPS feature also means we have a clear overview of where all of our bikes are, whether they have capacity to take on more orders, and how long it will take them to complete a journey, all allowing for a more efficient service and shorter journeys for our waiters.

While the packaging is slightly different from the takeaway packaging you find when using our Click and Collect service, it's still made from renewable sources and is recyclable.





Improving our packaging

PizzaExpress has a successful range of products that are available in UK supermarkets. The range has been carefully designed around our best-loved restaurant dishes and includes starters, sides, condiments and mains.

The packaging we use plays an essential role in protecting our products. At the same time we have also made improvements to the packaging we use to reduce our impact on the environment:

- By reducing the weight of the glass in our salad bottles by 10%, we've reduced the amount of energy required to make them
- The glass used for our salad dressing bottles is made using recycled materials
- · We've minimised the use of on-shelf packaging
- The on-shelf packaging for our salad dressings is made using recycled materials and is 100% recyclable

