



EATING AT WORK REPORT



March 2026

FOREWORD

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At Compass UK & Ireland, we believe the workplace is more than a place to work, it's a space where wellbeing, connection and innovation come together to shape the future of how we live, eat and thrive.

A new working-day wellness culture is emerging, driven by younger employees who are reshaping what healthy eating at work looks like. Employees are seeking balance in their working day, yet break culture is under pressure. Breaks are shorter and less frequent, impacting health and productivity. Organisations have an opportunity to rethink how these moments are valued, creating environments that feels worth the commute.

Food at work is no longer just about sustenance, it's about experience. Onsite restaurants are expected to rival the high street in variety and atmosphere, while the rise of the "snacking society" reflects changing rhythms in the working day.

Technology is reshaping convenience with digital integration and operational necessity. But human interaction remains essential. Employees want digital tools that enhance efficiency without replacing personal connection.

The challenge is to strike the right balance by combining speed and ease with experiences that feel authentic and engaging.

Wellness has gone mainstream. Workers are looking to their working week as a platform for better habits, from nutrition and movement, to sleep. This creates a unique opportunity for workplaces to support these ambitions through thoughtful food provision and environments that encourage active, restorative breaks.

Finally, sustainability and social value remain critical, but employees want to see tangible actions. Waste reduction stands out as the most meaningful step, alongside plant-forward menus and local sourcing.

This report is more than a snapshot of trends, it's a call to action. By understanding these shifts and responding with creativity and purpose, we can transform workplace dining into a driver of wellbeing, engagement and sustainability.

At Compass, we are committed to leading this change, partnering with our clients to create experiences that matter because they are happier and this helps them to perform at their best.



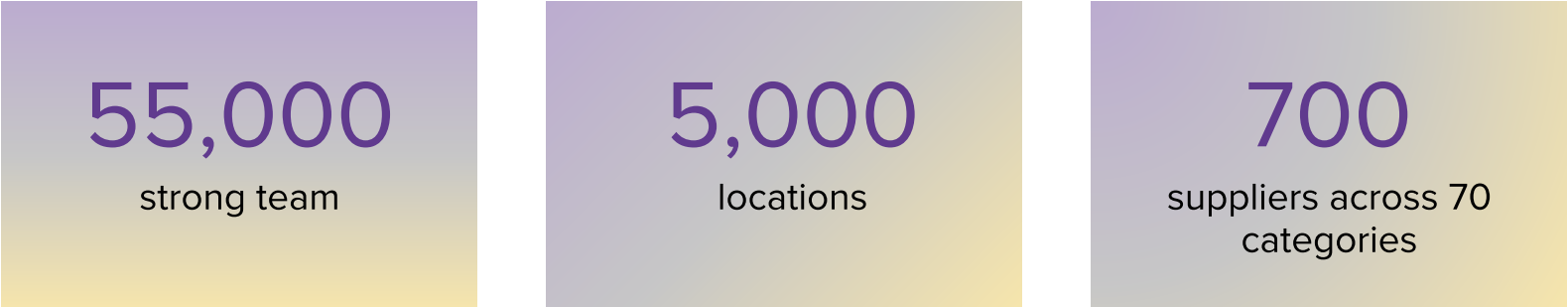
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WHO IS COMPASS?

We are the UK’s largest food and support services business. We are made up of a group of companies, each an expert in its field. Whether that’s providing great food, memorable events, excellent hospitality, high quality cleaning, expert security or professional facilities management.

We work across many sectors including schools, higher education institutions, hospitals and care homes, military bases, offshore oil rigs, workplaces, industrial and manufacturing sites, as well as some of the nation's most well-known and iconic cultural venues and sports stadia.



EXECUTIVE SUMMARY

THE REPORT HIGHLIGHTS **FIVE KEY THEMES** SHAPING
WORKPLACE DINING AND EMPLOYEE WELLBEING

BALANCED WORKLIFE

Break culture in UK workplaces is declining, with both frequency and length reducing. Since 2023 frequency of breaks has dropped from 68% to 60% (taking breaks 3-5 times per week) and **one in five employees now take breaks under 15 minutes**. Over half of employees feel breaks are undervalued, and hybrid workers are more likely to engage in self-care compared to those fully office-based.

MY FOOD AT WORK

Onsite restaurants are expected to deliver the variety and atmosphere of the high street. **Only three in ten UK employees have access to a workplace restaurant**, yet 63% want this experience to match high-street standards. Snack frequency is rising, with 32% of Gen Z snacking three or more times daily, up from 20% in 2023 - versus just 11% of Gen X.

EASE AND EFFICIENCY

Technology is shaping food choices, but workers still value human interaction. Value for money is the top driver and most prefer human greetings and fulfilment. Digital tools such as loyalty programmes and kiosk ordering are seen as enhancing the experience.

Younger generations are more open to advanced technologies like robot chefs, while made-to-order vending is viewed positively by many workers.

MY HEALTHY LIFESTYLE

Employees are seeking holistic health habits at work, including better nutrition, movement, and sleep. UK workers average only six hours and 49 minutes of sleep per night, among the lowest globally. **Sleep is ranked as a top wellbeing factor** and interest in weight management solutions such as GLP-1 injectables is growing. On the lookout for easier and more effective ways to manage their weight, meaning the workplace needs to ensure they are offering different food options to support with this trend and overall health and wellbeing.

Food strongly influences mood and energy with a rise in people seeking more protein, fibre and foods that deliver steady energy. Interestingly, people surveyed recognise movement is essential for health, however they also say activity levels remain low.

SUSTAINABILITY AND SOCIAL VALUE

Waste reduction resonates with many consumers and only a small proportion of employees prioritise sustainability when dining, yet most believe restaurants and organisations should lead on sustainable practices.

Cutting food waste is seen as the most impactful action, and consumers prefer familiar plant-based options over lab-grown or insect-based proteins. Local sourcing and community support are also gaining importance.



THEME 1

BALANCED WORKLIFE

“

The future generation of UK employees are moving towards shorter, more frequent breaks resulting in the need for micro moments. More than half of UK employees say they prefer to take multiple short breaks rather than one long break.

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THEME 1:
BALANCED WORKLIFE

KEY FINDINGS

BREAK CULTURE

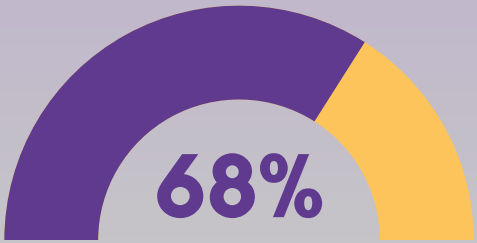
2022 → 2025
68% → **60%**

taking breaks 3–5 times per week

63% reported burnout symptoms in 2024
(up from 51% in 2021)

54% feel breaks are undervalued by their employer

BREAK DURATION



68% of employees take a main break that is under 30 minutes in length

MICRO BREAKS

Younger employees prefer multiple short “micro” breaks over one long break

REST & RECOVERY



every £1 **invested in wellbeing** returns £4.70 in productivity

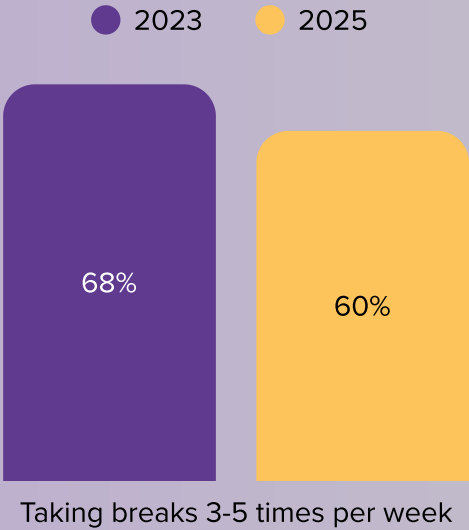


76% of UK employees feel more productive at work after taking a break

56%

of UK employees experience meaningful social connection through their workplace

THEME 1:
BALANCED WORKLIFE



Break culture continues to decline in both length and frequency, which is impacting British employees’ health and wellbeing. It is important organisations maximise the small moments workers have away from their desks to ensure employee wellbeing and productivity is maintained.

Employees in the UK increasingly understand that breaks are their chance to disconnect from work, protect their physical health, nurture their mental health and help them return to work feeling more productive. Despite clear working directives aimed at ensuring employees take regular breaks, break frequency in the UK has dropped (see graphic).

TAKE A
BREAK

Breaks aren’t just less frequent they are also getting shorter. 1 in 5 UK employees have a main break which is less than 15 minutes (+7% vs 2023).

54% of respondents feel breaks are undervalued by their organisation, yet it is clear there are huge benefits to taking regular breaks at work. Employees want to feel visible and they feel taking breaks affects this.

Organisations need to shift from simply allowing breaks to actively championing them, positioning food and drinks as the cue for pausing and resetting.

From a report on mental health published by Deloitte in 2024, 63% reported burnout symptoms (up from 51% in 2021) and it is interesting to note that for **every £1 spent on supporting the mental health and wellbeing of their workforce, organisations get (on average) about £4.70 back in increased productivity.**

The future generation of UK employees are moving towards shorter, more frequent breaks resulting in the need for micro moments. More than half of UK employees say they prefer to take multiple short breaks rather than one long break.

LOCATION,
LOCATION,
LOCATION

Workplace location plays a part too. Hybrid workers are significantly more likely to be pursuing self-care and moments of escapism than fully workplace-based employees.

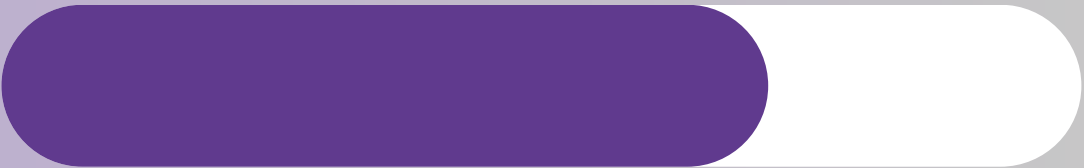
71% of hybrid workers v 58% can exercise for 30 minutes per day and 74% of hybrid workers are able to look after their mental wellbeing v 62% of fully workplace-based workers.

If breaks are getting shorter, we must make sure they are used wisely. Every break must have a purpose to either help employees recover, move, socialise or simply rest.

BENEFITS OF TAKING
REGULAR BREAKS AT
WORK



THEME 1:
BALANCED WORKLIFE



71%

of hybrid workers **exercise for 30 minutes per day**



74%

of **hybrid workers** are able to look after their mental wellbeing



62%

of **fully workplace-based workers** are able to look after their mental wellbeing

WHAT ACTION CAN
BE TAKEN?



Champion breaks

Shift from permitting to prioritising - restorative pauses will ensure a workforce that is refreshed, focused and ready to take on the day.



Equip micro-breaks with quick functional foods

(*focus, calm, gut health*). A key shift is needed in supporting this through food and drink formats tailored to micro breaks.



Activate spaces that are cosy, light, social

and away from desks to encourage areas to relax. It's not just about food, as we saw in last year's ***Power of Socialisation report*** employees desire other spaces at work. 41% would like to see lounge areas, 30% outdoor spaces and 22% having an onsite gym.

How can you as an organisation look to offer these opportunities to elevate your employee breaktimes and improve employee wellbeing but also productivity?

THEME 1: **BALANCED WORKLIFE** CASE STUDY

Transforming The Lister Hospital Entrance To Enhance Patient, Visitor And Staff Experience

As one of the region's busiest acute hospitals, **Lister Hospital** in Stevenage, part of East and North Herts Teaching NHS Trust, serves a wide population across Hertfordshire and south Bedfordshire. With **566 beds** and a full range of general and specialist medical services, the hospital experiences exceptionally high footfall every day. However, its existing main entrance no longer reflected the scale or modern needs of the Trust. The space lacked the breadth of amenities, comfort and accessibility expected in a contemporary healthcare environment, limiting the quality of experience for patients, visitors and staff navigating the site. The Trust recognised the need for a **welcoming, efficient and sustainable entrance**, capable of offering relevant retail, food and support services that complement the hospital's clinical excellence.

To address this challenge, East and North Hertfordshire Teaching NHS Trust partnered with One Retail and development partner noviniti, to deliver a significant new entrance extension.

Central to the redevelopment is the creation of a vibrant retail and hospitality zone. This includes a new **Costa Coffee, Co-op, Stock Shop, and a 24/7 Smart Market** offering Co-op products suitable for immediate consumption or later use. The hospital will also welcome a second **Peabody's** café: one dedicated to artisan coffee and the other serving a variety of fresh hot meals, including pasta, pizzas and paninis. Costa Coffee will also integrate **self-service kiosks** and a digital **loyalty app** to streamline service.

When the doors open in **Summer 2026**, Lister Hospital will gain not just a new entrance, but a revitalised hub designed around comfort, wellbeing and convenience, supporting the Trust's mission to deliver outstanding care in an outstanding environment.



THEME 2

MY FOOD AT WORK

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*People are willing to make changes to what they eat and drink to support their long-term health, which is why we see people adding certain ingredients to their diets (protein, fibre, collagen) and avoiding others. **82% and 85%** of Gen Z and Millennials are making changes to what they eat and drink to support their long-term health.*

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THEME 2:
MY FOOD AT WORK

KEY FINDINGS

SNACKING

↑ SNACKING IS UP

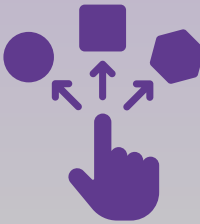
55% of UK employees **snack twice daily or more**

73% increasing to 73% amongst Gen Z



Taste still leads, but concern over weight management is driving demand for more “nutri-licious” snack options

FLEXIBILITY



For 28% of employees, a wide range of meal options is a key priority



53% say eating a nutrient-rich diet is the most important factor in maintaining long-term health

EXPERIENCE

70% agree that the service they receive when buying food and drink affects their mood for the rest of the day



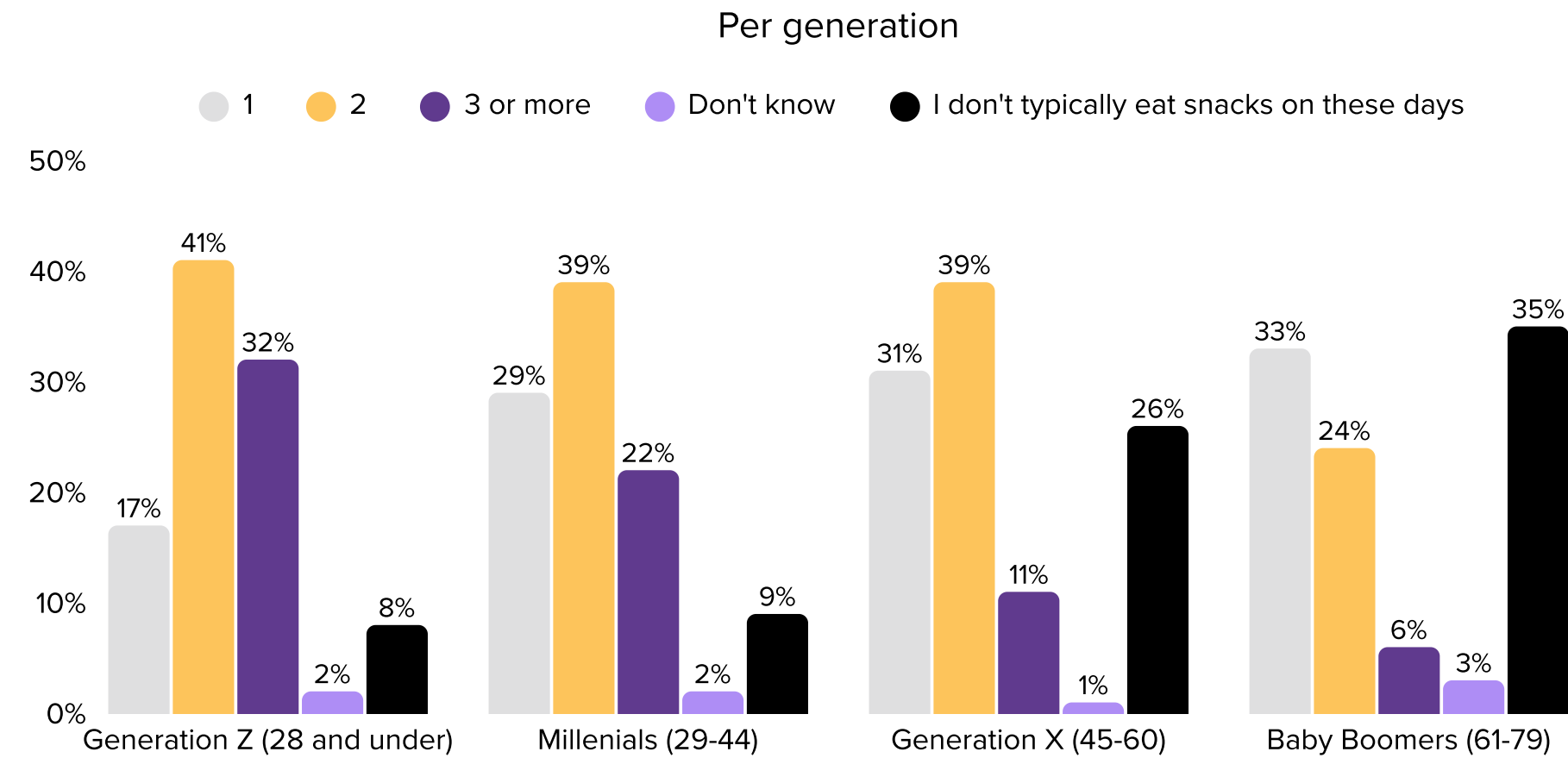
Employees expect on-site restaurants to mirror the high street- including variety, quality and atmosphere

THEME 2:
MY FOOD AT WORK

Since the Global Eating at Work 2023 report perceptions of on-site restaurants have shifted: no longer are they places to just eat and switch off, they are now expected to mirror the variety and atmosphere of the high street. And perhaps more importantly compete with its constant stream of new product development and innovative experiences.

UK employees are increasingly recognising the wider role of onsite restaurants, and they note an increase in perception of offering healthy options. The globalisation of “Snacking Society” coupled with shorter, more frequent breaks at work means snacks are as important as the main meal. And this is the evolution of the term “Nutri-licious”.

WHEN YOU ARE AT YOUR PLACE OF WORK, HOW MANY SNACKS DO YOU TYPICALLY EAT PER DAY?



EATING
AT WORK

Only 3 in 10 UK employees have access to a workplace restaurant. Quiet quitting and staff turnover is costly. Employees report feeling happier when food and drink are available meaning simple provisions can support engagement and retention.

63% want workplace restaurants to match the high street experience. There are examples of foodservice brands and workplace caterers responding to the demand by offering pop ups and curated menus by creating a restaurant-like experience in the office restaurant.

Gen Z and Millennials are less likely to bring in food from home and more likely to explore a range of options by frequenting mobile catering or focusing on convenience (*food delivery service*). To capture this growth, it is vital that employees match or exceed the appeal, experience and ease offered by the high street.

- **16% visit a catering truck compared to 4% of Generation X.**
- **27% visit an off-site food and drink outlet compared to just 10% of Generation X.**
- **Snack frequency is rising with 36% of UK employees snacking twice daily with 32% of Gen Z snacking 3+ times/day.**

THEME 2: *MY FOOD AT WORK*

A SNACKING SOCIETY CULTURE IS DEVELOPING

As snacking becomes more frequent, the core opportunity is to **focus on providing appealing workplace options** that also support healthy choices and won't compromise wellbeing. Snacking is not just a Western trend, but the whole world is becoming a snacking society.

Consumers prioritise taste over nutrition when it comes to snacks. However, the obesity epidemic and anxiety around ultra-processed foods (*UPFs*) are shifting this mindset. Brands must shift too, and deliver 'nutri-licious' snacks.

Mintel analysis of global social media posts about snacking reveals that while consumers primarily seek snacks for enjoyment, they are increasingly prioritising health too.

HEALTH FROM THE INSIDE

There is a shift towards grains, seeds and fermented food. Younger UK employees are integrating foods such as nuts, grains and fermented foods into their weekly diets. The exploration and uptake of a wider variety of food groups may be down to people trying to manage their long-term health with their diet **from the inside out**.

As people become more aware of how the food they eat impacts areas of health such as fatigue, focus, digestion and physical appearance, we see greater emphasis on tracking macronutrients and the use of data to guide dietary decision making.

As a result, people are willing to make changes to what they eat and drink to support their long-term health, which is why we see people adding certain ingredients to their diets (protein, fibre, collagen) and avoiding others.

82% of Gen Z and 85% of millennials are making changes to what they eat and drink to support their long-term health.

68% of UK employees with any reported food allergy say digital ordering makes it easier to access ingredient and nutritional information. Digitising can deepen trust and reduce service friction for allergy aware customers.

“
82% OF GEN Z AND 85% OF
MILLENNIALS ARE MAKING
CHANGES TO WHAT THEY EAT AND
DRINK TO SUPPORT THEIR LONG-
TERM HEALTH
”



THEME 2:
MY FOOD AT WORK

WHAT
ACTION CAN
BE TAKEN?



The high street has it all
Variety, taste, speed and atmosphere, so why not mirror it. These retailers are winning employee spend through highly innovative product launches and variety of social spaces.



Invest in reminding employees the value of the workplace break spaces and restaurants. The **power of connection and socialising** can buoy them for the rest of the day. By placing great emphasis on this as an organisation that commitment to social connection can reap many benefits.



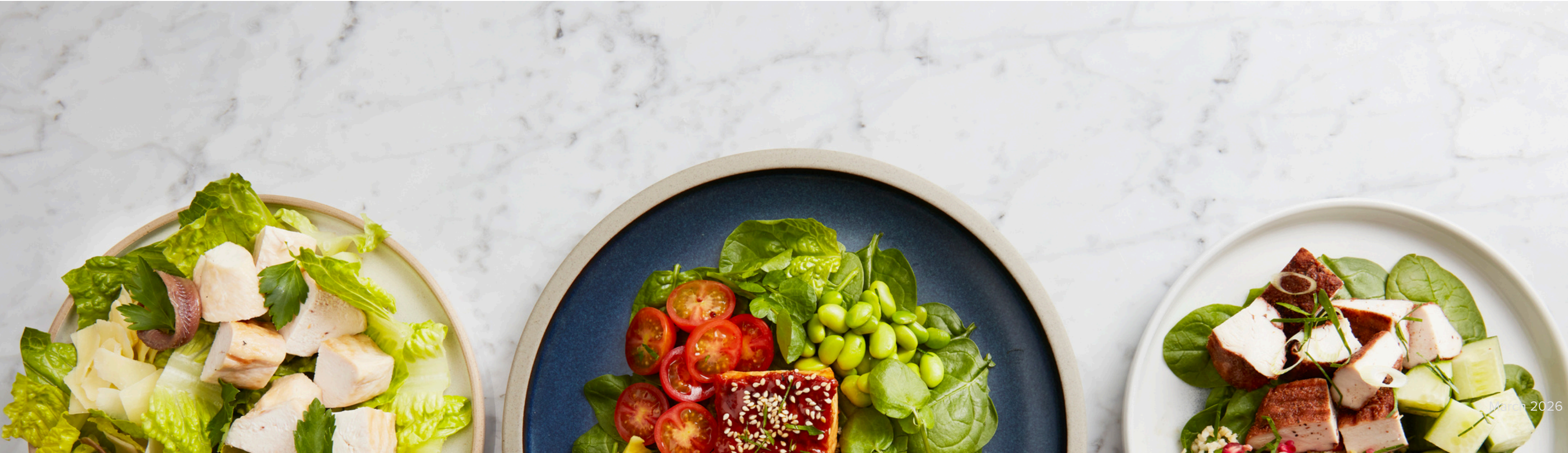
Win over the “Snack Society” by widening the “nutri-licious” range you offer. Focus on **positive nutrition to offset guilt**. Younger adults, in particular, want products to deliver 'positive nutrition' that they hope will 'hack' their health. This has driven demand for 'high protein' claims, while 'high in fibre' is also emerging, as well as 'nutritionally dense'.



Flexible menus that allow for customisable bowls/plates to suit diverse health goals are a must and these flexible menu options also empower employees to build their own meals and allow for allergies to be managed.



Get your employees excited by **hosting pop-ups and collaboration** with brand partners to generate the desire to take a break and reconnect.



THEME 2: *MY FOOD AT WORK* CASE STUDY

Transforming Workplace Dining

In 2024 a large multi-site organisation together with CH&CO supported the delivery of the UK's most ambitious workplace dining transformations. It was recognised for its unified hospitality vision.

A strategic shift in how colleagues eat, meet and connect

Beginning in 2023, the group set out to modernise how people experience food at work across a varied estate. Their goal aligned with a broader location plan, a commitment to creating modern, future ready workplaces that energise colleagues, support hybrid working and attract talent. It needed to match the quality and values of the organisation as well as matching the quality and ease of the high street.

This transformation was driven by three forces: shifting workplace expectations, a consolidated estate requiring adaptable catering solutions, and the need to reinvest subsidy into technology, modernisation and enhanced colleague experience.

These naturally align with Global Eating at Work themes, supporting balanced work life rhythms, healthy choices, sustainability, social value and seamless, tech enabled convenience.

Efficiency reinvested into experience

Three distinct catering models and layouts were delivered, each adapted to employee requirements and the specific size and location of every office.

The transformation delivered substantial savings, which was all reinvested into hospitality technology, colleague events, improved spaces and menu development.

This partnership with CH&CO has not just modernised food at work; it has reestablished workplace dining as a catalyst for culture, connection and colleague wellbeing.



THEME 3

EASE AND EFFICIENCY

“

*By expanding **beyond** snacks and offering a fresh, healthy and customisable offer, this solution can be particularly attractive among those with less developed catering facilities, as well as for those with greater out of service hours needs.*

”

THEME 3:
EASE AND EFFICIENCY

KEY FINDINGS

HUMAN LED

52% want a human greeting

55% prefer human fulfilment



Tech should streamline,
not replace connection



Advanced tech (*robots, chatbots*) = future opportunity, not today's norm

TECH IMPROVEMENT

58% say technology makes
accessing ingredient
and nutrition
information easier

57% say loyalty apps
improve experience

54% say kiosks do too

VENDING



Vending is underused (8%), but
made-to-order vending appeals to
43%- a big opportunity for fresh,
healthy, customisable options



THEME 3: EASE AND EFFICIENCY

While ease and efficiency contour to shape food choices at work, there is a delicate balance required between technology and human interaction. Think of a world where robots and humans work together: **cobotics**.

HUMAN VS DIGITAL

Value for money is the number 1 driver for UK employees when choosing where to buy food and drink on a working day, underlining the extent of price sensitivity in the UK market to food prices. Proximity and speed factors are also critical linking back to taking shorter breaks in the previous chapter.

Most prefer a human greeting: 52% vs 10% digital; 55% prefer human fulfilment with a quarter happy for payment to be digital and just under a quarter happy to provide feedback about the service via digital means.

Qualitative research highlights how workers want technology to improve efficiency, not replace connection.

There are obvious convenience benefits that tech can offer at various touchpoints:

- 57% say digital loyalty improves experience; 54% say digital kiosk ordering improves the experience.
- These technologies are already familiar in the UK so offer a lower barrier efficiency that can be rolled out at scale. With high street brands rolling these out, the user experience can be more personalised which is very appealing to younger, tech savvy consumers.



*"I'm a big advocate for utilising technology for efficiency, **however I don't think technology is a sufficient substitute** for a human taking an order. If there is a problem, you can then contact that person directly which is not the case with machines."*

*"I like eating here because it's clean, the **employees are very personable and helpful and the atmosphere is nice**. There's plenty of space between tables and that day we beat the dinner rush."*



*"I typically always use technology to **speed up the ordering process** because I like to start my break and have food waiting and already prepared for me to eat and enjoy my break."*

*"If I could design the perfect ordering system it would be an **APP or website** where you can get as many details as you can with list of ingredients and calories, also a confirmation of your ingredients before submitting the order to make sure it's perfect."*

THEME 3:
EASE AND EFFICIENCY

ROBOT
CHEFS,
SERVERS AND
CHATBOTS

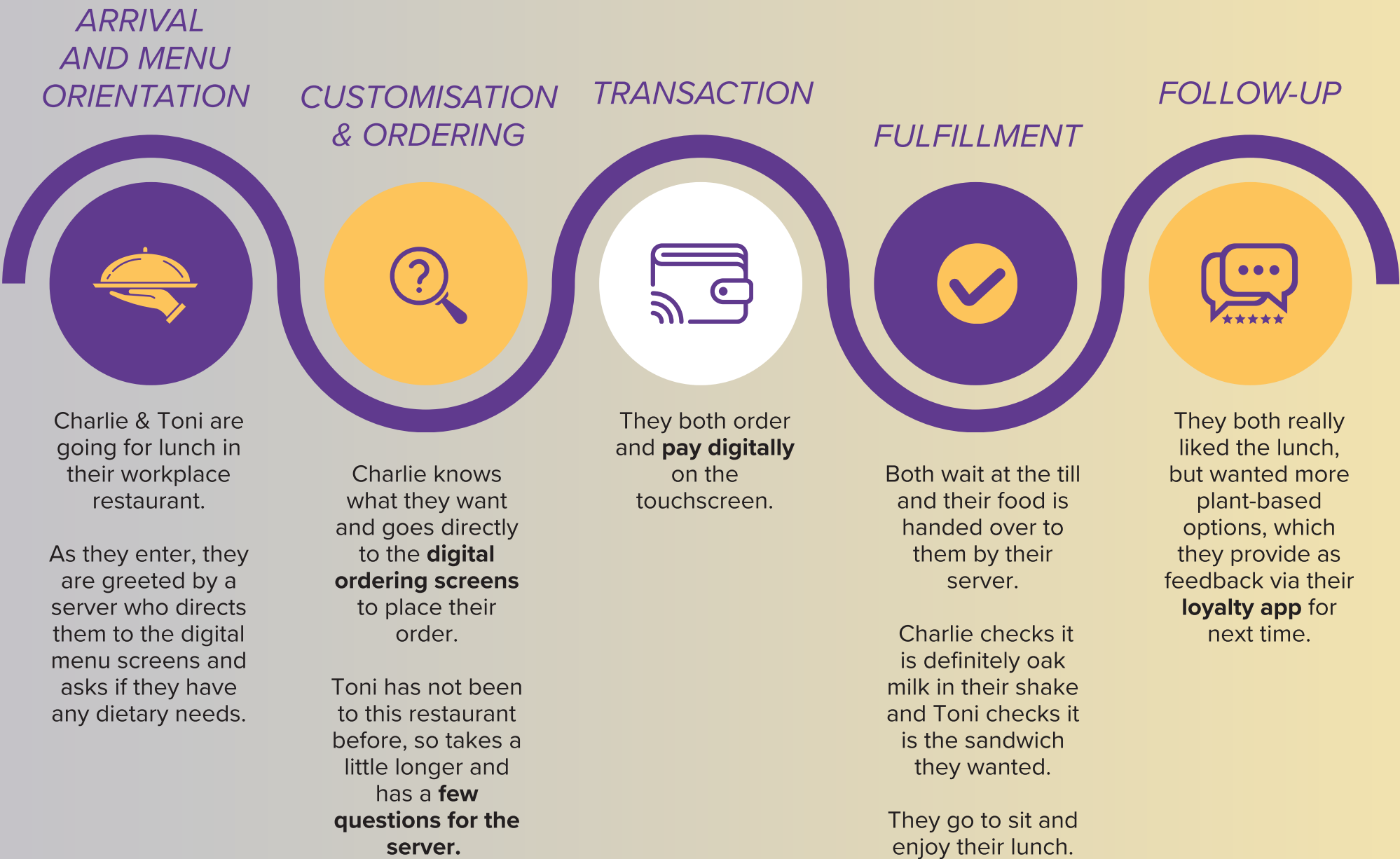
It is notable that most UK Gen Z (94%) and Millennials (88%) value restaurants with the latest technology, unlike just 48% of Baby Boomers. While younger generations are more open to innovations like robot chefs and chatbots, even among them, enthusiasm is not yet widespread, suggesting these advanced technologies are still not widely adopted or accepted.

To the right is the ideal ordering journey - the balance of human and tech.

DON'T
FORGET
VENDING

Regular vending machines remain a niche lunch option; just 8% use them. However, perceptions of made-to-order vending are largely positive, with 43% of UK workers saying it enhances the dining experience. This points to opportunities for innovations in vending offerings, especially when it comes to fresh vending.

By expanding beyond snacks and offering a fresh, healthy and customisable offer, this solution can be particularly attractive among those with less developed catering facilities, as well as for those with greater out of service hours needs.



Crucially, even in areas where digital solutions are more common (such as **payment** and **menu discovery**) human touch remains preferred for many, underlining the need for humans still to be available for support, should digital solutions be rolled out for these tasks.

THEME 3:
EASE AND EFFICIENCY

WHAT ACTION CAN BE TAKEN?

UK workers want food that fits their rhythm: tech that saves time without cutting corners, value without sacrificing health, and experiences that feel personal, not transactional. To truly deliver, we must design for context and elevate convenience while respecting the moments that still need a human touch.



Focus technology on the areas where people see real value, such as **pre-ordering, loyalty apps and payment.**



Hybrid journey
Greet and fulfil by humans; discover/pay via digital. Combining digital convenience with personal interaction helps build trust.



Modernise vending
Pilot made-to-order/fresh vending for none core office hours.



Ensure people are critical to the experience and offer a personalised touch.



THEME 3: EASE AND EFFICIENCY CASE STUDY

Over the past year, the university's campus has transformed in a new era of digital dining that feels as seamless as it is student-centred.

What began as a series of small technological improvements has grown into a fully-fledged ecosystem, one designed to remove friction and widen choice and elevate everyday moments of student life. App-based credit and mobile ordering are now central to campus life. More than 3,500 students have already received credit, with redemption rates expected to reach around 50% by year end.

For many, especially in those hectic first weeks of University life, the app became more than a convenience. It offered routine and reassurance, a quick tap to manage budgets, grab food between seminars or fuel late-night study sessions. And importantly, it's supported the social side of student life too, making it easier for students to meet up, make friends and settle in.

The rollout helped drive the university to its highest-ever sales month in October. As mobile usage has grown, so has consistency for students who are returning more often and forming lasting habits with both the app and their favourite outlets. Choice has expanded too. What began as a simple credit incentive now spans café purchases, in-app delivery and the Students' Union restaurant. Students can engage on their terms, how they want and when they want.

And beyond convenience, something deeper is happening. The technology is subtly strengthening community connection. Feedback, particularly from parents during open and experience days highlights how valued the scheme is as a tangible sign of the university's commitment to supporting cost of living pressures and student wellbeing. What might appear to be a simple digital tool has become a reassuring symbol of care.

"Northumbria is always looking for ways to enhance the experience of our students, staff and visitors to campus – food and drink, and indeed the way it is sold and served on campus, continue to play a big part in that. We know around 95% of our students own a smartphone and many people are on them for hours a day, it just makes sense to meet them where they already are."

The uptake's been great on Time2Eat, and the feedback from students and parents shows it's become more than just a tool, it's just one of the ways we're supporting wellbeing and the cost-of-living pressures they're facing"

David Jackson, Director of Campus Experience

[Watch video](#)

“
WHAT BEGAN AS A SERIES OF
SMALL TECHNOLOGICAL
IMPROVEMENTS HAS GROWN INTO
A FULLY-FLEDGED ECOSYSTEM.
”

THEME 4

MY HEALTHY LIFESTYLE

“

UK workers look after their diet and nutrition more on working days than on non-working days. This could position the workplace as a launchpad for long-term health advocate and not just a healthy environment in isolation.

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THEME 4:
MY HEALTHY LIFESTYLE

KEY FINDINGS

SLEEP

64% rank sleep as top wellbeing factor



The average UK Adult has just six hours and forty-nine minutes per night

LIFESTYLE

54% say eating a nutrient-rich diet is key to maintaining a healthy lifestyle

51% say maintaining healthy bodyweight is key

25% of UK consumers are interested in GLP for weight loss

MOVEMENT



3 in 5 Britons say movement is key to a health longevity

Relatively strong physical activity on working days, though in reality activity levels still fall short

THEME 4: MY HEALTHY LIFESTYLE

Health at work is shaped by good intentions that often clash with real life, from food choices to movement and sleep. The challenge is how to turn what people say they want into everyday habits that stick. Workers are taking an increasingly holistic understanding of their health and consequently seeking to use their working week as a platform on which to build and sustain health habits. For Compass, the opportunity lies in showing that maintaining your health isn't about perfection, but about the small, everyday choices that add up. Every meal, snack or break becomes a chance to support how people feel, think and perform.

SLEEP

64% of UK employees ranked sleep as a top wellbeing factor; however the UK ranks among the lowest globally for sleep duration, which in turn is impacting health and therefore productivity.

Beyond health, sleep fuels memory, decision-making and emotional control and skills vital for collaboration and productivity.

According to research undertaken by Rand Europe:
"... If those who sleep under six hours a night increase their sleep to between six and seven hours a night, this could add £24 billion to the UK economy."

As research shows, even modest improvements in sleep could unlock billions in economic value, making rest not just a personal priority, but a business one.

While understanding is not universal, there is a clear and growing awareness among consumers that what they eat can impact their sleep.

This opens a white space to lead with education that connects meal timing, nutrient choices, and caffeine/sugar intake with better rest and recovery.

FMCG is using functional ingredients in food and drink to help promote good sleep. 51% of UK consumers say maintaining healthy bodyweight is key.

According to Nesta, excess weight costs the UK a staggering £126 billion per year. Of that, the productivity cost makes up around £31 billion; that's equivalent to a 3p cut in the rate of income tax.



THE UK WORKER HAS ON AVERAGE **6 HOURS AND 49 MINUTES** OF SLEEP PER NIGHT⁽¹⁾



THEME 4: MY HEALTHY LIFESTYLE

GLUCAGON-LIKE PEPTIDE-1

On the lookout for easier and more effective ways to manage their weight, 25% of UK consumers are interested in GLP-1 injectables for weight loss.

Workplaces can make subtle adjustments to accommodate the needs of GLP-1 users while respecting their privacy, such as smaller plate sizes and portions for smaller appetites.

UK consumers see healthy eating as a fundamental aspect of health longevity. This approach highlights the importance of variety and nutrition, supporting a holistic view of diet that prioritises overall wellbeing rather than restrictive diets/trends.

Health goals vary from person to person, so the reality is employees need to move beyond a one-size fits all definition of health. Instead support them by offering flexible, customisable food options and clear guidance.

UK workers look after their diet and nutrition more on working days than on non-working days. This could position the workplace as a launchpad for long-term health advocate and not just a healthy environment in isolation.

UK workers are highly aware of the need to prioritise their mental health throughout the week, with similar attention given on workdays and non-working days. **85% say food impacts how they feel.** Workers may start the day with good intentions, but emotional triggers like stress, fatigue, or the need for a pick-me-up can lead to choices that conflict with their health goals. This highlights the need for workplace strategies that acknowledge food's emotional significance, not just its nutritional value.

MOVEMENT

3 in 5 Britons say movement is to key to health longevity though in reality activity levels still fall short.

Inactivity contributes to 11.1% of healthcare costs and caused \$13.7 billion in global productivity losses in 2013. Physically active employees, on the other hand, are more productive, taking fewer sick days (1).

This also has an impact on the mind too, with 40% of adults who have exercised in the past 12 months doing so specifically to reduce or relieve stress.

Organisations can benefit enormously from supporting more active workforces by designing working days that encourage regular movement. Whether through walking meetings, active break spaces or flexible schedules that allow time to reset.

Promoting movement at work is not just a health initiative, it's a productivity strategy. It will provide employees with a proper break from work, allowing them to return refreshed, relaxed and focused. In our Power of Socialisation report it was found that when asked what type of facilities employees would most like to see in their ideal workplace, 26% said an on-site gym, while 16% said movement enhancing amenities (e.g. walking desks/walking tracks).



THEME 4:
MY HEALTHY LIFESTYLE

WHAT ACTION CAN BE TAKEN?

It's not just about supporting nutrition but the full picture of health. The workplace can help to better understand the interplay between food choices, energy levels, mood and motivation. Organisations need to get ahead of the needs created by GLP1 innovation by introducing subtle shifts in portion sizes, nutrient dense food that are high in protein and fibre. Workplaces that set the standard for inclusive, future-ready food provision will be the growth engines of the future.



Sleep & stress
Integrate calming botanicals/functional products.



GLP-1 readiness
Smaller portions and macro-smart menus.



Build in nudges in the workplace and offer take-home tips, and snack/prep options that support consistent, goal-aligned behaviours *(like weight maintenance or balanced eating)* throughout the week.



Movement nudges
Active break cues, walking meetings, micro-fitness spaces.



THEME 4:
MY HEALTHY LIFESTYLE
CASE STUDIES

Eurest & BOSH! Partner to Deliver Plant-Powered Innovation at JLR

Eurest partnered with Henry Firth and Ian Theasby, the bestselling authors, creators of BOSH!, and stars of ITV's Living on the Veg, to launch the **BOSH! Smokehouse** concept at JLR.

This entirely plant-based menu was co-developed with BOSH!'s founders to bring bold, smokehouse-inspired flavours to the workplace restaurant. Featuring dishes such as BBQ aubergine burritos, jackfruit carnitas

wraps and cauliflower tacos, the offer taps into the popularity of American and Tex-Mex cuisine while showcasing how comforting, vibrant and flavour-forward plant-based food can be. All dishes are assessed using Foodsteps to ensure they support low-carbon choices.

The partnership builds on Eurest's wider mission to expand plant-based options across its client base. The collaboration has delivered a compelling new food experience for JLR

employees and one that supports healthier eating habits while reinforcing the company's sustainability objectives.

Early feedback highlights increased interest in plant-based dishes and a growing recognition that low-carbon meals can also be hearty, satisfying and exciting. The BOSH! Smokehouse menu is helping Eurest and JLR shift perceptions, demonstrating that flavour-led innovation can meaningfully support both people and planet.



THEME 4: *MY HEALTHY LIFESTYLE* CASE STUDIES

Transforming Workplace Dining With Table to Table

Premium workplaces across London increasingly aim to offer employees high-quality, nutritious meals that support wellbeing, strengthen culture and enhance productivity. Yet many of these offices lack onsite kitchen facilities, making it difficult to deliver consistent, restaurant-standard food experiences.

Traditional food delivery services often fail to meet expectations around freshness, creativity, sustainability and reliability. Businesses also struggle with fragmented service models that create operational stress from managing suppliers to ensuring transparency, quality and timely delivery.

Modern teams want flexible, diverse menus tailored to varied schedules and dietary needs, while employers want hospitality-level service that elevates the workplace. Until now, few solutions have successfully combined culinary excellence with seamless operational delivery.

Launched in October 2025, **Table to Table** entered London's workplace dining market with a mission to redefine how companies experience food. Operating from its Battersea kitchens, the brand delivers restaurant-quality meals crafted with fresh, seasonal British ingredients, designed specifically for offices without full kitchen infrastructure.

Table to Table works closely with clients to tailor menus and experiences that reflect the tastes, rhythms and needs of today's workforce.

"Food has always been central to how people come together."

"When teams eat well, they work better. Our goal is to deliver a seamless, transparent, elevated dining experience that removes stress for employers and inspires teams."

Managing Director Charlie Grant Peterkin

Beyond daily catering, Table to Table offers dynamic pop-ups: laksa bars, taco stations, sushi stalls and burger buffets plus curated Happy Hour activations, café and pantry solutions and expertly brewed coffee. The result is an elevated dining experience that boosts engagement, wellbeing and productivity while simplifying operations for businesses.

Table to Table is reshaping workplace dining in London by creating memorable, high-quality food moments delivered with creativity, ease and hospitality expertise.



THEME 4: *MY HEALTHY LIFESTYLE* CASE STUDIES

Ways to Be Well

Ways to Be Well programme is centred around a plant-forward philosophy, and continues to drive strong client and customer engagement. Over the past year, the **Restaurant Associates** Wellness Team has hosted more than 60 pop-up events, ranging from nutritional drop-in sessions to lunch-and-learn events. Most recently, a plant-powered cook-along was held, that featured a variety of delicious, innovative and sustainable BBQ dishes.

On Empower Your Plate

Increased vegetable availability and items containing veg in the recipes for Spring/Summer 2025. Alongside, reducing the number of red meat dishes and increasing plant-based proteins. **Medirest** also continue a quarterly publication written by Dietitians. The “On Your Plate” magazine connects nutrition advice to mealtimes.

Live Well

Gather + Gather includes “Live Well” as a core range across its menus - which underpins its dedication to providing healthier food. The range of nutritionally balanced food and drink options have been developed by its Nutritionists and Chefs. The aim of Live Well is to help customers eat more fruit and vegetables, more wholegrains, and more healthy fats.

Essentials and Field

Within **Defence**, for the Essentials and Field concepts, 76% of items on the menu aren’t high in fat, saturated fat, sugar or salt; simply cooked proteins without sauce or glaze are available at every lunch and dinner service; 100% of dessert options are vegetarian and/ or plant-based and 100% of breakfast smoothies are plant-based.



THEME 4:
MY HEALTHY LIFESTYLE
CASE STUDIES

How High Street Brand
Collaborations Are
Transforming Workplace
Dining

Workplace dining is undergoing a major shift, driven by rising expectations around freshness, variety and memorable experiences. Employees want food that feels current and exciting; clients want dining spaces that bring people together. **High-street brand collaborations bring this to life.** Compass Ireland has forged partnerships with Camile Thai and Chimac.

These two nationally loved brands, each with a strong identity and loyal customer base, are helping redefine what workplace restaurants can deliver. Their presence on site shows that workplace dining is no longer a functional necessity - it's an opportunity to create energy, restore connection and make food a meaningful part of the workday.

Why high-street partnerships work
Workplace dining is increasingly judged by experience, not just efficiency.

Instant recognition and excitement
Well-known brands immediately elevate the feel of a restaurant, creating a sense of anticipation and giving colleagues a reason to stay on site rather than step out.

Freshness and theatre Branded counters, chef-led moments and live cooking inject movement and energy into the space, transforming lunch from a routine into an experience.

Stronger engagement When food feels special, employees are more likely to visit regularly, stay longer and feel more connected to their workplace community.



Camile Thai:
A Fresh, Balanced Favourite

Camile Thai delivered one of Compass Ireland’s strongest activations to date, attracting broad interest across professional sectors. Each pop-up celebrated the brand’s vibrant identity, with colourful displays and chefs serving crowd-pleasing dishes like Crispy Chilli Chicken, Vegan Green Curry and Massaman Chicken. Feedback was overwhelmingly positive—many guests even sampled multiple dishes—demonstrating the power of freshness, flavour and theatre.

Chimac:
Bold, Cult-Favourite Flavours On Site

Chimac brought a different kind of excitement, offering Korean-inspired comfort food and the bold, indulgent flavours loved by Dublin foodies. Their pop-ups replicate the anticipation of visiting their iconic Aungier Street location, creating moments that feel both modern and culturally relevant.

A strategy shaping the Future of Food at Work

These collaborations deliver more than great meals, they attract employees back to the restaurant, support client culture goals and add variety without over-complicating operations. Camile Thai and Chimac have shown the potential of brand partnerships to keep workplace dining fresh, engaging and worth talking about.

THEME 5

SUSTAINABILITY & SOCIAL VALUE

“

In 2025 alone, Compass cut food waste by 8%, showing that consistent, practical steps can deliver real impact without disrupting everyday service.

”

KEY FINDINGS

FOOD WASTE

8% reduction in food waste generated by Compass Group UK & Ireland in 2025

11% of consumers prioritise ethical credentials when choosing where to eat



CLIMATE CHANGE

58% say technology makes accessing ingredient and nutrition information easier

25% think restaurants that reduce the carbon footprint of food production should have a positive impact on people and/or planet

SOCIAL CONSIDERATIONS



33% think restaurants should support small or independent farmers

Sustainable workplace initiatives can also provide a talking point



THEME 5:
**SUSTAINABILITY
& SOCIAL VALUE**

Waste speaks louder than ethics.

Only 11% of Brits prioritise ethical or sustainable credentials when choosing where to eat; but waste reduction stands out as the most meaningful action restaurants can take. There is emotional pull in visible, tangible efforts like food waste, plastic use and local sourcing.

Driving more radical change for the planet will require renewed momentum and deeper shifts in beyond these easier wins.

**CLIMATE
CHANGE**

Sustainability concerns soften as the economy and global affairs take centre stage. Only 11% of consumers citing it as a primary dining consideration. Tallying with attitudes across the West, UK consumers are less likely to believe that the country where they live is contributing to climate change.

Britons are also losing confidence in their own environmental impact. 75% of UK employees agree it is the responsibility of the restaurants to make menu options more sustainable. Coupled with the 2023 results that show 66% of UK employees agree organisations have a responsibility to proactively promote sustainability, these highlight that employees expect institutions to take the lead on sustainability, and through food provision show that they are taking responsibility.

THEME 5: **SUSTAINABILITY & SOCIAL VALUE**

WASTE

38% cite cutting food waste as most impactful sustainability action with older generations in particular putting waste reduction at the heart of restaurant sustainability.

Consumers are increasingly open to innovative ways to reduce food waste in restaurants, with the use of wonky veg and less popular cuts of meat an easy way to action this.

We have recently launched Our Planet Promise. Climate, waste, nature and human health are now fully integrated into a new single commitment. This enables us to do more and prioritise our areas of focus across our business. In FY 2025, there was an 8% reduction in food waste, showing that consistent, practical steps can deliver real impact without disrupting everyday service.

The materials employees interact with each day from coffee cups to takeaway containers, now reflect more responsible choices. Which is why **84% of Compass' single-use foodservice items were either recyclable, reusable or fibre-based compostable in 2025**. This move towards smarter, low impact packaging reinforces to employees that sustainability is part of the experience, not an abstract concept.

Behind the scenes, innovation is helping to rewrite the story of waste altogether. More than **1 million litres of used cooking oil** have been repurposed into biofuel, turning what was once a by-product into a resource that actively supports the circular economy.

DIETS NEED TO CHANGE

Nature Food reported that food systems generate 30% of global greenhouse gas emission (1), and yet only 15% of **UK consumers cite promoting plant-based foods in their shortlist of biggest positive impacts on the planet**. This underscores a key gap between scientific evidence and public perception.

Consumers are hesitant about embracing lab-grown or insect-based proteins with a more effect approach about focusing on natural recognisable meat-free meals.

SOCIAL CONSIDERATIONS

Looking to the local community is becoming more important. 33% think restaurants should support small or independent farmers. Sustainable workplace initiatives can also provide a talking point which can then make the brand stand out in people's minds.

Workers undoubtedly see reducing carbon emissions as interesting. However, the reality is that few consumers understand carbon data, and many find eco-labels confusing or untrustworthy. Mintel data shows that 64% of UK foodservice consumers find the carbon footprint of a food outlet/restaurant meal hard to understand.

And the impact goes far beyond environmental aims. In 2025, Compass redistributed **114 tonnes of surplus food the equivalent of 254,000 meals to charity**, strengthening community ties while reducing avoidable waste. It's a clear example of how sustainability and social value align to create outcomes people genuinely care about.

“
75% OF UK EMPLOYEES AGREE IT
IS THE RESPONSIBILITY OF THE
RESTAURANTS TO MAKE MENU
OPTIONS MORE SUSTAINABLE.
”



THEME 5:
SUSTAINABILITY
& SOCIAL VALUE

WHAT ACTION CAN BE TAKEN?



Make **waste reduction** the hero of your wider sustainability strategy as visible actions across plate, packaging and production can be shared with employees.



By driving plant-forward familiarity with **legumes, grains, veg-first menus**, you can help consumers make sustainable choices that feel both mainstream and satisfying.



Local sourcing and engaging in community initiatives which build pride and storytelling will help foster a sense of pride amongst employees.



Demystify carbon messaging using simple visuals and ratings linked to **actions consumers value** to ensure sustainability actions are understood.



THEME 5:
**SUSTAINABILITY
& SOCIAL VALUE
CASE STUDIES**

Nourishing Innovation at Ipsen BioPharm

Ipsen BioPharm faced a clear challenge: how to enhance workforce engagement through a catering experience that could meet the expectations of a diverse workforce, support ambitious sustainability goals, and deliver more than a traditional onsite food service. Employees needed a space and offer that energised their day, reinforced wellbeing, and reflected Ipsen's forward-thinking culture all while navigating a restaurant refurbishment phase.

From challenge to opportunity

To address these needs, Ipsen partnered with Dine Contract Catering to transform its dining environment and create a modern, meaningful offer. During the refurbishment transition, Dine worked closely with Ipsen to introduce a refreshed and inclusive food experience. This included new food concepts, an innovative rotating pop-up, and a branded coffee station, ensuring continuous variety and a sense of excitement during the working day.

Health and wellbeing formed a core part of the solution. Dine launched campaigns promoting healthy eating, nutrition education and mindful lifestyle choices supported by themed events and insights from registered dietitians. A standout initiative was The Pharma Garden, which supplied fresh fruit and vegetables for staff, bringing sustainability to life while improving the quality and freshness of the menus. The initiative culminated in a successful, well-attended BBQ event that reinforced community spirit across the site.

Engagement that extends beyond food

Recognising Ipsen's desire to connect its teams more deeply, Dine delivered tailored engagement events to create memorable experiences for employees. From energising breakfasts to themed onsite activities, these events helped strengthen a sense of belonging and fostered meaningful interaction.

Impact and measurable success

The transformation received exceptional feedback. Employees praised both the atmosphere and the quality of the food, with one commenting: *"The fresh fruit and veg by breakfast time are lovely... seeing them work together as a team makes a huge difference."*

Quantitative results reinforced this sentiment. Ipsen saw a **15% increase in positive customer feedback** and strong performance across its **Net Promoter Score (NPS)** and **Customer Satisfaction (CSAT)** metrics.

By turning challenges into opportunities, Dine successfully helped Ipsen BioPharm elevate its catering provision enhancing workforce satisfaction, supporting wellbeing, and embedding sustainability at the heart of the onsite experience.



THEME 5:
SUSTAINABILITY
& SOCIAL VALUE
CASE STUDIES

Medirest Plant Powered Menu Trial Transforming Hospital Catering

Medirest partnered with leading research organisation Greener by Default to tackle a critical challenge facing hospitals: how to offer nutritious, sustainable meals that support both patient health and environmental goals.

Traditionally, plant-based options in hospitals have seen low uptake, limiting their impact. Medirest set out to change this by using behavioural science to make healthier, lower-carbon meals the easier choice.

In a UK first, Medirest launched a three-month plant-powered menu trial across six hospitals, covering patient dining as well as staff and visitor restaurants.

Dietitians, Sustainability Leads and Chefs redesigned menus using evidence-based techniques such as nudge theory, strategic dish placement, and flavour-led naming conventions. The aim was to increase the appeal and accessibility of plant-forward meals without compromising nutritional needs especially for nutritionally well patients.

New dishes, such as Hong Kong Style Sweet & Sour Stir Fry and a New York Spicy Bean Bake, were introduced and assessed against key metrics including uptake, nutritional adequacy, carbon footprint and customer satisfaction. Early staff engagement, including taste-testing, strengthened buy-in and dispelled misconceptions.

By generating reliable, comparative data, Medirest is creating a scalable model that could influence sustainable hospital catering across the NHS, demonstrating how operational excellence and environmental leadership can work hand in hand.



THEME 5:
SUSTAINABILITY
& SOCIAL VALUE
CASE STUDIES

Wild Venison Delivering Substantial Reductions in Carbon Emissions

In **ESS** wild venison sourced from the MOD estate has been integrated into the Defence menus, delivering significant environmental and nutritional benefits.

Exciting new dishes including a venison double smash burger, venison burrito and venison sausage Lyonnaise, as well as venison-based versions of customer favourites including Bolognese, lasagne, chilli-con-carne and madras are proving very popular with customers.

The move is delivering substantial reductions in the carbon emissions associated with our menus, compared to the equivalent beef dishes:

- Venison double smash burger - 59% reduction
- Venison burrito - 54% reduction
- Venison Bolognese - 50% reduction

Venison's low-fat content and nutrient density make it a great choice for those wanting to include some red meat in their diet (1). Since its introduction in November, switching from beef to wild venison has reduced total fat in our menus by 1,843kg and saturated fat by 846kg, and increased total protein by 245kg (2).

Successful collaborative working means high-quality meat from responsibly managed deer populations on the MOD estate and other landholdings is now contributing directly to feeding service personnel, creating a circular sustainability model.

1. 1A 100g serving of wild venison typically contains around 2–3 g of fat and 158 kcal, while an equivalent portion of minced beef can carry 8–15 g of fat and over 250 kcal, depending on the cut (Public Health England, (2021). McCance and Widdowson's Composition of Foods Integrated Dataset; USDA FoodData Central, (2020). Venison, raw and cooked nutrient profiles. United States Department of Agriculture.) Venison also provides more protein per gram than beef and is rich in iron, B vitamins and beneficial omega-3 fatty acids.
2. Data for total venison procured with comparisons between venison loin and beef sirloin using McCance and Widdowson's dataset referenced above.



image – venison burrito



GET IN TOUCH

If you would like to find out more and have a conversation about how Compass is committed to creating partnerships that design experiences that matter, then get in touch:

saleslead@compass-group.co.uk

EATING AT WORK REPORT

