



SUSTAINABILITY

Sterling Culinary Management pledges to do our part to be environmental stewards of our resources. We are committed to working closely with our client partners and vendors when executing initiatives to become more environmentally friendly at work and home.

POSITION WITH VEGETABLE OIL FUEL

SYSTEMS & BIODIESEL FUELS

We have partnered with local companies that remove used frying oils from participating units. This oil is used in engines with an auxiliary fuel system to operate on straight vegetable oil, an alternative to diesel fuel. The fuel can then be used in any diesel engine, lowering the EPA registered carbon monoxide emissions, soot, particulate matter, sulfur dioxide, and carcinogenic hydrocarbons.



POSITION ON RECYCLING

Sterling Culinary Management has implemented recycling programs (including cardboard, plastics & paper) at units that can participate. The use of recycled napkins and biodegradable trash bags are available to all Sterling Culinary Management accounts. We will continue to look for new products and resources that can be recycled.

○ Recycling food waste or composting is a familiar process to many and is instituted at our accounts that have the desire and the facilities to accommodate. Composting is the decomposition of organic items, such as food and waste. Waste products that can be used include coffee grounds, waste from food preparation, or plate waste. When properly disposed of, this waste turns into new soil or humus that can be used in many different ways. The benefits of composting are many, significantly reducing the need for fertilizers and pesticides and giving back to the soil nutrients needed for growth.

POSITION ON RBST

We purchase rBST (recombinant bovine somatotropin hormone) free milk where it is available in our marketplace. We will continue to work with other suppliers to ensure we use and offer the best available products.

rBST is a genetically engineered copy of a naturally occurring hormone that boosts the amount of milk the cows will produce, shown by various testing. The FDA has reported no significant difference between rBST-treated and untreated cows milk. However, to err on the side of safety, Sterling Culinary Management will make every effort to support only those local dairies that do not use rBST with their cows.



POSITION ON ANTIBIOTICS/HORMONES

GIVEN TO ANIMALS

Sterling Culinary Management has committed to purchasing animal products that are No Antibiotic Ever (NAE), Anti-Biotic Free (ABF), and hormone-free. In 2016, Sterling Culinary Management partnered with suppliers who raise animals with an all-vegetable or grass-fed diet and have been raised with No Antibiotics Ever.

Most of the antibiotics used with animals are given for “nontherapeutic” reasons. It is believed that the animals will grow faster and healthier even though they live in crowded and often unsanitary conditions. Sterling Culinary Management believes that antibiotics should be used when needed for the animal’s welfare but not used for growth enhancement.

POSITION ON ANIMAL CLONING

Sterling Culinary Management will not purchase products derived from cloned animals or their offspring.

POSITION ON IRRADIATED FOOD

Sterling Culinary Management will not purchase or serve products that have been irradiated.



POSITION ON ORGANIC PRODUCTS

Currently, Sterling Culinary Management uses organic products where client interest and consumer demand can support the additional associated costs. We are happy to continue working with our clients interested in offering organic products and a fuller program. We are aware of the increased cost associated with purchasing and serving organic products, so we are constantly seeking cost-effective items for our clients. Food items that are labeled organic must meet the following guidelines:

- **100% ORGANIC**
The product must contain 100% organic ingredients.
- **ORGANIC**
At least 95% of ingredients are organically produced.
- **MADE WITH ORGANIC INGREDIENTS**
At least 70% of ingredients are organic & the remaining 30% must come from the USDA’s approved list.



POSITION WITH CAGE-FREE EGGS

Sterling Culinary Management is committed to sourcing 100% cage-free eggs (inclusive of shell, liquid, and ingredient eggs) by 2025. Currently, 40% of our purchased eggs are cage-free. We will increase our sourcing of cage-free eggs each year and will report on our progress annually. **Timeline:** [60%] by end of 2024; 100% by end of 2025.

PURCHASE & USE OF CHEMICALS

Sterling Culinary Management and our vendors work together in selecting quality, environmentally preferable chemicals. The chosen products have minimal impact on the environment but still offer high-quality performance. We purchase and use products and services that minimize water and energy use through new packaging and dispensing methods.

POSITION WITH PORK SUPPLIERS

Sterling Culinary Management is working with our pork suppliers to eliminate gestation crates by 2025. We have notified our suppliers that we require total elimination of gestational crates by this time frame and have encouraged them to continue researching more humane farrowing environments. Sterling Culinary Management has already partnered with suppliers who raise their animals without growth hormones and antibiotics and provide crate-free/free to roam environments. As of 2023, 50% of our pork purchases were gestational crate-free.

Timeline: 75% by end of 2024 | 100% by end of 2025

POSITION WITH BROILER CHICKENS

Sterling Culinary Management is working with suppliers to take the following actions for 100% of our chicken supply by 2025 or sooner if possible:

- Meet the Global Animal Partnership (GAP) maximum stocking density standard < 6 pounds per square foot.
- Provide chickens with enriched environments, including natural light, litter, hay bales, and perches that meet GAP standards.
- Use GAP-approved genetic strains for slower-growing chickens.
- Humanely render chickens unconscious before shackling using Controlled or Low Atmospheric Stunning.
- Demonstrate compliance with the above standards through a third-party auditing system. Sterling is currently working with and sourcing from suppliers who adhere to these specifications.



Better Chicken Commitment Roadmap	2023	2024	2025	2026	2027	2028
Attributes						
Litter Requirements	30%	40%	55%	75%	100%	
Lighting Requirements	25%	30%	40%	80%	100%	
Environmental Enrichments	20%	35%	40%	80%	100%	
Stocking Density	20%	35%	40%	60%	75%	100%
Controlled Atmospheric Stunning Processing	10%	20%	30%	50%	75%	100%
Third Party Auditing	0%	20%	25%	50%	75%	100%
Breeds Approved by BCC	0%	10%	20%	40%	70%	100%

POSITION WITH TURKEY

Sterling Culinary Management will continue to work with our suppliers to address animal welfare issues associated with genetic selection for fast growth and support vendors that use Controlled or Low Atmospheric Stunning.

POSITION WITH VEAL

In alignment with the Veal Association’s 2007 resolution, Sterling Culinary Management is committed to eliminating all veal from animals confined in crates.

POSITION WITH BEEF

Sterling Culinary Management is currently working with suppliers to ensure the responsible use of hormones and feed additives and strive toward eliminating the use of recombinant bovine growth hormone (rBGH or rBST) in beef cattle. We are also working with our suppliers to address issues of pain relief for disbudding and castration procedures as well as purchasing at least 25% of our beef from farms that have been certified by Food Alliance, Global Animal Partnership, Animal Welfare Approved, and/or Humane Farm Animal Care’s (HFAC) certified humane program. All four of these organizations implore high animal husbandry standards.

POSITION WITH SEAFOOD

Sterling Culinary Management has adopted the Seafood Watch Program in conjunction with the Monterey Bay Aquarium. All fresh and frozen seafood purchases align with this program to ensure products come from sustainable fisheries.

PLANT BASED OFFERINGS

By 2025, Sterling Culinary Management’s goal is to serve 50% or more of its dining menu offering will be plant based.

STERLING GLIDEPATH FOR PLANT-BASED	
YEAR	TARGET
By December 2024, a 10% increase	▶ Goal: 40% plant-based entrees on all meals
By December 2025, a 10% increase	▶ Goal: 50% plant-based entrees on all meals



POSITION WITH FAIR TRADE

Sterling Culinary Management supplies, upon request, Fair-Trade certified products and encourages the purchase of such products. We will continue to educate and provide our interested clients with additional Fair Trade product information.

THE FAIR TRADE PRINCIPLES ARE:



FAIR PRICE

Democratically organized farm groups get a guaranteed minimum floor price and an additional premium for certified organic products. Farmer organizations are eligible for pre-harvest credit.



FAIR LABOR CONDITIONS

Workers on Fair Trade farms have freedom of association, safe conditions, and a living wage. Child labor is prohibited.



DIRECT TRADE

Importers purchase directly from Fair Trade groups empowering the farmers to compete in the world marketplace.



DEMOCRATIC AND TRANSPARENT ORGANIZATIONS

Fair Trade farmers and workers decide how to invest Fair Trade revenues.



COMMUNITY DEVELOPMENT

The Fair Trade farmers and workers invest the Fair Trade premiums into programs that improve their lives and the lives of their children.



ENVIRONMENTAL SUSTAINABILITY

Environmentally sustainable farming methods are used that protect the health and preserve the ecosystems.

PARTNERSHIP WITH LOCAL GROWERS / LOCAL SOURCING AND INCLUSION

To reinforce our commitment to supporting local business, Sterling Culinary Management has formed partnerships with state agencies to showcase and promote products that have been grown in the state, processed in the state, and/or manufactured in the state. We are demonstrating economically sound and socially responsible actions by promoting state products. Currently, we are closely associated with such organizations in many of the states we operate in and will continue to investigate other organizations as we grow as a company.

Sterling Culinary Management continues to explore ways to source products from local suppliers. By procuring products from local suppliers, we can reduce the carbon footprint of our supply chain and support the local businesses and communities that we serve.

REFERENCES: