



Food for Thought: Supporting Employees' Dietary Diversity

It may seem simple at first glance, but for many employers, being inclusive of employees' dietary requirements and/or beliefs is often fudged. If your workplace serves food, it is your responsibility to ensure everyone is catered for.

Here are a few tips on making sure your workplace is food-friendly for everyone:

- 01** Make sure there is at least one vegan option, but ideally, provide a range of options for vegetarians and vegans.



- 02** Vegetarian meals and snacks aren't necessarily suitable for vegans. However, they're usually a couple of ingredients away from being right. A simple adjustment can make all the difference. i.e. removing cheese or mayonnaise.

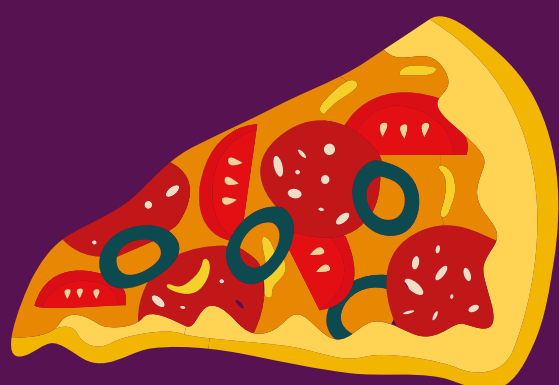
- 03** Set a good example. If you bring in food for your team on a special occasion, or as an end of quarter reward, make sure you include vegetarian and vegan options.

- 04** Watch out for bullying or harassment of your employees. Teasing of vegans in particular is common, but can cross the line and become offensive and abusive.

- 05** To ensure this is dealt with properly, highlight your company's bullying and harassment policy and make sure it is regularly reviewed and updated.

- 06** Employees with specific dietary requirements for religious reasons could claim against you if you fail to accommodate them, claiming religious discrimination.

- 07** Similarly, employees who have specific dietary requirements for health reasons could bring a claim against you. Determine employees' requirements at the interview stage.



- 08** Make sure food is always labelled correctly for allergens to protect vulnerable staff.