



# Animal Friendly CANTEEN GUIDE

compiled by FOUR PAWS

More Humanity Towards Animals



# LEGAL NOTICE

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## FOREWORD



Dear Readers,

You are holding the *FOUR PAWS Canteen Guide* – thank you for your interest! People like you, who work for a canteen or catering body, who are the decision makers in food planning and preparation, have a lot of power. You can ease the day of hundreds of people by providing delicious meals to them. You also have a massive influence over food-shopping-choices in the name of your guests.

*FOUR PAWS* has the vision that every animal, and therefore also every farm animal, should have a good life – a life that is worth living! To reach this goal, we aim to improve the keeping systems to make sure they meet the needs of the animals. But we also believe that a reduction of meat and other animal products and increasing plant-based options are key. That's why we embrace the 3Rs-Message: Reduce, Refine, and Replace.

With mainly plant-based foods we can easily feed a growing population and limit the harm that livestock is doing to the animals but also to the planet. Just think of greenhouse gases, water shortages and land use.

This guide, which was created by leading experts and organizations in the field of compassionate diets, and compiled together by *FOUR PAWS*, consists of delicious recipes, ingredient lists and helpful tips which will assist you in making a big difference.

We wish you much success and hope you find this guide helpful towards implementing an animal-friendly canteen.

Dr. Martina Stephany

A handwritten signature in blue ink, appearing to read 'M. Stephany', written over a circular blue stamp.

Farm Animals & Nutrition Director at *FOUR PAWS* International



*Dear Sirs and Madams,  
Dear Colleagues,*

*More and more often, I come face to face with an increased awareness of health, environmental protection, climate change and animal welfare in my day-to-day life with customers, acquaintances, friends, family and especially myself. Granted, it has been a slow and gradual process of changing perceptions and the awareness that comes with that.*

*Just today, during lunchtime at a canteen of a large University in Vienna, I experienced this again and ordered Mediterranean grilled vegetables with potato gratin – healthy, and rich in vitamins and nutrients – to get me through the afternoon. I would also have liked to know how “local” the ingredients were as the source of the products now has a significant impact on my decisions to buy.*

*Now, you may rightly say that I could well have asked about the source, which I did, but bear in mind that we are in the industry – we have the courage to do that. Most of our customers wouldn't dare to ask.*

*At this point, I would like to introduce myself briefly. I am passionately committed to catering and I learnt the trade from scratch. In my 30 years' experience in the industry, I have worked in all areas of gastronomy and the hotel business. Most recently, I was the General Manager of an international hotel chain, before deciding to share my decades of experience and knowledge as a freelance trainer.*

*Together with FOUR PAWS, this guide was developed to draw attention to animal-friendly canteen catering. Much of the information contained in this guide was provided by experts, acclaimed organisations and nutritional scientists, so at this point, I would like to extend a big “Thank you!” to them all.*

*This guide aims to provide you and your team with handy tips for practice-based application, and to encourage you as a decision-maker to increase the number of meat-free meals you offer, and as a result, to reduce the number of meals derived from animals. We also hope to encourage you to question the source of the animal-based products you and your team use.*

Werner Riedl

Qualified Gastronomy Manager & Qualified F&B Manager

# 1. INTRODUCTION

There isn't much that you wouldn't already know, however with this guide, we would like to draw your attention back to a few aspects of animal-friendly canteen catering.

In this guide, we will not be drawing on a particular guideline for healthy and nutritious eating – there are countless recommendations for this in numerous countries and continents, offered by a variety of organizations. Instead, we hope this will give you some general advice for increasing the range of meat-free dishes and remind you about animal welfare when using animal-based products.

In addition, this guide intends to encourage you to start a process of change, and on the other hand, it functions as a work manual for employees who may have less experience in this field (assistant cooks, trainees and helpers) and to be used as a reference point at the same time.

## INCREASED AWARENESS OF ANIMAL WELFARE, CLIMATE CHANGE AND HEALTH

Plant-based meals and reduced consumption of meat are becoming more and more important for many people. Current studies show that for many consumers, animal welfare is one of the most important sustainability-related factors when choosing food products, even more important than the quality of the products or food safety. According to one important study by FOUR PAWS, 94% of consumers find the welfare of farm animals particularly important when choosing meals in canteens<sup>1</sup>.

By consciously reducing the range of meat on offer and increasing the range of plant-based products in canteens, food providers can become role models for a more sustainable world, thus helping to minimise the suffering of animals in intensive farms and encouraging animal welfare.

For this reason, this guide deliberately focuses on reducing the range and consumption of meat and other animal-based products, as well as encouraging the integration of animal-friendly meals, which is why meat products and meals containing meat, are not directly promoted in this guide.



<sup>1</sup> Independent survey conducted by FOUR PAWS in June 2018 in the DACH region

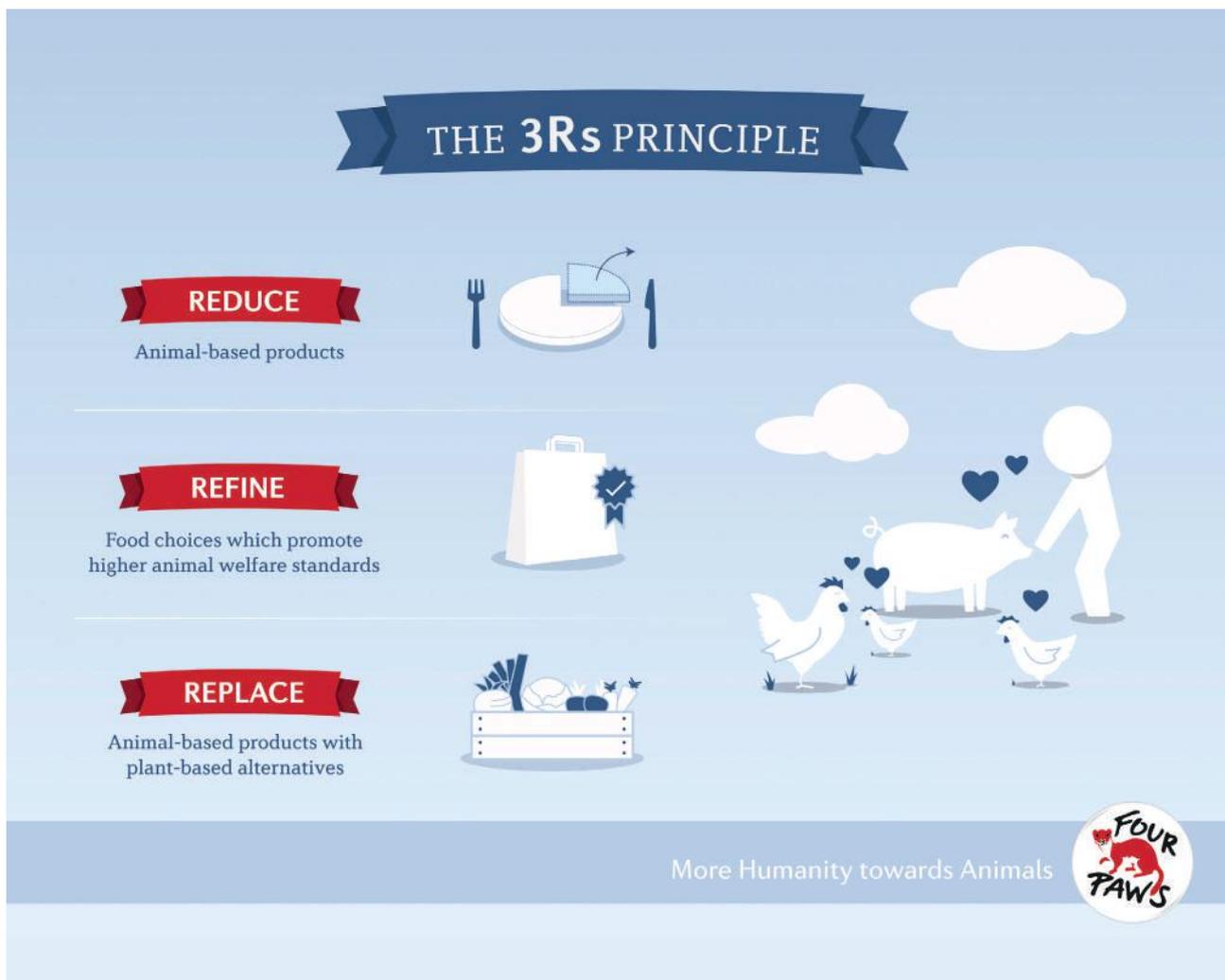
## 1.1 THE 3RS PRINCIPLE AND THE MEANING OF AN ANIMAL-FRIENDLY DIET

Most animal-based products available in supermarkets come from animals in conventional agriculture. This system is designed to mass-produce food items such as meat, eggs and milk. Animal welfare considerations are not at the forefront of this process, therefore animals farmed in this way are not able to live in an environment according to their needs and feelings.

Public canteens and catering services can play a big role in offering animal-friendly meals by sticking to the 3Rs principle (Reduce, Refine and Replace) and by highlighting plant-based meals. Not only will this positively impact animals, but also the environment and people's health.

### THE 3RS PRINCIPLE

- **Reduce:** The amount of meat dishes and animal-based meals offered at your canteen.
- **Refine:** Use products from higher animal-welfare standards (Eg. organic or high animal welfare labeled products)
- **Replace:** Try to replace animal-based meals and products with plant-based ones as often as possible as this is the most animal-friendly option.



## 1.2 ADVANTAGES OF ANIMAL-FRIENDLY CANTEEN CATERING

- Saves money
- Meets growing demands
- Reduces the environmental impact
- Promotes healthy eating
- It's food everyone can eat
- Improves animal welfare
- Stands out from the crowd

### Saves money

#### ■ Reducing the cost of sales

Compared with product ranges that are heavily based on meat, material costs can be reduced in the longer term by using plant-based food, which helps reduce the cost of sales. There are numerous tasty and cost-effective national meat-free dishes, and even more international ones. As the world becomes more interconnected and “integrated” and thanks to social media channels like YouTube and Instagram, consumers’ curiosity and desire for something NEW has never been greater than now.

#### ■ Increasing sales

There is great demand for seasonal and locally products, which is increasing by the day. As such, costs can be cut, not only by increasing the range of plant-based dishes, but also by increasing sales and using seasonal and local products.

### Meets growing demand for plant-based dishes

Trends show that when offered, consumers choose Protein-rich grains/seeds, natural ingredients and clean authentic cuisines over highly processed meat products. With trends moving fast towards more organic, fresh and meatless options, the kinder choices are extended to the general public to positively impact animals.

### Reduces environmental impact

Animal agriculture is a leading cause of climate change and this is why the *United Nations* urges people to eat less meat. More and more food providers are jumping on the sustainable wagon to be part of the positive contribution to helping the environment which also impact animals. Developing more sustainable food consumption and production patterns will have a significant impact on sustainable development.



### Promotes healthy eating

Eating more greens helps people of all ages stick to a healthy diet. Diets rich in vegetables, fruit, whole grains, legumes and nuts are consistently connected to lower obesity rates, blood cholesterol levels and blood pressure. *The Academy of Nutrition and Dietetics* notes the benefits of eating more plant-based meals and says this type of diet is appropriate for all stages of life including infancy, childhood, adolescents, adults and athletes.

### It's food everyone can eat

Regardless of religious or dietary preferences, plant-based food is something everyone can eat and enjoy.

### Helps improve the welfare of factory farmed animals

By reducing animal-based products and increasing meatless options, factory farmed animals have a chance for a better life through better keeping systems. When the demand is lowered, and fewer animals are farmed for food, the agricultural systems of farming animals can be dramatically improved.

### Stand out from the crowd

Canteens and food providers will stand out from the rest when they offer a variety of sustainable, healthy and animal-friendly food. This encourages innovative ways to prepare and offer different simple meals.

## 1.3 ROLE OF CANTEEN CATERING IN SCHOOLS AND UNIVERSITIES

*“The DGE recommends a varied diet with mostly plant-based foods. In the public catering industry this recommendation can be implemented by a varied offer of vegetarian dishes as well as by the reduction of meat-containing meals.”*

**Statement of The German Nutrition Society (DGE).**

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### UNIVERSITIES

A balanced diet is linked with emotional, physical, and cognitive health. It is important for our bodies to be provided with healthy nutrients and plenty of energy for our cognitive processes to work at maximum capacity. When young students move away from home and have to cook for themselves, canteen caterers at universities and colleges can have a positive impact on students' eating habits by providing balanced, healthy and animal-friendly meals. Students are important “in-

fluencers” because they enjoy communicating. This is also the time when they follow their own path, challenge the status-quo and welcome change.

### SCHOOLS

Healthy eating habits developed during childhood and adolescence provide the essential nutrients necessary for optimal health, growth and development, as well as mental wellbeing. Just as students are informed about the health risks of smoking, players in canteen catering can help them eat more healthily and pass on what they've learnt to their family.

Today, however, there are still lots of products derived from animals on school canteen menus. They are full of the very foods that have been proven to cause cardiovascular diseases, type 2 diabetes, and cancer, as well as causing people to become overweight and obese. It is advisable to begin establishing good eating habits when people are as young as possible and to offer balanced meals in canteen catering.



## 1.4 NUTRITIONAL NEEDS

There are numerous reasons why people decide to offer vegetarian or entirely plant-based (vegan) dishes on their menus. People have all sorts of motivations for choosing a plant-based diet (religion, health, intolerances, the environment or animal welfare). It is important to understand these different eating habits in order to be able to cater to different needs.

### TERMS FOR DIFFERENT TYPES OF VEGETARIAN/VEGAN DIETS:

- **Semi-vegetarians (flexitarians)** rarely eat meat and only in small quantities. They pay particular attention to the quality of their animal products.
- **Lacto-ovo-vegetarians** eat dairy products and eggs. This is the most common form of a vegetarian diet. Many lacto-ovo-vegetarians only eat free-range eggs or eggs from better quality farming systems (e.g. organic eggs). They oppose other animal farming systems (barns or cages) because of the lack of animal welfare these systems provide.<sup>2</sup>
- **Lacto-vegetarians** eat dairy products but avoid eggs.
- **Ovo-vegetarians** eat eggs but not dairy products.
- **Pescatarians** eat fish and seafood as well as eggs and dairy products, but no meat.
- **Vegans** eat no products sourced from animals at all. This includes dairy products, eggs and all other products produced from animals, such as fish, seafood and honey.

In order to meet the nutritional needs of a vegan or vegetarian, it is important to have a wide range of different foods. Some healthy options include whole-meal products, low-fat or reduced-fat dairy products, nuts and seeds, dark green vegetables, soy products like tofu and soy bean sprouts, products made from legumes such as lentils (e.g. hummus and falafel) or beans (e.g. baked beans or chilli sin carne). Find out more about the preferences and eating habits of the customers you are catering for. Think up your own creative names for the dishes and do not refer to them explicitly as vegetarian or vegan dishes so that your consumers are not put off straight away, but instead simply remember the delicious food later on.

## FRUITS & VEGETABLES

Eating fruit and vegetables provides health benefits. According to the *World Health Organization* a large proportion of at least 400 grams of fruit and vegetables per day should be consumed. The overall amount of offered plant-based meals in public canteens could be increased by delivering a variation of delicious side dishes and main dishes on a regular basis. It is recommended to include at least one vegetarian main dish on the menu. Besides this, promotional tools, nudging, international and theme days can help increase the consumption of fruit and vegetables in public canteens.



World Health Organization

*“Eat a nutritious diet based on a variety of foods originating mainly from plants, rather than animals.”*

12 steps to healthy eating as suggested by the World Health Organization

By opting for more vegetarian and vegan options, you can ensure that everybody has a choice of healthy, nutritious and delicious food. The great thing about plant-based food is it can be enjoyed by everyone!



<sup>2</sup> <https://www.vegsoc.org/definition>

## KEY NUTRIENTS

Protein, fat and carbohydrates are high-energy nutri

### ■ Iron:

Since our bodies are better at absorbing iron from animal-based foods than plant-based foods, the amount of plant-based foods containing iron is important. Plant sources of iron include whole grains and fortified cereals, dark-green leafy vegetables (e.g. curly kale and spinach) and legumes. To enhance iron absorption, serve these foods with fruit and vegetables high in vitamin C, such as oranges, broccoli or tomatoes.

### ■ Zinc:

Zinc is important for normal growth and physical development, as well as the immune system and cognitive function. Plant-based sources of zinc include whole grains, seeds, lentils, chickpeas, fortified cereals, nuts / nut butters and soy-based foods.

### ■ Omega-3 fats:

Include Omega-3 fats as part of a vegetarian or vegan menu as certain fats cannot be made by the body and must be provided through the diet. Vegetarian and vegan sources of Omega-3 fats include plant oils (canola, flaxseed and soybean), plant-based spreads, nuts and seeds.

### ■ Vitamin B12:

Some milk alternatives (e.g. soymilk) are fortified with vitamin B12 – check the label.

## FATS AND OILS

Fats are very high in energy, providing flavours and aromas. They can be found in both plant-based and animal-based foods and consist partly of important nutrients in the form of essential fatty acids. They can be saturated fats or unsaturated fats (both monounsaturated and polyunsaturated fats). Animal-based products like butter, milk fat and meat fat contain predominantly saturated fats. Plant-based foods on the other hand, such as nuts, plant-based oils and avocados, tend to contain monounsaturated or polyunsaturated fats.

Although all plant-based fats contain just as many calories as animal-based fats, most health organisations

and dietary experts recommend eating saturated fats in moderation and replacing them with unsaturated fats when possible<sup>3</sup>.

### Unsaturated fats

The body cannot produce these itself. They improve health and prevent heart diseases. Foods rich in polyunsaturated fats are listed below.

#### Polyunsaturated fats

- Linseed oil, walnut oil, rapeseed oil, soybean oil, sunflower oil, and corn oil
- Plant-based margarines
- Seeds and nuts (e.g. walnuts, pine and brazil nuts)

#### Monounsaturated fats

- Avocado and avocado oil
- Peanuts and peanut butter
- Canola oil and peanut oil
- Olives and olive oil
- Olive oil-based margarine
- Rice bran oil
- Nuts and seeds (e.g. cashews, almonds, macadamias, pistachios and hazelnuts).

#### Saturated Fats

- All types of meat
- Dairy fats
- Butter, light butter, butter blends, semi-soft butter and shortenings
- Milk (homogenized or full cream)
- Hard cheeses, cream cheese
- Mascarpone, and double- and triple-cream soft cheeses
- Coconut oil and palm oil

Most saturated fats are of animal origin. There are, however, two saturated vegetable oils – coconut oil and palm oil. These are used widely in the food industry for deep-frying and to make snack foods, pastries and biscuits. However, the sustainability of their production remains questionable. Therefore, it is recommended to use rapeseed or sunflower oil instead.

<sup>3</sup> <https://www.medicalnewstoday.com/articles/321655.php>

## PROTEINS

Various plant-based foods are a particularly good source of protein, including some vegetables, legumes, beans, lentils, grains, nuts and seeds. Protein is important for our body's functions (e.g. making enzymes and hormones, building muscles, regenerating skin and blood). As such, we must ensure we take in sufficient amounts of protein every day.

Some foods that are rich in protein include: chickpeas, lupine, tofu, soy, cashew nuts, chia seeds, pumpkin seeds, wild rice, buckwheat, peanuts, spinach, broccoli, and potatoes. The protein content varies depending on the specific food type. Foods that are particularly rich in protein include lentils, soybeans, tofu, kidney beans and walnuts.



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*“A societal reduction of animal products is essential to combat global warming, protect the environment and improve the well-being of animals.”*

**Brian Kateman, Leading Expert on Food Systems & behavioral change, Author and Co-Founder of the Reducetarian Foundation.**

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## 2. PLANNING AND PREPARATION

We all know that planning and preparation are the ‘be all and end all’ in our industry, as well as implementing this preparation in the workplace. Careful and considered menu planning has numerous advantages. It helps save time and money, and takes the customers’ demands into account. It ensures consistent quality, varied meals, optimal delegation of tasks and a reduction in waste, which in turn has a positive effect on the overall costs.

There are different approaches to drawing up menus. A menu cycle, e.g. with animal-friendly ingredients, fresh, seasonal products from the local area or international dishes, over a set time period (e.g. 2 to 4 weeks) will provide a welcomed variation for your customers and can be implemented very quickly and easily.

Give the dishes informative names or [labels](#)<sup>1</sup> that also reflect the origin or regional [nature](#)<sup>2</sup> and [quality](#)<sup>3</sup> of the products. For instance,

Mediterranean-style pan-fried [local](#)<sup>ad2</sup> [vegetables](#)<sup>ad1</sup>  
with crispy fried quinoa patties  
made from [organic](#)<sup>ad3</sup> quinoa

*ad1 – Informative name of the dish: Mediterranean-style pan-fried local vegetables with crispy fried quinoa patties*

*ad2 – Regional nature – where the vegetables prepared come from (e.g. the surrounding area, the organic farm XYZ, etc.)*

*ad3 – Quality of a product – “organic” (meets animal-welfare regulations, no GMO, etc.)*

Caterers and operators often process very high-quality, local products but do not inform their customers enough, or at all.

There is also the option of giving dishes fancy names. When doing so, think about the many creative names used for children’s dishes on menus. How about Aunt Jolesch’s Potato Goulash\*.

### LET YOUR CUSTOMER DECIDE WHEN THEY’RE THERE

Nowadays, there are lots of culinary concepts where the consumer chooses the food, ingredients (e.g. with or without garlic), seasoning (e.g. how spicy something is) and cooking (e.g. al dente or well cooked) when

they’re there. This trend can be seen in the concepts presented by anything from small, independent operators, to successful gastronomy chains.

There are even a few canteen caterers that offer students these options at many of their stations. For example, this can be in the form of dressings for salads, fillings for wraps or a meat-free alternative at the grill/burger station, either grilled, fried or baked. This makes it possible to meet the consumers’ desires and apply the principle of REPLACE either consciously or unconsciously.



\* Here, potato goulash refers to a plant-based (vegan) dish.

## WHY IS CAREFUL MENU PLANNING SO IMPORTANT?

As mentioned before, optimised planning saves time and money. This is particularly the case for your employees' working time, as this can sometimes constitute the highest proportion of costs when pricing. Creating improvised menus and meals without prior consideration, costs working time. This starts with the ordering process and continues through the receipt of goods, quantity and quality controls on delivery and shelving the delivered goods.

### ■ Ordering process

Better planning means you will not have to order goods as often and can avoid unnecessary repeat order processes. You might even have to collect repeat orders yourself, or delivery may cost more because the quantity is too low or there are additional delivery costs. So better planning frees up time for more important tasks.

### ■ Receipt of goods

If orders are completed less often, then goods are also received less often. We recommend giving your suppliers exact delivery times or a time frame for delivery so that you and your team are not constantly being stopped during busy periods. This then avoids adding extra stress.

### ■ Quantity and quality control

Time should be set aside for quantity and quality control in order to avoid the wrong quantities and lower quality being delivered, which could be associated with increased prices (this also includes the shelf life and expiry date). If deliveries are made outside the specified delivery times, while the kitchen is at a busy, stressful time, there will simply not be enough time, or may even be no time at all, to pay the necessary attention to the delivery and products. It can be particularly irritating when too little of a product is delivered and you only notice on the preparation day that the quantity delivered is insufficient, so you then have to reorder it or even abandon the entire menu plan and "improvise" something new.

### ■ Shelving goods

Various products need different storage conditions. But one thing applies to almost all products straight off the bat: first in – first out. This means that the products already stored have to be brought forward to store newly delivered products behind them. Goods deliveries that arrive during busy periods are often stored away "provisionally" and should, or rather must, be taken out again, which then costs unnecessary time and expense.



### 3. FUNDAMENTALS FOR CREATING A MENU SUCCESSFULLY

Prior planning in the field of canteen catering is absolutely essential. Successful, animal-friendly menu planning should be innovative and should account for the following aspects:

- The meals offered should be as varied as possible
- The customer's meal preferences and/or food intolerances should be taken into account
- The range of meals should be evaluated and improved continuously according to the customers' feedback

**Planning** (and what you should consider)

#### ■ Resources

- o Budget
- o Employees
- o Preparation and cooking facilities
- o Storage capacity
- o Logistics

#### ■ Properties of the food

- o Availability, taste and appearance (seasons)
- o Shelf life
- o Ease of preparation
- o Time for preparation
- o How filling it is
- o Nutritional values
- o Allergens
- o Cultural and social acceptability
- o Cost of sales

#### ■ Customer profile

- o Individual nutritional needs (small children, teenagers, athletes, manual labourers, etc.)
- o Cultural and religious influences
- o Specific dietary habits (vegetarian, vegan)
- o Specific preparation methods (bland diet)
- o Food intolerances and allergies



### 3.1. REVIEW

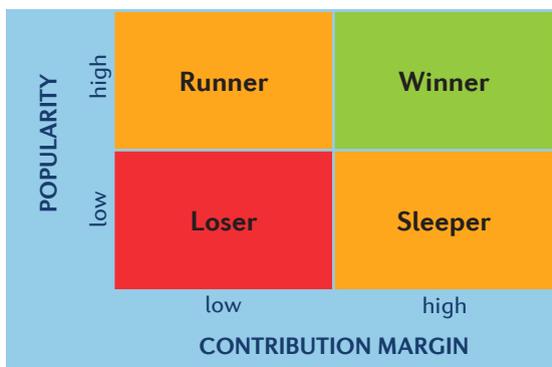
We recommend reviewing certain aspects before planning. When creating a menu professionally, you should draw on facts alone (figures, statistics and analyses) and not on your feelings or those of your team. Equally, the habit of saying “we’ve always done it that way” is an obstacle that should not be underestimated.

Complete a **review** of:

- Sales statistics (cash register system, accounts, tally sheets, etc.)
- Customer feedback of previous menus
- Meals or menu elements that your customers left on their plates. Ask why these meals were not finished (too large portions, over-seasoned/under-seasoned, overcooked/undercooked, unfamiliar ingredients, strange or unusual flavour, incongruous combination with other elements of the meal, too fatty, too tough, too dry, etc.)
- Observations, conversations with customers, things to note (e.g. if this dish or that dish is on, the flow of customers comes much earlier, noticeably more customer traffic, etc.)
- Filter your sales volumes according to the principle of sales analysis, which is also used for “menu management”.

Classification into 4 groups for sales analysis:

- o **Winners** (dishes with high sales and high profit margins)
- o **Sleepers** (dishes with low sales and high profit margins)
- o **Runners** (dishes with high sales and low profit margins)
- o **Losers** (dishes with low sales and low profit margins)



If the only measure taken is to increase the quantity of products with low profit margins, the necessary average cost of sales (CoS) cannot be achieved. The sales mix no longer holds true and the financial operation may be at risk.

Functions of a sales analysis:

- To monitor the sales mix
- To identify the target cost of sales
- To identify the target gross profit
- To analyse individual items

A sales analysis should take place at least twice a year. However, if possible, it should be done more often, particularly if you change supplier or introduce new recipes, products and menus.

What to do with the results:

#### 1. **Winners – leave these as they are**

These are products that contribute a lot towards the success of the business. Continue to promote their sale, do not experiment with prices, and definitely keep offering them.

#### 2. **Sleepers – increase sales** (e.g. do not offer on a day on which a winner is on offer)

These are products that do not yet contribute much towards the success of the business. However, they could contribute a lot if sales are increased because of the low cost of sales. Promote their sale more actively – give your full attention to this product.

#### 3. **Runners – reduce the cost of sales**

These are products that only provide limited help towards generating the gross profits required for your business. Definitely keep offering these, do not experiment with prices, do not promote sales because of the high cost of sales – adapt recipes, replace and/or improve (refine) products to make runners into winners.

#### 4. **Losers – cut, replace, or adapt**

These are products that contribute nothing towards the success of the business. Only keep offering these if they are absolutely necessary. Do not promote sales. Possibly experiment with prices, or have it replaced.

In general, increasing the price is the very last, and often the worst option.

## 3.2. PRODUCING YOUR OWN MINIMUM REQUIREMENTS

Produce your own minimum requirements, thereby establishing the standard to be achieved in the future. These “new” minimum requirements / aims should always be ambitious, challenging and testing.

It is possible to distinguish roughly between two types of business operations:

**Mixed menus** – In addition to starters and/or desserts, there are always at least two or more main meals to choose from (at Universities /staff canteens, etc).

**Separate menus** – In addition to starters and/or desserts, there is always just one main meal on offer (at nurseries, schools or small canteen caterers).

A simple, easy example of how minimum requirements may look:

### Starter(s)

- Salad bar – x salads a day, x of which are prepared fresh
- Vegetable consommé with vegetarian additions – every day
- Creamy soup on max. 1 out of 5 days

### Main meal(s)

- Vegetables or salad as a side – every day
- Carbohydrates (rice, pasta, potatoes, polenta, couscous, etc.) – every day – wholemeal products at least 4 times a month
- Organic eggs as the main component of the dish – max 2 eggs per month
- Sweet dishes as the main meal – max. 2 times a month
- Baked/fried food – on max. 2 out of 10 days

### Dessert(s)

- Fruit (whole, fruit salad) – min. 4 out of 5 days
- Dairy products – on min. 2 out of 5 days or *replace these with plant-based alternatives (e.g. soy milk, almonds, oats, etc.)*
- Pastries – on max. 3 out of 5 days

It can be very helpful to put your standards in a chart to get a perfect overview at a glance.

Here is a very simple example using the products/groups listed above. In this example, the working hours are Monday to Friday. [You can find a practical example of a before/after table in Appendix II]

Course	Composition	Target times per week
Starter	Salad bar – x salads, x of which fresh	5x
	Vegetable consommé with vegetarian additions	5x
	Creamy vegetable soup	*max. 1x
Main meal	Vegetables and/or salad as a side	5x
	Carbohydrates	5x
	Wholemeal products	*min. 1x
	Organic eggs	*max. 0,5x
	Baked/fried food on max. 2 out of 10 days	*max. 1x
	Vegetarian (not as a sweet dish)	5x
	Vegan (not as a sweet dish)	*min. 1x
Vegetarian sweet dish	*max. 1x	
Dessert	Fruit	*min. 4x
	Dairy products or plant-based alternatives	*min. 2x
	Pastries	*max. 3x

\* max. stands for maximum and means that this product group can be used but does not have to be used.  
 \* min. stands for minimum and means that you can also use this product group more often or every day.

### 3.3 ACTUAL PLANNING AND IMPLEMENTATION

- Establish a menu structure/plan that matches you, your business and the requirements it has to fulfil.
- Establish how far in advance you want and have to plan for. When making this decision, take into account particular events, themed days and holidays.
- Have a look at your own “new” standards and minimum requirements and use these to plan the menu.
- Compare your “new” minimum requirements with the current reality.
- Analyse your recipes, critically challenge all ingredients and apply the 3Rs principle for animal-friendly eating.
  - Replace: Replace animal products with plant-based alternatives as much as possible. This is the most animal-friendly option.
  - Refine: When using animal products, buy products from animal-friendly farms, products with an animal-welfare label and from free range farms or, even better, from organic farms.
  - Reduce: Reduce the number of meals on offer that contain meat or other animal-based products. Equally, adjust portion sizes with an eye to avoiding waste of leftovers.
- Set deadlines by which you want to have implemented specific stages of a certain measure. Follow the slogan “step by step” for this. Even if you feel motivated to do everything at once, please move forward step by step. Give yourself and your team time to get used to the changes, but also remember that your customers need time too.
- Create your own menu chart.
- Categorise your meals based on your sales analysis (winners, runners, sleepers and losers) and take the relevant measures.
- Adapt your dishes and recipes based on your minimum requirements. Have a look at the recipe ideas contained in the appendix.

Top tip for planning: Plan one menu after the other so that you can concentrate more on a particular

food and particular nutrients. That way, you will cover all the necessary components over the course of one week’s menu.

- Fill in the default options that will be on offer every day first.
- Then, plan the changing dishes.
- Check every planned day of your menu to avoid frequent repetition of main ingredients, flavours and also colours.
- Give your dishes and menus informative names and labels (**product names**, **origin** if possible and **quality**, e.g. **organic**, **animal-appropriate farming**, **animal-friendly**) whenever possible.
- Incorporate questionnaires into your plan. Customer feedback is always useful. For example, you can provide a questionnaire, offer a feedback forum on your website, or quite simply ask a certain number of guests, before, during or after eating, about a specific dish or menu.
- Continuously adjust your range of dishes, recipes and menu compositions, incorporating what you have learnt.

A changing menu line or a fixed **menu cycle** are the easiest ways to implement a range of healthy, animal-friendly dishes. You can decide yourself whether you want a four-week menu cycle or whether you would prefer a shorter cycle of 12-14 days. However, a four-week menu cycle generally offers a larger variety and range of dishes for your customers. It would be advisable to change the four-week menu cycle after a period of three months at the very latest, in order to present a new range of dishes that is as varied as possible.

**Marketing materials** (e.g. sandwich boards, flyers, posters and booklets) that draw attention to animal-friendly meals encourage acceptance of high-quality foods. Furthermore, your company / canteen will require a fundamental willingness and flexibility as animal-friendly and environmentally friendly products are often supplied in different container sizes and shapes or with different availability than products used before. You can adapt the menu continuously.

Use the changing **seasons** – create a different menu cycle for winter, spring, summer and autumn. Plan “**international themed days**” and orientate yourself towards different cultural cuisines, such as Italian, Turkish, Arab, Mexican or Indian food. When doing so, consider your consumer’s country of origin and their

cultural differences, whether these are colleagues, company employees, visitors, or students.

When drawing up your menu plans, also bear in mind the possible allergens and getting sufficient protein into the diet.



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*“Plant-based diets are more environmentally sustainable than diets rich in animal products because they use fewer natural resources and are associated with much less environmental damage.”*

**Position of the Academy of Nutrition and Dietetics on Vegetarian Diets**



© FOUR PAWS

## 4. SUSTAINABLE FOOD PRODUCTION AND FOOD WASTE

Food waste is a big and important issue when it comes to food production in canteens. Every year tonnes of good uneaten food is unnecessarily thrown away. It is estimated that per lunch over 100 g of food is wasted<sup>4</sup>. Roughly one third of the food produced in the world for human consumption every year – approximately 1.3 billion tonnes – gets lost or wasted<sup>5</sup>. A sustainable food production within catering services has positive effects for the canteen itself and can be implemented through careful menu planning and optimizing the overall kitchen-management-process.

Why is it important?

- Sustainable use of natural resources will reduce overall negative effects on the environment
- Due to minimizing food waste, costs for food production can be significantly reduced. These savings can be used towards high-quality products (e.g. regional, organic and/or animal-welfare labeled products).

Tips for reducing food waste:

- Analyse the causes of food waste within the food production chain.
- Monitor your portion sizes. Adapt your portions flexibly depending on mealtimes and target groups.
- Give the option of smaller portions for your meals. However, you should avoid expressions like “senior portion” or “small/half portion”. Instead, offer two

different portion sizes, for example, which customers will already be familiar with from the salad bar (small, medium and large salad bowls).

- Raise your employees’ awareness of the portion sizes specified and inform them about the aim to reduce food waste in general.
- Use the correct tools (ladles, tongs, etc.) for serving food and at the salad bar.
- Raise public awareness by incorporating the health benefits, benefits for the environment and animal-welfare benefits into your marketing material (this includes your menu) and draw attention to food waste. For instance, present diagrams of the volume (in kg) of food (unprocessed and processed food) that is disposed of over a certain period of time (daily, weekly, monthly, quarterly). Start a campaign in your company / canteen to avoid this waste of valuable resources by aiming to reduce it by x% in a predefined period of time.

Top tip: Weighing the total leftovers left on plates every day can produce very informative figures. From this information (x kg leftovers on this day, y kg leftovers on that day), you can draw very valuable conclusions in order to plan adjustments when drawing up the menu, or when adjusting recipes and portion sizes, for example.

- Share information with external suppliers and other food providers.



<sup>4</sup> Verbraucherzentrale NRW, 2018:

[http://www.dlr.rlp.de/Internet/global/themen.nsf/71d722c50f66ecc3c12581210042df58/7bc04494fb1ce29cc12582c9004157e9/\\$FILE/Ratgeber\\_Abfallarme\\_Schulverpflegung\\_VZ-NRW.pdf](http://www.dlr.rlp.de/Internet/global/themen.nsf/71d722c50f66ecc3c12581210042df58/7bc04494fb1ce29cc12582c9004157e9/$FILE/Ratgeber_Abfallarme_Schulverpflegung_VZ-NRW.pdf)

<sup>5</sup> FAO, 2018: <http://www.fao.org/save-food/resources/keyfindings/en/>

## 5. OPTIMIZED FOOD PREPARATION AND COOKING TIPS

This table shows how you can prepare healthy meals in the long term, just by making small changes to your cooking and using different raw ingredients. Too much sugar, saturated fatty acids and salt increase the risk of

gaining weight and getting diet-related conditions such as cardiovascular disorders. At the same time, products that are high in saturated fatty acids can easily be replaced with plant-based or animal-friendly alternatives.

Nutritional Improvement	Tips
Increase Fiber	<ul style="list-style-type: none"> <li>■ Include vegetables and/or fruit in recipes as much as possible (For example: sandwich fillings, soups, quiches, pizzas, pastas, rice and noodles).</li> <li>■ Include beans and legumes in dishes to add bulk and flavor</li> <li>■ Choose whole grain, multi-grain or whole-wheat products (e.g. bread, cereals, rice, noodles and pasta).</li> <li>■ For baking, use whole-wheat flour or half white and half whole-wheat, or include whole grains such as oats, bran and seeds.</li> </ul>
Reduce Salt	<ul style="list-style-type: none"> <li>■ Instead of using salt, try adding lemon, vinegar, herbs and/or spices to flavor your dishes</li> <li>■ If using salty ingredients such as olives, cheese, or Asian sauces in a recipe, do not add additional salt.</li> <li>■ Where possible use low salt ingredients which are labeled “low salt”, “no added salt”, or “reduced salt”.</li> <li>■ Processed meat often contains a lot of salt and we suggest replacing these with plant-based alternatives as much as possible (such as breaded cauliflower, mushrooms, courgettes or eggplants).</li> </ul>
Reduce Saturated Fat	<ul style="list-style-type: none"> <li>■ Use low or reduced products</li> <li>■ Include plant-based milk in recipes such as almond, rice, coconut, cashew or oat milk.</li> <li>■ Cheese, yoghurt, sour cream and cream cheese can all be made available in plant-based versions.</li> <li>■ Use plant-based margarine or other plant-based alternatives (e.g. rapeseed oil) instead of butter or other animal derived fats for cooking. Replace deep-fried food with healthier alternatives. For example, oven-baked chips or wedges, instead of deep fried.</li> </ul>
Reduce sugar	<ul style="list-style-type: none"> <li>■ If desserts are offered include fruit in recipes. Ensure there is no more than 10g (2.5 teaspoons) added sugar* per serving. Limit the portion to no more than 120g per serving.</li> <li>■ Avoid selling any sugary drinks (e.g. soft drinks, energy drinks, fruit drinks and sports drinks). Where possible, use fruit for sweetness instead of adding sugar to sweet drinks* (e.g. still or sparkling water with fresh fruit pieces). Serve whole-fruit smoothies or slushies without any added sugars*.</li> <li>■ Avoid icing baked products or use a light dusting of icing sugar or water icing/glaze no more than 3mm thick. Sliced fruit and yoghurt are healthy toppings.</li> <li>■ No confectionary within or as a topping on baked products.</li> <li>■ Include fruit in recipes as a sweetener so added sugars* can be reduced.</li> <li>■ Limit the portion size of sweet baked products**:</li> <ul style="list-style-type: none"> <li>• Scones, cake: no more than 80g</li> <li>• Loaf, muffins, brownie: no more than 80g</li> <li>• Tray bakes: no more than 80g</li> <li>• Pancakes: no more than 40g.</li> </ul> </ul>

\* Added sugars includes sugar, honey, syrup, fruit juice and fruit juice concentrates.

\*\* Portion sizes are appropriate for adults and should be adapted to the age of school children and students. Cut larger servings into smaller portion sizes for younger children.  
Source: [www.fuelled-life.org.nz](http://www.fuelled-life.org.nz)

# Fruit and vegetables seas

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Asparagus

1 2 3 4 5 6 7 8 9 10 11 12



Aubergine

1 2 3 4 5 6 7 8 9 10 11 12



Beans

1 2 3 4 5 6 7 8 9 10 11 12



Beetroot

1 2 3 4 5 6 7 8 9 10 11 12



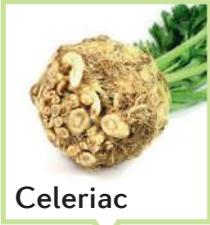
Broccoli

1 2 3 4 5 6 7 8 9 10 11 12



Cabbage

1 2 3 4 5 6 7 8 9 10 11 12



Celeriac

1 2 3 4 5 6 7 8 9 10 11 12



Celery

1 2 3 4 5 6 7 8 9 10 11 12



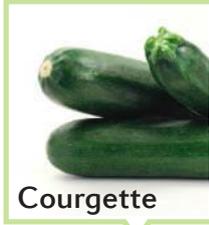
Chard

1 2 3 4 5 6 7 8 9 10 11 12



Chinese cabbage

1 2 3 4 5 6 7 8 9 10 11 12



Courgette

1 2 3 4 5 6 7 8 9 10 11 12



Cucumber

1 2 3 4 5 6 7 8 9 10 11 12



Fennel

1 2 3 4 5 6 7 8 9 10 11 12



Garlic

1 2 3 4 5 6 7 8 9 10 11 12



Green beans

1 2 3 4 5 6 7 8 9 10 11 12



Iceberg lettuce

1 2 3 4 5 6 7 8 9 10 11 12



Jerusalem artichoke

1 2 3 4 5 6 7 8 9 10 11 12



Kohlrabi

1 2 3 4 5 6 7 8 9 10 11 12



Lettuce

1 2 3 4 5 6 7 8 9 10 11 12



Lollo rosso

1 2 3 4 5 7 8 9 10 11 12



Mushrooms

1 2 3 4 5 6 7 8 9 10 11 12



Onions

1 2 3 4 5 6 7 8 9 10 11 12



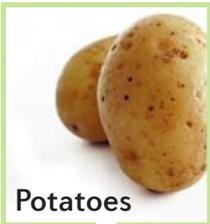
Parsley root

1 2 3 4 5 6 7 8 9 10 11 12



Parsnip

1 2 3 4 5 6 7 8 9 10 11 12



Potatoes

1 2 3 4 5 6 7 8 9 10 11 12



Pumpkin

1 2 3 4 5 6 7 8 9 10 11 12



Radicchio

1 2 3 4 5 6 7 8 9 10 11 12



Radish

1 2 3 4 5 6 7 8 9 10 11 12



Red cabbage

1 2 3 4 5 6 7 8 9 10 11 12



Rhubarb

1 2 3 4 5 6 7 8 9 10 11 12



Salsify

1 2 3 4 5 6 7 8 9 10 11 12



Spinach

1 2 3 4 5 6 7 8 9 10 11 12



Sprouts

1 2 3 4 5 6 7 8 9 10 11 12



Sugarloaf

1 2 3 4 5 6 7 8 9 10 11 12



Sweetcorn

1 2 3 4 5 6 7 8 9 10 11 12



Tomatoes

1 2 3 4 5 6 7 8 9 10 11 12

# Seasonal calendar



## F R U I T



Carrots



Cauliflower



Daikon



Endive



Lamb's lettuce



Leek



Peas



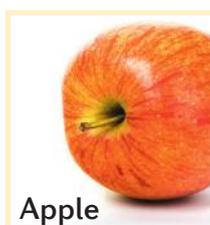
Peppers



Rocket



White cabbage



Apple



Apricot



Blackberries



Blueberries



Cherries



Cranberries



Currants



Elderberries



Gooseberries



Grapes



Peach



Pear



Plum



Quince



Raspberries



Strawberries



Local, seasonal fruit and vegetables taste better as they are rich in flavour. Freshly prepared meals with seasonal ingredients can also boost your vitamin intake!

This seasonal calendar provides an overview of fruit and vegetables that may be found at your local farmer's market or grocery store. Also, keep an eye on where the produce originates from; check the packaging, or ask for further information.



## 6. TIPS FOR CREATING A HEALTHY ANIMAL-FRIENDLY CANTEEN

Making changes to your canteen can feel overwhelming and perhaps slightly risky. Questions may arise such as, will the consumers enjoy the food that is being offered? Will they accept the changes? What will be the financial implications? Will the food be in demand?

### Here's where to start.

When making changes to your canteen, it is often easier to begin with one or two areas as a starting point. Small and gradual changes are more likely to be accepted by the consumers and it also gives you an opportunity to evaluate the outcomes.

For instance, start by replacing a meaty dish with a plant-based alternative. Of course, it is best not to shout it from the rooftops or take the most popular meaty dish on the menu at the very beginning. An example of this would be replacing Spaghetti Bolognese with a delicious "Spaghetti Volognese" (made of vegetables and lentils). Assess the response afterwards. Omit words like "vegan" or "plant-based" and label dishes as "animal-friendly" instead. To make your canteen more animal friendly, you can concentrate on individual areas first. For example, make a list of egg products or fresh eggs from caged or barn hens (Class 3 and 2) and instead use free-range hens' eggs (Class 1) or eggs from organic farms (Class 0). For the most animal-friendly alternative, you can also replace increasingly with plant-based products.

Throughout the process, remember to communicate with all those involved (whether that be students, teachers, parents, visitors and of course, your own staff) about changes to the food on offer and explain the reasons behind this. Try to cooperate with the school / University or with parent initiatives / student networks and draw their attention to the animal-welfare issues in the menu. Encourage support by highlighting the positive effects on the consumers' health, wellbeing and performance. Also mention the additional positive impact on animals, the environment and climate change.

Here are some simple tips to help transform your canteen and encourage your students and customers to make healthier food and drink choices.

### 1. Review your menu

Take a look over your menu and all the products on offer. Can some of the less healthy options be removed from the menu, especially if they are not in high demand? Can you adapt some meals for seasonal changes?

How do you portion your meals? Serving or portion sizes of some food and drinks are often far too large, not appropriate to the age group or served incorrectly. This means a lot goes towards food waste and more animal-based products are used and wasted when it's not necessary.

Creative and exciting names for dishes help make it a hit. These could be linked with movies, countries, sports or sayings, for example: 'Tender Wraps' or '1001 Nights' for an Arabic inspired dish.

When reviewing menu options, if possible, encourage students of the school or University or customers of your canteen to get involved. Have you thought about running a taste testing day or naming competition for new menu items? This is a great way to gather feedback and get them excited about new, animal-friendly meals

### 2. Arrange the options from the customer's perspective

Stand where the customers line up and take a good look at how your canteen is presented and organised. Does it feel right? What are the first products or menu items in sight? What foods and drinks are displayed on the front counter? Is the menu clearly visible? Do the meal deals and healthy veggie items stand out?

It's best to have the healthiest and most animal-friendly choices on display at the front counter and highlighted as the meal of the day.

### 3. Communicate and promote your healthy canteen

There are many marketing strategies you can use to promote healthier, sustainable, animal-friendly options. We all know about the importance of cost when making purchasing decisions, so remember to ensure your healthier choices are priced competitively.

Promote your new focus with marketing campaigns. Make use of what's available –noticeboards, screens in the canteen, newsletters, your website or the school's/ University's website as well as social media pages. You can also spread information using flyers, information evenings, table displays, letters to parents or even events.

#### 4. Create a welcoming environment

An important part of establishing healthy eating habits is by eating slowly and enjoying meals with others. Take a look at the space where consumers eat. Is it clean and tidy? Use furniture, decorations (especially for themed days), plants and posters to create a welcoming environment. Posters about animal-friendly nutrition are a good way to help emphasise the importance of healthy, animal-friendly food. These can be linked to relatable topics like sports or other current topics.

#### 5. Be a good role model

Encourage all canteen staff to be good role models. By communicating regularly with your colleagues, the topic of “healthy, animal-friendly eating” will become a priority. If you are responsible for a school or university, talk to teaching staff and ask them to incorporate this topic into their lessons.

### HIGHLIGHTING HEALTHY DELICIOUS FOOD OPTIONS AT YOUR CANTEEN

Getting more vegan and vegetarian food on your menus isn't a one-size-fits-all programme since every customer is different. It's important to add new options in a way that will work for your target group and local area. Any animal-based products should definitely be organic, preferably locally sourced and from high animal-welfare farming systems.

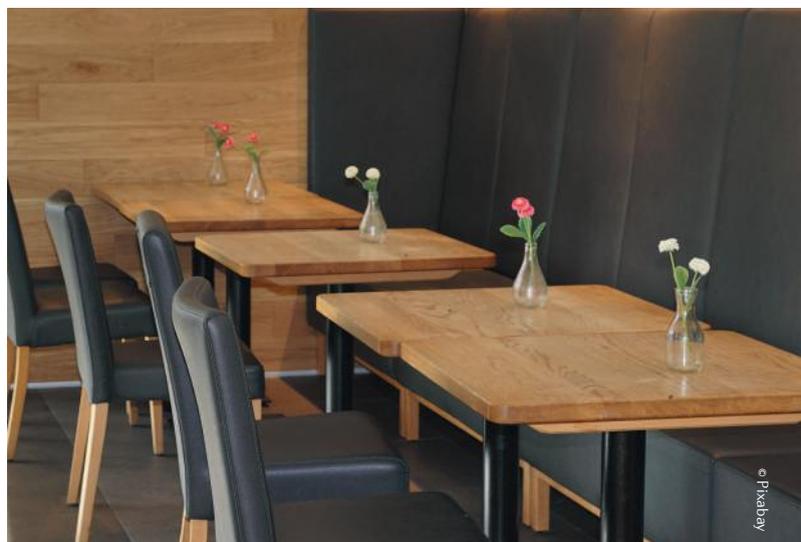
Many schools and universities already participate in a Meatless Monday or a Lean & Green Day. You could also pick a day of the week to serve only meatless options and products from better farming systems. Why not try an “Animal-friendly Thursday” or an “Organic Day”? Try to offer plant-based (vegan) main meals regularly and gradually increase the availability of animal-friendly dishes.

### TIPS

- Add a Meat Free Monday/Veggie day logo to your menu.
- List the featured meatless meals first on the menu.
- Place the featured meatless meals first in the serving line (nudging measures).
- Give items a creative, appealing name.
- Encourage school staff to hand out samples from new recipes.
- Develop nutrition fun facts for each recipe. For example: Penne pasta with vegetables and Chickpeas: Did you know that the high fibre, potassium, vitamin C and vitamin B-6 content make chickpeas a one of the healthiest foods and one that can prevent heart diseases?

Other useful tips which can help promote healthy animal-friendly meals at schools and Universities are the following:

- Send a press release to the local news media.
- Put up posters in canteens to raise awareness.
- Add logos to the menus to promote Meatless Monday/Lean & Green Days and International cuisine days.
- Use Social media: Use social networks your customers use (e.g. Twitter, Facebook, Instagram and Snapchat) to post weekly or regular reminders. As a food provider, your company also gets recognised as being animal friendly when it is communicated through different social media channels.



## 7. CHECKLISTS

### BASIC PLANT-BASED INGREDIENT LIST FOR CANTEENS AND OTHER FOOD PROVIDERS

The following list suggests plant-based core ingredients to have readily available, which can be used to make healthy animal-friendly food.

<b>Fruit and vegetables</b>	<input type="checkbox"/> Seasonal fresh vegetables and fruit <input type="checkbox"/> Canned vegetables and fruit <input type="checkbox"/> Frozen vegetables
<b>Protein Sources</b>	<input type="checkbox"/> Legumes (beans, chickpeas, lentils, green peas or kidney beans) <input type="checkbox"/> Tofu
<b>Non- dairy products</b>	<input type="checkbox"/> Milk alternatives (soy milk, almond milk, oats milk, cashew milk, rice milk, coconut milk) <input type="checkbox"/> Yoghurt alternatives (soy yoghurt, coconut yoghurt) <input type="checkbox"/> Vegan hard cheese alternatives (e.g. 'cheese' made of cashews)
<b>Grain foods and starchy vegetables</b>	<input type="checkbox"/> Whole grain and wholemeal bread <input type="checkbox"/> Wholemeal pasta <input type="checkbox"/> Oats <input type="checkbox"/> Wholemeal Couscous <input type="checkbox"/> Brown Rice <input type="checkbox"/> Barley <input type="checkbox"/> Potatoes <input type="checkbox"/> Sweet potatoes
<b>Nuts and Seeds</b>	<input type="checkbox"/> Peanuts <input type="checkbox"/> Cashews <input type="checkbox"/> Almonds <input type="checkbox"/> Walnuts <input type="checkbox"/> Pine nuts <input type="checkbox"/> Sesame seeds <input type="checkbox"/> Linseeds <input type="checkbox"/> Pumpkin seeds <input type="checkbox"/> Chia seeds <input type="checkbox"/> Sunflower seeds

<b>Cooking fats</b>	<input type="checkbox"/> Vegetable oils (canola, sunflower, rapeseed or olive oil / Excludes palm and coconut oil)
<b>Spreads, salad dressings and mayonnaise</b>	<input type="checkbox"/> Plant-based Margarine <input type="checkbox"/> Red, white and balsamic vinegar <input type="checkbox"/> Salad dressings and vinaigrette (e.g. balsamic vinaigrette or lite varieties) <input type="checkbox"/> Lemon or lime juice <input type="checkbox"/> Avocado <input type="checkbox"/> Plant-based dips and spreads (e.g. hummus, nut or seed butter and guacamole) <input type="checkbox"/> Plant-based mayonnaise
<b>Herbs, spices and seasoning</b>	<input type="checkbox"/> Pepper, fresh and dried herbs, spices and seasonings <input type="checkbox"/> Curry powder and pastes <input type="checkbox"/> Garlic <input type="checkbox"/> Ginger
<b>Stock and broths</b>	<input type="checkbox"/> Salt-reduced vegetable stock <input type="checkbox"/> Vegetable broth <input type="checkbox"/> Cornflour
<b>Condiments and sauces</b>	<input type="checkbox"/> Table sauces (tomato sauce, BBQ sauce and sweet chili sauce) <input type="checkbox"/> Use reduced salt and/or reduced sugar varieties where available <input type="checkbox"/> Soy sauce <input type="checkbox"/> Tomato paste <input type="checkbox"/> Mustard <input type="checkbox"/> Chutney, pickle and pesto (red and green)
<b>Baking</b>	<input type="checkbox"/> Flour (including wholemeal) <input type="checkbox"/> Bread crumbs (wholemeal) <input type="checkbox"/> Filo pastry <input type="checkbox"/> Yeast <input type="checkbox"/> Baking powder or soda

## CHECKLIST TO CHOOSE HEALTHIER ANIMAL-FRIENDLY ALTERNATIVES TO COMMONLY USED FOODS

Ingredient or Food	Suggested Alternatives	Result
<b>Bread, pita &amp; wraps</b>	Wholemeal or wholegrain varieties.	▶ More Fiber
<b>Breadcrumbs</b>	Wholemeal breadcrumbs.	▶ More Fiber
<b>Butter</b>	Vegetable margarine or oil.	▶ Less saturated fat ▶ Animal friendlier
<b>Canned vegetables</b>	No added salt varieties.	▶ Less salt
<b>Casseroles</b>	To thicken add barley, rice or oats.	▶ More fiber
<b>Evaporated Milk-full cream</b>	Approximately 3 cups of rice or soy milk will leave 1 cup of evaporated milk. Another alternative for evaporated milk is to substitute coconut milk. This will impart a coconut flavor to the recipe, so it works in some recipes but not all.	▶ Animal friendlier ▶ Less saturated fat
<b>Flour</b>	Wholemeal flour	▶ More Fiber
<b>French dressing</b>	Vinaigrettes or no-oil commercial dressings. Less fat Your own interesting combination of vinegars, lemon juice, herbs and spices.	▶ Less fat
<b>Fruit (canned or fresh)</b>	Non-sweetened or canned in own juice. Peel fresh fruit only if required.	▶ Less sugar and more fiber
<b>Mayonnaise, salad dressings</b>	Combine soy milk, lemon juice and mustard in a blender or with a wand blender for about 30 seconds.  While blending, slowly add in the oil until emulsified and it thickens. Add the salt and pepper and blend.  Taste and adjust seasoning as needed.	▶ Less fat ▶ Animal friendlier
<b>Milk</b>	Non-dairy milk (soy, oat, cashew, almond or rice milk).	▶ Less fat ▶ Animal friendlier
<b>Sauces</b>	Low fat or low salt varieties. Plant-based.	▶ Less salt
<b>Stock cube</b>	Home-made stock.  Use vegetable cooking water.	▶ Less salt ▶ Animal friendlier

Source: [www.fuelled4life.org.nz](http://www.fuelled4life.org.nz)

## APPENDIX: COOKING SUGGESTIONS AND RECIPE IDEAS



## I: CATERING FOR INTERNAL MEETINGS, EVENTS OR SIMPLY FOR OCCASIONAL SNACKS

### ROLLS AND SANDWICH FILLINGS

- Use wholegrain rolls or breads
- Alternative protein sources (depends on the type of vegetarian) include reduced-fat cheese, hummus, peanut butter, baked beans, dahl, falafels, and lentil patties.
- Include a range of vegetables because these vitamin C-rich foods help the absorption of iron.
- Snacks: Keep snacks an appropriate size for the students' ages. Many snacks are simple to prepare and are based on the four food groups: bread and cereals, organic and animal-friendly dairy products, vegetables and fruit, organic and/or free-range eggs, legumes, nuts and seeds.
- Adapt the portion size and number of portions to the event (coffee break, meeting, etc.) and target group (employees, colleagues or children).
- Bread baskets
- Reduced-fat cheese slices and crackers
- Wholemeal toast with toppings
- Corn cobs
- Muffins – fruit, or bran and fruit
- Scones
- Smoothies
- Pita breads filled with a variety of different toppings
- Fruit (fresh or canned)
- Cheesy rolls
- Bagels thinly spread with low-fat organic cream cheese
- Pita bread crisps with hummus or tomato salsa
- Fruit salad with organic yoghurt
- Whole meal toasted sandwiches
- Pizza (using a muffin split or pita bread)
- Muffin splits or English muffins
- Rice cakes
- Noodles
- Vegetable sticks
- Fruit bread
- Nut and seed combos
- Salad bags (carrot, celery, cucumber, cherry tomatoes and lettuce)

### ADDING FRUITS AND VEGETABLES TO MEALS

Fruits and vegetables are important for all age groups.

Here are some creative ideas on how to increase consumption of fruit and vegetables:

- Add sliced banana, grated apple or chopped pear to porridge or cereal
- Grate vegetables into mince dishes, eg. carrots, courgettes
- Use avocado as a spread instead of butter or plant-based margarine
- Make a quick salsa by finely cutting tomatoes, onions, garlic and herbs and serve with vegetable sticks
- Boil cauliflower, parsnip or pumpkin in with your potatoes and mash
- Make savoury muffins or scones using diced or grated onion, corn, spinach, courgettes or pumpkin
- Puree frozen peas to make a dip
- Chop up apples, pears, oranges and strawberries into bite-size pieces and create wraps or kebabs. Serve with a yoghurt-based dipping sauce
- Fill sushi with avocado, finely sliced carrots, red capsicum and cucumber
- Make fruit platters for morning, lunch or for celebrations. Chop pineapple, orange wedges, grapes, bananas, strawberries or any fruit that is in season
- Make smoothies by blending berries, bananas or oranges with milk or yoghurt
- Instead of flour, use pumpkin, or potato to thicken a casserole dish
- Add corn, peas, onion, tomato or grated carrots to pasta dishes
- Use vegetable leaves to wrap food, e.g. lettuce or cabbage
- Instead of using pastry for the top of a pie, use mashed potato

## II: EXTRACT FROM A REAL EXAMPLE TAKEN FROM A PRACTICAL APPLICATION – BY WERNER RIEDL, CATERER

Using a table, the target and actual state of affairs can be drawn up, adapted and extended at will (e.g. with intermediate targets) both clearly and easily, for example with an Excel spreadsheet.

At the start of the adaptation and restructuring process, this breakdown for planning and creating the range of meals on offer is very convenient and makes it easier not to fall back into “old habits”.

The stages of progression can easily be demonstrated, and your success can be measured.

Course	Composition	Target times per week	Actual times per week	Target in the first month	Target in 3 months
Starter	Salad bar – 8 salads, 6 of which fresh	5x			5x
	Salad bar – 6 salads, 1 of which fresh		5x		
	Salad bar – 6 salads, 3 of which fresh			5x	
	Vegetable consommé with vegetarian additions	min. 4x	3x	4x	4x
	Plant-based creamy soup	max. 1x		1x	1x
	Soup with meat additions/creamy soup		2x		
Main meal	Vegetables and/or salad as a side	min. 4x	2x	3x	4x
	Carbohydrates	5x	3x	4x	5x
	Wholemeal products	min. 1x		1x	1x
	Egg	max. 1x	2.5x	2x	1x
	Baked, fried food	max. 1x	2x	1x	1x
	Fish	min. 1x	0.25x	1x	1x
	Meat	max. 4x	5x	3x	2x
	Meat as a minor element	min. 1x		1x	2x
	Vegetarian (not as sweet dish)	5x		2x	3x
	Vegan (not as a sweet dish)	min. 1x			1x
	Vegetarian sweet dish	max. 1x	1x	1x	1x
Dessert	Fruit	min. 4x	2x	3x	4x
	Dairy products	min. 2x	2x	2x	3x
	Pastries	max. 3x	5x	4x	2x

### Measurability example

For the sake of simplicity, we will assume that for 20 days in the month, only 1 starter and 1 main meal (i.e. 20 starters and 20 mains = 40/day) are offered. (w. m. = dishes with meat | w/o. m. = dishes without meat)

	Current state				Goal 1				Goal ?			
	w. m.		w/o. m.		w. m.		w/o. m.		w. m.		w/o. m.	
Starter	10	50%	10	50%	2	10%	18	90%	0	0%	20	100%
Main course	16	80%	4	20%	12	60%	8	40%	4	20%	16	80%
	26	65%	14	35%	14	35%	26	65%	4	10%	36	90%

-46,2%     +85,7%     -71,4%     +38,5%

### III: RECIPES

The following recipes are both delicious and easy to prepare and do not require any extraordinary ingredients. They serve as inspiration and can be varied using other ingredients. All dishes should always be prepared as fresh as possible. If some meals contain animal-based ingredients they should come from the most animal-friendly<sup>6</sup> sources as possible.

The majority of these recipes were provided by the German Nutrition Society.



Key	
	Eggs should be from organic or free range keeping
	Replace dairy products as often as possible with plant-based alternatives (e.g. from soy, hazelnut, oat, almond, rice or coconut).

<sup>6</sup> Plant-based dishes (without any animal-based ingredients) and vegetarian dishes (eggs and dairy products certified as organic and / or with an animal-welfare label) are considered to be „animal-friendly“ in this guide.

# SALADS



# Green Salad with Herb Dressing

Serves 100

## For the salad

### Ingredients

5 kg fresh green lettuce, washed

## For the herb dressing

### Ingredients

50 g basil, fresh or frozen  
50 g chives, fresh or frozen  
50 g chopped parsley, fresh or frozen  
500 ml vinegar  
500 ml olive oil  
1 l water  
salt  
ground pepper

Source: „DGE/JOB&FIT“



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## METHOD

- Wash and dry the salad, then divide it into portions.
- Make a dressing from the vinegar, salt, pepper, olive oil and chopped herbs. Place the dressing next to the salad bowls with an appropriate ladle.

# Colourful Lentil Salad

Serves 100

## Colourful Lentil Salad

### Ingredients

4 kg dried lentils  
2 kg cubed root vegetable mix, fresh or frozen  
1 kg onions, fresh or frozen, chopped  
300 ml balsamic vinegar  
300 ml rapeseed oil  
sugar  
salt  
pepper  
chopped parsley, fresh or frozen

Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- Cook the lentils without seasoning. Steam the cubed root vegetables and leave to cool. Make a dressing with the balsamic vinegar, oil, onions, salt, pepper and sugar. Combine the lentils, vegetables and chopped parsley with the dressing and leave to marinate.

# Cucumber Salad

Serves 100

## Cucumber Salad

### Ingredients

15 kg	cucumber, fresh
500 ml	herb vinegar
200 ml	rapeseed oil
	salt
	ground pepper
50 g	sugar
50 g	dill, fresh or frozen

Source: „DGE/JOB&FIT“



© DGE/Job&Fit

## METHOD

- Finely slice the cucumbers, salt liberally and leave to drain.
- Add the remaining ingredients to the cucumber slices and mix well.
- Garnish with dill before serving.

# Apple and Carrot Salad

Serves 100

## Apple and Carrot Salad

### Ingredients

4 kg	carrots (fresh)
1 kg	apples (fresh)
100 ml	lemon juice
200 ml	vinegar
200 ml	rapeseed oil
1 kg	plant-based yoghurt
	salt
	pepper

Source: „DGE/JOB&FIT“



© DGE/Job&Fit

## METHOD

- Grate the apples and carrots, combine with lemon juice, vinegar, oil and yoghurt, and season to taste with salt and pepper.

# Colourful Lentil Salad

Serves 100

## Colourful Lentil Salad

### Ingredients

- 2.5 kg dried lentils
- 2.5 kg cubed root vegetable mix, fresh or frozen
- 1 kg onions, fresh or frozen, chopped
- 300 ml balsamic vinegar
- 300 ml rapeseed oil
- sugar
- salt
- pepper
- chopped parsley, fresh or frozen

Source: „DGE/Job&Fit“



© Pixabay

## METHOD

- Cook the lentils without seasoning.
- Steam the cubed root vegetables and leave to cool.
- Make a dressing with the balsamic vinegar, oil, onions, salt, pepper and sugar.
- Combine the lentils, vegetables and chopped parsley with the dressing and leave to marinate.

# Chinese Cabbage Salad with Apricot Dressing

Serves 100

## For the Chinese cabbage salad

### Ingredients

6 kg fresh Chinese cabbage,  
washed

## For the apricot dressing

### Ingredients

600 g dried apricots  
1.5 l vegetable stock  
800 ml orange juice  
150 ml herb vinegar  
salt  
ground pepper  
ground cinnamon  
ground allspice  
cayenne pepper  
200 ml walnut oil

Source: „DGE/Job&Fit“



© DGE/Job&Fit

## METHOD

- Finely chop the dried apricots.
- Pour the stock and orange juice into a pan and bring to boil. Add the apricot pieces and simmer for 10-15 minutes.
- Blend the contents of the pan to a fine puree, adding extra orange juice or stock if necessary.
- Add the vinegar to the apricot puree and season to taste with salt, pepper, ground cinnamon, ground allspice and cayenne pepper.
- Whisk in the oil.
- Mix the fine strips of Chinese cabbage with the dressing.

# Tomato Salad with Balsamic Dressing

Serves 100

## For the tomatoes

Ingredients

12 kg fresh tomatoes, washed

## For the balsamic dressing

Ingredients

1 l balsamic vinegar

1 l water

70 g agave syrup

500 g onions, fresh

100 g mustard

200 ml olive oil

salt

basil, fresh

Source: „DGE/JOB&FIT“



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## METHOD

- Cut the tomatoes into slices or quarters and divide into portions.
- Make a dressing using all the ingredients listed. This can either be poured directly over the tomatoes, or served alongside the individual portions with an appropriate ladle.

# Vegetable Broth with Rice and Vegetables

Serves 100

## Vegetable Broth with Rice and Vegetables

### Ingredients

1.3 kg	celeriac, fresh or frozen, washed and cut into strips
500 g	rice, parboiled or uncooked
1.3 kg	leek, fresh or frozen, washed and cut into discs
1.3 kg	carrots, fresh or frozen, washed and cut into strips
400 g	granular vegetable stock
100 g	parsley, fresh or frozen, chopped
19 l	water
	salt

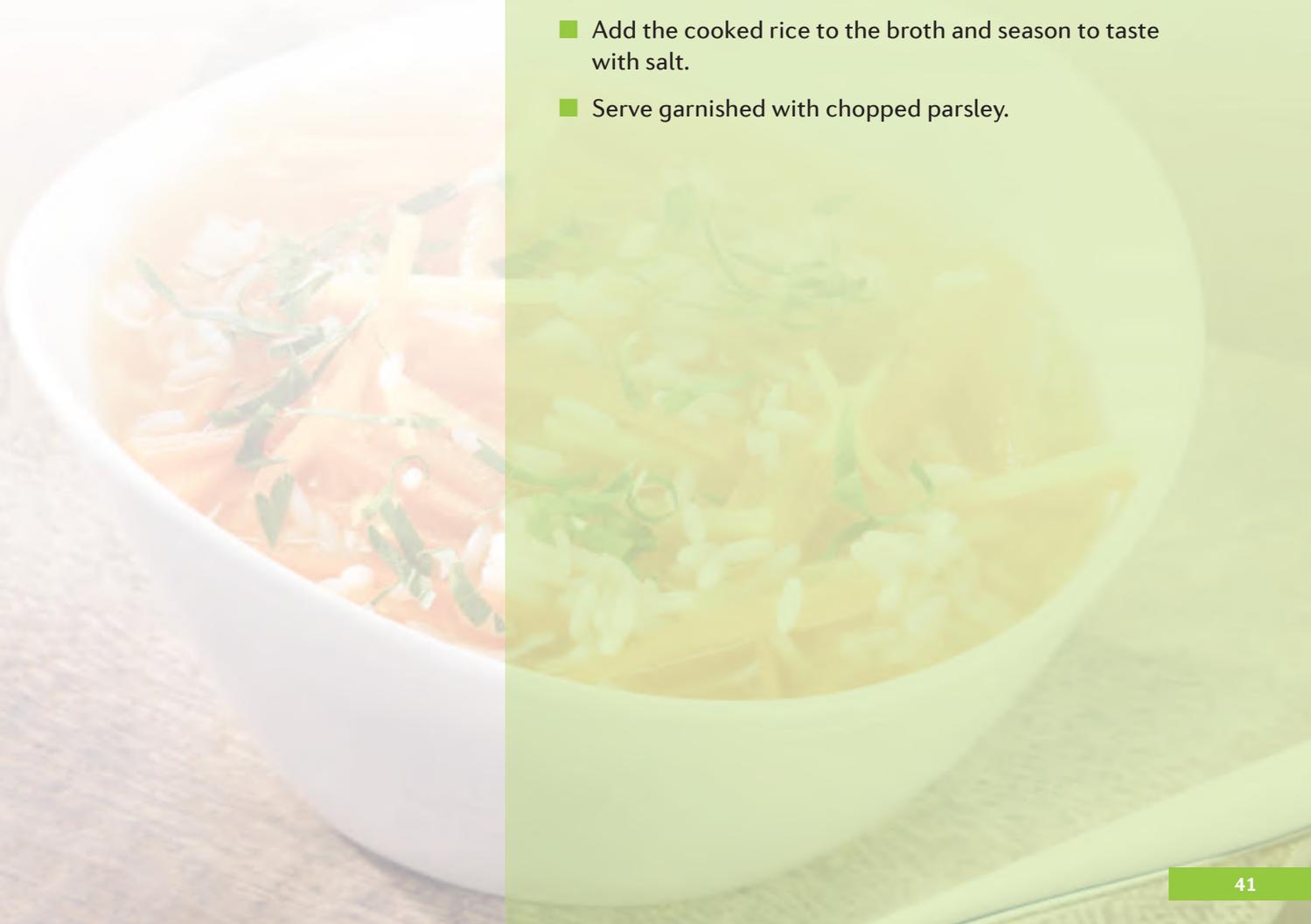
Source: „DGE/Job&Fit“



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## METHOD

- Cook the rice.
- Boil water and stir in the vegetable stock grains.
- Add the carrots, celeriac and leek and allow them to cook in the broth.
- Add the cooked rice to the broth and season to taste with salt.
- Serve garnished with chopped parsley.



# Cream of Vegetable Soup (Courgette, Carrot & Leek)

Serves 100



## Cream of Vegetable Soup

### Ingredients

- 1 kg starchy potatoes, fresh, cut into cubes
- 2 kg carrots, fresh or frozen
- parsley, fresh or frozen, chopped
- 2 kg courgette, fresh or frozen
- 2 kg leek, fresh or frozen
- 300 ml rapeseed oil
- 8 l vegetable stock
- salt
- pepper

Source: „DGE/JOB&FIT“



© Pixabay

## METHOD

Wash and roughly chop the vegetables. Peel and wash the potatoes, then cut into cubes. Heat the rapeseed oil and sauté the chopped vegetables before adding the potatoes. Add the vegetable stock and season with salt and pepper.

Allow the soup to cook for 15 – 20 minutes. Puree, add the cream, season to taste and serve garnished with finely chopped parsley.

# Tomato Soup

Serves 100

## For the soup

### Ingredients

16 kg chopped tomatoes, canned  
200 g garlic, fresh or frozen  
2 kg onions, fresh or frozen,  
peeled and chopped  
200 ml rapeseed oil  
6.5 l vegetable stock  
100 g sugar  
salt  
ground pepper  
dried basil

## For the topping

### Ingredients

50 g basil, fresh or frozen  
300 g sunflower seeds

Source: „DGE/Job&Fit“



© DGE/Job&Fit

## METHOD

- Heat the oil in a pan and lightly fry the garlic and chopped onions.
- Add the vegetable stock and chopped tomatoes. Leave to simmer for several minutes.
- Season to taste with sugar, salt, pepper and dried basil.
- Puree with a wand blender.
- Serve garnished with chopped basil and sunflower seeds.



# Potato Soup

Serves 100



## Potato Soup

### Ingredients

- 1 kg celeriac, fresh or frozen, washed and diced
- 1 kg carrots, fresh or frozen, washed and chopped
- 2.5 l plant-based milk
- 200 ml rapeseed oil
- 1 kg red onions, fresh, peeled and chopped
- 8 kg starchy potatoes, fresh, peeled and chopped
- 12 l vegetable stock
- salt
- ground pepper
- dried oregano
- parsley, chopped

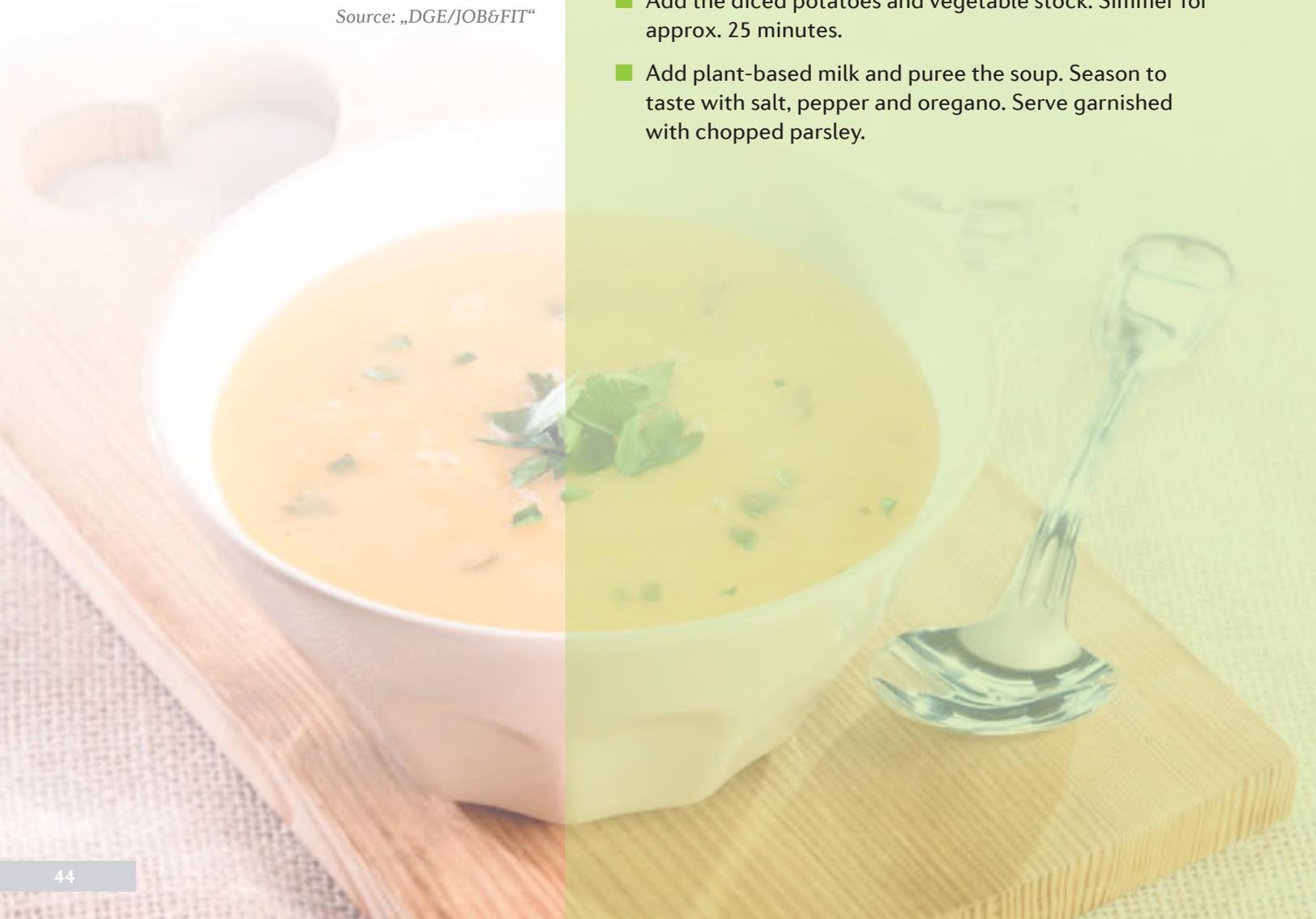
Source: „DGE/JOB&FIT“



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## METHOD

- Heat the oil and fry the onions, carrots and diced celeriac.
- Add the diced potatoes and vegetable stock. Simmer for approx. 25 minutes.
- Add plant-based milk and puree the soup. Season to taste with salt, pepper and oregano. Serve garnished with chopped parsley.



# Pumpkin Soup

Serves 100

## Pumpkin Soup

### Ingredients

10 kg	pumpkin, fresh
3 kg	potatoes, fresh
10 l	vegetable stock
100 g	root ginger
100 g	garlic, fresh
50 g	salt
6 l	coconut milk
	cayenne pepper
500 g	pumpkin seeds

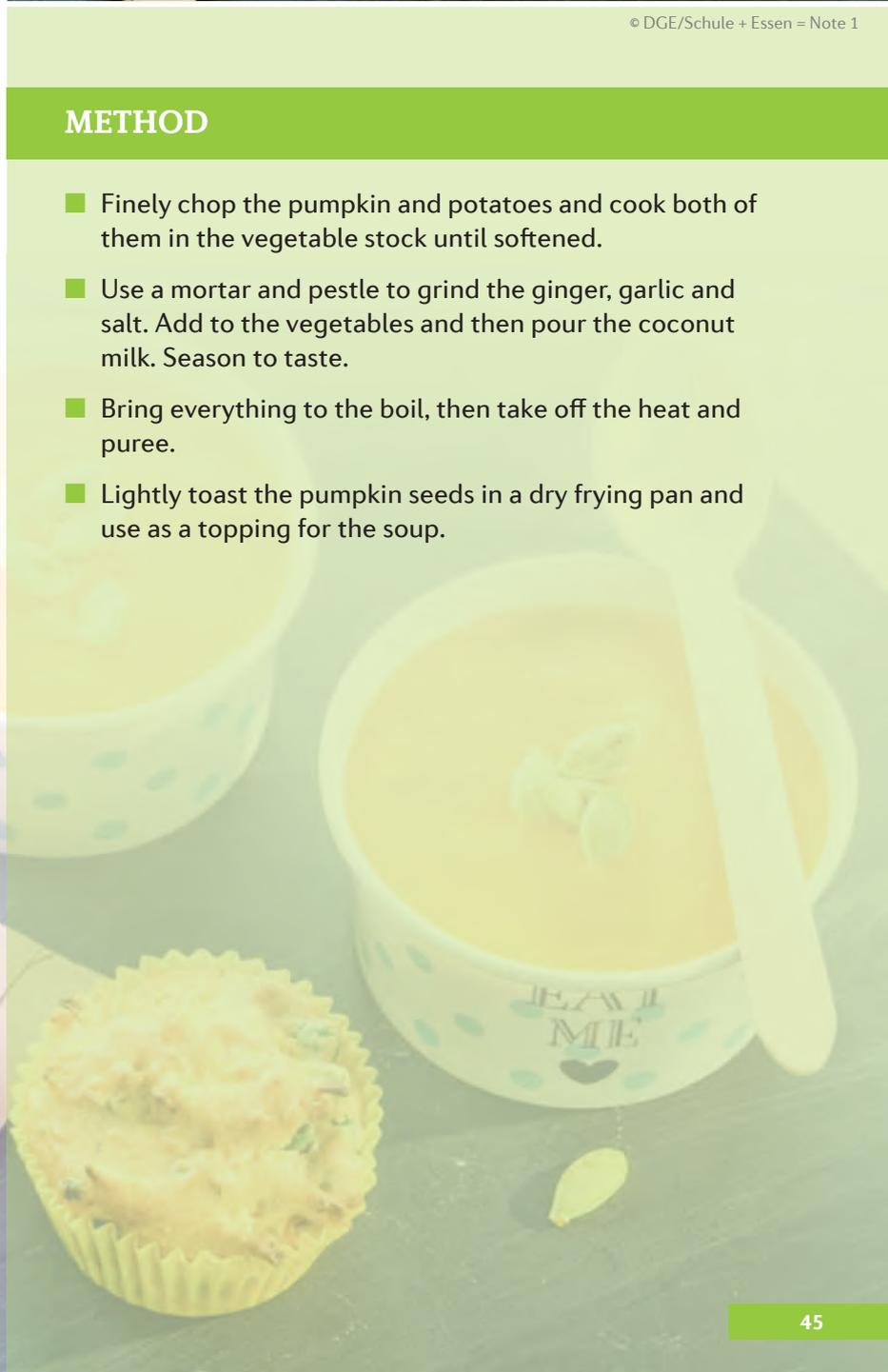
Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- Finely chop the pumpkin and potatoes and cook both of them in the vegetable stock until softened.
- Use a mortar and pestle to grind the ginger, garlic and salt. Add to the vegetables and then pour the coconut milk. Season to taste.
- Bring everything to the boil, then take off the heat and puree.
- Lightly toast the pumpkin seeds in a dry frying pan and use as a topping for the soup.



# Lentil Soup

Serves 100

## Lentil Soup

### Ingredients

4 kg	Dried lentils
5 kg	carrots, fresh
8 kg	starchy potatoes
2 kg	onions, fresh
500 ml	rapeseed oil
30 l	water
900 g	granular stock
250 ml	vinegar
150 g	mixed herbs, fresh
	salt
	pepper

Source: „DGE/Schule + Essen = Note 1“



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## METHOD

- Soak the lentils for approximately 8 hours.
- Roughly chop the carrots, potatoes and onions, sauté in the oil and blend to a rough puree.
- Add the lentils, granular stock and water. Leave the soup to simmer for approx. 45 minutes. Season to taste with the herbs, vinegar, salt and pepper.



# MAIN COURSES

Pasta Dishes



# Wholemeal Spaghetti with Carrot Bolognese

Serves 100

## For the spaghetti

Ingredients

13 kg wholemeal spaghetti

## For the Bolognese sauce

Ingredients

800 ml rapeseed oil

2 kg onions, fresh

12 kg tomatoes, fresh

150 g sugar

salt

pepper

10 garlic cloves, fresh

herbs de Provence

7 kg carrots, fresh

Source: „DGE/Schule + Essen = Note 1“



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## METHOD

- Cook the spaghetti in boiling salted water.
- For the carrot Bolognese: heat the oil, chop the onions and sauté until opaque. Chop the tomatoes and garlic, add to the pan and cook for approx. 10 minutes. Puree the sauce and season with sugar, salt, pepper and herbs de Provence.
- Finely dice the carrots and sauté in the oil for 10 – 15 minutes. Add the tomato sauce to the pan and season to taste before serving with the spaghetti.

# Penne Italia (Penne with Courgette, Aubergine, Fresh and Sundried Tomatoes and Pine Nuts)

Serves 100

## Penne Italia

### Ingredients

6 kg	wholemeal penne
3 kg	courgette, fresh
3 kg	aubergine, fresh
2 kg	onions, fresh
10 kg	tomatoes, canned
3 kg	cherry tomatoes, washed
2 kg	sundried tomatoes
500 ml	rapeseed oil
200 g	garlic, fresh
50 g	salt
100 g	herbs de Provence
	pepper
500 g	pine nuts

Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- Cook the pasta in boiling salted water.
- Finely chop the onions and garlic and sauté in the oil.
- Chop the courgettes and aubergines, add to the pan and fry until softened.
- Slice the sundried tomatoes into fine strips and add to the pan along with the canned tomatoes.
- Halve the cherry tomatoes and add to the contents of the pan once the vegetables are cooked through.
- Season to taste with salt, pepper and herbs de Provence.
- Lightly toast the pine nuts in a dry pan and scatter over the dish before serving.

# Italian Vegetables with Tagliatelle

Serves 100

## Italian Vegetables with Tagliatelle

### Ingredients

2 kg	black olives, stoned
2 kg	cauliflower, fresh or frozen, washed
1 kg	fennel, fresh or frozen, washed
2 kg	broccoli, fresh or frozen, washed
2 kg	onions, fresh or frozen, peeled
3 kg	chopped tomatoes, canned
2 kg	mushrooms, fresh or frozen, cleaned
	garlic, fresh or frozen
100 g	granular vegetable stock
12 kg	tagliatelle, uncooked
2.5 kg	green beans, fresh or frozen
3 kg	bell pepper, fresh or frozen
700 ml	rapeseed oil
1 kg	preserved artichokes, drained
	salt
	pepper
	sugar
	herbes de Provence

Source: „DGE/JOB&FIT“



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## METHOD

- Cook the tagliatelle in boiling salted water. Drain to serve immediately, or cool and reheat later.
- To make the vegetables: Chop the cauliflower, fennel, bell pepper, beans and broccoli into bite-sized pieces and steam until soft. Finely chop the onions and garlic and lightly fry in the oil along with the mushrooms. Add the tomatoes and continue to cook for a few minutes. Add the cooked vegetables, artichokes and olives, and season to taste with salt, pepper and herbs.
- Serve with the tagliatelle mixed through the vegetables.

# Pasta with Leaf Spinach and Tomatoes

Serves 100

## For the pasta

### Ingredients

10 kg tagliatelle, uncooked  
150 ml rapeseed oil

## For the spinach and tomatoes

### Ingredients

50 g basil, fresh or frozen  
10 kg leaf spinach, fresh or frozen, washed  
6 kg chopped tomatoes, canned  
200 g garlic, fresh or frozen  
3 kg onions, fresh or frozen, peeled  
150 ml rapeseed oil  
salt  
ground pepper  
6 kg tomato concasse

Source: „DGE/JOB&FIT“



© DGE/Job&Fit

## METHOD

- Cook the pasta until al dente. Mix together with the oil.
- Thaw the spinach (if necessary).
- Heat the oil in a pan and fry the chopped onions and garlic. Add the spinach and soften, stirring.
- Add the canned tomatoes and cook for a few minutes, then season to taste with salt and pepper.
- Add the tomato concasse.
- Add the cooked tagliatelle and heat through, stirring.
- Mix in the basil.
- Portion and serve.



# Tagliatelle with Creamy Courgette and Mushroom Sauce

Serves 100



## For the pasta

### Ingredients

12.5 kg tagliatelle, uncooked  
100 ml rapeseed oil

## For the sauce

### Ingredients

10 kg mushrooms, fresh or frozen, cleaned  
garlic, fresh or frozen  
2 kg onions, fresh or frozen, peeled  
parsley, fresh or frozen, chopped  
50 g granular vegetable stock  
6 l plant-based milk  
400 ml rapeseed oil  
4 kg courgette, fresh or frozen, washed  
salt  
ground pepper  
200 ml lemon juice  
100 g cornflour



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## METHOD

- **For the creamy courgette and mushroom sauce:** finely chop the onions and garlic and sauté in the rapeseed oil. Add the sliced courgettes and mushrooms and soften. Season to taste with salt, pepper and lemon juice. Add the milk and cream, and season with vegetable stock grains if necessary. Mix the cornflour with cold water. Bring the sauce to the boil and add the cornflour mixture to thicken. Add the chopped parsley just before serving.
- **For the tagliatelle:** cook the pasta in boiling salted water, drain and mix with some of the oil. Serve immediately or cool and reheat later.

Source: „DGE/JOB&FIT“

# Tagliatelle with Broccoli and Mango Dip

Serves 100



## For the pasta

Ingredients

14 kg tagliatelle

## For the broccoli

Ingredients

20 kg broccoli, fresh or frozen  
salt

## For the mango dip

Ingredients

10 kg plant-based sour cream  
5 kg plant-based yoghurt  
1.5 kg mango chutney  
salt, pepper  
pepper

Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- Cook the tagliatelle in boiling salted water until al dente.
- Steam the broccoli florets in a combination steamer at 100°C for approx. 3 minutes, or blanch in boiling water for approx. 3 minutes. Salt.
- For the dip: mix the sour cream and yoghurt, add the mango chutney and stir until smooth. Season to taste with salt and pepper.
- Mix the pasta and broccoli together. Serve with the dip on the side.



# Pasta with Pesto, Fava Beans and Tomatoes

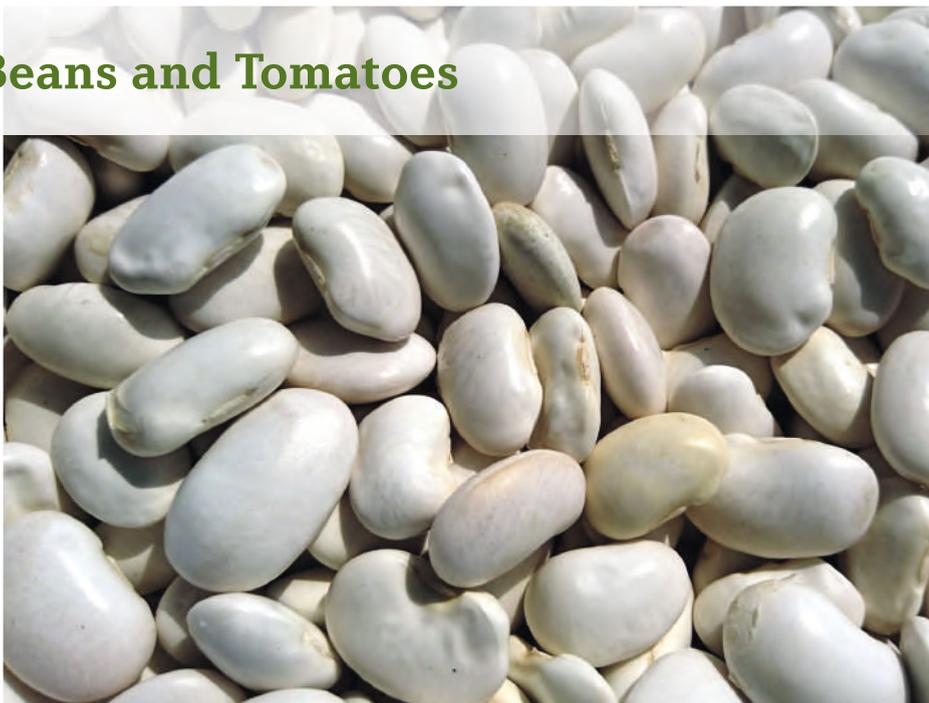
Serves 100

## Pasta with Pesto, Fava Beans and Tomatoes

### Ingredients

8 kg	fava beans, dried
11 kg	wholemeal pasta
8 kg	tomatoes, fresh
2 kg	sundried tomatoes
2 kg	onions
150 ml	rapeseed oil
1.5 kg	plant-based pesto
300 g	sunflower seeds
	basil, fresh
	salt, pepper

Source: „DGE/Schule + Essen = Note 1“



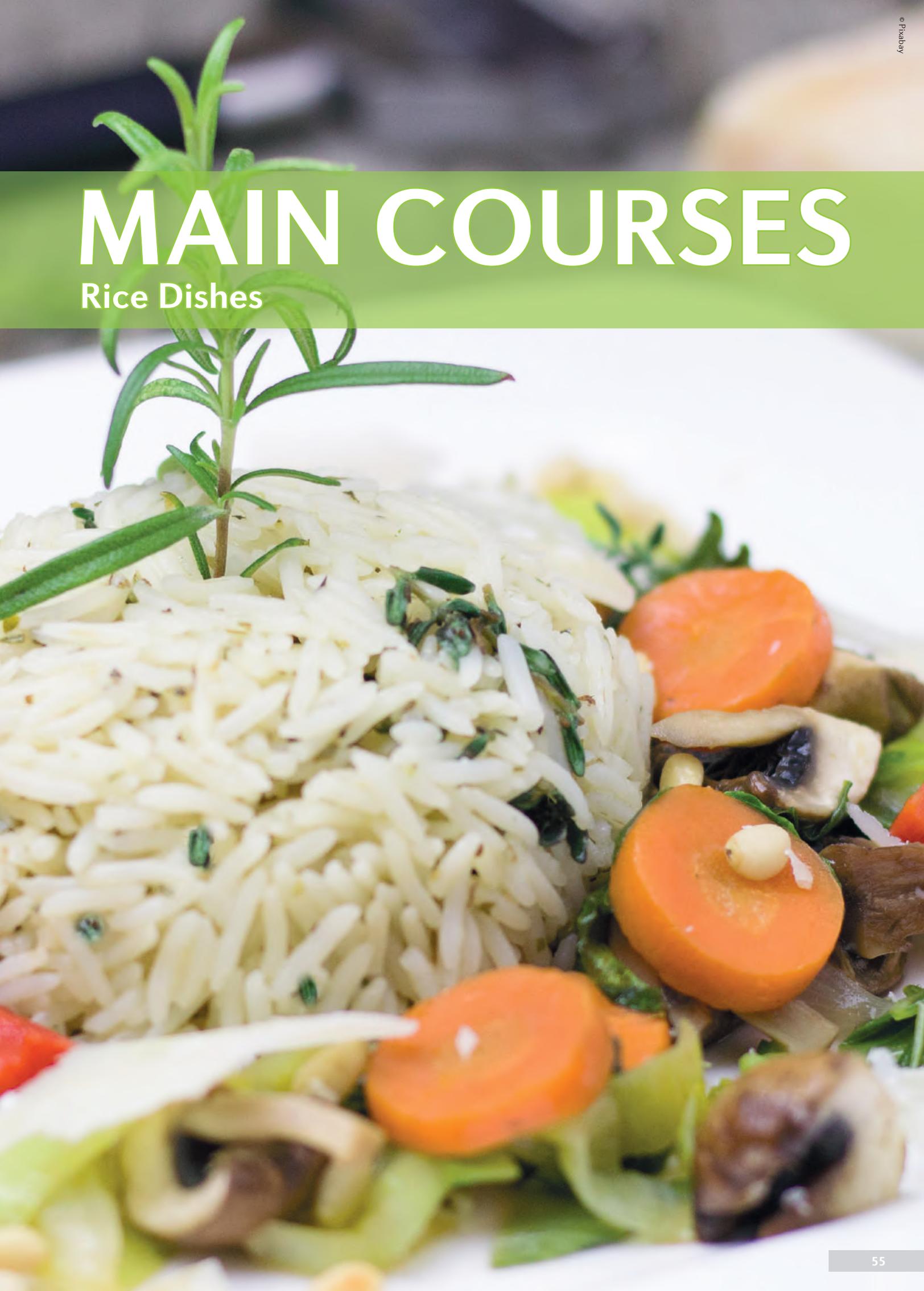
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## METHOD

- Soak the fava beans overnight in plenty of water. On the following day, drain the beans and cook in boiling salted water for approx. 2 hours or until soft.
- Cook the pasta in boiling salted water until *al dente*.
- Chop the onions, the fresh tomatoes and cut the sundried tomatoes into strips. Sauté in the oil. Add the beans and stir in the pesto. Season to taste with salt and pepper.
- In a separate dry pan lightly toast the sunflower seeds.
- Mix the pasta and beans together before serving garnished with the sunflower seeds and basil.

# MAIN COURSES

Rice Dishes



# Chilli sin Carne with Brown Rice

Serves 100

## Brown rice

Ingredients

4 kg rice

## Chilli

Ingredients

2 kg soy meat, uncooked  
10 l vegetable stock  
3 kg onions, fresh  
10 kg bell pepper, fresh  
4 kg kidney beans, canned  
4 kg sweetcorn, frozen  
800 ml rapeseed oil  
20 kg peeled tomatoes, canned  
salt  
pepper  
paprika  
cayenne pepper  
cumin  
oregano

Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- For the chilli: cook the granulated soy meat in the vegetable stock according to the instructions on the packet.
- Finely chop the onions and peppers. Fry gently along with the soy meat. Add the canned tomatoes, kidney beans and sweetcorn, then season to taste with salt, pepper, paprika, cayenne pepper, cumin and oregano. Leave to simmer.
- Steam the brown rice.
- Serve the chilli together with the rice.

# Asian Wok Vegetables with Cashew Nuts and Rice

Serves 100

## For the rice

Ingredients

6 kg rice, parboiled or uncooked

## For the garnish

Ingredients

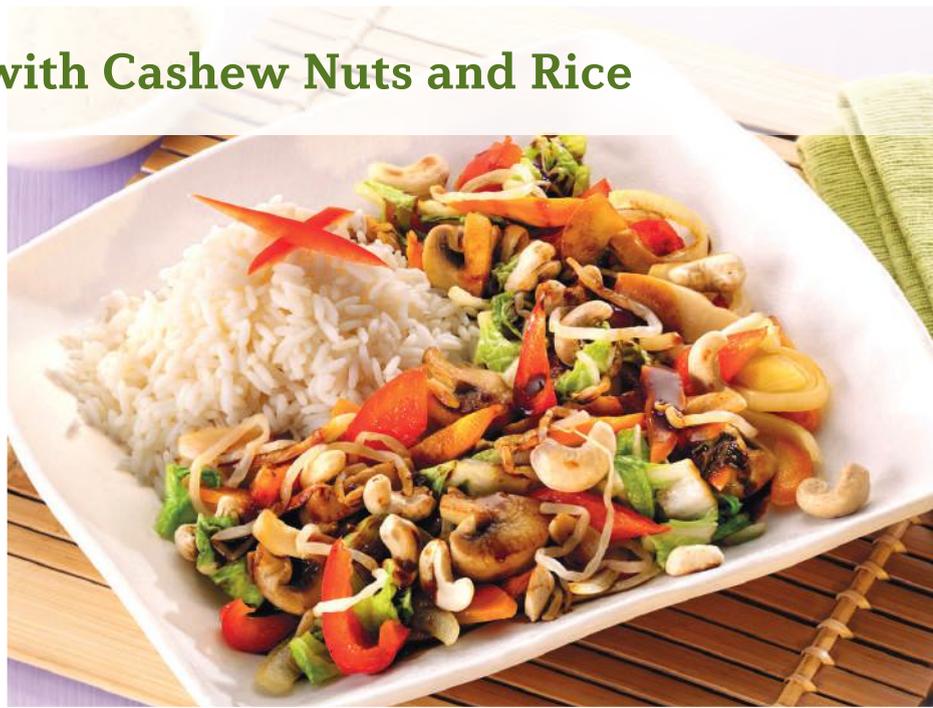
1 kg cashew nuts

## For the Asian wok vegetables

Ingredients

2.5 kg bamboo shoots, canned, drained  
1 l dark soy sauce  
2.5 kg leek, fresh or frozen, washed  
5 kg mushrooms, fresh or frozen, cleaned  
200 g garlic, fresh or frozen  
5 kg carrots, fresh or frozen  
2.5 kg onions, fresh or frozen, peeled  
400 ml rapeseed oil  
curry powder  
5 kg red bell pepper, fresh or frozen, washed  
2.5 kg beansprouts, fresh  
5 kg Chinese cabbage, fresh, washed  
200 g ginger, fresh  
500 ml lemon juice  
300 g honey  
salt  
ground pepper  
curry powder

Source: „DGE/JOB&FIT“



© DGE/Job&Fit

## METHOD

- Heat the oil in a large pan or wok and fry the vegetables: first the onions and garlic along with the curry powder, then the carrots, leek and pepper, then the beansprouts and mushrooms. Finally, add the bamboo shoots and Chinese cabbage. The vegetables should be cooked *al dente*.
- Add the ginger and season to taste with the soy sauce, lemon juice, honey, salt, pepper and curry powder.
- Cook the rice.
- Toast the cashew nuts in a dry pan.
- Serve the wok vegetables alongside the rice, scattered with the cashew nuts.

# Wok Vegetables (Pepper, Carrot and Sugar Snap Peas) with Wild Rice Mix and Sweet-and-Sour Sauce

Serves 100

## For the wild rice

### Ingredients

- 1 kg wild rice, uncooked
- 4 kg rice, parboiled or uncooked
- salt

## For the wok vegetables

### Ingredients

- 2.5 kg red bell pepper, fresh or frozen, washed
- 2.5 kg yellow bell pepper, fresh or frozen, washed
- 6 kg carrots, fresh or frozen, washed
- 3 kg sugar snap peas, fresh or frozen, washed
- 2 kg beansprouts, fresh
- 1 kg spring onions, fresh, washed
- 700 ml rapeseed oil
- 1 kg onions, fresh or frozen, thinly sliced
- 100 g granular vegetable stock
- salt
- parsley

## For the sauce

### Ingredients

- 5 l water
- 200 g cornflour
- 50 g garlic, fresh or frozen
- 50 g ginger, peeled
- 5 l water
- 500 ml vinegar
- 500 ml lemon juice
- 300 g tomato puree
- 100 g sambal oelek (hot sauce)
- 800 ml soy sauce
- 150 g sugar
- salt
- pepper
- 100 g granular vegetable stock



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## METHOD

- For the **wok vegetables**: steam the vegetables separately, or together according to their cooking time, until al dente. Sauté the onions in the oil. Add the other vegetables and season to taste (the amount of vegetable stock grains you will need can vary depending on which product you are using). Serve garnished with chopped parsley.
- For the **wild rice mix**: cook both types of rice separately. Mix together and serve immediately, or cool and reheat later.
- For the **sweet-and-sour sauce**: mix the cornflour with cold water. Finely chop the garlic and root ginger. In a large pot, mix the water with the vinegar, lemon juice, tomato puree, sambal oelek, soy sauce, sugar, salt and vegetable stock grains (the amount of vegetable stock grains you will need can vary depending on which product you are using).
- Bring the sauce to boil, add the ginger and garlic and use the cornflour-and-water mixture to thicken the sauce. Simmer until it becomes clear. Leave to infuse for 15 minutes. Before serving, you can sieve the sauce finely if desired.

Source: „DGE/JOB&FIT“

# Vegetable Curry with Coconut Milk and Basmati Rice

Serves 100

## For the basmati rice

### Ingredients

5 kg basmati rice, uncooked  
salt

## For the vegetables

### Ingredients

3 kg green peas, frozen  
2 kg sugar snap peas, fresh or frozen, washed  
5 kg mushrooms, fresh or frozen, cleaned  
5 kg bell pepper, fresh or frozen  
3 kg white cabbage, fresh or frozen  
2 kg beansprouts, fresh  
1 kg spring onions, fresh, washed  
salt  
700 ml rapeseed oil  
1 kg onions, fresh or frozen, finely chopped

## For the coconut curry milk

### Ingredients

200 g cornflour  
5 l water  
50 g ginger, peeled  
100 g granular vegetable stock  
200 ml lemon juice  
100 g sambal oelek  
sugar  
salt  
pepper  
curry powder  
5.5 l coconut milk

Source: „DGE/JOB&FIT“



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## METHOD

- For the **coconut curry sauce**, mix the cornflour with a small amount of water. Bring the remaining water to a boil. Add the ginger, vegetable stock grains, lemon juice, sambal oelek, sugar, salt, pepper and curry powder, stir well and bring back to the boil. Add the coconut milk and stir well and bring to the boil again. Use the cornflour-water mixture to thicken the sauce. Turn off the heat and leave to infuse for approx. 10 minutes.
- For the **vegetable curry**, steam or boil the vegetables. Sauté the onions in the oil. Add the remaining vegetables and fry lightly. Pour in the coconut curry sauce and allow the vegetables to cook until soft. Add the spring onions and beansprouts right at the end of the cooking time.
- For the **basmati rice**, cook the rice as instructed. Serve immediately or cool and reheat later.

# MAIN COURSES

Legumes, Potatoes and Co.



# Lentil Curry (Dal) with Potatoes, Pepper, Tomatoes and Flatbread

Serves 100

## Lentil Curry

### Ingredients

3 kg	yellow lentils
13 l	vegetable stock
	cumin
	turmeric
	star anise
10 kg	potatoes, fresh, peeled
500 ml	rapeseed oil
2 kg	onions, fresh
4 kg	bell pepper, fresh
20 g	curry powder
4 kg	tomatoes, fresh
100 g	garlic, fresh
	ginger
50 g	salt
	pepper
	cayenne pepper
3 kg	flatbread

Source: „DGE/Schule + Essen = Note 1“



© DGE/Schule + Essen = Note 1

## METHOD

- Wash the lentils and leave to drain.
- Wash and cube the potatoes.
- Chop the peppers and tomatoes, finely dice the onions and press the garlic.
- Add the spices to the vegetable stock and bring to the boil. Add the lentils and cook for approx. 30 minutes. Add the potatoes and cook for a further 5 – 10 minutes.
- Heat the oil in a frying pan and lightly fry the onions and peppers. Add the curry powder.
- Add the garlic, tomatoes and ginger powder and cook for approx. 5 minutes.
- Add the vegetables to the lentils and season to taste with salt.
- Cut the flatbreads into pieces and serve alongside the dal.

# Lentil, Vegetable and Potato Stew

Serves 100

## Lentil, Vegetable and Potato Stew

### Ingredients

7.2 kg	dried lentils
500 g	tomato puree
400 ml	vinegar
900 g	wheat flour (type 405)
900 ml	rapeseed oil
15 kg	potatoes, fresh
5 kg	carrots, fresh or frozen
2 kg	celeriac, fresh
2 kg	leek, fresh
	salt
	pepper
	marjoram
	lovage

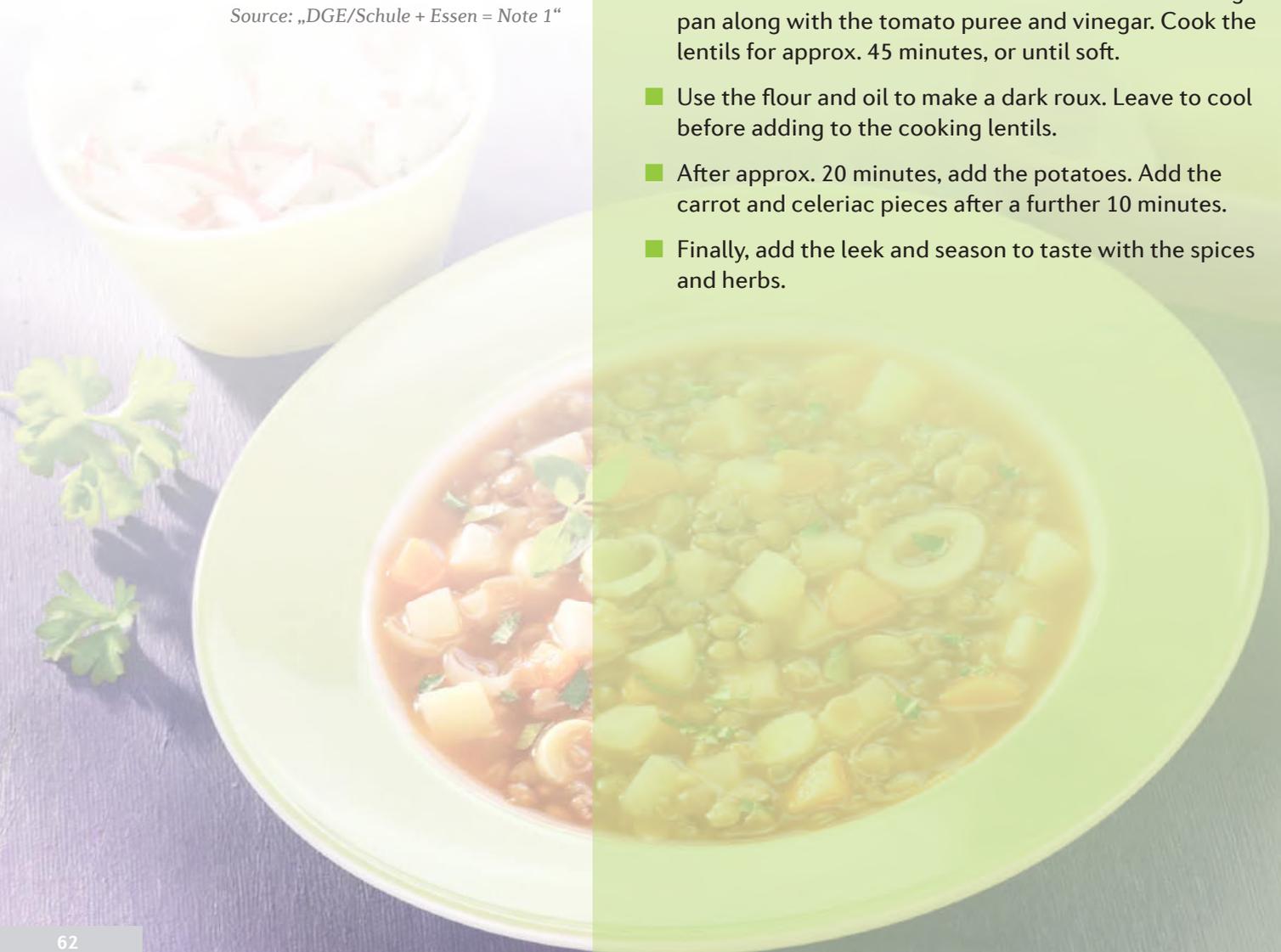
Source: „DGE/Schule + Essen = Note 1“



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## METHOD

- Soak the lentils in cold water for at least 8 hours.
- Drain the lentils but reserve the water. Heat it in a large pan along with the tomato puree and vinegar. Cook the lentils for approx. 45 minutes, or until soft.
- Use the flour and oil to make a dark roux. Leave to cool before adding to the cooking lentils.
- After approx. 20 minutes, add the potatoes. Add the carrot and celeriac pieces after a further 10 minutes.
- Finally, add the leek and season to taste with the spices and herbs.



# Oven Vegetables with Herby Tomato Sauce and Rosemary Potato Wedges

Serves 100

## Rosemary Potato Wedges

### Ingredients

25 kg skin-on potato wedges, fresh or frozen  
rosemary, fresh or dried  
salt  
ground pepper  
sweet paprika  
500 ml rapeseed oil

## For the herby tomato sauce

### Ingredients

oregano, thyme and basil, fresh or dried  
15 kg pureed tomatoes, canned  
rosemary, fresh or dried  
chives, fresh or frozen  
200 g granular vegetable stock  
800 g cornflour  
salt  
ground pepper  
cayenne pepper  
sweet paprika  
500 g sugar

## For the oven vegetables

### Ingredients

oregano, fresh or dried  
garlic, fresh or frozen  
10 kg mixed bell peppers (red, yellow, green), fresh or frozen, washed  
10 kg courgettes, fresh or frozen, washed  
500 ml rapeseed oil  
ground pepper  
thyme, fresh



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## METHOD

- Season the potato wedges with salt, pepper, paprika and rosemary and mix with the oil. Place them on an oven tray and cook in the oven/combination steamer at 200°C for approx. 20 minutes.
- Mix the chopped peppers, courgette discs and chopped garlic with the oil. Season with salt, pepper and the chopped herbs before placing on an oven tray. Cook at 200°C in an oven/combination steamer for approx. 30 minutes.
- Heat the tomatoes and vegetable stock grains, then thicken with cornflour. Season to taste with salt, pepper, cayenne pepper, paprika and sugar, then add the rosemary and chives.
- Serve with grated cheese.

Source: „DGE/JOB&FIT“

# Gnocchi with Carrots and Ratatouille

Serves 100

## For the ratatouille

### Ingredients

3 kg	aubergine, fresh or frozen, washed
3 kg	bell peppers, fresh or frozen, diced
10 kg	chopped tomatoes, canned garlic, fresh or frozen
500 ml	rapeseed oil
6 kg	flaked almonds
3 kg	courgette, fresh or frozen, washed
500 g	tomato puree
	salt
	pepper
	sugar

## For the gnocchi

### Ingredients

20 kg	gnocchi
	salt

Source: „DGE/JOB&FIT“



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## METHOD

- Without using fat, cook the gnocchi according to the packet instructions.
- For the vegetables, heat the oil and lightly fry the vegetables. Add the tomato puree, garlic and cook gently. Add the chopped tomatoes and reduce the sauce. Season to taste with salt, pepper and sugar.
- Serve the gnocchi with the vegetable sauce.

# Hungarian pepper stew (Lecsó) with potatoes

Serves 100

## For the Lecsó

### Ingredients

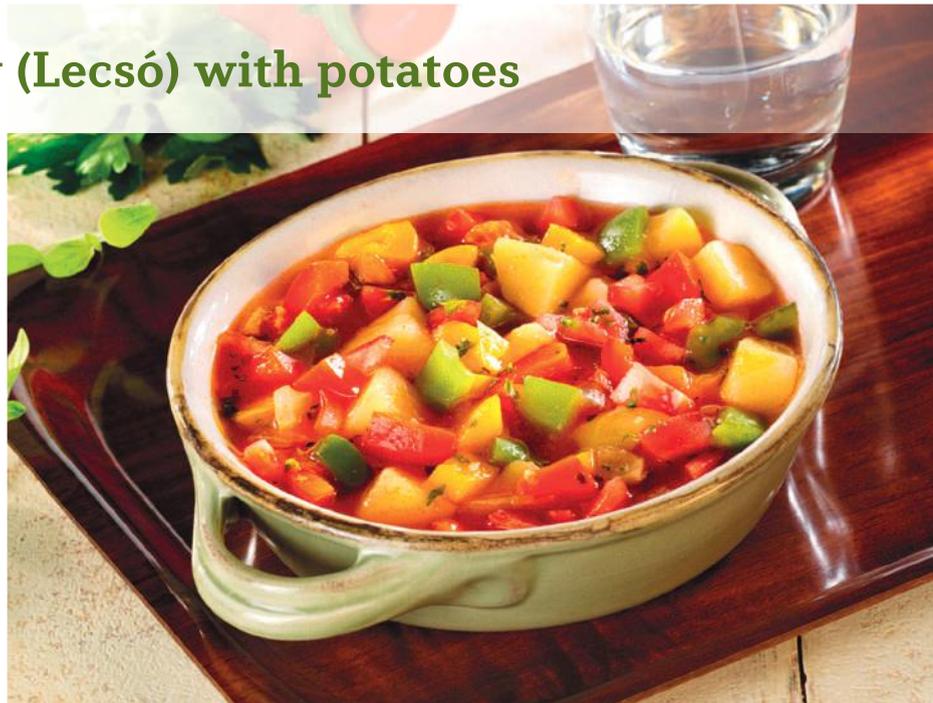
2 kg onions, fresh  
16 kg bell pepper, fresh  
500 ml rapeseed oil  
5 kg tomatoes, fresh  
500 g tomato puree  
12 l vegetable stock  
paprika  
cayenne pepper  
salt  
pepper

## For the potatoes

### Ingredients

15 kg waxy potatoes  
salt

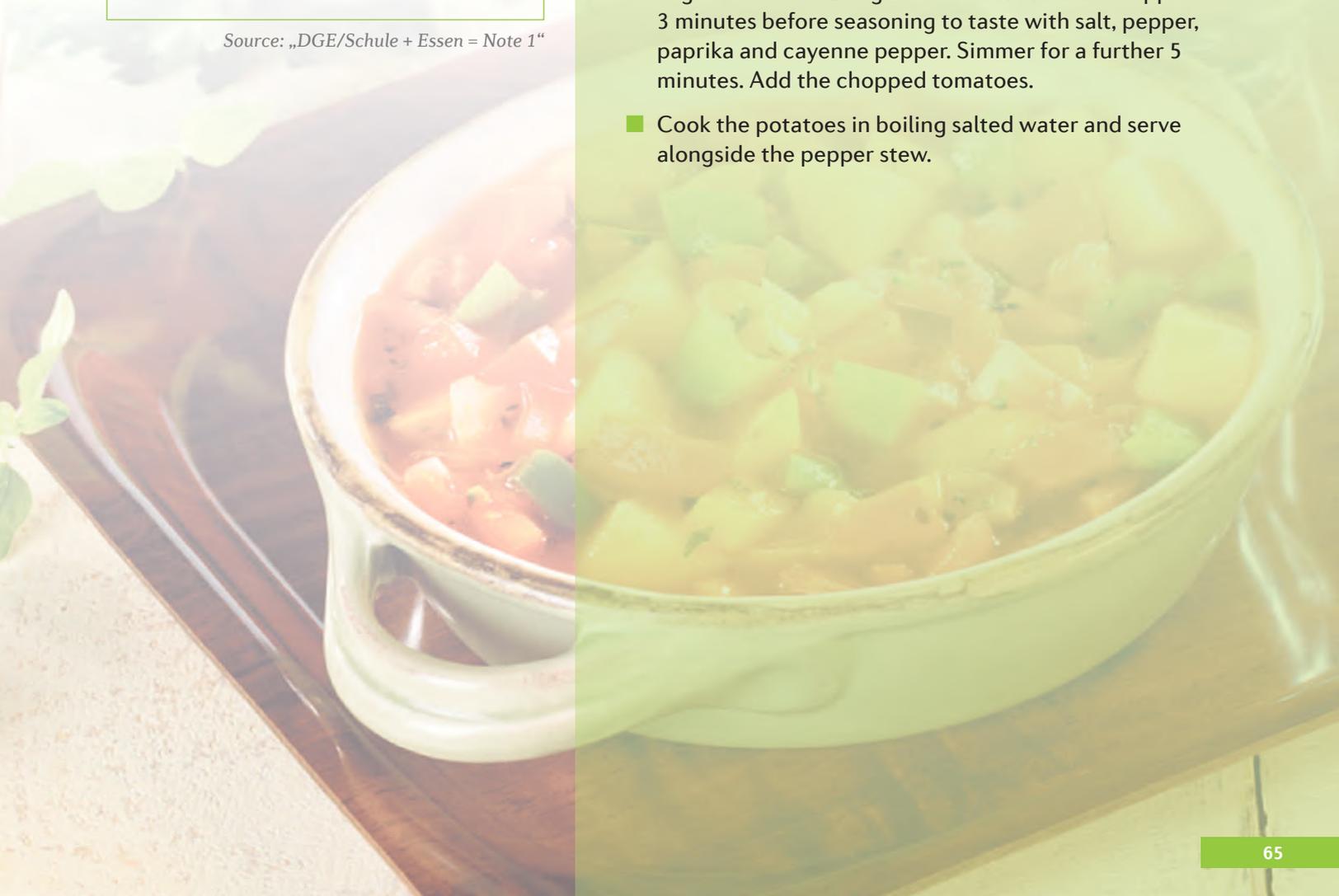
Source: „DGE/Schule + Essen = Note 1“



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## METHOD

- Finely dice the onions and sauté in the oil. Cut the peppers into pieces, and peel and chop the tomatoes.
- Add the tomato puree, sauté briefly and then add the vegetable stock. Bring to the boil and cook for approx. 3 minutes before seasoning to taste with salt, pepper, paprika and cayenne pepper. Simmer for a further 5 minutes. Add the chopped tomatoes.
- Cook the potatoes in boiling salted water and serve alongside the pepper stew.



# Mexican One-Pot with Pepper, Kidney Beans, Sweetcorn, Beans and Wholemeal Rolls

Serves 100

## Mexican One-Pot

### Ingredients

5 kg	bell peppers, fresh
3 kg	kidney beans, canned
3 kg	sweetcorn, frozen
3 kg	green beans, fresh or frozen
800 ml	rapeseed oil
5 kg	chopped tomatoes, canned
	salt
	pepper
	cayenne pepper
100	wholemeal rolls

Source: „DGE/Schule + Essen = Note 1“



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## METHOD

- Cut the peppers into strips and fry in the oil along with the green beans.
- Add the kidney beans, sweetcorn and canned tomatoes. Cook for a few minutes.
- Season to taste with salt, pepper and cayenne pepper.
- Serve with wholemeal rolls on the side.



# Vegetable Stew with Pasta and Wholemeal Rolls

Serves 100

## For the wholemeal rolls

Ingredients

6 kg wholemeal rolls

## For the vegetable stew with pasta

Ingredients

8 kg green beans, fresh or frozen  
6 kg leek, fresh or frozen, washed  
2 kg carrots, fresh or frozen, washed  
2 kg onions, fresh or frozen, peeled  
20 l vegetable stock  
salt  
ground pepper  
parsley  
7.5 kg pasta, uncooked

Source: „DGE/JOB&FIT“



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## METHOD

- Cut the vegetables into bite-sized pieces and cook in the stock until al dente. Season to taste with salt, pepper and chopped parsley. Cook the pasta and add to the stew shortly before serving.

# Beetroot Burger with Papaya and Cucumber Salad

Serves 40

## Beetroot Burger

### Ingredients

2.5 kg beetroot  
2.5 kg potatoes  
500 g tomato puree  
1 tsp ground chilli  
1 kg spelt flour  
100 g quinoa flakes  
330 g chia gel  
salt to season  
coconut oil, olive oil or  
sunflower oil for baking

## To make chia gel

Soak the chia seeds in four times their volume of water. Stir well and leave for 30 minutes. The gel will keep in sealed glass jars for 8-10 days in the fridge.

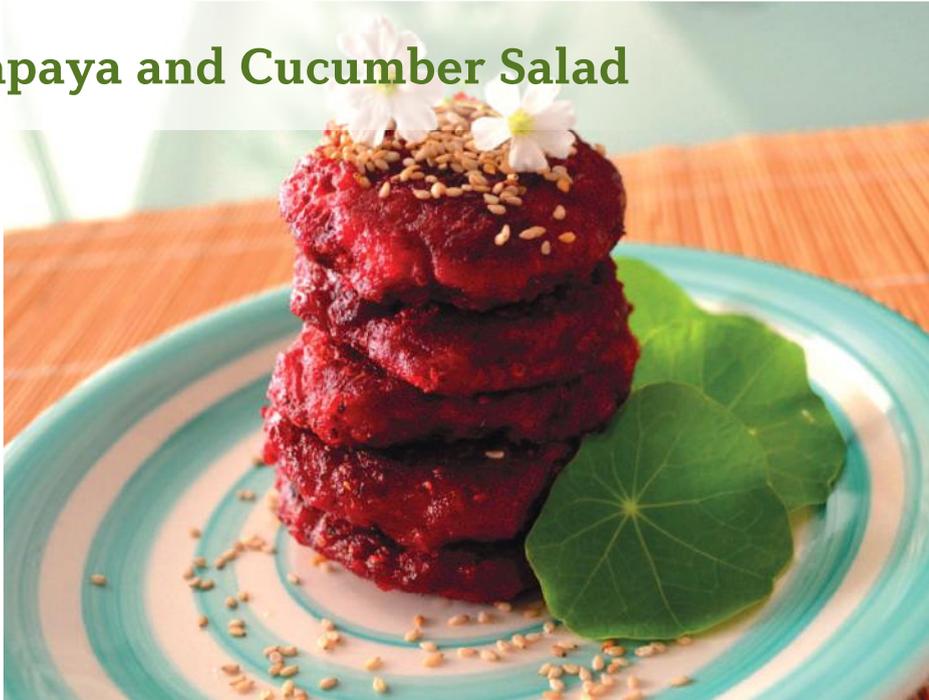
Soak 50 ml chia seeds in 280 ml water = ca. 330 ml gel

## Papaya and Cucumber Salad

### Ingredients

5 papayas  
5 salad cucumbers  
10 tb agave syrup  
100 ml olive oil  
3-4 lemons (zest and juice)  
salt to taste

„FoodACADEMY/Elfe Grunwald“



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## METHOD BURGER

Peel the beetroot and potatoes. Cut them into large pieces and steam for approx. 15 minutes or until soft. Leave to cool. Mash the potatoes and puree the beetroots using a blender. Then mix all the ingredients together. Season to taste with salt. If the mixture is too soft, add a little extra flour. With damp hands, make mini burgers out of the mixture and fry them in the oil on both sides. You can also scoop the mixture into the pan using a spoon and press it down gently, turning after 2-3 minutes. Serve with papaya and cucumber salad or apple compote.

## METHOD PAPAYA AND CUCUMBER SALAD

Peel the papayas, halve them and remove the stones. Wash the cucumbers, halve them lengthways and cut into small dice. Wash the lemons, dry them thoroughly and grate the zest before pressing out the juice. Mix all the ingredients and leave to marinate for 1 hour.

# Rainbow Spring Rolls with Tofu

Serves 40

## Spring Rolls

Ingredients

40 pieces      rice paper

## Rice

Ingredients

4 tb              coconut oil  
4 tsp             mustard seeds  
4 cups/800 g    white basmati rice, washed  
6 cups/1200 ml water  
8 tb              beetroot juice

## Tofu

Ingredients

4 tsp      coconut oil  
400 g     tofu, cut into strips  
4          lemon slices  
8 tsp     tamari (soy sauce)

## Vegetables

Ingredients

8              carrots  
4              yellow peppers  
4              salad cucumbers  
4              celery sticks  
all cut into strips  
4 cups/800 g red cabbage, finely chopped

Source: „FoodACADEMY/Elfe Grunwald“



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## METHOD RICE

Heat the coconut oil in a pan. Add the mustard seeds and roast briefly. Add the basmati rice, stir quickly and then add the water. Put on a lid and simmer over a low heat until the rice is soft (approx. 15-20 minutes). If necessary, add more water. Finally, mix the rice with the beetroot juice.

## METHOD TOFU

Heat the coconut oil in a pan. Add the tofu, lemon slices and tamari and fry evenly for 5 minutes.

## METHOD SPRING ROLLS

Prepare the rice paper according to the packet instructions. Fill each piece with rice, vegetables and tempeh in the order of the rainbow. Serve with dips such as soy sauce with sesame seeds.

**Tip:** You can also roll the rice paper tightly and fry the rolls in coconut oil. Instead of rice, you can use thin rice noodles such as vermicelli as a filling.

# DESSERTS



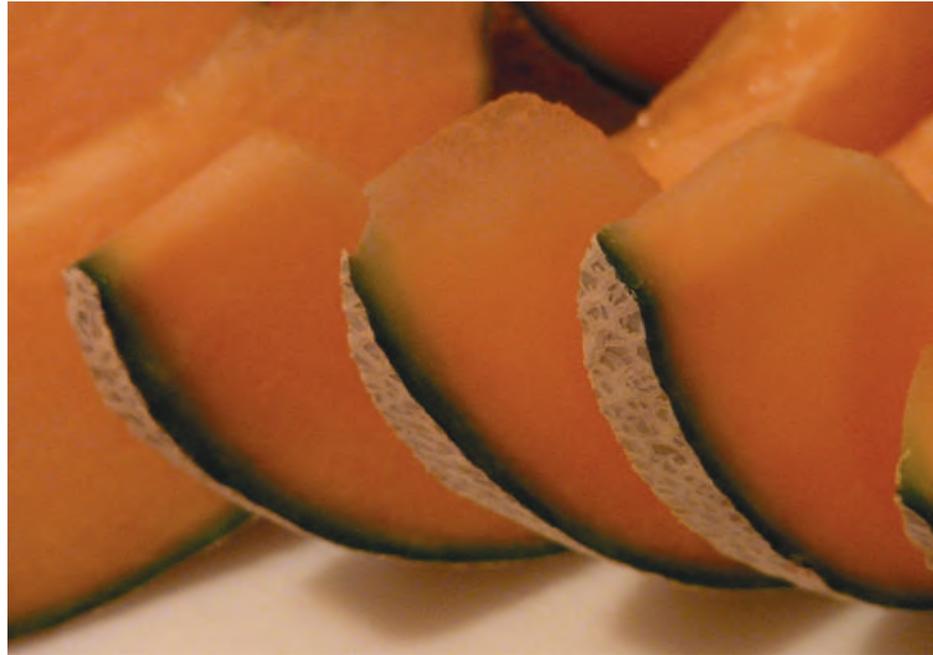
# Fruit Salad

Serves 100

## Fruit Salad

### Ingredients

- 3 kg cantaloupe melon, fresh
- 3 kg apples, fresh
- 3 kg kiwi, fresh
- 300 ml orange juice



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## METHOD

- Cut the fruits into small pieces and mix with orange juice.

# Chia Pudding with Fresh Fruits

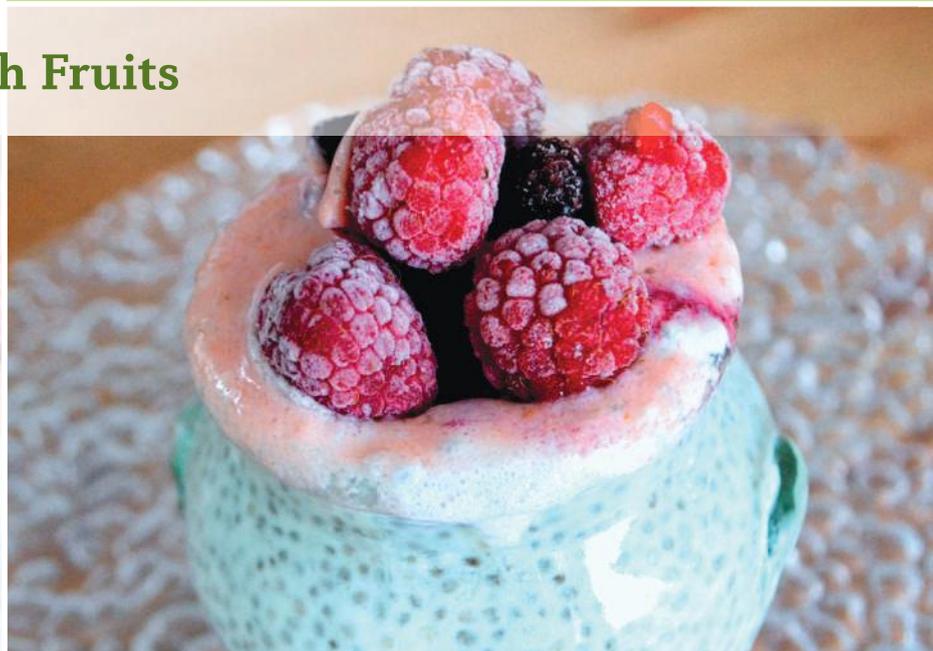
Serves 40

## Chia-Pudding

### Ingredients

- 20 cups/4 l plant-based milk (soy, rice or almond)
- 20 tb chia seeds
- berries or fruits of your choice

Source: „FoodACADEMY/Elfe Grunwald“



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## METHOD

In a closed container (i.e. a blender), mix the milk and chia seeds well. Shake it occasionally in order to avoid clumping. Leave to swell for a minimum of 4 hours in the fridge.

Fill dessert glasses with the mixture and garnish with berries or fruits.

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[www.foodacademy.ch](http://www.foodacademy.ch)

## About FOUR PAWS

FOUR PAWS is an international animal welfare organisation with headquarters in Vienna, Austria. Founded by Heli Dugler in 1988, the organisation strives for improvements in animal welfare through sustainable campaigns and projects.

FOUR PAWS focuses on animals that are directly under human influence, for example stray dogs and stray cats, farm animals, and wild animals and companion animals kept in inappropriate conditions. FOUR PAWS aims to help animals in need, directly and quickly.







