

JOY TO GO

Selecta's self-service
Food Tech solutions for
the modern Workplace



ENTERING A NEW ERA

REINVENTING THE MODERN WORKPLACE

The worldwide pandemic and current economic pressures have had a significant impact on businesses of all kinds and their impact is here to stay.

Operational challenges and financial strains predominate, companies see their margins shrink. Hybrid work is the new normal. Companies need to reinvent themselves and find new solutions that fit the needs of their staff and guests, while enhancing consumer experience.

Self-service retail solutions offer a significant cost reduction compared to traditional catering. Where offering good food service can be a satisfier across an organisation, leading to improved retention rates.

We shape our solutions to meet your expectations, and we exceed them, with solutions that give flexibility a whole new meaning. Small corner and big space. Compact offer and the widest choice. A coffee now and a bite later. Take five and keep going.



UNDERSTANDING WHAT IS IMPORTANT TO YOU

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Employers today face a perfect storm of operational pressures and changing employee expectations. We conducted hundreds of Joy Need Analysis with different specialists in the workplace to understand the challenges and needs of all that work in this sector. These are the most reoccurring trends.



Meeting the demands of the modern workplace

From downsizing and hybrid working to rising overheads and outdated facilities, the modern office must evolve to remain functional, cost-effective, and attractive.

Goodbye to traditional canteens

With many organisations looking to streamline operations, reducing staff headcount and cutting non-essential costs has become the norm. Traditional catering services—requiring dedicated teams and fixed costs—are increasingly difficult to justify. Office footprints are shrinking as businesses move to smaller, more flexible spaces. Often, this means there's no room for a traditional canteen.

Hybrid Working & Office Re-engagement

As hybrid working becomes the norm, encouraging employees back into the office is a key challenge. Today's workforce expects more than just a desk—they want an experience.



Sustainability

Companies are concerned about reducing carbon emissions, using renewable energy sources, cutting down on packaging, and minimizing waste. It's about creating a more efficient supply chain with less pollution.

Your critical business issues are defined by a combination of different elements :

- Reducing costs
- Winning the war on talent
- Compliant sustainability efforts

It's time to recharge and take charge!

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YOUR BUSINESS ISSUES

RECHARGE AND TAKE CHARGE



UNDERSTANDING YOUR NEEDS

In 2025 businesses face additional pressures because of economic changes, government legislation and a difficult job market. Based on the outcome of the Joy Need Analysis we conducted we see the following challenges and corresponding needs in the workplace.



Reducing costs in a shifting workplace landscape

From April 2025, UK businesses face further pressure on staffing costs, with the employers' National Insurance contribution (NIC) increasing by 1.25%. This change—combined with the ongoing rise in the National Living Wage, which increased to £11.44 per hour in April 2024, is significantly impacting margins, particularly for SMEs. In parallel, new employment legislation focused on flexible working rights and enhanced leave entitlements is increasing operational complexity and cost.

At the same time, hybrid working is reshaping workplace requirements. With 30% of UK employees now hybrid, many companies are questioning the need for full-service canteens and oversized office spaces. The result? Underutilised areas that cost more to maintain than they return in value.

Forward-thinking businesses are:

- Reducing real estate footprint or repurposing space to align with current usage
- Optimising headcount to balance service delivery with cost control
- Replacing large canteens with flexible, self-serve food tech like Smart Fridges and MicroMarkets - cutting operational costs while maintaining 24/7 access to fresh food and drink

In this environment, workplace solutions must do more than just serve - they must contribute to efficiency, employee satisfaction, and the bottom line..

UNDERSTANDING YOUR NEEDS

Tight labour market challenges

The UK is facing persistent labour shortages, driven by a shrinking working-age population and rising employment costs. Europe's ageing population means fewer people are entering the workforce than leaving it—with the UN forecasting 95 million fewer working-age Europeans by 2050.

In the UK, job postings remain below pre-pandemic levels. With staffing costs set to rise in April 2025, many businesses are holding off on recruitment—intensifying the need for cost-efficient, automated workplace solutions.

The battle for talent and engaged staff

Post-pandemic, many employers are grappling with how to bring people back into the office. With remote working now deeply embedded and commuting costs on the rise, employees are questioning the value of being onsite. In 2024, over 1 in 3 UK workers operated on a hybrid basis, up from just 10% in 2021, and this flexible approach is becoming the norm.

To boost engagement and attract top talent, businesses must give employees a reason to return. Offices should offer more than just desks—they should be spaces for collaboration, creativity and connection. Creating a workplace people *want* to be in is key.

High-impact employee benefits now include:

- Flexible hours to support work-life balance
- Free premium coffee and tea, often from recognised high street brands
- Healthy, accessible food options throughout the day
- Wellbeing days to support mental health and resilience

A workplace that supports wellbeing and delivers everyday perks is no longer a 'nice to have'—it's a strategic advantage in the war for talent.

GEN Z

Born between the mid-1990s and the early 2010s, is known for having a distinct work ethic shaped by their upbringing, technological advancements and socio-economic factors.

Digital natives

Growing up in a highly connected world, Generation Z is comfortable with technology and often utilises it to enhance their work. They are adept at navigating digital platforms, collaborating online, and leveraging social media for professional purposes.

Entrepreneurial mindset

Generation Z is characterised by a strong entrepreneurial spirit. Many individuals in this generation have witnessed economic uncertainties and are inclined to create their own opportunities. They value autonomy, creative freedom, and the ability to make an impact through their work.



Pragmatic and realistic

Generation Z tends to be pragmatic and practical when it comes to their careers. They prioritise stability, financial security, and a healthy work-life balance. They may be more likely to pursue practical career paths or seek out opportunities that offer clear pathways for advancement.

Purpose-driven

Generation Z is often motivated by meaningful work that aligns with their values. They seek job roles that allow them to make a positive impact on society, whether it's through environmental sustainability, social justice, or other causes they care about deeply.

Multitasking & adaptability

Having grown up in a fast-paced, information-rich environment, Generation Z is skilled at multitasking and adapting quickly to change. They are comfortable with rapid shifts in technology and work processes, and they are quick to learn new skills and tools.

Collaboration & teamwork

Generation Z values collaboration and teamwork. They appreciate diverse perspectives and thrive in environments that foster open communication and inclusivity. They are likely to seek out opportunities for collaboration and enjoy working in diverse teams. Generation Z is the most diverse generation in terms of race, ethnicity, and cultural backgrounds. They tend to embrace and celebrate diversity, striving for inclusivity and equality in all aspects of life. This generation is more likely to challenge traditional norms and advocate for social justice issues.

Work-life integration

Unlike previous generations that emphasized a clear separation between work and personal life, Generation Z tends to view work and life as interconnected. They value flexibility in their schedules, remote work options, and the ability to pursue personal interests alongside their professional endeavours.

UNIQUE PERSPECTIVE

Generation Z individuals can bring unique perspectives and skills to the workforce.

- **Technological proficiency.** Gen Z's familiarity with technology can help streamline processes, enhance efficiency, and adapt to the changing landscape.
- **Adaptability to change.** Gen Z's ability to embrace and navigate change can help them thrive in roles that demand flexibility and problem-solving.
- **Collaboration and teamwork.** Gen Z's inclination toward teamwork and collaboration can contribute to building strong relationships and optimising processes.
- **Sustainability and social responsibility.** Gen Z's commitment to these issues can drive innovation and sustainable practices within business and industry.
- **Multitasking and efficiency.** Gen Z's ability to handle various tasks efficiently and effectively can contribute to streamlined operations and improved productivity.
- **Continuous learning and skill development.** With the fast-paced nature of business and the advancement of technology, ongoing learning and skill development are crucial. Gen Z can thrive in the ever-evolving workplace environment.



UNDERSTANDING YOUR NEEDS

Sustainability is no longer a ‘nice-to-have’—it’s a critical operational priority. From regulatory demands to stakeholder expectations, businesses are under increasing pressure to embed sustainable practices across all areas of operation.



Regulatory compliance is tightening

Navigating the fast-evolving sustainability regulatory landscape is complex. From **March 2025**, UK businesses with **10+ employees must separate and recycle food waste and appropriate materials**, adding operational and reporting demands.

Meanwhile, the UK’s forthcoming *Sustainability Disclosure Requirements (SDR)* and *Sustainability Reporting Standards (SRS)* aligned with the *International Sustainability Standards Board (ISSB)*, will require detailed ESG disclosures.

The EU’s *Corporate Sustainability Reporting Directive (CSRD)* already mandates companies with 1,000+ employees to report on how their activities impact people and the environment. The UK Government is expected to issue its response shortly, with local implementation timelines to follow.

⚠️ Compliance requires meticulous data management, audit-ready systems, and sustainability tracking across supply chains.

Resource allocation & ROI pressures

Transitioning to sustainable operations demands upfront investment—in new tech, infrastructure, packaging alternatives, and staff training. For many SMEs, aligning these investments with short-term financial goals is a real tension.

✅ Streamlining supplier partnerships and reducing packaging and food waste can create measurable savings and accelerate ROI on sustainability initiatives.

The Green Skills Gap

There’s a significant shortage of professionals equipped to implement and manage sustainability strategies. This talent gap is slowing progress, especially in facilities, procurement, and compliance teams.

✅ Businesses must invest in targeted green skills training and prioritise partnerships with providers already aligned to environmental standards.

ENHANCING YOUR SOLUTION THE WORKING ENVIRONMENT

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Our solutions will make a real difference when it comes to reducing costs, employee engagement, winning the war on talent and sustainability reporting.



YOUR SOLUTIONS ANYTIME, ANYWHERE ...

How best to retain existing staff and attract new talent, while supporting the environment and minimising costs at the same time?

Many businesses have their own on-site canteens that offer a variety of meals and snacks for employees. Providing employees with healthy food options while maintaining high standards of food safety and hygiene and educating them on the importance of healthy eating can have a positive impact on their health, support staff retention and attract new talent.



24/7 Food and Drink availability

Providing flexible schedules allow employees to balance work and personal responsibilities, which reduces stress and improves overall well-being and retention. Where on-site canteens are often open during restricted hours, Selecta offers solutions that guarantee 24/7 availability.

Foodies Grab & Go, Smart Fridge

Selecta's Grab & Go concept is characterised by its unique, high tech smart technology based on intelligent vending. The smart fridge detects which product the employee selects and accurately charges the employee when the fridge is closed. Even if you just want to browse, check the ingredients put the product back and prefer something different, it's all possible due to the intelligent system. Delivering the ultimate, seamless consumer experience. We understand that people want faster service, more choice and the ability to pay digitally. The smart fridge accepts most credit cards and mobile pay.

Theft free

The solution is ideal for theft-sensitive environments and high-traffic locations. The risk reduction is significant.

Telemetry & pick-to-order

All machines are fitted with telemetry, analysing both assortment and stock on a continuous basis. It records vend volumes and throughput enhancing operational and technical performance and aiding your corporate social responsibility, like minimising waste.

With our advanced pick-to-order system we can guarantee overnight delivery. The Joy Ambassador is alerted when a machine reaches 60% full. The machine sends a 're-stock alert' for the machine to be replenished ensuring we are filling up the machine before it gets critically low. This gives far more greater product availability around the clock. Maximising financial return and employee satisfaction.

Interactive & digital

The fridge offers digital, interactive communications like promotions and staff reduced prices. Healthy, fresh products can be promoted instead of – the by many beloved - processed food and caffeinated drinks.

Agile supply chain

Some industries face busy peaks and quieter times. Our solutions are fully flexible and scalable and can be replaced easily when needed.

YOUR SOLUTIONS ANYTIME, ANYWHERE ...

Assortment

Different generations and cultures tend to have different food preferences. Selecta works with different (fresh food) suppliers to determine the best planogram for each individual site to ensure the best consumer experience and increase satisfaction. This allows you not only to offer the right products at the right time. It also allows you to support a healthy lifestyle by promoting healthy products. The planogram is continuously optimised based on telemetry data. We work with a rotating assortment and seasonal products offerings.



Gen Z meal preferences

Health-conscious choices

Gen Z tends to prioritise healthier food options compared to previous generations. They are often more concerned about the nutritional value and ingredients of their food. This includes a preference for locally sourced and sustainable food options.

Plant-based and vegetarian diets

Gen Z are embracing plant-based diets or reducing their meat consumption. They are more likely to follow vegetarian or vegan lifestyles and explore alternatives such as plant-based proteins, tofu, and tempeh.

Global cuisine

Gen Z has grown up in a highly multicultural and interconnected world. They are more open to diverse flavours and cuisines from around the globe, like Mexican, Thai, Japanese, and Middle Eastern.

Snacking culture

Gen Z tends to have a snacking culture, often preferring small, convenient, and portable snacks over traditional sit-down meals. This includes items like protein bars, yoghurt cups, fruit cups, and pre-packaged healthy snacks.

Cultural differences in meal preferences

Breakfast

In many Western countries, breakfast often consists of cereal, toast, eggs, bacon, yogurt, and fruit. On the other hand, Asian countries have traditional breakfast options like rice, miso soup, pickled vegetables, or congee. Additionally, breakfasts in certain countries, such as France or Italy, include pastries, bread, cheese, and coffee.

Lunch

Lunch preferences vary greatly depending on the region. In Western countries, it involves sandwiches, salads, wraps and soups. In East Asian countries, a common choice is a bento box with rice, meat or fish, and various side dishes. Some cultures have a larger midday meal, while others opt for lighter options. A growing number of people require Halal or Kosher meals too.

Dinner

Dinner choices are diverse worldwide. Dinner meals often include a main dish, such as grilled or roasted meats, poultry, fish, or vegetarian alternatives, accompanied by side dishes like vegetables, rice, pasta, potatoes, or bread.

YOUR SOLUTIONS ANYTIME, ANYWHERE ...

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Refurbished vending machines

Vending machines are a convenient and efficient way to provide your employees with snacks, drinks, and other goods at your sites. The vending machine can provide employees with quick and easy access to food and drinks without having to leave the site, which will save time and increase productivity. This is particularly beneficial in fast-paced environments like logistics facilities, where employees may not have a lot of time to take breaks or leave the site.

Selecta Circular Program

Selecta has a Circular Program in place, offering both 'Refurbishment equipment' and 'Occasion equipment'. By transitioning to circular economy models, businesses can contribute to a more sustainable and resilient future. Circular machines, also known as circular economy machines or closed-loop systems, offer several benefits compared to traditional linear production and consumption models. Some of the key advantages of circular machines:

1. Resource efficiency Circular machines are designed to maximise the use of resources by minimising waste generation and extending the lifespan of materials.
2. Waste reduction Circular machines aim to eliminate or minimise the generation of waste by closing the loop and reintroducing materials into the production process.
3. Cost savings By embracing circularity, we can reduce costs associated with raw material extraction, production, and waste management.
4. Environmental benefits Circular machines contribute to environmental sustainability

by reducing greenhouse gas emissions, pollution, and the consumption of finite resources.

5. Job creation and economic growth Transitioning to a circular eco requires new business models, technologies, and skills.
6. Improved product design Circular machines encourage a shift towards product designs that are more durable, repairable, and modular. Products are designed with the intention of being easily disassembled and their components reused or recycled. This approach promotes a more sustainable and efficient use of materials throughout the product lifecycle.
7. Enhanced brand reputation Adopting circular practices can enhance a company's brand reputation by demonstrating its commitment to sustainability and responsible resource management.
8. Resilience and risk reduction Circular machines can enhance the resilience of supply chains by reducing reliance on scarce or volatile raw materials.



Image: Refurbished vending machines ready for transportation. Machines are considered to be 'as new'.

YOUR SOLUTIONS ANYTIME, ANYWHERE ...

Once used to fuel extraordinary acts of worship and creativity, coffee has now become a necessity we rely on to meet the everyday demands of modern capitalism.

Positive impact

80% of workplace stakeholders believe that better quality coffee has a positive impact on employee performance, improving productivity and aiding communication between colleagues. It facilitates interaction, communication and networking. It increases productivity and encourages employees to stay on the premises. It is often an essential for those working late or unconventional hours.

Widest choice

Selecta offers a wide selection of coffee solutions including the most famous A-brands like Starbucks™, Nescafé, Segafredo, Change Please and of course our full sustainable and certified coffee brand Pelican Rouge.

Each Pelican Rouge blend is the result of creativity, craftsmanship and plenty of attention. From mild to dark roasts, different blends have been tailored to local tastes to please coffee lovers around the world. The recipes are created with specific drinks in mind, such as a mild roast for a satisfying cafe crème or a bold, dark roast for a perfect cappuccino.



NESCAFÉ

Segafredo
ZANETTI



PLNT

Consumers are more health-conscious than ever before. So why not offering your employees our plant-based alternatives for vending: PLNT*.

- Vegan Oat topping*
- Vegan topping*
- Vegan Oat cappuccino*
- Vegan Oat Chocodrink.

*Gluten-free

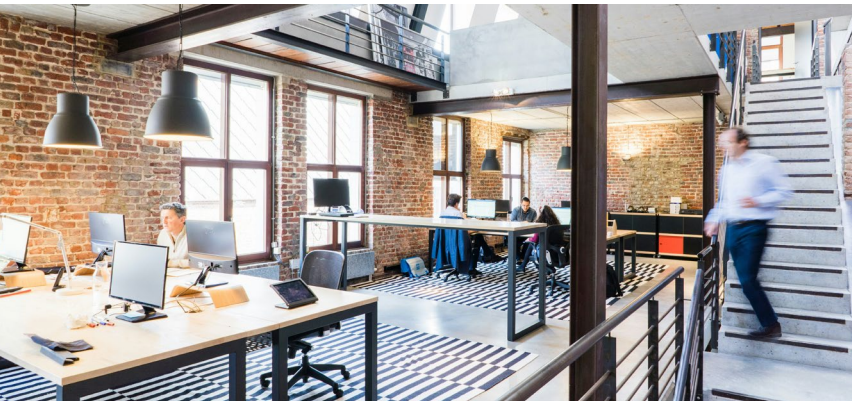
All products are suitable for those with dairy allergies or lactose intolerance. The packaging is fully recyclable and does not contain aluminium. We source our cacao exclusively from Rainforest Alliance Certified farms.

From tabletop to premium coffee corner

No matter how big or small the space, or how many employees to serve, our extensive range of quality machines and furniture are made to deliver a sublime experience: from traditional espresso machines to fully operational machines serving freshly ground or instant coffee.

Images

Upper right: Pelican Rouge Coffee Corner, La Radiosa coffee machine, Coffee Vending machine.



YOUR SOLUTIONS ANYTIME, ANYWHERE ...

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Water covers 60% of the human body, making it a critical element to all of life. 75% of all people are suffering from chronic dehydration that can lead to an immense amount of concerning health issues.

“People think that when they start to get weak, or they have a headache, they need to eat something” explains Grace Webb, Assistant Director for Clinical Nutrition at New York Hospital, *“but most often they need to drink.”*



The human body is programmed to alert us when we are water deficient through the brain's sensation of thirst. When we feel this sensation of thirst, many of us will turn to sugary sodas or caffeinated beverages to cure our thirst; but the truth is, these beverages only serve to extrapolate the issue further. Many of us can confuse our brain's signal for thirst as a need for rest or food too.

People are looking at water as something more than a source of hydration. It's about appreciating the number one beverage we have on this planet. Water is an experience, it's a celebration, a lifestyle.

Keeping up with a healthy lifestyle requires safe and healthy water. With the health aspect gaining traction, we recognise water as more than something we need to stay alive – it's also essential for us to lead a healthy lifestyle.

Portfolio sustainable water solutions
For Selecta, water should be at the foundation of anyone's diet. Therefore, Selecta offers a



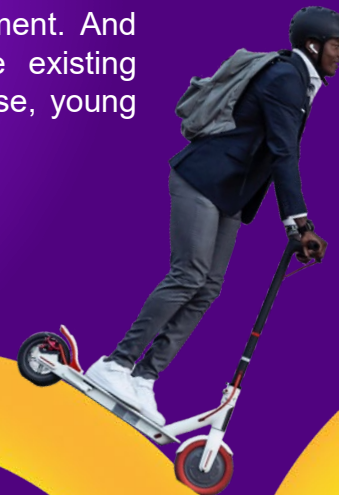
highly differentiated portfolio of sustainable water solutions.

As people are aware of plastic pollution and how water bottles contribute, more people change their habits from commoditized plastic bottles to being conscious about what they drink. The trend is tap water or filtered tap water for hydration.

YOUR BENEFITS **ATTRACT**
THROUGH CARE



It's clear that the workplace is experiencing seismic shifts that will have transformative impacts. Our solutions support you in your efforts 24/7 to make a positive impact on the environment. And on your journey to retain the existing workforce while attracting diverse, young people.



YOUR BENEFITS



1 EMPOWERMENT THROUGH CONVENIENCE: SAFE & SECURE

2 FLEXIBLE & SCALABLE SOLUTIONS ACROSS YOUR BUSINESS

3 DATA-DRIVEN ASSORTMENT ANALYSIS & OPTIMISATION

4 AUTHENTIC, TAILORED QUALITY-CENTRIC OFFERING

5 AVAILABILITY ASSURANCE & 24/7 ACCESS

6 ENHANCED EMPLOYEE EXPERIENCE

7 SUSTAINABLE IMPACT: WASTE REDUCTION, HEALTHY F&B OPTIONS

8 SIMPLIFIED OPERATIONS

9 INCREASED PROFITABILITY

SELECTA UK



FOOD TECH LEADER

Active in 16 countries in Europe



SUSTAINABILITY

Is an integral part of the way we do business, it is at our core.



INNOVATION

Innovative concept leader & technology driven



DISTRIBUTOR

Leading distributor #1 or #2 in coffee & food in 10 markets



365,000

Machines generating € 1.4 billion revenue



6,500

Best-in-class client service through 6,500 passionate Selecta (owner)-associates across Europe

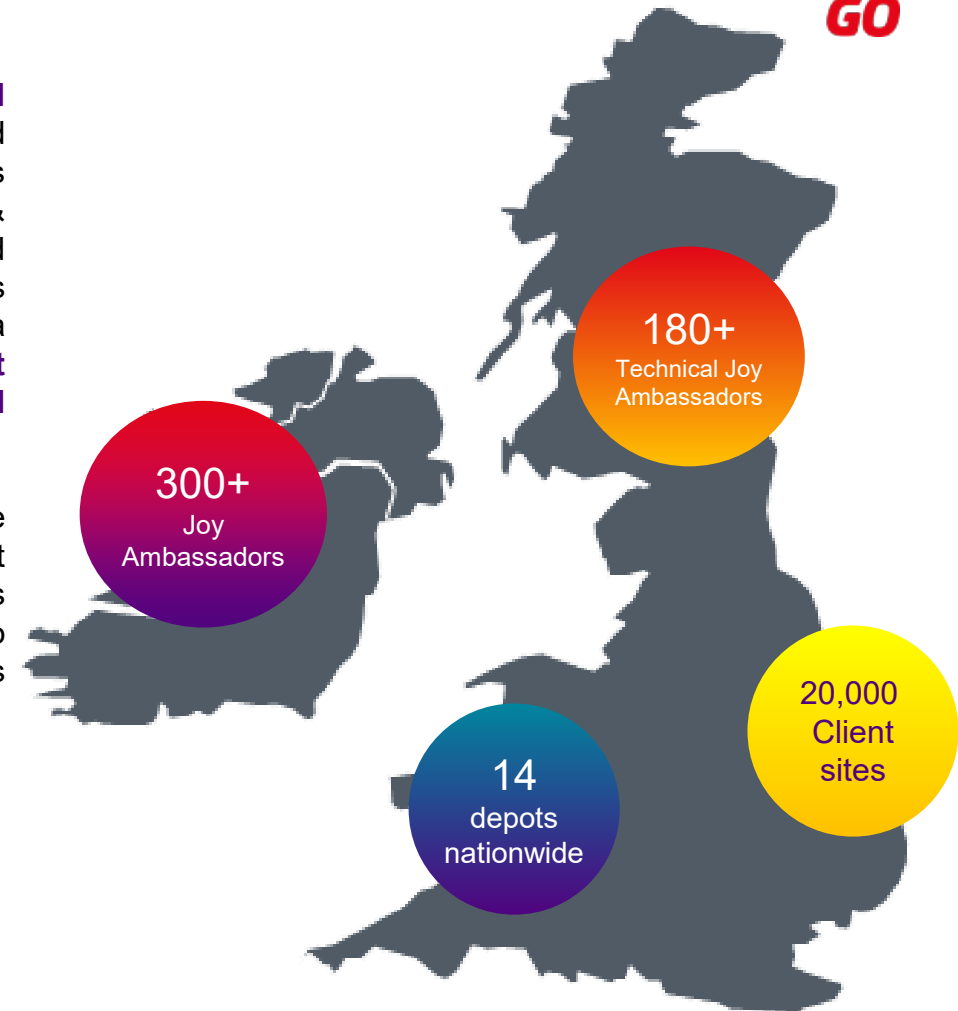
Selecta UK & I

We operate **across the UK and Ireland**, providing 24/7 unmanned food & beverage solutions through vending machines, grab & go MicroMarkets, coffee corners and wholesale. With 14 depots across the UK and Ireland we offer a **national service with the benefit and experience of local knowledge**,

Our Food Tech solutions offer a wide range of products including coffee, hot and cold drinks, snacks, small meals and non-food products. We also supply and maintain coffee machines for cafes, bars and restaurants.

We believe that employee satisfaction and productivity can be greatly enhanced by quality refreshments. Offering what your associates need at the most suitable time of day for them creates a feeling that you truly appreciate them. Our solutions can help to foster collaboration and positive discussions that can take your business to the next level.

**JOY
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A SELECTION OF OUR HIGHLY VALUED CLIENTS

JOY
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At Selecta, we have thousands of workplace clients that we are committed to bring joy to with our self serve food tech solutions on a daily basis.

Our passion

Our heritage means we're passionate about great quality, wholesome food in welcoming environments where people can connect, pause and enjoy. While our leading technology provides an easy user journey.

Your business

We're international, with Selecta's world-class service network and partner brands. We're never far away and we adapt our offer to local eating habits. Our solutions are not only safe, hygienic and attendant-free, but also sustainable. We source our ingredients responsibly and keep plastic to a minimum with recyclable packaging wherever possible, so you can be confident you're doing the right thing. One snack, one meal and one smile at a time. Meaning your business can do, achieve and enjoy more.

SIEMENS

PHILIPS



P&G

amazon

HSBC



Royal Bank
of Scotland

KPMG

citibank

RSA

ThermoFisher
SCIENTIFIC

Deloitte.

Continental

ERICSSON



REFLECT & CONNECT

With challenges come opportunities. The modern workplace has a clear opportunity to attract new, young talent and create sustainable operations. Together, we can drive change and deliver the best experience, with great transparency and personalised services.



www.selecta.com/uk



www.selecta.com/ie

