



The **Sprout Food Group** comprises of 6 businesses under the company umbrella 'Food and Wine ADL Pty Ltd'. The businesses include:

- Sprout Cooking School and Catering
- Sprout Training
- Sprout Health Studio
- Dietary Hawk
- Lou's Place
- eleven bar & restaurant

Sprout Cooking School

Sprout Cooking School was established in 2011. Sprout cooking classes aim to increase food, cooking and nutrition knowledge and skills through hands-on classes that inspire people to cook and enjoy delicious, healthy, and seasonal recipes. Classes are based around lifestyle, budget, and dietary requirements, rather than a particular cuisine or cooking method. Classes are hosted by a qualified Accredited Practising Dietitian and an experienced Cook or Chef. Sprout Cooking School views cooking as an essential life skill that can empower people to take control of their health.

Sprout Catering offers a flexible service providing fresh, seasonal restaurant quality food anywhere in South Australia. Stand up canapes, share platters and premium dining experiences are offered for a variety of occasions from casual gatherings to corporate catering, weddings, and black-tie events.

Sprout Training – registered RTO

Sprout is a Registered Training Organisation (RTO), this means we are a training provider registered by the Australian Skills Quality Authority (ASQA) (or, in some cases, a state regulator) to deliver vocational education and training (VET) services. RTOs are providers of quality-assured and nationally recognised training and qualifications.

Sprout Training is committed to its students and industry. We are dedicated to ensuring our students have a positive and inspiring educational experience. We don't just ensure our students pass; we make our students great. When students complete our courses, they are workplace ready.

Sprout Health Studio opened in 2014 to complement the Cooking School's hands on approach to education and health. It is comprised of a dynamic and innovative team of dietitians with a strong focus on gastrointestinal complaints, disordered eating, and sustainable, healthy weight management.



Dietary Hawk

Dietary Hawk is an online training platform offering evidence-based, credible dietary requirement training. It provides a range of services to support, simplify and improve the lives of those with dietary requirements. We offer dietary requirement training, resources, and certification, as well as ongoing advocacy for better dietary requirement management.

Lou's Place

A modern interpretation on Mediterranean cuisine served in the beautiful and charming family owned, Lou Miranda Estate winery of the Barossa Valley. A place where people feel comfortable and relaxed, as well as part of the family. Offering indoor and outdoor dining, the restaurant has a strong focus fresh, seasonal, and generous share food.

eleven bar & restaurant

Eleven bar and restaurant are located on Waymouth Street in the Adelaide CBD. The team are dedicated to offering warm hospitality merged with intricate, yet humble dishes served in an intimate and sophisticated space. Our passion for food and hospitality is translated into a dining experience that showcases the unique region that is South Australia. Our style is contemporary Australian cuisine, inspired by French techniques with a focus on seasonal awareness. We offer an ever evolving two or three course menus, as well as an experiential tasting menu.

Our Mission

We will create a venue and dining experience where people love the food, love the service, love the generosity, and feel part of the family. We will not be pretentious. We will be welcoming and generous.

We will hero produce and have fun with food and wine, and above all we will be a fun food experience.

Our Values

We value family, we welcome your family into ours.

We are generous and show great hospitality full of warmth, we show love and appreciation through our generosity.

We are respectful, we value our staff, our partners, our suppliers, our produce, and understand without these people we have nothing. It's only when we work together can we create something special.

We strive for excellence, we value learning from each other and our experiences, we are constantly looking to improve what we do to achieve a positive memorable food experience.



Employee Expectations Attitude

Sprout Food Group staff are expected to work autonomously to complete tasks, and show the initiative required to maintain high standards in a fast-paced restaurant, kitchen, and teaching environment. This involves being able to monitor the progress of other staff members and assisting, when necessary, as well as being constantly aware of the standard of food, service and facilities being presented to customers.

Staff should deliver the most courteous and professional service to guests. This service should reflect the Sprout Food Group's values and culture, whilst allowing individuals to express their personality. Every staff member will be a proud and enthusiastic workplace ambassador.

Fundamental to providing a high-quality service is product knowledge. If a staff member is unsure of a food, wine, product, or piece of equipment it is their responsibility to ask a senior staff member.

Hours and Breaks

Staff members are expected to arrive 15 minutes before their shift commences. This allows adequate time to organise their personal belongings and familiarise themselves with their work for the day.

Staff are required to take breaks as follows:

- No break for a < 5-hour shift
- 30-minute break for a > 5-hour shift
- 2x 30-minute breaks for a > 8-hour shift

In accordance with the Restaurant Industry Award, for more information visit:
www.fairwork.gov.au

Shift start and finish times, as well as breaks, are to be entered into the Deputy rostering platform. Entries must be approved by a senior staff member.

Rostering

A fortnightly roster is published via the Deputy rostering platform by the area Manager. Staff members will be notified by text/email when this occurs and asked to raise any issues. It is the responsibility of the casual staff member to check their shifts at the commencement of the week, as well as advise of upcoming commitments or periods of unavailability as soon as



possible. Full time staff members will need to apply for leave for any periods of unavailability, please refer to annual leave request procedure.

Staffroom

Personal belongings should be kept neatly in the allocated area. Staff are welcome to use the fridge and microwave. Cleanliness and tidiness must be maintained.

Parking

Staff carparking is not available on site.

Lou's Place – staff members are asked to park offsite to the left of Lou's Place restaurant and not in the general carpark.

eleven – there are several public carparks nearby, please make yourself familiar with the options.

Sprout Cooking School – staff to park in surrounding streets, taking note of any parking restrictions.

Staff meals

Staff are welcome to order a staff meal for their break at the restaurant sites. Staff are entitled to a discount of 50% on any dish that Lou's Place or eleven has on the menu, on the day you are working.

Sprout Cooking School staff are to supply their own meals for break time, there are a couple of conveniently located stores close by if you need to purchase a meal or snack.

Staff Discount

Staff are entitled to 15% discount off the total food bill when dining alone or with up to four (4) friends/family members at Lou's Place or eleven on your day off.

Staff are entitled to a discount of 15% off the ticket price for Sprout Food Group Events (valid for up to 4 tickets, when attending the event with a staff member).

Staff are entitled to 10% discount off the price of adult and kids cooking classes held at Sprout Cooking School (valid for up to 2 tickets, staff member does not need to be in attendance).

Staff are entitled to 15% discount on any merchandise and gift vouchers purchased for any of the Sprout Food Group sites.



Social Media

The Sprout Food Group sites have a presence on Facebook, Instagram, and Twitter. Support from staff members via sharing and tagging would be appreciated. When on site and **only** if appropriate, staff are encouraged to take photographs that shine a light on what we do, in a professional and respectful manner.

All images are to be sent to Charlotte Stone or Themis.