



BREAD 41 Monthly Newsletter

16 days
LEFT
BEFORE CHRISTMAS

Every month we hope to keep you informed of everything going on at Bread 41. We can appreciate that as we grow we need to keep all employees better informed. It will contain a mix of company information, product information and other significant info worth sharing.

WHATS NEWS & GOING ON AT **BREAD 41** **COMPANY NEWSLETTER**

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GOOD NEWS FRIDAY

Christmas is coming and we will be closed 24th Dec-4th Jan
 Vision Day 3rd Jan super excited to be back with great plans for the year ahead.



4.6 Google Rating. 1,518 Google reviews

Last Week

10



Amazing that the last 10 reviews were 5* ones and lots around kindness of staff which aligns with our value to look after our customers so well done to front of house team

Cati Res

One of the best places I've ever been to. Very friendly team and the food out of this world

Aaron

One bite will explain the line out the door more succinctly than I ever could.

Ashley Brochu

The food is absolutely delicious! Best bread and pastries in Dublin! Oisín's customer service and personal touch is top notch

BREAKFAST CLUB PROGRAMME.

The breakfast club programme is in full swing and we are donating meals throughout the week to two schools locally notably Quay School and CBS and St Andrews resource center to ensure kids dont go hungry. Thanks to all departments for helping with deliveries.

Since we have started we have fed 925 school kids, made over 60 deliveries and baked over 180 loaves. We had a 98% delivery success rate and are targeting 100% for this month.



UN SDG2

These initiatives align with UD SDG Goal 2



ZERO HUNGER: WHY IT MATTERS

MARYS MEALS PROGRAMME

Thanks to Dave and team last month we also donated 1531 meals to match the number of meals sold from our brunch menu to Marys Meals which is a charity who works to provide daily meals to school-going impoverished and disadvantaged children throughout the world. For every euro we give to them, they spend a minimum of 93 cent on their charitable activities.



On the 3rd Janary at our Vision Day Lauren will share more info on BCorp and the positive impact it will have on us and our business.

We have submitted our application on 1st Dec but certification will take 6-9 months.

EMPLOYEE SURVEY.. Thanks to everyone who gave us your thoughts find below some comments and we clearly have work to do on certain areas so thanks for taking the time to share your thoughts. Lots of good points raised and some work to be done.

Most popular/ repeated:

- Better open communication across all teams and from management, more open in general x6
- More group activities and social events x2
- Pension programme x 3
- Staff meetings with all members of 41 x2

Other General Ones

- Better work/life balance in terms of planning ahead
- More focus on time management and structuring of work hours
- OKRs repeated more often
- More time allocated on roster for training, more realistic on timeframes
- Faster implementation of simple processes
- Trusting more the staff skills
- Keep adjusting daily tasks to improve them
- Improve hospitality pay
- Lack of a HR department
- More staff for room to develop new things and be creative
- Pay more attention to management and organising internships for new hires
- Make a team division better on busy days
- More focus on employees knowing what's on the counter
- Raising awareness – anti-bullying
- Number of paid sick days

More Specific:

- Give more bread to the homeless – Mondays and Fridays more should go to the homeless or when lighthouse is shut.
- More breaks 15 min as well as a 30 min
- Another coffee machine – pay not meeting requirements of barista role
- Don't know why we have compostable and recycling bins- forces us to put non-recyclable things in the recyclable bin. – contamination still occurring?
- Cleaner for heavier work like moping instead of FOH
- More care across allergen cross contamination especially in FOH
- Vegan options more consistent and for people and environmental reasons
- More focus on ethical suppliers and organic esp like chocolate and coffee
- More focus on energy sustainability
- Create detailed book with all products and all of their components in terms of presentation in all kitchens to easier for someone takeover a section

LEAN !

FIX WHAT BUGS YOU.

This month we had NO 2 Second improvement informed of this month. Come on everyone a simple suggestion at every meeting can lead to savings all round. Every month we will have a €25 voucher for the best suggested 2 second improvement implemented.

LEAN WHAT IS IT ?

2 second lean is a commitment to daily improvement (Kaizen) of at least 2 seconds. Lets "fix what bugs you."



2 Second Lean involves

- Have a daily meeting
- Teach everyone to see waste & see improvements.
- Question everything simply ask why?
- Take before and after pictures/videos and share.
- Suggest an improvement via management or via the suggestion box.
- Always be tour ready.

OUR VALUES

WHY THEY ARE IMPORTANT

- To care for each other
- To care for our customers
- To care for everything we make
- To be creative
- To care for the community
- To care for our suppliers
- To care about sustainability



Value : Caring about our community.

The LOCAL residents are having a xmas party on the 11th Dec and Ruth and team have kindly donated a cake to help our community celebrate.

Value : To be creative

Super creative pastries and breads coming forward from the team each and every month well done.

Recently on our trip to London we visited lots of bakery concepts to help us determine future business models worth considering as part of our growth journey. We visited lots of great bakeries and some great coffee shops to include Chestnut Bakery, Belgravia, GAIL's Bakery Neo Bankside, BREAD Ahead, E5 Bakehouse, Pavillion Bakeries, Monmouth coffee London, MIEL Bakery, Arome Bakery, Pophams Bakery , while also giving a talk at the London School of business to share our entrepreneurial journey and our vision for Bread 41.



We also visited the Jamie Oliver Group HQ. The Jamie Oliver food education programme is an exceptional example of a company using business as a force for good and we wanted to share our experience and learn from theirs.

We also visited the much lauded Silo which is a zero waste food restaurant. In one of the most wasteful industries in the world it's incredible to see a restaurant reject wastefulness and find simple ways to create a wholly sustainable dining experience.

Silos sustainable cleaning materials



Silo isn't using advanced technology from the fourth industrial revolution. This place is going back to some tried and true techniques much of the world forgets which are sustainable and delicious. We met Birtha— their aerobic digester, their cleaning station FILL, their fermented cupboard. All products used in the restaurants construction are Eco friendly. Picture this their plates are made from their own crushed glass waste & so much more.

This month we will be visiting Coollanet to learn more from them on plans to help business decarbonise further.

This month focus is on plastic reduction/elimination from all departments.

1392kg of Dry
Mixed recycling
Up 18%



103 kg
glass
Up 12%



We continued to support TY students and last month we had 3 students. Thanks to the team for looking after these amazing potential bakers.



Eoin and Sarah visited two schools this month, Rockbrook manor and Loreto Dalkey to teach Real Breaducation.

DELIGHTED TO ANNOUNCE THE WINNER OF THIS MONTHS SAWUBONA AWARD

SAWUBONA AWARD

We have decided to introduce the Sawubona award for staff. This is a monthly award to an individual for making an above and beyond effort in seeing and helping both each other and our customers. The meaning of Sawubona... This Zulu greeting, literally means "I see you." More than words of politeness, sawubona carries the importance of recognising the worth and dignity of each and every person.

€25



And the winner is



Joao Pedro

Well done & big thanks
For making the children from Quay School so welcome when they came into the bakery.



BREAD 41

LET US KNOW YOUR THOUGHTS

EMAIL : operations@bread41.ie

OUR VISION.

We aim to create a movement that reaches into every community throughout the island of Ireland.

Our purpose is we “want everyone to get back to eating real bread and to appreciate real hand crafted pastries, amazing seasonal food and to drive exceptional hospitality in a sustainable way. ”

- Real bread
- Hand crafted pastries
- Seasonal & local food
- Signature warmth and hospitality
- Focused on sustainability

Quote worth pondering. Coming through the ranks the biggest factors that determines a players progress are the choices they make along the way. These choices are all driven by mindset. The mindset of the best players I have see is ambitious, open, humble, determined and honest.

Mental toughness is making the right decisions when no one is watching, time and time again. From Mattie Donnelly. Tyrone Footballer & GAA All Star.