

	Policy: Healthy Eating Environment	
	Department Responsible: SW-Employee Wellness	Date Approved: 09/13/2022
	Effective Date: 09/13/2022	Next Review Date: 09/13/2025

PURPOSE:

As Cone Health aims to be a national leader in wellness and prevention, Cone Health, along with our partners, Prevention Partners-Healthy Together NC, have committed to creating an environment which will promote healthier workforces and healthier populations. The purpose of this policy is to serve as the guiding principle for all food service operation decisions which ensure a healthy food and beverage environment.

POLICY:

Overall Goal: Healthy Food & Beverage Environment is the Norm, Not the Exception:

A healthy food and beverage environment is the norm for all eateries and vending on Cone Health campuses and at all company-sponsored events by following ten key principles that make it easy and affordable to select healthy choices while dining at or with Cone Health:

1. **60% of food and beverage options at on-site food venues meet “healthy” criteria.**
60% of food and beverages offered through Cone Health food venues such as on-site eateries, cafeterias, and coffee shops shall meet “healthy” criteria.
2. **75% of food and beverage options in vending meet “healthy” criteria.**
75% of food and beverages offered through vending at Cone Health shall meet “healthy” criteria.
3. **50% of food and beverage options at company-sponsored events meet “healthy” criteria.**
50% of food and beverages purchased by Cone Health and offered at company-sponsored events to any audience shall meet “healthy” criteria.
4. **Use pricing to leverage “healthy” options.**
Utilize pricing differentials to encourage a healthy food and beverage environment. Pricing should favor “healthy” food and beverage options.
5. **Use visibility and convenience to leverage “healthy” options.**
Utilize positioning of food and beverages to make “healthy” options more visible and convenient, while positioning unhealthy options in less visible and convenient areas.
6. **Use education and marketing to leverage “healthy” options.**
Utilize educational materials and marketing/communication strategies to encourage a healthy food and beverage environment. Marketing should favor “healthy” food and beverage options.
7. **List calories and serving size information on all foods and beverages.**
100% of all foods and beverages sold at Cone Health food venues (eateries and vending) or offered at company-sponsored events shall contain visible calorie labeling per serving and serving size.
8. **Implement “healthy” criteria symbol on all foods and beverages.**
Use “healthy” criteria symbol in all Cone Health food venues (eateries and vending).
9. **Eliminate unhealthy cooking methods such as frying.**
All Cone Health food venues shall avoid use of fryers and practice healthier cooking methods such as baking, broiling, roasting, grilling, sautéing, boiling, and steaming.

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10. Provide a variety of food and beverage options to meet dietary needs.

All Cone Health food venues should make an effort to provide a variety of food and beverage options to accommodate dietary restrictions, cultural food preferences, and specific eating patterns (i.e., vegetarian or plant-based).

Spirit of Healthy:

The overall goal in utilizing “healthy” criteria is to limit the amount of fat, trans fat, dietary cholesterol, sugars, and sodium—all ingredients known to increase risks for chronic disease—and encourage foods with health-promoting properties, such as dietary fiber. To meet the spirit of this policy, there should be an effort to make available, 24 hours/7 days a week, foods with health-promoting properties: fruits, vegetables, whole grain food products, lean meats and fish, low-fat vegetarian dishes, and nuts and other “good fats” in appropriate portion sizes and using health-promoting preparation techniques. The impression in eateries, vending, and company-sponsored events should be that healthy food and beverages predominate. We also want to increase access to and support opportunities for local fresh fruits and vegetables (this includes on-site produce markets and farmers markets). **In the spirit of Caring for Our Patients, Caring for Each Other, and Caring for Communities, we will strive to follow the above key principles.**

DEFINITIONS:

The following provides definitions or clarification to support the key principles of the healthy food and beverage environment policy.

- **Calorie labeling:** Must provide visible calorie labeling and serving size on the product or at the point of purchase/serving line for 100% of items to allow consumers to make informed choices.
 - Examples include manufacturer’s package label, stickers affixed to the package/box, signage in front of/on the serving line via poster/table tents, signage affixed to the cooler/case/vending machine.
 - Exemption to 100% labeling approved for chef specials (i.e., special recipe not planned; however, if it becomes a repeat menu item, calorie labeling is required).
- **Company-sponsored event:** Any food purchased by Cone Health for events such as meetings, training/in-services, celebrations, open houses/ribbon cuttings, board meetings, fund-raising events, marketing and promotional events, etc., for any audience such as employees, visitors, doctors, medical practices, vendors, board, etc. This applies to any department or individual ordering in which any Cone Health entity is paying all or part of the bill. The vendor of the catered food may be internal or external to the organization. Exemptions include food provided by staff or leader from personal funds such as potlucks and personally funded fund-raisers. Also exempt are events in which guests dine-in at a restaurant and order directly from a menu or buffet; however, efforts should be made to host such events at establishments that offer healthy choices.
- **Cone Health:** Any of the hospitals, ambulatory facilities, subsidiaries, physician practices, or other entities that are owned or leased by Cone Health including but not limited to hospitals, ambulatory facilities, subsidiaries, physician practices, outpatient services, and foundations. Managed entities may opt of participation.
- **Food venues:** Any eatery or vending on a Cone Health campus including cafeterias, coffee shops, vending machines, etc. This includes auxiliary run operations and vendors allowed/contracted to come on-site to sell food. Exemptions from the policy include current or

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future joint ventures, gift shops, and hospitality carts that may sell prepackaged candies/snacks unless they serve as an eatery with food prepared on-site or catered in for resale. Food trucks will also be exempt, but an effort should be made to limit them to two monthly visits/campus.

- **“Healthy”**: For the purposes of the healthy food and beverage environment policy, “healthy” is defined per serving as outlined below:

FOODS:	Plates	Entrees	Sides	Soups	Dessert & Snacks
<i>Criteria</i>	Contain at least 1 serving from each: protein, starch, vegetable. or fruit	Center plate protein, pizza, sandwiches, grill items, entrée salads without protein or starch	Rice, potatoes, bread/rolls, fruits, vegetables, etc.	8 oz.	Meet all the criteria down this column OR 4 of the criteria AND have at least 10% of the daily value of one or more major nutrients: vitamin A, C, E, iron, calcium, or protein
<i>Calories (kcal)</i>	≤600	≤550	≤225	≤225	≤200
<i>Total Fat (g)</i>	≤35% of calories from fat	≤35% of calories from fat	≤35% of calories from fat	≤35% of calories from fat	≤35% of calories from fat
<i>Saturated Fat (g)</i>	≤10% of calories from saturated fat	≤10% of calories from saturated fat	≤10% of calories from saturated fat	≤10% of calories from saturated fat	≤10% of calories from saturated fat
<i>Trans Fat (g)</i>	<0.5 GM	<0.5 GM	<0.5 GM	<0.5 GM	<0.5 GM
<i>Cholesterol (mg)</i>	≤100 mg	≤100 mg	≤5 mg	≤25 mg	≤20 mg
<i>Sodium (mg)</i>	≤800 mg	≤700 mg	≤300 mg	≤700 mg	≤300 mg
<i>Fiber (g)</i>	≥3 GM	N/A	N/A	N/A	≥1 GM

BEVERAGES:	Plain or flavored water, sports drinks, diet sodas, juice drinks	Milks and coffee drinks	100% juice
<i>Criteria</i>	Per 8 oz.	Per 8 oz.	≤12 oz.
<i>Calories (kcal)</i>	<50 calories	<100 calories	No limit

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- **% healthy:** The % healthy is to be applied per location:
 - **Eateries:** Per location of each eatery 60% of all food and beverages offered shall meet “healthy” criteria; does not have to apply to each station within the eatery. Each station will offer at least one item that meets “healthy” criteria.
 - **Vending:** Per vending area, for example if only one machine in that area, 75% of the slots in the machine must have “healthy” items. In a vending area with multiple machines, one may opt to meet criteria in each machine or achieve 75% of the combined slots across the suite of machines.
 - **Catering/company events:** The 50% “healthy” options at company-sponsored events are to be applied to the collective offerings of food and the collective offerings of beverages at each event. This applies to the total number of items on the menu served at the event, not on the volume of each item available to be served. For example, if 10 food items are served, five or more must meet the “healthy” definition. If only two items are served, one must meet the definition.
- **Price leverage:** Apply price differential of up to a maximum of 25% to influence the purchasing behaviors of consumers towards “healthy” choices. Special promotions, meal deals/combos, and other discounts should leverage “healthy” choices.
- **Serving size:** Serving lines, plated, and packaged foods should include proper serving-sized portions. If prepackaged items include more than one serving, labeling should clearly state serving size. If self-service, the serving size must be demonstrated via a plated example or signage describing or illustrating the proper serving size. This does not restrict the consumer from taking more than the appropriate serving yet allows them to make an informed choice.
- **Variety:** Food venues should provide variety across and within food groups. Specifically, a variety of proteins (beef, pork, poultry, fish and seafood, beans, soy, and nuts and seeds with an effort to provide lean and plant-based protein options), a variety of grains and starches (with an effort to provide fiber rich options), and a variety of non-starchy vegetables (with an effort to limit added fat and sodium).
- **Visibility and convenience:** Food venues should position “healthy” items in visible and convenient areas such as stations close to the entrance of the eatery, at eye level in glass-front reach-in displays, and at the check-out line. Vending should position “healthy” items at eye level. An effort should be made to position less healthy items at least five feet away from check-out lines to reduce impulse purchases of unhealthy foods.

REFERENCE DOCUMENTS/LINKS:

- Prevention Partners. (2014). *Best Practices: Developing Your Health Food Policy*. Retrieved September 6, 2022, from Data AnyWare: https://data-anyware.com/p2_documents/section3/Best%20Practices%20-%20Developing%20Your%20Healthy%20Food%20Policy%20approved.pdf
- Prevention Partners. (2022). Retrieved September 6, 2022, from Data AnyWare: <https://data-anyware.com/PreventionPartners>