

	<b>Policy:</b> Healthy Eating Environment	
	<b>Department Responsible:</b> SW-Employee Wellness	<b>Date Approved:</b> 12/16/2025
	<b>Effective Date:</b> 12/16/2025	<b>Next Review Date:</b> 12/16/2028

**PURPOSE:**

As Cone Health aims to be a national leader in value-based care, we have committed to creating a food and beverage environment that fosters the best health outcomes for our workforce and community. The purpose of this policy is to serve as the guiding principle for all food service operation decisions to ensure a health-promoting food and beverage environment.

**SCOPE:**

Applies to all areas of the facilities and properties owned by Cone Health.

**DEFINITIONS:**

The following are definitions or clarification to support the key principles of the health-promoting food and beverage environment policy.

- **Company-sponsored event:** Any food purchased by Cone Health for events such as meetings, training/in-services, team-building events, 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 health-promoting 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 out 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 future joint ventures, gift shops, and hospitality carts that may sell pre-packaged 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 schedule food trucks that offer health-promoting choices.
- **Health-promoting:** For the purposes of the health-promoting food and beverage environment policy, health-promoting is defined per serving as outlined below:

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○ **Table 1. Health-promoting Criteria for Foods<sup>1</sup>**

<b>FOODS:</b>	<b>Meals</b>	<b>Entrees</b>	<b>Sides</b>	<b>Soups</b>
<i>Criteria</i>	75% veggies/fruits and starches (generally 50% veggies/fruits + 25% starches) + 25% protein (maximum of 25% animal products/protein)			
<i>Calories (kcal)</i>	≤ 850	≤ 550	≤ 300	≤ 300
<i>Saturated Fat (GM)</i>	≤ 10% of calories from saturated fat			
<i>Trans Fat (GM)</i>	Trans fat free (< 0.5 GM)			
<i>Sodium (mg)</i>	≤ 800 mg	≤ 700 mg	≤ 300 mg	≤ 700 mg
<i>Fiber (GM)</i>	≥ 3 GM			
<i>Added Sugars (GM)</i>	≤ 10% of calories or ≤ 20 GM			
<i>Protein (GM)</i>	≥ 10 GM	≥ 5 GM		

○ **Table 2. Health-promoting Criteria for Desserts and Snacks<sup>2</sup>**

<b>DESSERTS &amp; SNACKS:</b>	<b>Desserts</b>	<b>Snacks</b>	<b>Nuts and Nut/Fruit Mixes</b>
<i>Criteria</i>	<i>Per label serving</i>	<i>Per label serving</i>	≤ 1.5 oz.
<i>Calories (kcal)</i>	≤ 200 calories	≤ 200 calories	≤ 250 calories
<i>Saturated Fat (GM)</i>	≤ 10% of calories from saturated fat		
<i>Trans Fat (GM)</i>	Trans fat free (< 0.5 g)		
<i>Sodium (mg)</i>	≤ 140 mg	≤ 240 mg	≤ 140 mg
<i>Added Sugars (GM)</i>		≤ 12 GM	≤ 12 GM

○ **Table 3. Health-promoting Criteria for Beverages<sup>2</sup>**

<b>BEVERAGES:</b>	<b>Plain or flavored water, sports drinks, diet sodas, juice drinks</b>	<b>Milks and coffee drinks</b>	<b>100% fruit or vegetable juice</b>
<i>Criteria</i>	Per 8 fl. oz.	Per 8 fl. oz.	Per 8 fl. oz.
<i>Calories (kcal)</i>	≤ 50 calories	≤ 130 calories	≤ 120 calories

- **Nutrition labeling:** Must provide visible and/or accessible nutrition information including calories per serving, serving size, allergens, and dietary labels (such as gluten-free, dairy-free, vegetarian, vegan, etc.) on the product or at the point of purchase/serving line for 100% of items to allow consumers to make informed choices. QR codes to online resources or apps that provide nutrition information for the product are acceptable.
  - Examples include manufacturer’s package label, stickers affixed to the package/box, signage in front/on the serving line via poster/table tents, signage affixed to the cooler/case/vending machine.
  - Exemption to 100% labeling approved for special recipes (unique, one-time). However, if it becomes a repeat menu item, nutrition labeling is required.

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- **Percent health-promoting:** The percent health-promoting is to be applied per location:
  - **Eateries:** Per location of each eatery 60% of all food and beverages offered shall meet health-promoting criteria; does not have to apply to each station within the eatery. Each station will offer at least one item that meets health-promoting criteria.
  - **Coffee shops:** Per location of each coffee shop 60% of all grab-and-go food and beverage options shall meet health-promoting criteria. Coffee shop specialty beverages are exempt as long as health-promoting substitutions such as low-fat and plant-based milks and sugar-free syrups and sweeteners are made available.
  - **Vending:** Per vending area, for example if only one machine in that area, 75% of the slots in the machine must have health-promoting items. If a vending area has 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% health-promoting options at company-sponsored events is 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 health-promoting definition. If only two items are served, one must meet the definition.
- **Price leverage:** Apply price differential to influence the purchasing behaviors of consumers towards health-promoting choices. Special promotions, meal deals/combos and other discounts should leverage health-promoting 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, items must be pre-portioned, or the serving container provided must be the appropriate portion size. Alternatively, the serving size may 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 & seafood, beans, soy, nuts & 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 health-promoting 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 health-promoting items at eye level. An effort should be made to position non-health-promoting items at least 5 feet away from check-out lines to reduce impulse purchases of these foods.

### POLICY:

#### **Overall Goal: Health-Promoting Food and Beverage Environment is the Norm, Not the Exception:**

A health-promoting 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 health-promoting choices while dining at or with Cone Health:

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- 1. 60% of food and beverage options at on-site food venues meet health-promoting criteria.**  
60% of food and beverages offered through Cone Health food venues such as on-site eateries, cafeterias, physician lounges, and coffee shops shall meet health-promoting criteria.
- 2. 75% of food and beverage options in vending meet health-promoting criteria.**  
75% of food and beverages offered through vending at Cone Health shall meet health-promoting criteria.
- 3. 50% of food and beverage options at company-sponsored events meet health-promoting criteria.**  
50% of food and beverages purchased by Cone Health and offered at company-sponsored events to any audience shall meet health-promoting criteria.
- 4. Use pricing to leverage health-promoting options.**  
Utilize pricing differentials to encourage a health-promoting food and beverage environment. Pricing should favor health-promoting food and beverage options. (Ex: For a 100% price increase, 80% is allocated to non-health-promoting foods and beverages and 20% is allocated to health-promoting foods and beverages.)
- 5. Use visibility and convenience to leverage health-promoting options.**  
Utilize positioning of food and beverages to make health-promoting options more visible and convenient, while positioning non-health-promoting options in less visible and convenient areas.
- 6. Use education and marketing to leverage health-promoting options.**  
Utilize educational materials and marketing/communication strategies to encourage a health-promoting food and beverage environment. Marketing should favor health-promoting food and beverage options.
- 7. List nutrition information on all foods and beverages.**  
100% of all foods and beverages sold at Cone Health food venues (eateries and vending) shall contain nutrition labeling with visible and/or accessible nutrition information including calories per serving, serving size, allergens, and dietary labels (such as gluten-free, dairy-free, vegetarian, vegan, etc.). An attempt should be made to provide nutrition information when external vendors are used at company-sponsored events.
- 8. Implement a health-promoting criteria symbol on all foods and beverages.**  
Use a health-promoting criteria symbol in all Cone Health food venues (eateries and vending).
- 9. Eliminate non-health-promoting cooking methods such as frying.**  
All Cone Health food venues shall avoid use of fryers and practice health-promoting cooking methods such as baking, broiling, roasting, grilling, sautéing, boiling, and steaming.
- 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 (ie. vegetarian or plant-based).

### Spirit of Healthy:

The overall goal in utilizing health-promoting criteria is to limit the amount of fat, trans fat, sugars, and sodium—all ingredients known to increase risks for chronic disease—and promote 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

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fats” in appropriate portion sizes and using health-promoting preparation techniques. The impression in eateries, vending, and company-sponsored events should be that health-promoting food and beverages predominate. We also aim 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 Our Communities, we will strive to follow the above key principles, which support value-based care, commit to employee well-being, and advance health equity.

**APPROVAL COMMITTEE:**

Healthy Food and Beverage Environment Committee, 11/2025

**REFERENCE DOCUMENTS/LINKS:**

1. Mindful by Sodexo. (2025). Retrieved October 7, 2025, from Mindful: <https://www.mindful.sodexo.com/why-mindful/>
2. American Heart Association. (2022). Healthy Food & Beverage Toolkit. Retrieved October 7, 2025, from American Heart Association: [https://www.heart.org/en/about-us/-/media/Healthy-Living-Files/Foodscape/Healthy Workplace Food and Beverage Toolkit.pdf](https://www.heart.org/en/about-us/-/media/Healthy-Living-Files/Foodscape/Healthy_Workplace_Food_and_Beverage_Toolkit.pdf)