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2 **What is the impact of increasing the prominence of calorie labelling? A stepped wedge**
3 **randomised controlled pilot trial in worksite cafeterias**

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Abstract

Background: Calorie labelling may help to reduce energy consumption, but few well-controlled experimental studies have been conducted in real world settings. In a previous randomised controlled pilot trial we did not observe an effect of calorie labelling on energy purchased in worksite cafeterias. In the present study we sought to enhance the effect by making the labels more prominent, and to address the operational challenges reported previously by worksites.

Methods: Three worksite cafeterias were randomised in a stepped wedge design to start the intervention at one of three fortnightly periods between March and July 2018. The intervention comprised introducing prominent calorie labelling for all cafeteria products for which calorie information was available (on average 87% of products offered across the three sites were labelled). Calorie content was displayed in bold capitalised Verdana typeface with a minimum font size of 14 e.g. **120 CALORIES**. Feasibility and acceptability were assessed using post-intervention surveys with cafeteria patrons and semi-structured interviews with managers. Effectiveness was assessed using total daily energy (kcal) purchased from intervention items across the three sites, analysed using semi-parametric GAMLSS models.

Results: Recruitment and retention of worksite cafeterias proved feasible: all three randomised sites successfully completed the study. Post-intervention feedback suggested high levels of intervention acceptability: 87% of responding patrons wanted calorie labelling to remain in place. No effect of the intervention on daily energy purchased was observed: -0.6% (95%CI -2.5 to 1.2, $p=.487$). By-site analyses showed similar null effects at each of the three sites, all $ps>.110$.

Conclusions: There was no evidence that prominent calorie labelling changed daily energy purchased across three English-based worksite cafeterias. The intervention was feasible to implement and acceptable to patrons and managers.

Keywords: choice architecture; nudging; stepped wedge trial; randomised controlled trial; workplace interventions; calorie labelling

Background

63 Excess energy intake and poor diet quality leading to obesity are the leading causes of
64 the rising incidence of non-communicable diseases and excess mortality in England and
65 worldwide [1-4]. Interventions aimed at reducing energy intake and/or improving diet quality
66 are therefore key to improving the health of populations [5]. Recent evidence suggests that
67 interventions that change aspects of the physical environment or ‘choice architecture’ may be
68 more effective at changing dietary behaviour including reducing energy intake than more
69 traditional interventions requiring conscious engagement, such as educational campaigns [6-
70 9].

71 One potential promising choice architecture intervention that alters environmental
72 cues that are temporally and physically proximal to the point of choice is calorie labelling [9,
73 10]. In the USA, calorie labelling for all food products sold in out-of-home food retail
74 environments has been mandatory since 2010 [11]. In England the government is considering
75 implementing similar legislation to make calorie labelling mandatory for the out-of-home
76 sector [12].

77 Though potentially impactful and overwhelmingly desired by customers, the
78 estimated effect size of calorie labelling on energy purchased has been found to vary across
79 studies, with a paucity of experimental evidence, particularly in field settings amongst
80 general population samples. The evidence from a recent Cochrane review of nutritional
81 labelling suggests that if calorie labels were added to menus or put next to foods in
82 restaurants, coffee shops and cafeterias this could reduce energy purchased by about 47
83 calories (7.8%) per meal on average [13]. The synthesised evidence was, however, derived
84 from three studies, all conducted in the USA and assessed as being of low quality using the
85 GRADE assessment tool due to very serious risk of bias.

86 Another recent systematic review synthesised evidence from 186 mainly US-based
87 studies. These included both experimental and non-experimental studies, conducted in
88 laboratory or field settings. This synthesis led to an estimated smaller effect of calorie
89 labelling – amounting to a reduction of approximately 27 calories (4.6%) per meal [10]. This
90 systematic review also accounted for study heterogeneity, showing that the effect size of
91 calorie labelling was larger in laboratory (hypothetical-choice) studies, and larger amongst
92 women and those who were overweight.

93 A third recent systematic review provided evidence that calorie labelling may be more
94 effective amongst those of higher socio-economic position (SEP), though these conclusions
95 derived from narrative and not quantitative synthesis of a small number of studies measuring
96 the impact of calorie labelling across different SEP groups [14]. Finally, a fourth systematic
97 review conducted by Shangguan and colleagues estimated that calorie labelling could reduce
98 total energy intake by 5.8% per meal [15]. In this systematic review, the impact of nutrient
99 content labelling *vs.* calorie labelling was examined, but there was no sufficient evidence to
100 conclude that one of these types of labelling is more effective in lowering energy intake,
101 mainly due to the small number of studies available for these moderation analyses. In sum,
102 these recent systematic reviews suggest that there remains considerable uncertainty about the
103 potential impact of calorie labelling and that calorie labelling may have differential impacts
104 amongst different groups, and may be dependent on the intervention setting.

105 In a recent study, we sought to build on these heterogeneous findings by examining
106 the impact of calorie labelling upon energy purchased using an experimental design across
107 six worksite cafeterias in England [16, 17]. We found that, although highly acceptable to
108 cafeteria patrons and managers, the calorie labelling intervention had no effect upon energy
109 purchased across the six sites. At one of the six sites, there was a statistically significant

110 reduction in total calories purchased, with an estimated reduction of 6.6% [95% CI -12.9% to
111 -0.3%], which diminished over time.

112 There were several possible explanations for the lack of an observed effect in five out
113 of the six worksites in this study. The calorie labels were designed to be visible to the
114 customer at the point of choice, and were therefore presented in the same font style and size
115 as the product price. This design may, however, have inadvertently decreased the impact of
116 the intervention by making the calorie information less distinguishable from the other
117 information on the label. There were also some operational difficulties in collecting the
118 primary outcome measure which limited the precision of the data collected in the initial trial.
119 For example, four of the six sites recorded a small number of their food/drink items – such as
120 sales of different carbonated drinks - under the same till button, thus preventing full
121 disaggregation of sales of products with different energy content.

122 In the current replication and extension study we therefore sought to use visually-
123 enhanced calorie labels designed to communicate more prominently the energy content. In
124 addition, we aimed to work closely with the catering teams and others in the participating
125 sites to improve their till systems for data capture, and accordingly, to improve the estimates
126 of the potential impact of calorie labelling on energy purchased.

127 The aims of the present study are:

128 (1) to assess the feasibility of recruiting eligible worksites, and identify potential
129 barriers to the feasibility and acceptability of implementing prominent calorie
130 labelling; and

131 (2) to estimate the impact of prominent calorie labelling designed to clearly
132 communicate energy content upon energy purchased in worksite cafeterias.

133

134

Methods

135 **Sample**

136 Three worksite cafeterias in England were recruited to take part in the study via a
137 collaboration with the Institute of Grocery Distribution (IGD) [18]. Worksites were eligible if
138 they were based in England, employed more than 300 employees and had the ability to
139 provide data on daily sales of individual items and their energy content. Due to the pilot
140 nature of the study, a sample size of three sites was selected prior to enrolment as a pragmatic
141 number with which to address the study aims within available resources.

142 We approached the managers of four sites that were part of a Healthy Eating in the
143 Workplace Advisory Group organised by IGD and had already expressed interest in
144 participating in studies. Sites were then screened for eligibility. All four sites were deemed
145 eligible on the criteria reported above. Of the four sites approached, three agreed to
146 participate in this pilot study and were therefore randomised to the time at which to
147 implement the intervention. Enrolment of sites into the study was conducted by two members
148 of the research team (MV and GF). The flow of participating sites through the pilot trial is
149 shown in the CONSORT diagram in Figure 1. The demographic characteristics of employees
150 at the three sites are summarised in Table 1 (these data were provided by the worksite Human
151 Resource departments with all data points provided in aggregate form as they appear in the
152 table). The baseline characteristics of intervention items across the three sites are summarised
153 in Table 2.

154

155 ===== PLACE FIGURE 1 HERE =====

156

157 ===== PLACE TABLE 1 HERE =====

158

159 ===== PLACE TABLE 2 HERE =====

160 Design and Procedure

161 The study used a stepped wedge randomised controlled trial design [19-21]. This
162 design was chosen since it allows the intervention to be tested across all eligible sites thus
163 maximising study power; as well as allowing a more robust control of unexpected events over
164 time since the roll out of the intervention occurs sequentially across the different sites.
165 Between March and July 2018 three worksite cafeterias were sequentially randomised to
166 receive the intervention after an initial baseline period of at least six weeks (see Figure 2).
167 Sites were randomised to implement the intervention at one of three, two-weekly intervals.
168 The randomisation of sites to the intervention sequence was performed by a statistician (MP)
169 using computer-generated random numbers (the statistician was blinded to the identity of
170 sites throughout the randomisation process). The protocol for this pilot trial was prospectively
171 registered [ISRCTN20474205] (for more details see
172 <http://www.isrctn.com/ISRCTN20474205>).

173 During the 6-week pre-intervention period, routine cafeteria service continued while
174 information was collected on the energy content of food available and on the sales each day.
175 The intervention periods were planned to be at least equal in length to the pre-intervention
176 period – *i.e.* the third site implementing the intervention for at least six weeks – so that a best
177 estimate of intervention impact could be obtained. Two further intervention weeks were run
178 at the end of the trial for all three sites. Accordingly, the period of intervention lasted between
179 eight to twelve weeks, depending on randomisation sequence within the stepped wedge
180 design. It was not possible to blind the caterers who implemented the intervention to
181 intervention assignment. Patrons of the cafeterias were not informed that the introduction of
182 prominent calorie labelling was being evaluated as part of a study.

183 The research team trained and instructed the catering teams across the three worksites
184 on how to implement the intervention prior to the study start date and worked closely with the

185 catering managers during intervention implementation. Prior to the commencement of the
186 study, till systems were discussed and all worksites were instructed to use individual till
187 buttons for each individual product in their cafeterias. Where this was not practically possible
188 (*e.g.*, due to a large product offering as in Site 1), a few till buttons were reprogrammed to
189 capture a few products of the same category that were similar in energy content (with the
190 difference in energy ranging between ± 30 kcal). Compliance with intervention
191 implementation was measured by one member of the research team who conducted
192 fortnightly visits to the worksites and recorded any deviations from the study protocol. Sales
193 data were collected from all three sites over the period 6th March to 9th July 2018. The
194 catering teams provided the research team with data on the energy content of food and drink
195 items as well as till records of the sales data for each day throughout the study period.

196

197 ===== PLACE FIGURE 2 HERE =====

198

199 **Intervention**

200 The intervention comprised labelling all cafeteria products for which calorie
201 information was available with their energy content *e.g.*, **120 CALORIES**. Following
202 evaluation of the impact of the labelling intervention in our previous study [17], we aimed to
203 enhance the presentation of calorie information by displaying this information more
204 prominently in the current study. A literature review provided the basis for design features to
205 make the labels more prominent.

206 The findings from the review suggested that typefaces such as Verdana [22-24]
207 increased readability compared to Times New Roman and Arial, with bolded [25], larger
208 fonts [25-28], and uppercase letters [29] also aiding readability. Increasing white space
209 around a message and using high contrasts such as black text on a white background could

210 also enhance readability [30, 31]. In order to maximise effectiveness of the labelling, the
211 extant literature suggested combining these features [28, 32]. For more information on how
212 we incorporated these findings from the extant literature in the design of the new prominent
213 calorie labels see the Calorie Labelling Manual document in Online Supplementary
214 Materials.

215 As in our previous study, the labels were designed to be visible and legible to the
216 customer from where they would be standing at the point of choice. Labels also contained
217 calorie information by product portion size by denoting ‘per slice’, ‘per ladle’, or ‘per
218 average bowl/serving’. Salad bars, deli bars, hot drinks, and vending machine items were
219 excluded from the intervention because of challenges in reliably implementing calorie
220 labelling for these items (see the Calorie Labelling Manual document in Online
221 Supplementary Materials for more details).

222 In the present study calorie information was provided in one of four different places:

- 223 (1) On products (see Figure 3a);
224 (2) Along shelf edging at point of choice (see Figure 3b);
225 (3) On tent cards placed next to products (see Figure 3c); and
226 (4) On menus (printed or electronic via email or screens; see Figure 3d).

227

228 ===== PLACE FIGURE 3 HERE =====

229

230 **Measures**

231 *Feasibility and acceptability*

232 The feasibility and acceptability of the intervention implementation in the present
233 study were captured using the following indicators:

- 234 (1) *Feasibility of recruiting and retaining eligible worksites.* This was assessed by
235 examining recruitment and drop-out rates;
- 236 (2) *Feasibility of implementing the assigned intervention.* This was assessed after initial
237 visits to worksite cafeterias by the research team, in discussions and formal interviews
238 with worksite managers and catering teams, and through examination of the sites’
239 sales data;
- 240 (3) *Acceptability of the intervention.* This was measured via surveys distributed to
241 cafeteria patrons, and qualitative interviews with worksite managers/caterers. In the
242 surveys cafeteria patrons were asked: “*How did you feel about the introduction of*
243 *calorie labels?*” (rated on a five-point scale from *Very unhappy* to *Very happy* with an
244 additional option of choosing *Didn’t notice the labels*); and “*Would you like calorie*
245 *labels to remain in place permanently?*” (rated on a five-point scale from *No,*
246 *definitely not* to *Yes, definitely*); and
- 247 (4) *Compliance with the study protocol.* Compliance visits were conducted at each of the
248 three sites on the first day of intervention when non-compliant items, *i.e.* unlabelled
249 products, were noted. Thereafter, fortnightly compliance visits were carried out at
250 each site; protocol violations were recorded and rectified in discussion with the
251 cafeterias’ management teams.

252

253 *Intervention impact*

254 *Primary outcome*

255 Total energy (kcal) purchased daily from intervention items, controlling for the total
256 transactions as measured from daily sales records.

257

258 *Secondary outcome*

259 Number of items purchased daily from (a) intervention items, and (b) non-intervention items,
260 controlling for the total transactions.

261

262 *Other measures*

263 Covariates recorded in the study and considered in analyses: total number of transactions per
264 day (to control for daily footfall in each site); day of week; and weather conditions (daily
265 average temperature).

266

267 **Data Analysis**

268 *Feasibility and acceptability*

269 Feasibility and acceptability indicators were summarised using descriptive statistics.
270 Qualitative assessments gathered via semi-structured interviews with worksite managers and
271 caterers were coded and summarised narratively.

272

273 *Intervention impact*

274 Analyses were conducted in R.3.4.2. Our protocol and trial registration pre-specified
275 that we would use generalised linear mixed models (GLMM) to examine the impact on total
276 energy (kcal) purchased per day from intervention items controlling for the total transactions,
277 adjusted for time trends (using day relative to the intervention start date as a random slope per
278 site) and with random effects for worksite. However, an examination of the data showed
279 considerable heterogeneity in variances between the three sites. Various variance-stabilising
280 transformations - including logarithmic and square-root transformations - were investigated
281 but none proved adequate. Therefore, due to heteroscedasticity, both the mean and variance
282 of parameters were included (using identity and log links respectively) in the more general
283 analysis framework of a Generalized Additive Model for Location, Scale and Shape

284 (GAMLSS) mixed model [33, 34]. This allowed explicit parameters for site-variances to take
285 different values.

286 Uncharacteristic days, such as days showing large changes in energy purchased due to
287 special events at the worksites, were included as dummy variables to allow for an unbiased
288 estimate of the intervention effect (more details on this can be found in the Results section).
289 Site was fitted as a random effect as per protocol. We also fitted parameters when necessary
290 for separate variances: (i) on different weekdays; and (ii) different sites. The model
291 diagnostics ranged from acceptable to good. Additional sensitivity analyses were conducted
292 to explore whether partial compliance with the intervention affected the obtained results.

293

294

Results

Feasibility and acceptability

296 Of the four worksites approached, all were eligible to participate. Three sites were
297 recruited and received the labelling intervention. All three recruited worksite cafeterias
298 successfully completed the baseline and intervention periods (attrition rate of 0%), attesting
299 to the feasibility of retaining eligible worksites (see also Figure 1 CONSORT diagram).

300 Implementation of the intervention proved feasible, with the proportion of items that
301 were labelled being above 80%: 83% at Site 1, 94% at Site 2, and 85% at Site 3.

302 Cafeteria patrons who took part in the post-study survey strongly supported the
303 intervention. The survey was completed by 250 employees, approximately 8.5% of the total
304 number of employees based at the three worksites. A large proportion of respondents (83%)
305 were either happy or very happy about the introduction of calorie labelling, 12% were neither
306 happy nor unhappy, 1% were unhappy or very unhappy, whilst 2% reported not noticing any
307 changes in labelling. Furthermore, the vast majority of surveyed employees (87%) reported
308 that they would like calorie labelling to remain in place permanently, answering either *Yes*,

309 *definitely* or *Yes, probably*, 10% didn't mind, whilst only 1% objected to calorie labelling
310 remaining in place permanently, answering either *No, probably not* or *No, definitely not*.

311 The Box in the Online Supplementary Materials summarises the themes identified in
312 the thematic analysis of the post-intervention interviews conducted with worksite managers.
313 As in the previous study [17], worksite managers were receptive and supportive of the
314 intervention, seeing the calorie labels as a positive addition to the cafeteria, rather than taking
315 something away from patrons. In the current study, managers again commented that the
316 initial implementation of calorie labelling was labour-intensive and time-consuming, but once
317 this was done the intervention was simple to maintain. Managers reported positive feedback
318 from their patrons and, in contrast to our previous study, the managers also noted that patrons
319 commented on the clarity of the visual display of the energy content on the labels used for
320 this study, demonstrating that at least for the employees who took part in the post-study
321 survey, the labelling intervention tested in this study was more prominent and more
322 noteworthy when compared to the calorie labelling intervention used in the prior study.
323 Managers also reported that patrons expressed mixed feelings towards the presentation of
324 calorie information. Some patrons thought this made their food choices easier, whereas others
325 felt that additional nutritional information may be needed to help them make more informed
326 dietary choices [see also 35]. Furthermore, managers also highlighted the benefits of setting
327 up calorie labelling in their cafeterias with the view of aiding their employees' dietary
328 choices. Finally, managers hoped that the independent evaluation of the calorie labelling
329 intervention would help them to set-up calorie labelling initiatives which may, at some point
330 in the future, be mandated through government policy [12].

331 Compliance with the study protocol varied across sites and products. A detailed
332 record of items that were non-compliant at each site and the dates when these were then
333 labelled as per protocol can be seen in Table S1 in Online Supplementary Materials.

334 Sensitivity analyses were performed to check for differences in the effects of the intervention
335 between days when all items were compliant and when they were not.

336

337 Intervention Impact

338 An examination of the plots for total energy purchased from intervention items and
339 the number of transactions at each site showed different underlying trends at different sites
340 (see Figures 4 and 5). The graphical presentation of the data in Figures 4 and 5 uses best fit
341 lines based on loess curves, making minimal assumptions about the data. As can be seen in
342 Figures 4 and 5 there were: (i) strong weekday effects with, for example, at all sites more
343 energy being purchased on Thursdays, and at Site 1 less energy purchased across fewer
344 transactions on Fridays; and (ii) special features in some of the sites that had to be accounted
345 for by dummy variables. For example, at Site 3 there were three days on which a free buffet
346 was available in the cafeteria, one day with a free BBQ on offer, and one day with a non-free
347 BBQ for which employees had to purchase a ticket. A dummy variable indicating these five
348 special events was included as a control variable in the statistical modelling of the primary
349 outcome.

350 ===== PLACE FIGURE 4 HERE =====

351

352 ===== PLACE FIGURE 5 HERE =====

353

354 Given the small number of sites, there was limited scope to include explanatory terms
355 in the modelling. The final model included the following covariates: number of transactions,
356 time relative to the intervention, week-day, daily average temperature, and a dummy variable
357 denoting the five special events at Site 3. Model diagnostics - *i.e.*, residual plots,

358 autocorrelation – ranged from acceptable to good. Alternative models were also examined
359 (see sensitivity analysis below).

360
361 **Primary outcome**

362 Pooling the data across the three sites showed no significant effect of prominent
363 calorie labelling on daily energy purchased: -0.6% [95%CI -2.5 to 1.2, $p = .487$, $M = -2410.2$
364 ($SD = 5992.6$) total daily calories]. By-site analyses showed similar null effects at each of the
365 three sites: Site 1 (-0.4% [95%CI -1.2% to 0.4%, $p = .299$, $M = -3896.2$ ($SD = 6482.3$) total
366 daily calories]); Site 2 (0.3% [95%CI -4.5% to 5.1%, $p = .890$, $M = 444.3$ ($SD = 5543.2$) total
367 daily calories]); and Site 3 (-7.4% [95%CI -16.5% to 1.7%, $p = .110$, $M = -4891.8$ ($SD =$
368 5287.4) total daily calories]). The model estimates are shown in Table 3. A sensitivity check
369 where we excluded the dummy variable for special events replicated these results.

370
371 ===== PLACE TABLE 3 HERE =====

372 **Sensitivity analysis**

373
374 A sensitivity analysis was conducted in which all items non-compliant with the
375 labelling intervention at any point during the intervention phase were excluded from the
376 calculation of the total calories per day. This led to the removal of 44 (9.8%), 5 (1.7%) and 30
377 (10.1%) products at Sites 1, 2 and 3, respectively. Similar results were obtained to those
378 using the primary models: there was no overall effect of the intervention -1.2% [95%CI -
379 3.2% to 0.8%, $p = .240$, $M = -4079.4$ ($SD = 5992.1$) total daily calories]. Unlike in the primary
380 analysis, the impact of the calorie labelling intervention on energy purchased was
381 statistically significant at Site 3 when compliance was accounted for: -29.0% [95%CI -
382 47.7% to -10.2%, $p = .003$, $M = -12958.8$ ($SD = 7410.9$) total daily calories]. These estimates
383 should be considered with caution due to the particularly large confidence intervals obtained
384 for energy purchased at Site 3. The impact of the prominent calorie labelling was not

385 statistically significant in the other two sites when taking into consideration the non-
386 compliant items: Site 1 (-1.5% [95%CI -5.8% to 2.7%, $p = .481$, $M = -12933.2$ ($SD =$
387 31705.3) total daily calories]; Site 2 (-0.5% [95%CI -6.1% to 5.0%, $p = .851$, $M = -685.6$ (SD
388 = 6315.5) total daily calories]).

389 **Secondary outcome**

390 Our secondary outcome consisted of modelling the total number of (a) intervention
391 items, and (b) non-intervention items sold per day since it was not possible to model the total
392 daily energy for non-intervention items separately. Daily number of transactions, day of the
393 week, and daily average temperature served as covariates as in the primary outcome models.

394 Intervention items only

395 There was no overall effect of labelling on total sales of intervention items per day
396 [15.2 items ($SD = 35.7$) (95%CI -25.2 to 55.6), $p = .460$]. There was also no impact on total
397 sales of intervention items per day in the individual sites.

398 Non-Intervention items only

399 There was no overall effect of the intervention on total sales of non-intervention items
400 per day [0.5 items ($SD = 5.0$) (95%CI -5.2 to 6.1), $p = .867$]. The by-site analysis showed a
401 statistically significant decrease in daily sales of non-intervention items following the
402 introduction of calorie labelling at Site 1 [-44.8 items ($SD = 29.3$) (95%CI -77.9 to -11.7), $p =$
403 .009]. The other two sites did not demonstrate a statistically significant effect of the
404 intervention on daily sales of non-intervention items: Site 2 [2.8 items ($SD = 5.2$) (95%CI -
405 3.1 to 8.7), $p = .358$]; Site 3 [-4.5 items ($SD = 5.7$) (95%CI -10.9 to 2.0), $p = .174$].

406

407 **Discussion**

408 Recruitment and retention of worksite cafeterias in the present pilot trial proved
409 feasible. Post-intervention feedback suggested high levels of intervention acceptability

410 amongst both patrons and catering staff, with 87% of cafeteria patrons wanting the prominent
411 calorie labelling to remain in place. In terms of intervention effectiveness, pooling the data
412 across the three sites showed no effect of the intervention on daily energy purchased: -0.6% [-
413 2.5%, 1.2%]. Modelling the impact of the intervention at each individual site showed similar
414 null effects.

415 The overall non-significant effect found across sites (-0.6%) replicates the overall size
416 of effect of calorie labelling obtained in our prior pilot trial (-0.4%) [17]. Together, these
417 results suggest that the synthesised effect size estimates of the potential impact of calorie
418 labelling in recent systematic reviews [10, 13] may be an overestimate of the true effect
419 found in general populations in real world settings. The estimated effect size of -7.8% from
420 calorie labelling on menus presented in the recent Cochrane Review was based on three US-
421 based experimental studies, two of which were conducted in the same university cafeteria
422 [13]. This evidence was rated of low quality using GRADE assessment criteria, meaning that
423 the estimated effect size is likely to change with more evidence [13]. The estimate of -4.6%
424 provided in the larger systematic review by Zlatevska and colleagues [10] was based mainly
425 on studies conducted in the USA, often carried out in university establishments and testing
426 the effects of calorie labelling amongst university staff and students, often under controlled
427 laboratory settings. The effect of calorie labelling in Zlatevska's review was shown to be
428 larger in laboratory settings than in field studies [10]. Furthermore, a narrative synthesis of
429 evidence suggests that calorie labelling may generate larger effects amongst those in higher
430 socio-economic positions (SEPs) [14], the populations on which much of the evidence in the
431 Cochrane Review and Zlatevska's review is based.

432 Post-hoc power analyses suggest that our present study was powered to detect an
433 effect size of 5.23% (two-tailed). We were therefore powered to detect an effect of the size
434 suggested by the recent Cochrane systematic review [13], which is arguably the closest

435 estimate of effect size relevant for the current study given the synthesised effect was based
436 solely on randomised experimental evidence in field settings. An as yet unexplored
437 moderator of these effects is the country in which studies were conducted. Our two field
438 cafeteria experiments – conducted in England – have thus far yielded smaller and statistically
439 non-significant effects in contrast to field cafeteria experiments conducted in the USA.

440 Within-site analyses in both the present and our previous studies [17] suggest that
441 calorie labelling has heterogeneous effects in different worksite establishments which may
442 reflect differences in participants' characteristics. However, due to the small number of sites
443 in both the previous and current studies ($n = 9$), we were not able to formally examine
444 demographic characteristics of participants at each site as a potential moderator of the effects
445 of calorie labelling.

446 Decisions about the introduction of calorie labelling may rest upon considerations
447 other than evidence of effectiveness to reduce energy purchased or consumed. The high
448 levels of acceptability of the prominent calorie labelling and high levels of support for its
449 continuation amongst worksite managers, catering staff, and cafeteria patrons are in line with
450 evidence showing that the public consider information provision or education as acceptable
451 interventions to change dietary behaviour [36]. This is consistent with growing demands from
452 consumers for information about their food, whether about nutritional content, allergens, or
453 provenance [37]. A further indirect effect of calorie labelling – not assessed in the current
454 study – is its potential impact on reformulation of products or the range of menu options
455 provided. An additional analysis by Zlatevska and colleagues of 41 studies that measured the
456 impact of mandatory calorie labelling on retailers' food offering, estimated that after the
457 introduction of calorie labelling, retailers offered 15 calories less per meal [10]. In the context
458 of randomised controlled trials such as those reported here, these effects are excluded by
459 careful manipulation only of the labelling itself and not the product range. Thus, even though

460 the direct impact of calorie labelling on consumer purchasing may be smaller than previously
461 estimated, there may be additional indirect effects if implemented in routine practice, which
462 may result in a reduction in the energy content of foods offered for purchase and
463 consumption. Reformulation of products or changes in menu options may also lead to
464 improvements in the nutritional quality of the foods available, through reductions in saturated
465 fat, free sugars or sodium and/or increases in fruit and vegetable content, bringing additional
466 beneficial health impacts [see 4, 15, 35].

467 **Strengths and Limitations**

468 One notable strength of the present study is the use of prominent calorie labels
469 designed to maximise readability following a scoping literature review. Furthermore, in the
470 present study we worked closely with the three worksite catering teams in order to improve
471 their data-capture methods prior to study commencement. We also carried out fortnightly
472 fidelity checks at all sites, which enabled us to rectify any issues with intervention
473 implementation and data capture in a timelier fashion than was possible in our previous study
474 [17]. These changes to the protocol and intervention design resulted in higher quality data,
475 lending greater confidence in any conclusions that could be drawn from the present study.

476 The above strengths notwithstanding, the study was limited in several respects. The
477 most notable limitation was the small number of participating sites and their heterogeneity.
478 Since this was a pilot trial, we tested the prominent calorie labels and improved protocol
479 amongst three sites, which was the maximum number of sites that we could realistically
480 recruit and set-up the intervention in the given time period. Another limitation of this pilot
481 study was that we were only able to recruit the required three sites by approaching four
482 worksites, which were members of a Healthy Eating in the Workplace Advisory Group. The
483 feasibility of recruiting a larger number of potentially more diverse worksite cafeterias for a
484 larger trial is unknown. However our other feasibility measures show that when workplaces

485 are willing to try this intervention it is possible to deliver the intervention successfully and
486 collect the data necessary for evaluation. The study was further limited by using energy
487 purchased as a proxy for consumption. Purchasing does not take into account possible food
488 waste, food bought and consumed from other establishments, and food freely available at the
489 worksites. However, this is likely to apply equally to both intervention and control periods
490 and should therefore not impact the estimates of energy purchased across different study
491 periods. Future studies could improve estimates of food consumption by measuring food
492 waste and establishing a protocol to measure and control for consumption of food obtained
493 from outside the worksite cafeteria setting.

494 **Future Research Directions**

495 Although recent systematic reviews suggest that calorie labelling has an impact on
496 energy selected or purchased [10, 13, 15], they each highlight the paucity of well-controlled
497 experimental studies in field settings, with one review suggesting that the effect of calorie
498 labelling is weaker in field compared with laboratory settings [10]. Future research should
499 therefore aim to estimate the impact on selection and consumption of calorie labelling in field
500 settings in robust studies using experimental designs. Aside from the current study, all other
501 existing experimental field studies have been conducted in the US. More studies outside of
502 the US are therefore needed to examine the generalisability of calorie labelling effects
503 beyond the US.

504 Even though recent reviews by Zlatevska [10] and Shanguann [15] have found no
505 significant difference between simple calorie labels vs. enhanced labels – such as physical
506 activity calorie equivalents [PACE] labels or pictorial warning labels - these supplementary
507 analyses were based on limited evidence generated in laboratory settings. Further research is
508 warranted to test such enhanced calorie labelling using robust experimental designs in field

509 settings to estimate the potential for such labels to reduce the energy of food selected or
510 consumed.

511 Diet-related disease is linked both to overconsumption of energy and to the nutrient
512 composition of the diet. The recent systematic review by Shanguann and colleagues [15]
513 found no significant difference in the impact on consumption of calorie labelling *vs.*
514 nutritional labelling of specific nutrients. However, the moderation analyses were based on a
515 limited number of studies, suggesting that the estimate of this effect may change when there
516 is a larger evidence base to probe this difference. Future studies could also consider whether
517 additional labelling of specific nutrients has greater impact on food consumption than calorie
518 labelling alone.

519 **Policy Implications**

520 While studies to date do not provide a reliable population level estimate of the
521 potential for calorie labelling to reduce energy purchased out-of-home, any decision to
522 introduce, or even mandate, calorie labelling should take into consideration a range of other
523 factors. First, such information is valued by consumers [37]. Second, there is some evidence
524 that mandatory calorie labelling could have positive supply-side effects through product and
525 menu reformulation [10]. Given that increasing the availability of lower energy foods in
526 worksite cafeterias can reduce energy purchased [38] this could be an effective route through
527 which calorie labelling could contribute to tackling obesity.

528 **Conclusions**

529 There was no evidence that prominent calorie labelling changed daily energy
530 purchased across three English-based worksite cafeterias. The intervention was feasible to
531 implement and acceptable to patrons and managers.

532 **Declarations**

533 **Ethics Approval:** Approved by the Psychology Research Ethics Committee of the University
534 of Cambridge (Reference Number: PRE.2016.035).

535 **Availability of data and materials:** The data are commercially sensitive, provided by the
536 participating worksites on condition that they are not shared beyond the research team.

537 **Competing interests:** The authors declare that they have no competing interests.

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548 **Authors' contributions:** All authors collaborated in designing the study. MV and GF
549 coordinated the intervention implementation and data collection. MP performed the data
550 analyses. MV drafted the manuscript, GF, MP, GJH, RP, SAJ, and TMM provided critical
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556

557

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675

676 Table 1.

677 *Staff demographic characteristics across the three sites.*

Categories	Site 1 (n = 2205)	Site 2 (n = 337)	Site 3 (n = 405)
Employment Type (n/%)			
Full Time	2011 (91%)	335 (99%)	245 (60%)
Part Time	132 (6%)	2 (1%)	20 (5%)
Temporary	62 (3%)	0	140 (35%)
Gender (n/%)			
Male	824 (37%)	278 (82%)	243 (60%)
Female	1381 (63%)	59 (18%)	162 (40%)
Age (n/%)			
18 – 24	164 (7%)	42 (12%)	41 (10%)
25 – 34	884 (40%)	148 (44%)	101 (25%)
35 – 44	572 (26%)	96 (28%)	142 (35%)
45 – 54	416 (19%)	36 (11%)	73 (18%)
55 – 64	165 (7%)	15 (4%)	36 (9%)
65+	4 (0.2%)	0	12 (3%)
Role Type (n/%)			
Higher Managerial	25 (1%)	1 (0.3%)	20 (5%)
Intermediate Managerial	240 (11%)	8 (2%)	81 (20%)
Supervisory or Clerical / Junior Managerial Skilled	622 (28%)	20 (6%)	170 (42%)
Manual Worker	1125 (51%)	50 (15%)	114 (28%)
Semi or Unskilled Worker	193 (9%)	228 (68%)	20 (5%)
Other	0	11 (3%)	0

Note. Sites 1 and 3 did not have any staff in the 'other' category (e.g., students). Site 2 did not have any temporary employees or anyone over the age of 65 years old.

678

679 Table 2.

680 *Baseline sales data of intervention items across the three sites.*

Categories	Site 1 (n = 2205)	Site 2 (n = 337)	Site 3 (n = 405)
Number of Daily Transactions [Mean (SD)]	2365.6 (222.2)	226.5 (21.2)	159.2 (24.9)
Main Meal Kcal [Mean [SD] (min, max)]	418.4 [387.3] (95, 1614)	415.0 [162.4] (154, 829)	542.0 [238.5] (144, 1025)
Drink Kcal [Mean [SD] (min, max)]	71.0 [58.9] (0, 216)	121.2 [67.0] (0, 366)	81.2 [57.5] (0, 240)
Snack Kcal [Mean [SD] (min, max)]	163.2 [166.4] (27, 657)	243.1 [126.0] (35, 770)	207.8 [107.1] (21, 576)
Mean Cost of Main Meal (£) [Mean [SD] (min, max)]	1.51 [0.89] (0.80, 3.90)	2.69 [0.67] (0.60, 3.90)	2.89 [0.53] (1.99, 3.95)

681 *Note.* Sales of main meals at Site 3 are recorded with side dishes as the default option. At Site 3, employees must request if they
 682 do not want a particular side to be automatically included with their main meal.

683 Table 3.

684 *Primary analysis of total daily energy purchased.*

	Calories M (SD)	95%CI	p	Pre-Intervention Mean Daily Calories	% Change Post-intervention	95% CI
<u>Overall model</u>						
Modelling of the mean (identity link):						
(Intercept)	43742.9 (8625.1)	(33982.9, 53502.9)	<0.0001			
Day relative to intervention	125.0 (107.9)	(2.9, 247.1)	0.0458			
Transactions	376.7 (7.0)	(368.8, 384.5)	<0.0001			
Week day (Ref=Monday)		(-2213.9, 8462.6)				
Tuesday	3124.4 (4717.5)		0.2525			
Wednesday	-4084.109 (4443.1)	(-9111.9, 943.7)	0.1127			
Thursday	8091.4 (4652.6)	(2826.5, 13356.2)	0.0029			
Friday	4721.3 (5865.9)	(-1916.5, 11359.1)	0.1646			
Temperature	-1524.5 (585.5)	(-2187.0, -862.0)	<0.0001			
Special Event	-18313.4 (12497.0)	(-32454.8, -4171.9)	0.0118			
Intervention	-2410.2 (5992.6)	(-9191.3, 4371.0)	0.4867	374551.9	-0.6%	(-2.5%, 1.2%)
Modelling of the variance (log link):						
(Intercept)	11.155 (0.198)	(10.931, 11.379)	<0.0001			
Week day (Ref=Monday)						
Tuesday	0.092 (0.239)	(-0.179, 0.363)	0.5052			
Wednesday	-0.015 (0.181)	(-0.220, 0.189)	0.8842			
Thursday	0.017 (0.225)	(-0.237, 0.272)	0.8934			
Friday	0.359 (0.259)	(0.066, 0.652)	0.0172			
Site (Ref=Site 1)						
Site 2	-2.114 (0.201)	(-2.342, -1.886)	<0.0001			
Site 3	-1.532 (0.213)	(-1.772, -1.291)	<0.0001			

By-site

Modelling of the mean (identity link):

(Intercept)	39965.7 (4569.9)	(29612.6, 50318.9)	<0.0001			
Day relative to intervention	73.0 (64.5)	(-44.6, 190.6)	0.224766			
Transactions	376.9 (8.0)	(363.1, 390.7)	<0.0001			
Week day (Ref=Monday)						
Tuesday	2320.3 (1498.1)	(-3148.7, 7789.4)	0.406505			
Wednesday	-4615.0 (3340.7)	(-9762.9, 532.9)	0.080204			
Thursday	7701.1 (10391.2)	(2267.7, 13134.5)	0.005912			
Friday	4342.4 (2886.6)	(-2439.8, 11124.6)	0.210756			
Temperature	-1287.7 (364.1)	(-1975.8, -599.6)	0.000303			
Special Event	-13141.4 (717572.0)	(-28184.6, 1901.9)	0.088184			
Intervention:						
Site 1	-3896.2 (6482.3)	(-38047.7, 30255.3)	0.29893	927358.1	-0.4%	(-1.2%, 0.4%)
Site 2	444.3 (5543.2)	(-6244.5, 7133.1)	0.88971	130320.0	0.3%	(-4.5%, 5.1%)
Site 3	-4891.8 (5287.4)	(-13340.6, 3557.1)	0.11040	65977.7	-7.4%	(-16.5%, 1.7%)

Modelling of the variance (log link):

(Intercept)	11.264 (0.293)	(10.959, 11.569)	<0.0001
Week day (Ref=Monday)			
Tuesday	0.131 (0.269)	(-0.144, 0.407)	0.351
Wednesday	-0.016 (0.253)	(-0.327, 0.294)	0.918
Thursday	0.037 (0.314)	(-0.240, 0.314)	0.794
Friday	0.339 (0.296)	(0.029, 0.649)	0.033
Intervention :			
Site 1	-0.194 (0.285)	(-0.515, 0.127)	0.238
Site 2	-0.046 (0.278)	(-0.411, 0.318)	0.803
Site 3	0.057 (0.284)	(-0.290, 0.404)	0.748
Site (Ref=Site 1)			

Site 2	-2.202 (0.354)	(-2.586, -1.818)	<0.0001
Site 3	-1.674 (0.321)	(-2.035, -1.312)	<0.0001

685 *Note.* 95%CI based on the likelihood ratio test.

686

Figure Captions

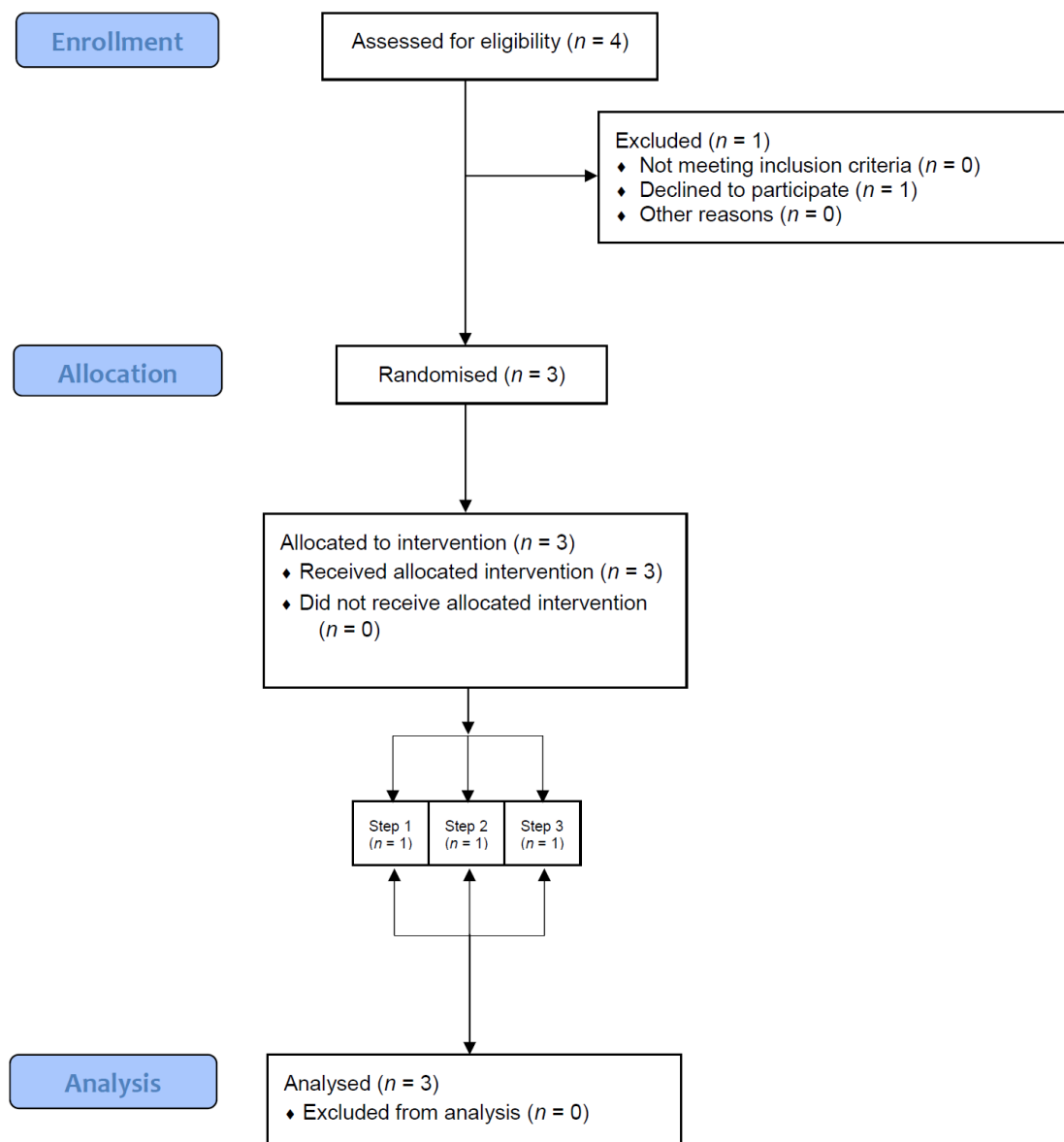
687 *Figure 1.* CONSORT diagram of participant flow through the study.

688 *Figure 2.* A graphical presentation of the study's stepped wedge design.




689 *Figure 3.* Examples of calorie labelling: a) on a product; b) along shelf-edging; c) on a tent
690 card; and d) on a menu.

691 *Figure 4.* Total energy sold per day for intervention items across the three sites with
692 information displayed for day of the week.

693 *Figure 5.* Transactions per day for intervention items across the three sites with information
694 displayed for day of the week.



Site	Baseline 06.03.18 - 16.04.18	Period 1 17.04.18	Period 2 24.04.18	Period 3 01.05.18	Period 4 08.05.18	Period 5 15.05.18	Period 6 22.05.18	Period 7 29.05.18	Period 8 05.06.18	Period 9 12.06.18	Period 10 19.06.18	Extra Period 11† 26.06.18	Extra Period 12† 03.07.18
1													
2													
3													

-  Baseline - no intervention (6 weeks)
-  Control - no intervention (period represents 1 week)
-  Intervention (period represents 1 week; † two extra periods lasting 1 week each were captured at the end of the study)



(a) On a product



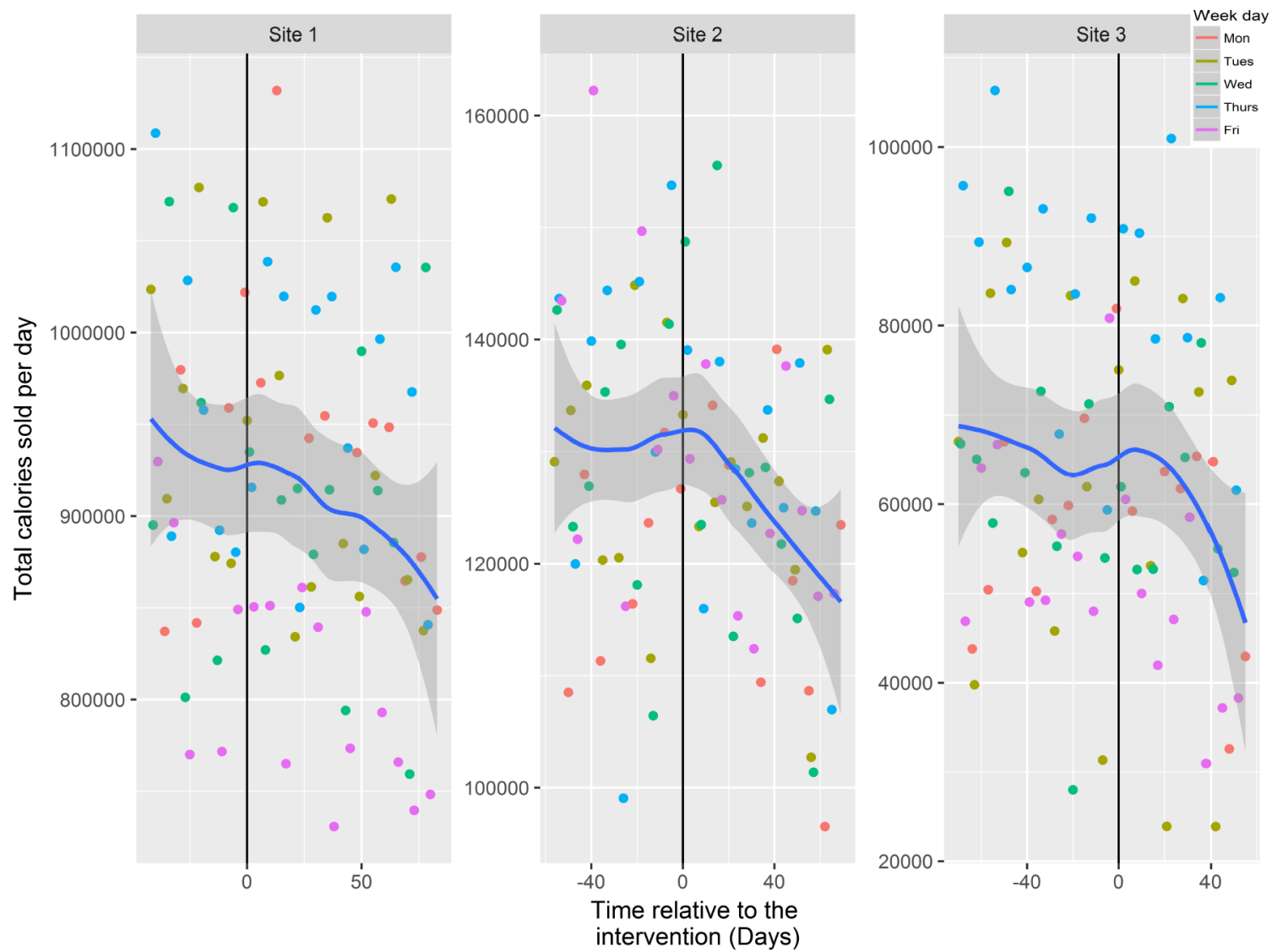
(b) Along shelf-edging

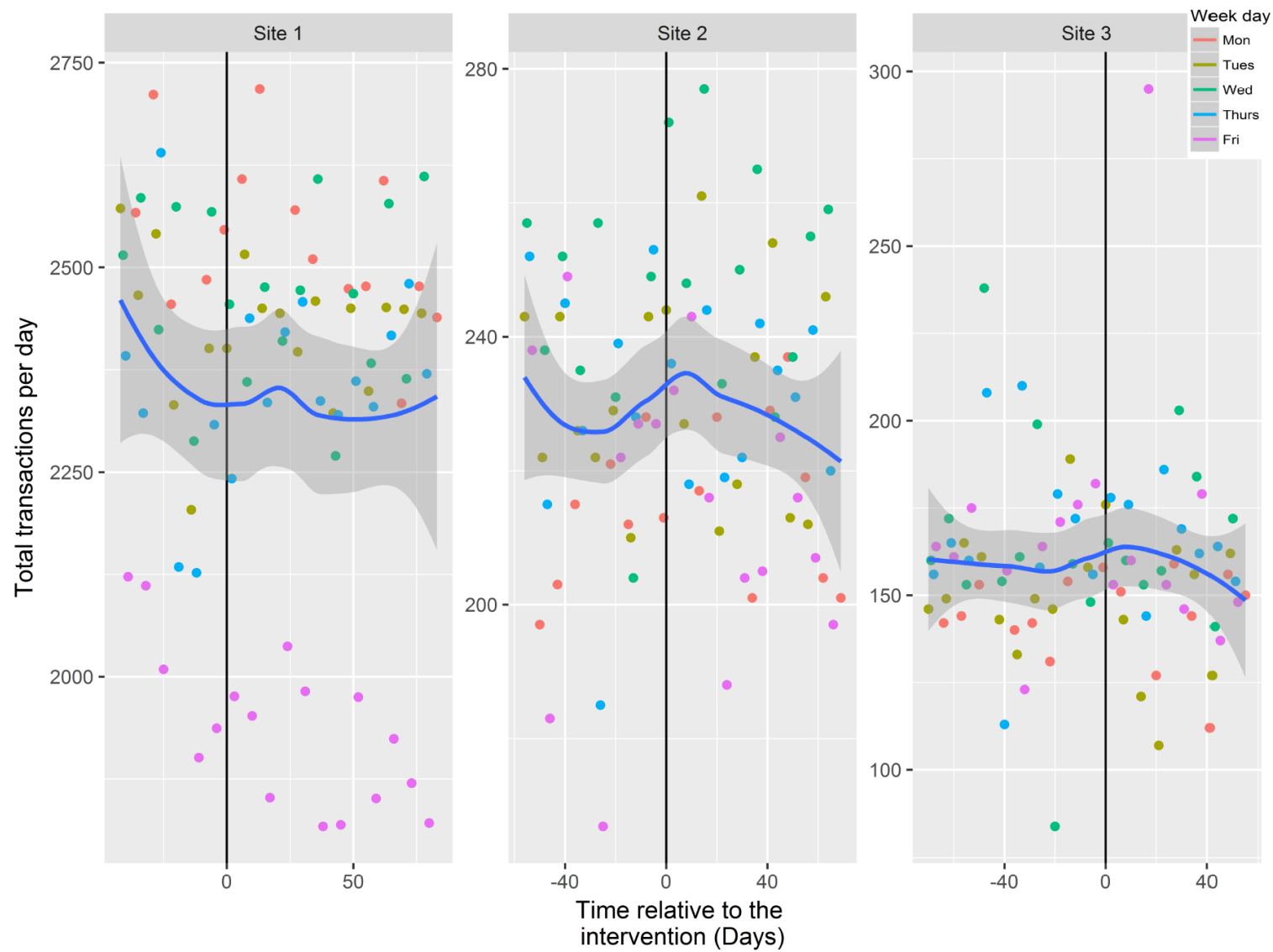


(c) On a tent card



(d) On a menu





Online Supplementary Materials

**What is the impact of increasing the prominence of calorie labelling? A stepped wedge
randomised controlled pilot trial in worksite cafeterias**

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Calorie Labelling: How to design your labels.....pp.2-9

Box: Themes identified from semi-structured interviews with worksite managers...pp.10-11

Table S1: List of non-compliant items.....pp.12-14

Calorie Labelling: How to design your labels

Background

Thank you for participating in IGD's Healthy Eating programme. This document is prepared by the University of Cambridge (UoC) and provides instructions for displaying calorie labels in your cafeteria. Please use this to prepare your labels containing calorie information for all products at point of choice.

You will introduce calorie labels from [DATE]

Ahead of implementation, we will be in touch to arrange a convenient time to view these labels before they are finalised. In the meantime, please get in touch if you have any questions.

Contact details

Georgia Fuller
Research Assistant
Behaviour and Health Research Unit
University of Cambridge

Email: [email here]
Telephone: [telephone here]

Where to put labels

Calorie information should be directly above, below or beside the product. Where this is not possible please inform UoC to discuss and agree a solution.

- Labels on products – see Figures 1A and 1B
- Shelf-edging at point of choice – see Figure 2
- Tent cards next to products – see Figure 3
- Menus (printed or electronic via email or screens) – see Figures 4 and 5

Which products to label

All products within the cafeteria should be labelled with calorie information, including:

- Main meals (including side dishes)
- Snacks (including all confectionery, crisps, sandwiches, protein pots etc.)
- Breakfast selection (both hot and cold options)
- Cold drinks
- Condiments (portioned)

Salad bars, hot drinks and vending are **excluded** from the study and do not need additional labelling. However, please note you will still need to send daily sales information for salad bars to UoC.

Other areas where calorie labelling may be difficult (such as deli bars) will be dealt with case-by-case by UoC.

Label Content

The label should include:

- Name of food or drink item
- Calorie content written as 'XXX CALORIES'
- Portion size if relevant (e.g. per slice, per ladle, per average bowl/serving if pre-portioned or served to the customer)
- Price

*The label should **not** include:*

- Any additional information such as Reference Intakes, which should be removed
- Any alternative terms to 'calories' – e.g. do not use 'kcal' or 'kJ'

If applicable, allergen information should continue to be provided as usual.

Label Design

Labels should be legible and prominent to the customer (from where they will be standing at point of choice). To ensure this, the calorie content, e.g. '**120 CALORIES**', should be:

- Bolded
- Written in uppercase
- Written in Verdana typeface
- Written in:
 - a) minimum font size 14 for product labels, shelf-edging and tent cards
 - b) minimum font size 18 for A4 daily menus (please note, weekly menus will be designed on a case-by-case basis)
- Written two font sizes larger than the rest of the font on the label (calorie information should appear larger than the product name, price and portion size)
- Written in black typeface on a white background (if coloured backgrounds are used, please contact us to discuss options)
- Written horizontally on the label with as much white space around the text as possible

Please see the Appendix to find examples (Figures 1A, 1B, 2, 3, 4 and 5).

Appendix

Figure 1A - Example of a calorie label on a product:



This is not correct as full Reference Intake (RI) information is

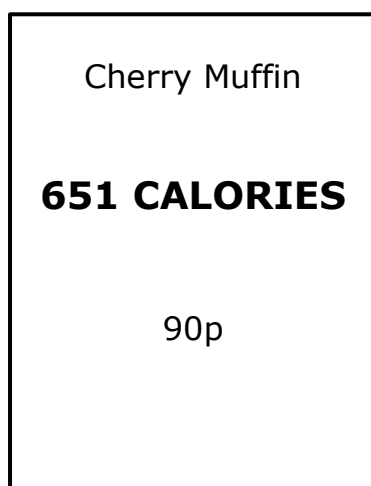


This is correct.

Figure 1B - Example of a calorie label on a product:

N.B. to demonstrate what labels may look like if allergen information would usually be present, this has been included in one of the example product labels below. For the purposes of this study, if allergen information is not already on your labels, please do not include it.

Option 1. Calorie label without allergen advice



Option 2. Calorie label with allergen advice

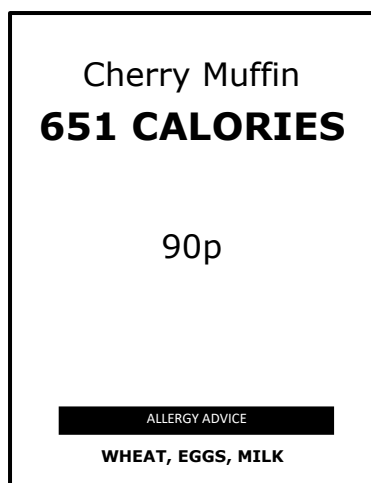


Figure 2 - *Example of a calorie label on shelf-edging:*

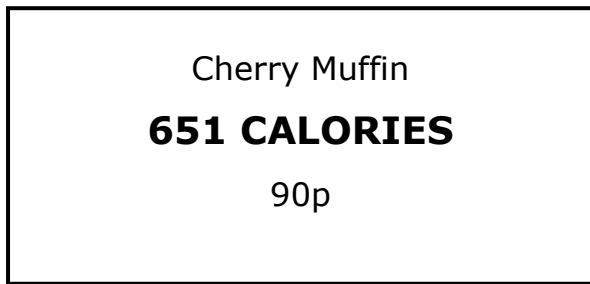


Figure 3 - *Example of a calorie label on a tent card:*

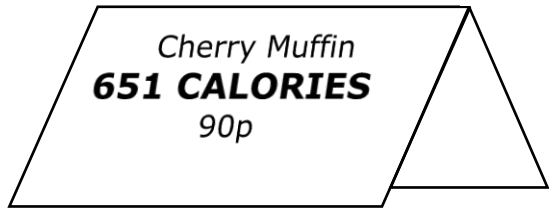


Figure 4 - *Example of calorie labelling on a daily menu:*

Monday's Menu		
Cumberland Sausages	150 CALORIES	£2.95
Cajun Chicken	208 CALORIES	£2.95
Cheese & Onion Pasties	433 CALORIES	£1.60
Leek & Potato Soup	193 CALORIES	£0.80
Sweetcorn	95 CALORIES	£0.50
Side Salad	11 CALORIES	£0.50

Figure 5 - Example of calorie labelling on a weekly menu:

	Monday	Tuesday	Wednesday	Thursday	Friday
House Soup	Carrot & Coriander (v) 104 CALORIES	Tomato and Basil (v) 112 CALORIES	Leek & Potato (v) 137 CALORIES	Tomato (v) 98 CALORIES	Cauliflower (v) 108 CALORIES
'Real' Soup	Seafood Broth 240 CALORIES	Chicken and Mushroom 129 CALORIES	Spicy Chickpea (v) 217 CALORIES	Cream of Vegetable (v) 217 CALORIES	Minestrone (v) 194 CALORIES
Our 'made to order' Pizza Menu is available every day					
Al Forno	Pork Chop 249 CALORIES	Spicy Bean Burger with Cheese (v) 580 CALORIES	Goats Cheese & Red Onion Tart (v) 275 CALORIES	Chicken & Egg Fried Rice Pot 390 CALORIES	Beef Chilli with Wedges 410 CALORIES
Nutritional Selection	Chickpea Curry & Naan (v) 240 CALORIES	Kedgeree 404 CALORIES	Sardines with Tomato Stew 244 CALORIES	Vegetable Pasta Bake (v) 290 CALORIES	Feta, Roast Vegetable & Quinoa Pot (v) 191 CALORIES
Main Course	Chicken Supreme & Gravy 228 CALORIES	Cumberland Pie with Mash 400 CALORIES	Beef & Guinness Pie 332 CALORIES	Roast Lamb & Gravy 294 CALORIES	Battered Haddock Fillet 326 CALORIES
Sides Starch Veg	Chips 260 CALORIES Steamed Carrots 41 CALORIES Corn on the Cob 155 CALORIES	Chips 260 CALORIES Cauliflower Cheese 138 CALORIES Green Beans 31 CALORIES	Patatas Bravas 184 CALORIES Peas & Corn 65 CALORIES Steamed Broccoli 31 CALORIES	Roast Potatoes 149 CALORIES Parsnips 179 CALORIES Cabbage 27 CALORIES	Chips 260 CALORIES Peas 81 CALORIES Vegetable Medley 50 CALORIES
Hot Dessert	Coffee Sponge 230 CALORIES Custard 190 CALORIES	Rice Pudding 111 CALORIES Jam Sauce 75 CALORIES	Bread Pudding 360 CALORIES Custard 122 CALORIES	Orange Cake 198 CALORIES Custard 122 CALORIES	Ginger Sponge 355 CALORIES Toffee Sauce 132 CALORIES

Box: Themes identified from semi-structured interviews with worksite managers.

Themes	Subthemes	Comments
Information provided	Clear Information† (2 of 3 sites)	<p><i>"It was very clear, big, bold writing"</i></p> <p><i>"Just the calories, rather than doing the whole thing, the fat, the protein, the carbs. It just gives a very clear message"</i></p> <p><i>"The previous ones we put calories and kilojoules ...I think everybody is more aware of calories so it was a clearer message"</i></p>
	Missing Information† (2 of 3 sites)	<p><i>"Some people question about the fact whether we should just be saying about calories, whether we should be giving more dietary information around ingredients"</i></p> <p><i>"There's been a few suggestions around whether it is productive towards a...balanced diet, talking about just calories"</i></p> <p><i>"...and then there's the sugar as well because some of the things that have low calorie have higher sugar"</i></p>
	Eye-catching Design (2 of 3 sites)	<p><i>"I think it is probably more effective than previous ones I've been involved in, in terms of it being a little more bolder than the previous times which I think is useful"</i></p> <p><i>"If it was much smaller people probably wouldn't pay attention (to) what's on the label where it was quite big and bold so you can see, it is one of the first things that you can see when you look at the label so that was good"</i></p> <p><i>"I understand that part of the study was for (the labelling) to be so big; I think from a customer point of view it looked a bit ridiculous if I'm honest"</i></p>
	Awareness of Information (2 of 3 sites)	<p><i>"People were talking about it so they definitely noticed the difference"</i></p>
Implementation	Time-consuming† (3 of 3 sites)	<p><i>"It was more work at the beginning getting all the labelling done"</i></p> <p><i>"It was hard work obviously but...it's not (a) major change to my everyday tasks"</i></p> <p><i>"There was quite a lot of work for (the catering team) first off but once that was done then...it was all there."</i></p>
	Overcoming challenges (3 of 3 sites)	<p><i>"We had to get extra information from the supplier and if the supplier didn't have it we had to go...to the actual manufacturer"</i></p> <p><i>"Some things were challenging for us in terms of getting some of the information from suppliers"</i></p>
	Feeling Supported (3 of 3 sites)	<p><i>"(The University of Cambridge has) been very helpful with it, you've smoothed over where there's times where the managers would have been a bit more stressed if they didn't have your support"</i></p> <p><i>"You guys (did) a lot of work actually, you helped me a lot and for me it was just making sure that everything was in place really."</i></p> <p><i>"What I felt was really good this time was that there was a continual visitation to site from (University of Cambridge). That, I think, helped keep the impetus and also helped in terms of potentially going off-piste"</i></p>

	Rationale (2 of 3 sites)	<p><i>"We wanted to do it so that we can learn from the experience of doing it so if it does become [law] later on...we've trialled it in our own area and got a better understanding of it"</i></p> <p><i>"It's something that's helped be a foundation of our health and well-being ambitions and drives within the business so it's been good"</i></p> <p><i>"...it surprises me that more people aren't interested in the nutritional value of what they're putting into their bodies. I think it's great that we've offered that information..."</i></p>
Feedback in Cafeteria	Reactions to Calorie Content (2 of 3 sites)	<p><i>"Most people were quite surprised to see the amount in calories in certain foods"</i></p> <p><i>"From the beginning people were a little bit surprised with the amount of calories actually in the food, which is a bit of an eye opener, which is good"</i></p> <p><i>"There were people going 'oh there's calories on here, oh I didn't know that', 'that's surprising'"</i></p>
	Positive Impact (3 of 3 sites)	<p><i>"The actual concept itself has worked very well, the fact that people do want more information I think it shows"</i></p> <p><i>"I actually went for a different type of food because of the amount of calories that was in the ones that I actually wanted to go for"</i></p> <p><i>"It went very well and the response that we've had is overwhelming (that) it's gone very well and was a real success which is brilliant"</i></p>
	Indifference to Information (3 of 3 sites)	<p><i>"If somebody wants a cake they're going to have a cake because they fancy cake"</i></p> <p><i>"I have had comments that they don't really care about it"</i></p> <p><i>" I think there's times where you think 'right I'm just going to ignore it because I really want this'"</i></p>

Note. Sub-themes marked with † are recurring themes that were identified in the present study and our prior pilot study carried out across six worksite cafeterias.

Table S1: List of non-compliant items

Site	Product	Date non-compliant
Site 1	CalypOrange	17.04.18
	CalypOrange	18.06.18
	CalypApple	18.06.18
	CalypApple	17.04.18
	Butter/Flora	17.04.18
	Philadelphia	17.04.18
	Cornetto Flav	17.04.18
	Cornetto	17.04.18
	FreshWholeFruit	17.04.18
	CRISPS	17.04.18
	GFChickenSldSW	17.04.18
	Muller Cornr	17.04.18
	DoughnutCaramel	17.04.18
	Doughnutsprinkl	17.04.18
	BreadPudding	17.04.18
	muffblueberry	17.04.18
	mufflemonpoppy	17.04.18
	muffdblchoc	17.04.18
	GateauxCarrot	17.04.18
	GateauxVictoria	17.04.18
	TrayBrownie	17.04.18
	TrayChoCarShort	17.04.18
	TrayRockyRoad	17.04.18
	TrayMalteser	17.04.18
	TrayCranbYog	17.04.18
	Coco Pops	17.04.18
	BranFlakes	17.04.18
	Corn Flakes	17.04.18
	Crunchy Nut	17.04.18
	FruitNFibre	17.04.18
	Rice Crispies	17.04.18
	Special K	17.04.18
	Weetabix	17.04.18
	Alpen Original	17.04.18
	InstantPorridge	17.04.18
	Jaffa cake	17.04.18
	ChocChipCookie	17.04.18
	Spotty Cookie	17.04.18
	WT Choc Cookie	17.04.18
	Ryvita	17.04.18
Flapjack	17.04.18	

	Preserve	01.05.18
	Preserve	02.05.18
	Marmite	01.05.18
	Marmite	02.05.18
	Nutella	02.05.18
	Nutella	01.05.18
	Water 40	11.05.18
	Water 40	14.05.18
	GateauxVictoria	11.05.18
	GateauxVictoria	14.05.18
	GateauxCarrot	11.05.18
	GateauxCarrot	14.05.18
	WB Diet Coke	01.06.18
Site 2	CSS CRISPS WALK CHSE ONION STD.	16.05.18
	CSS CRISPS WALK PRAWN CKTAIL STD	16.05.18
	CSS CRISPS WALK READY SALTED STD.	16.05.18
	CSS CRISPS WALK SALT VINEGAR STD.	16.05.18
	CONF WINE GUMS MAYNARDS TUBE	29.05.18
Site 3	DELI SLICED HAM	15.05.18
	DELI SLICED HAM	16.05.18
	DELI SLICED HAM	17.05.18
	JACKET POTATO	15.05.18
	JACKET POTATO	16.05.18
	JACKET POTATO	17.05.18
	BEEF BOLOGANISE JKT FILLING	16.05.18
	VEGETABLE CASSROLE JKT FILLING	17.05.18
	CHILLI HAKE	15.05.18
	CHIPS	15.05.18
	CHIPS	16.05.18
	CHIPS	17.05.18
	ROAST TURKEY	15.05.18
	ROAST TURKEY BAGUETTE	15.05.18
	SAUSAGE GRILL	15.05.18
	SIDE SALAD	15.05.18
	SIDE SALAD	16.05.18
	SIDE SALAD	17.05.18
	CORNISH PASTRY	16.05.18
	SAUSAGE GRILL	16.05.18
	SAUSAGE GRILL	17.05.18
	SEASONAL VEGETABLES	16.05.18
	DAILY POTATOES	17.05.18
	PIRI CHICKEN	17.05.18
	PORK MEATBALLS	17.05.18
	SEASONAL VEGETABLES	17.05.18
	SPECIALITY MEATBALL BAGUETTE	17.05.18
BREAD ROLL	15.05.18	

BREAD ROLL	16.05.18
BREAD ROLL	17.05.18
BROWN BREAD	15.05.18
BROWN BREAD	16.05.18
BROWN BREAD	17.05.18
THICK WHITE BREAD SLICE	15.05.18
THICK WHITE BREAD SLICE	16.05.18
THICK WHITE BREAD SLICE	17.05.18
BAGUETTE	15.05.18
BAGUETTE	16.05.18
BAGUETTE	17.05.18
BOILED EGG	15.05.18
BOILED EGG	16.05.18
BOILED EGG	17.05.18
GRATED CHEESE PORTION	15.05.18
GRATED CHEESE PORTION	16.05.18
GRATED CHEESE PORTION	17.05.18
SALAD POT TUNA MAYONNAISE	15.05.18
SALAD POT TUNA MAYONNAISE	17.05.18
DELI SANDWICH A	15.05.18
DELI SANDWICH B	16.05.18
DELI SANDWICH B	17.05.18
DELI SANDWICH C	15.05.18
DELI SANDWICH D	15.05.18
DELI SANDWICH D	16.05.18
DELI SANDWICH D	17.05.18
DELI SANDWICH E	15.05.18
DELI SANDWICH F	17.05.18
SNACKING ESSENTIALS YOG COATED PEANUTS	01.06.18