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INTRODUCTION

Doing the right thing is embedded in our company culture. It empowers us to advocate for change, push for transparency, and to continually seek ways to be more socially and environmentally responsible. Our Group companies collaborate with their clients and give our operators ownership to embrace tools, programs and partnerships that provide the sustainability solutions needed to drive positive change in the food system.

Improving animal welfare and shifting towards more sustainable animal agriculture is a key component of our approach to responsible sourcing. Our strategy is supported by ongoing efforts to increase the visibility of our complex supply chain, allowing our Group companies to make better informed procurement decisions.

As an absolute minimum, products derived from animals must follow all applicable legislation relating to animal welfare in the country of production and/or purchasing.

We also endorse the Farm Animal Welfare Council (FAWC) Five Freedoms principles for animal welfare:

1. **Freedom from hunger and thirst**, by ready access to water and a diet to maintain health and vigour.
2. **Freedom from discomfort**, by providing an appropriate environment.
3. **Freedom from pain, injury, or disease**, by prevention or rapid diagnosis and treatment.
4. **Freedom to express normal patterns of behaviour**, by providing sufficient space, proper facilities, and appropriate company of the animal's own kind.
5. **Freedom from fear and distress**, by ensuring conditions and treatment, which avoid mental suffering.

To facilitate compliance across our global supply chain, our expectations and requirements are explained clearly in our Global Supplier Code of Conduct and Supply Chain Integrity Policy Statement, available to [view here](#).

We continue to work with our suppliers and partner organisations across the globe, such as: Compassion in World Farming, Humane Society International, The Humane League and Global Food Partners to further research and develop our animal welfare standards.

CAGE FREE EGGS

Compass Group is committed to only sourcing cage free shell and liquid eggs in our kitchens by 2025. Throughout 2022, avian influenza (avian flu) caused significant supply chain disruption, and with cases continuing to rise it poses a serious concern for global supply chains. We are working closely with our supply partners to monitor the situation and respond accordingly. Despite this disruption, we made significant progress towards our commitment, more than doubling the percentage of liquid eggs that are cage free compared with 2021.

In 2022, **71% of our liquid eggs** and **30% of our shell eggs** were cage free. Please see a regional breakdown of our progress:

	Liquid eggs				
	Progress		Projected roadmap		
	2021	2022	2023	2024	2025
North America	39%	83%	94%	100%	100%
Europe & Middle East	19%	24%	<i>Working on roadmap</i>		100%
<i>UK & Ireland</i>		49%	99%	100%	100%
<i>Europe</i>		25%	35%	65%	100%
<i>Middle East & Türkiye</i>		<5%	<i>Working on roadmap</i>		100%
Rest of the World	2%	12%	<i>Working on roadmap</i>		100%
<i>Latin America</i>		<5%	<i>Working on roadmap</i>		100%
<i>Asia Pacific</i>		15%	<i>Working on roadmap</i>		100%

	Shell eggs				
	Progress		Projected roadmap		
	2021	2022	2023	2024	2025
North America	77%	73%	83%	98%	100%
Europe & Middle East	17%	31%	<i>Working on roadmap</i>		100%
<i>UK & Ireland</i>		85%	99%	100%	100%
<i>Europe</i>		65%	70%	80%	100%
<i>Middle East & Türkiye</i>		<5%	<i>Working on roadmap</i>		100%
Rest of the World	5%	6%	<i>Working on roadmap</i>		100%
<i>Latin America</i>		<5%	<i>Working on roadmap</i>		100%
<i>Asia Pacific</i>		14%	<i>Working on roadmap</i>		100%

- All the eggs purchased by our North American businesses (in USA and Canada) are [Humane Farm Animal Care certified](#). Humane Farm Animal Care is a non-profit charity whose mission is to improve the lives of farm animals by providing viable, credible, duly monitored standards for humane food production and assuring consumers that certified products meet these standards.
- In the USA during 2022, 82% of the shell eggs and 85% of the liquid eggs purchased were cage free. Cage free eggs are now the only approved products available to our sites across the US.
- Our UK & Ireland business achieved its target of buying 100% free range eggs from mid-2022, thanks to the launch of its improved sourcing standards and the delisting of non-compliant supply routes. This progress will be reflected in our FY2023 numbers.
- In Europe:

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- 100% of the shell and liquid eggs sourced in Denmark, Germany, Sweden, and the Netherlands are cage free.
- 100% of the shell eggs purchased for onshore operations in Norway have been cage free since February 2022.
- 99% of the liquid eggs purchased in Finland, and 100% of the shell eggs are cage free.
- And in Luxembourg, thanks to successful engagement with our chefs and clients, 90% of the liquid eggs and 99% of the shell eggs purchased in 2022 were cage free, up from 40% and 41% respectively in 2021.
- In the Middle East, our local businesses have engaged with authorities and suppliers to promote regional supply and are also collaborating with local suppliers to convert their operations to meet requirements.
- In our APAC region:
 - Our businesses are collaborating with the experts at Global Food Partners (GFP) to ensure our cage free egg commitment is met. GFP is providing localised subject matter expertise, facilitating engagement with egg suppliers, and developing recommendations.
 - In Australia, 80% of the eggs sourced are accredited to the Egg Standards of Australia (ESA) level 3 and adhere to the enrichment standards in ESA laying. This covers natural behaviour like dust bathing and pecking.
 - In Japan, our businesses are collaborating with a large manufacturer to co-buy cage free liquid eggs.
- In South America we are working with NGO partners to help increase our cage-free egg numbers. We are also delivering training to our local purchasing teams and working with suppliers to help educate and increase awareness.

POULTRY

- In the USA, our local businesses have committed to exclusively source chicken from operations that meet the [Better Chicken Commitment \(BCC\) standards](#). They are also part of Compassion in World Farming's "Working Group for Broilers" to create industry-wide actions on the issue.
- Our UK and Ireland businesses have shared an update on their progress towards the Better Chicken Commitment which is available to read [here](#). In 2022, 67% of the fresh poultry they purchased was British Red Tractor. Note, this is lower than previous years due to the impact of avian flu on local supply, meaning they had to switch to a European alternative. They have a roadmap to return to 90% British Red Tractor by the end of the year.
- In Europe:
 - 100% of the fresh, frozen, and processed chicken sourced will meet the European Chicken Commitment by 2026.
 - In France, Germany and the UK, all suppliers must demonstrate a roadmap for achieving the European Chicken Commitment (ECC) and this is used to score suppliers in tenders.
 - 100% of chicken in Sweden meets the UHM demands, a national agency for public procurement in Sweden.
 - Across all operating countries in Europe, 100% of livestock is transported within a maximum eight-hour live journey time.
 - And in Finland, the foot health of each flock is inspected and scored, in compliance with Finnish laws.
 - In Australia, all raw chicken sourced is RSPCA approved or Free Range, and 100% free from hormones. All the meat chickens sourced are cage free and the following must be recorded for each animal-based welfare assessment (a sample of at least

100 birds daily); foot pad lesions, hock lesions, breast lesions, the severity of the lesions, scratches, broken and dislocated bones and bruises.

- In the following markets our businesses are reporting broiler chicken stocking densities for unprocessed fresh/frozen poultry:

AUSTRALIA	SWEDEN	UK	FINLAND	ITALY	FRANCE	GERMANY
100% 34 Kg/m ² or less	100% 36 Kg/m ² or less	100% 38 Kg/m ² or less	100% 42 Kg/m ² or less	45% 33 Kg/m ² or less	17% was less than 30 Kg/m ²	15% was less than 30 Kg/m ²

CATTLE

- During 2022, our US businesses purchased more than 28 million pounds of proteins that were Humane Farm Animal Care certified.
- In the UK during 2022, 100% of the fresh milk sourced was certified to Red Tractor standards. The Red Tractor is the UK's largest food and farming scheme, each sector has specific standards, the dairy standard covers areas such as milking daily, safe, comfortable, and hygienic housing must be available for all cows, transportation welfare and much more.
- In Europe:
 - 100% of livestock is transported within a maximum eight-hour live journey time across all operating countries.
 - 100% of the livestock sourced, including dairy cows, is free from tail docking in Belgium, Finland, France, Germany, Italy, Norway, Sweden, and the UK.
 - And 100% of milk is sourced from cows free from tethering in Belgium, Finland, Italy, Norway, Sweden, and the UK.

FISH & SEAFOOD

- In 2022, 51% of the fish and seafood purchased globally was certified sustainable.
- Our UK businesses only purchase Marine Conservation Society (MCS) 1-3 rated fish as part of the Good Fish Guide.
- In Europe, 80% of fish and seafood purchased in the Netherlands is certified sustainable. And the farmed Finfish we source in Italy is 100% free from routine mutilation.
- In Australia all our businesses' sites have access to sustainably sourced seafood products incorporating fishery certification programs like Marine Stewardship Council (MSC) or Aquaculture Stewardship Council (ASC) accredited seafood through their preferred supplier base.
- Compass Group has been a Global Sustainable Seafood Initiative (GSSI) partner since 2020, joining a global partnership that brings together the complete seafood supply chain as well as the UN FAO, NGOs, and research institutes. As part of our collaboration, GSSI's partnerships manager presented to our South American businesses' procurement teams in October 2022, sharing their experiences of working with global seafood supply chain companies.

PIGS

- Our US business will transition to, at a minimum, group housed pork (pigs crated 5-7 days) by Summer 2023 with their priority being to source gestation crate free pork. 100% of the bacon served in our cafes in the US comes from group-housed pigs.
- In Europe:
 - 100% of livestock is transported within a maximum eight-hour live journey time across all operating countries.
 - There is 100% pre-slaughter stunning in UK, Belgium, France, Italy, Norway, Sweden, Spain, and Portugal.
 - 100% of the livestock sourced is free from tail docking in Belgium, Finland, France, Germany, Norway, Sweden, and the UK.

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- 100% of pork in Sweden meets the UHM demands, a national agency for public procurement.
- In Denmark, our businesses work with two large suppliers who are animal welfare certified. The Danish government conducts audits on these farms and there has been no notice or injuries. The business has also entered a collaboration with a supplier on a product which promotes higher animal welfare for organic pigs, with animal welfare requirements stricter than existing EU rules for organic pig production. In the first half of 2023, they will be launching this product to their units.
- In Italy, a key supplier of pork won the Good Pig Prize by Compassion in World Farming for its free from tail docking practices.

ONGOING MANAGEMENT & GOVERNANCE

We continue to make positive progress on our farm animal welfare commitments, and to oversee management and compliance by Group companies across their global supply chains. Responsibility for animal welfare falls under our Group Chief Commercial Officer and is also reviewed by the Corporate Responsibility Committee of our Board.

- **Best Practice Sharing:** We frequently host workshops with our businesses' procurement and supply chain teams in each of our markets to facilitate best practice sharing, drive progress towards our commitments and educate their teams internally.
- **Plant-Forward Diets:** Globally we are encouraging consumers to adopt more plant-forward diets, where plant-based products are the principal ingredients. Consumer demand for plant-based meals is on the rise and we continue to expand our offer of healthy, plant-based menu items across all sectors and locations. We are also engaging, educating and exciting consumers to make positive choices, as well as nudging behavioural change through choice design techniques. We've established Compass' Global Culinary Council, a group of senior chef leaders from across our business who meet regularly to share experiences and drive forward our strategic approach in some incredibly important areas, including plant-forward meals and the reduction of food waste. Our Global Culinary Council have presented their findings to the Group Executive Committee and Board.
- **Procurement:** Procurement teams are charged to review spend data and understand where we have seen changes. Where we have seen positive changes, we look to share this best practice across the wider Group. Where we have gone backwards, we work with suppliers to put in place corrective actions and where appropriate, go out to market and find new suppliers to partner with.
- **Supply Chain Governance:** All suppliers globally are expected to comply, at a minimum, with all applicable environmental laws, regulations, certifications, and specifications relevant to products or services including in relation to animal welfare.
 - In France, the procurement team outlines the welfare requirements of all species in procurement tenders. They also conduct regular supplier visits to understand challenges and how Compass can support suppliers to overcome them.
 - In the UK, animal welfare standards are outlined as part of the tender process. In all contracts with suppliers of beef, lamb and pork, essential and desirable contractual metrics that suppliers must meet and report on are outlined.
 - As of August 2022, suppliers making up 99.8% of the meat and poultry category in Australia have signed a letter agreeing to the Five Freedoms of Animal Welfare.
- **Consumer Education:**
 - In the USA, our businesses use consumer facing print and digital materials that help educate and guide guests on our higher welfare policies. Materials include promotion of cage-free eggs, reduced antibiotic poultry, No antibiotics Ever, Certified Humane proteins and their annual celebration of National Seafood Month with marketing materials.

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- In Australia, social and digital media, posters, table talkers and bulletins are used to educate consumers and clients on animal welfare standards.

*Whilst all reasonable care has been taken to ensure that the information contained within this report is accurate and up to date, the information is not comprehensive and has not been independently verified. See our terms and conditions for more information: www.compass-group.com/en/site-services/terms