

2018

OUR STORY

CORPORATE SOCIAL RESPONSIBILITY



“ YOU CANNOT GET THROUGH
A SINGLE DAY WITHOUT
having an impact
ON THE WORLD AROUND YOU.

WHAT YOU DO
makes a difference,
AND YOU HAVE TO DECIDE WHAT KIND OF
DIFFERENCE YOU WANT TO MAKE. ”

- JANE GOODALL

We believe food enriches the lives of our guests, supports the health of our communities and sustains the vitality of the food system. As the leading foodservice and support services company, Compass Group North America has a responsibility to do the right thing. We are in a relentless pursuit to build meaningful experiences. It's our commitment - from the power of purchasing to innovative partnerships - that drive game-changing initiatives to positively impact the wellbeing of people and planet. Our family of companies is empowered to advocate for change, push for transparency, and actively seek ways to be more socially and environmentally responsible. It's embedded in our culture.

With more than a decade of proven leadership in the sustainability space, we're not slowing down. In 2018, *Fast Company* recognized Compass Group as the #1 Most Innovative Food Company because of our commitments to sustainable menus and food-waste reduction. In *Wellbeing at the Core*, learn how our culinary leaders have amplified their creativity to offer crave-worthy plant-forward concepts like *Not Junk Food* and *Rooted*, receiving industry recognition. Compass Group proudly purchased plant-based meat alternatives and, in partnership with the Humane Society of the United States, launched *Food Forward* training that inspired chefs to put flavor first in meat-free meals.

Reducing food waste is one of Compass Group's most important, impactful and influential commitments. With education, community engagement and our scale, we are creating real results. The second annual *Stop Food Waste Day*, our official day of action, went global in

2018 with active participation in cafes across 34 countries. To date, we have diverted millions of pounds of food from the landfill, establishing Compass as the unparalleled leader in food-waste reduction, highlighted in *Environmental Game Changers*.

Compass Group is driving positive change far beyond the walls of the café with partnerships like Chef José Andrés' World Central Kitchen (WCK) and Coalition for Immokalee Workers (CIW). In *Better for the World*, see how we embrace the concept of open innovation, cultivating strategic alliances with partners who share our vision as a vital part of our growth strategy.

We all have the ability to make a difference in the world around us. As you read this, ask yourself: **how can you become a part of the solution?**

Enjoy our stories. We truly loved creating them.

Warmly,

Becky Green, Amy Keister,
Julia Jordan, Natalie Walker

Envision Group – Sustainability Team
Compass Group North America



OUR STORY

CORPORATE SOCIAL RESPONSIBILITY

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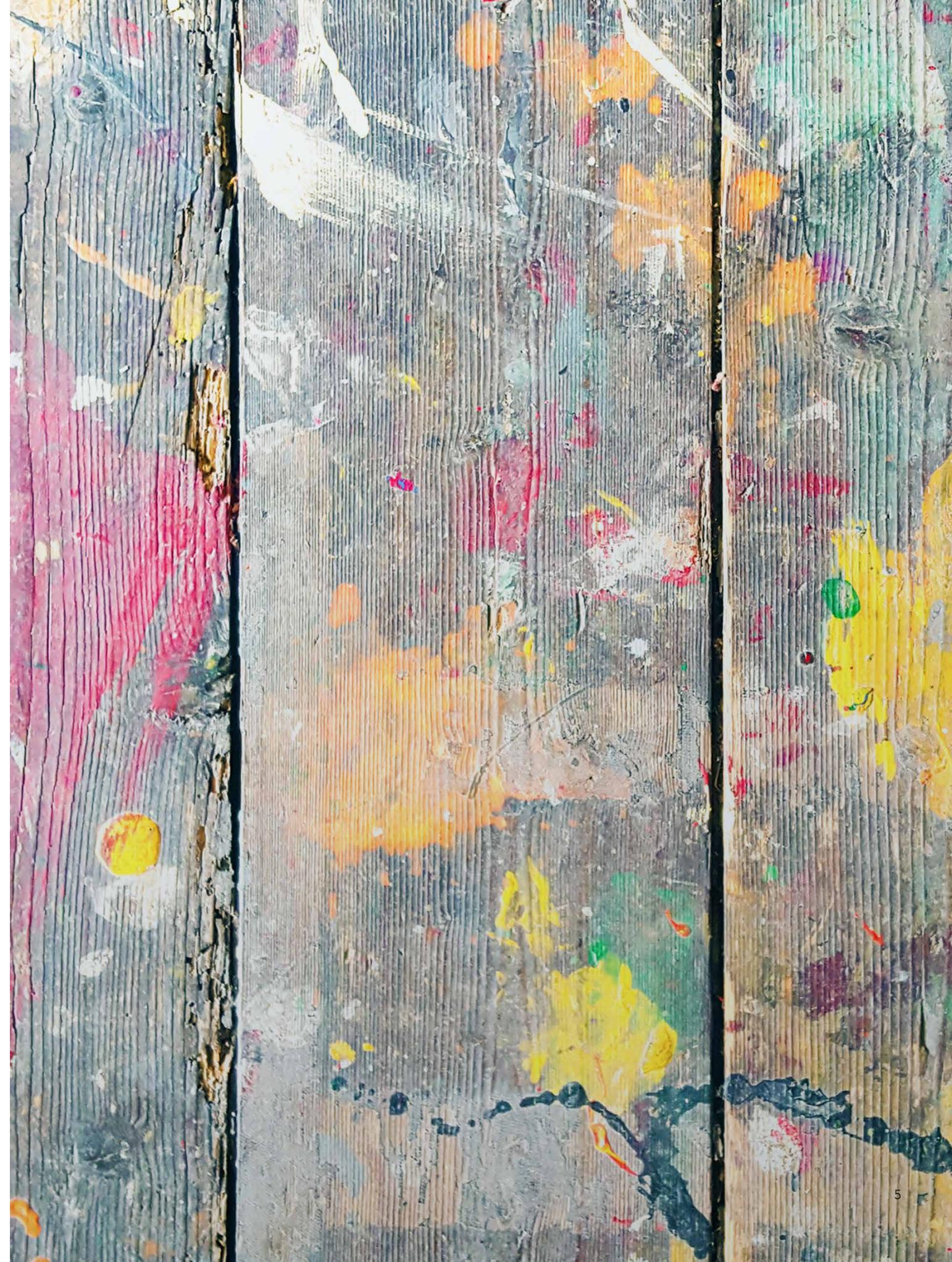
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2018 SUSTAINABILITY SCORECARD

Items that meet the specific purchasing criteria of Compass Group's sustainability initiatives, as a percent of total purchases for that category

13%



Local produce in support of the American Family Farms

46,127,895 lbs

89%



Certified Humane cage-free (shell) eggs

79,519,774 lbs

93%



Fluid Milk & Yogurt free of artificial growth hormones

245,086,915 lbs

84%



Chicken & Turkey produced without the routine use of humane antibiotics

117,514,662 lbs

91%



Seafood from sustainability sources (SFW Criteria)

13,045,045 lbs

47%



Eco / Fair Trade Certified Coffee

5,938,616 lbs

A YEAR IN *Review* 2018

TAKE A LOOK AT WHAT
WE ACCOMPLISHED WITH
SUSTAINABILITY THIS YEAR!



REMOVED
4.3 MILLION
STRAWS



PURCHASED
2 MILLION
POUNDS
OF PLANT-BASED
MEAT ALTERNATIVES

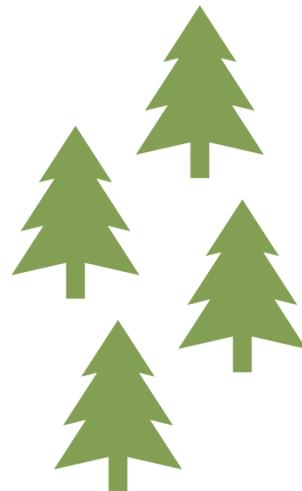
PURCHASED
—MORE THAN—

15
MILLION
POUNDS



OF CERTIFIED HUMANE
ANIMAL PROTEINS

REDUCED
OUR EMISSIONS
— BY —
300 METRIC
TONS
EQUATING TO
PLANTING
8,000
TREES



RECOVERED
—MORE THAN—
700,000 lbs
OF FOOD



SUPPORTED
THE EQUITABLE FOOD
INITIATIVE (EFI) BY
— BY —
PURCHASING
1.6 MILLION
POUNDS
OF TOMATOES

MAINTAINED
OUR PARTNERSHIP
— WITH —
THE COALITION OF
IMMOKALEE WORKERS
(CIW)



BY PURCHASING
4 MILLION
POUNDS
OF THEIR TOMATOES



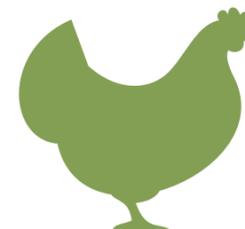
RESCUED
—MORE THAN—
3.2 MILLION
POUNDS
OF
IMPERFECTLY
DELICIOUS PRODUCE

PURCHASED
—MORE THAN—
730,000 lbs
OF CERTIFIED FAIR
TRADE GOODS



SUCH AS
COFFEE, COCOA, & TEA

PURCHASED
—MORE THAN—
24 MILLION
POUNDS



OF NO ANTIBIOTICS
EVER (NAE) MEAT



PURCHASED
—MORE THAN—
\$340,000,000
FROM DIVERSE
SUPPLIERS



Wellbeing at the Core

Nutrition, Health and Happiness



Plant Forward Revolution

The foodservice industry is revolutionizing plant-based options in response to an increased consumer demand due to the array of benefits. The nutrients found in a plant-based diet can lower the chances of high blood pressure and Type 2 diabetes, but the positives of substituting meat with plant-based protein extends well beyond personal health.

According to a report recently published by the United Nations, the meat industry generates nearly one-fifth of the man-made greenhouse gas emissions in the world. These emissions are accelerating climate change - even more than the transportation industry. If the demand for meat increases, the impact to the environment may soon become detrimental.

In late 2017, Chartwells Higher Education, Morrison Healthcare and the Humane Society of the United States (HSUS) launched a national partnership to create an increased variety of veg-centric menus. Through this collaboration, *Forward Food Culinary Experience* was implemented across the country. The program inspired more than 3,200 chefs to create delicious meals without meat, eggs or dairy, while teaching the benefits of plant-based eating.

These in-the-kitchen classes and train-the-trainer programs focus on developing plant-based breakfasts, lunches, dinners and snacks - like carrot osso buco, mushroom street tacos, cauliflower fried rice, biscuits and gravy, and tofu scramble.

“Compass Group has been a leader in recognizing the benefits of putting plant-based meals front and center in its dining operations,” said Josh Balk, Vice President of Farm Animal Protection at the Humane Society of the United States. “We appreciate our partnership which helps consumers eat healthier, more sustainable foods and we’re looking forward to growing our plant-based efforts together.”

After the *Forward Food Culinary Experience*, participating sectors brought the lessons back to their cafes and the impact was almost immediate. Chartwells Higher Ed reduced their menuing of beef across all stations down to three times per week from the typical seven to nine times weekly. Morrison Healthcare conducted a 21-day challenge at select hospitals nationwide to encourage the limited consumption of animal products and to increase whole plant foods into their guests’ diets.

Additionally, Restaurant Associates used the inspiration to create *Not Junk Food*. The new brand turns fast-food style meals into quick serve plant-forward options. The program features the Impossible Burger, along with veg-centric plays on favorites like Buffalo Cauliflower nuggets and Pulled “Pork” sandwiches made with jackfruit. It’s making a big impact both with customer satisfaction and the environment. In just one week, the *Not Junk Food* station at one location reported a 15% increase in check average and a 5% jump in total sales. *Not Junk Food* was also awarded the “Best Menu” by Food Management in 2018.

With the growing statistics related to the depleting ozone layer, reducing the number of meat-based meals is one of the most practical and impactful sustainability solutions within the food industry. Positioning ourselves as the leader in plant-forward menuing, Compass Group is increasingly focused on developing healthful and sustainable menu options worldwide.



Planting Positive Change

Morrison Healthcare (MHC) unleashes the power of food, using it to touch lives, improve the environment and transform the healthcare experience. Their chefs focus on wellness and sustainability to drive change from inside the kitchen out to the community, actively introducing plant-focused menu options into 100% of accounts across the US. **A plant-forward menu is beneficial to the food supply chain, provides nutrient-dense meals to guests while protecting the health of the planet.**

Executive Chef Justin Newgaard uses plant-based menus to help patients heal while he provides expert advice on the added benefits of cooking without meat. “I work closely with many doctors at Hospital Sisters Health System (HSJS) to use plant-based menus to help with the healing process,” said Chef Justin. “I work alongside our partners to ensure the highest-quality produce and refine our offerings based on demand and seasonality.”

At Kaiser Permanente, Chef Deane Bussiere believes in plant-based menus for their healing power and sustainability benefits. With a focus on flavor, the team serves veggie options at every station in the Kaiser locations.

“As an industry, we should be doing more to take care of the planet,” said Chef Deane. “We are certainly making strides, and our scale allows us to make a huge impact. **But it all starts at the local level - that’s where we can make a true difference!**”

Chef Deane’s plant-based options are partly inspired by The Menu of Change™ initiative (MOC), which was formed in 2012 as a partnership with The Culinary Institute of America, the Harvard School of Public Health and Compass Group. MOC is designed to help chefs navigate the growing convergence of the consumer values of wellness and sustainability, and to prepare them for a future of foodservice that will look different than it does today.

The committed participation of MHC chefs allows them to be a part of a pioneering initiative that encourages the offering of a healthier plate for consumers and planet. But most importantly, showcasing the power of food.

A Victory for Veggies

In January 2018, Restaurant Associates (RA) and the Harvard Business School's Student Sustainability Association (SSA) joined forces to promote sustainability throughout Harvard Business School's campus. They introduced Menus of Change, the plant-forward globally inspired menuing concept, featured every Wednesday at the Spangler Food Court.

RA and SSA launched a vegetarian recipe contest. Three winning recipes were featured during dinner service each week throughout the month of March. The winners attended a dinner celebration where their recipes were featured on the menu, along with a complimentary dessert.

Students were chosen to submit their favorite vegetarian recipes for a chance to have it featured during dinner. Recipes were selected based on their creativity and originality. The chefs cooked the recipes while students promoted the contest and RA's sustainability initiatives. Then they invited their peers to dinner where their recipes were introduced.

The contest allowed for student involvement in the competition and increased the Wednesday veggie menus popularity. As a result of this positive competition, students showcased the importance of eating a plant-forward diet and the impact one initiative can make, from people to planet.

Featured Winning Recipe

Chilled ALMOND BUTTER THAI NOODLES

Vegetarian, Vegan, Dairy-Free

Serves 4 to 6

Ingredients

2/3 cup almond butter	1/2 pound soba noodles
3 tablespoons green curry paste	1 red bell pepper, julienned
1 cup light coconut milk	1 large carrot, julienned
1 tablespoon soy sauce	1/2 cup basil, chopped, divided
1 Thai chili pepper, diced (optional)	1 lime, to garnish

Instructions

1. In a small saucepan, over low heat, warm the almond butter, curry paste, coconut milk, and soy sauce, stirring until combined.
2. Add the diced Thai chili pepper, if desired, for more heat.
3. Cook the soba noodles according to the package instructions. When done, drain and plunge in cold water to cool.
4. Toss the noodles with half of the sauce to coat.
5. Refrigerate both the noodles and the remaining sauce to chill (at least 2 hours). When chilled, toss the noodles with the remaining sauce, red pepper, carrot, and 1/4 cup basil.
6. Top with the remaining basil and lime wedge to serve.

Chef Led, Doctor Approved

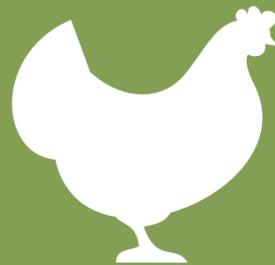
Chefs and dietitians at Morrison Healthcare believe real food—combined with education—can connect, comfort, restore and rejuvenate. But hospitals and Americans are facing new challenges. The use of antibiotics in the food supply has built up immunity to common antibiotics, decreasing the effectiveness of medicine. Thoughtful sourcing of food raised without antibiotics is an important step in addressing public health concerns of antibiotic resistance.

That's why the dining team at New Jersey-based Hackensack Meridian Health committed to serving patients, staff and visitors *No Antibiotics Ever* chicken and sustainably sourced salmon.

According to Kyle Tafuri, Hackensack's Director of Sustainability, nearly two million people are admitted to the hospital each year with antibiotic-resistant infections, often due to the overuse of antibiotics in the supply chain. Even worse, according to the CDC, at least 23,000 people die each year due to these infections.

To help educate people on the importance of antibiotic-free foods, the dining team implemented a pop-up Teaching Kitchen. The interactive program serves as a platform for guests to explore food, culinary and nutrition literacy that will positively impact food choices and experiences, providing knowledge to aid patients' road to recovery long after they are released.

PURCHASED
— MORE THAN —
24 MILLION
POUNDS



OF NO ANTIBIOTICS
EVER (NAE) MEAT





The Best Ingredients You've Never Tried

“Whole Grains Around the World” celebrated the use of whole grains in cuisines from cultures across the globe. The theme, highlighted in March during National Nutrition Month (NNM)®, supported Compass Group’s Menus of Change commitment which focuses on increasing whole grain purchases while providing a platform for engagement and excitement.

Eurest teams partnered with InHarvest’s Executive Chef, Jason “Jay Z” Ziobrowski, to host in-unit throw-downs. With each challenge, a local Eurest chef faced off against Chef Jay Z with creative recipes featuring whole grains. Customers voted on their favorite to determine the winner. The challenges drove whole grain consumption on the days they were featured, and also helped change guest behavior overall. After trying Chef Manager Ashlee Williamson’s dish featuring Sorghum - a gluten-free cereal grain, rising in popularity - a customer at Procter & Gamble in Cincinnati said, “I have never enjoyed vegetables in my entire life, and I wish there were more vegetables on my plate right now. It sounds dramatic, but this dish is life-changing for me.”

Offering free samples and teaching the benefits of unfamiliar ingredients encourages guests to incorporate new foods into their diets.

Compass Group’s whole-grain purchases have increased steadily. In the first three years of our Menus of Change commitment, they increased by \$3.6 million. Through the creativity of our chefs and the engagement of our registered dietitians, we continue to drive principles that support a healthy lifestyle.





Environmental Game Changers

Leading Targeted Action



Bid Goodbye to Plastic Straws

Did you know that humans have been using hollow tubes - commonly known as straws - to drink liquids for more than 5,000 years? The plastic versions are only a few decades old, yet we have already produced billions and billions, poisoning wildlife and clogging landfills, waterways, and our oceans.

Bon Appétit Management Company (BAMCO) is working to make a change. On May 31, 2018, they announced a phase out of plastic straws and stirrers in all 1,000 corporate, university and museum cafes spanning 33 states.

This comes as a big pivot. The company purchased 16.8 million plastic straws in 2017 — but the commitment to sustainability is real. Bon Appétit plans to be plastic straw-free by September 2019 - if not sooner establishing it as the first foodservice company in the country to make this commitment.

While guests with disabilities who require the use of plastic straws will continue to have access, Bon Appétit cafes are now offering alternative paper or compostable options upon request and educating guests on the negative impact of straw usage with signs placed throughout the café. And the public response has been extraordinary.

Fedele Bauccio, CEO, BAMCO, is proud to lead the way by taking the first step. “The plastic problem is horrific,” says Bauccio. “When I heard the stats and learned how much damage is being done by straws—a product primarily of convenience—my gut reaction was: we have to change this!”

“Bon Appétit’s move to eliminate single-use plastic straws sends a resounding signal to U.S. companies that now is the time for change. The company’s policy shows strong leadership within the food service sector,” says Kate Melges, who leads Greenpeace’s Ocean Plastics work. “Most importantly, it proves to all companies relying on throwaway plastics that it can be done. We can no longer stand by half-measures to tackle the plastic pollution crisis. Companies must reduce their plastic footprints to save our communities, waterways and oceans. This decision provides a tremendous foundation for Bon Appétit to build upon.”

The Last Straw

Restaurant Associates (RA) takes their responsibility to protect the environment seriously. As of July 9, 2018, RA extended their plastic-straw ban to all operations. In addition to the absence of straws, guests won't find swizzle sticks, bar straws or plastic coffee stirrers.

A handful of RA locations had a ban on straws in place long before the movement became popular including American Museum of Natural History, Georgia Aquarium, Museum of Fine Arts in Boston, and Smithsonian museums:

- Smithsonian Castle
- Reynold’s Center
- National Museum of the American Indian
- American History
- Natural History
- African American History & Culture

Following the straw-ban announcement from Restaurant Associates’ CEO, Dick Cattani, the Compass sector received multiple notes of appreciation for their steps to help clean up the oceans and planet. Guests said they were happy to participate and applauded the organization for staying ahead of the issue.

Ultimately, removing straws in an effort to further protect the environment for future generations was a step RA is proud to take.



REMOVED
4.3 MILLION
STRAWS



U.S. Open Approaches Zero Waste

After years of training, commitment and continual progress the US Open, which includes Levy and Restaurant Associates, was able to divert 95% of waste from the landfill. Serving more than 700,000 distinguished palates in just two weeks is a challenge. Doing it while throwing very little into the trash is an achievement that deserves a victory lap of its own.

Making it happen requires a game plan for every single item that enters the space – food, serving ware, cardboard, glass, even construction material. Everything possible is either recycled, donated or composted, allowing more than 4,000 tons of waste generated at the US Open since 2008 to find an alternate purpose.

These results all come down to consistency, taking a similar mindset of daily discipline and determination that the athletes share. The dining staff is unique in that they are only in service for two weeks in an extraordinarily fast-paced environment, leaving no time for error. **“It’s not enough to put a sign up and tell the staff once,”** says **Bina Indelicato with environmental consultant eco evolutions**, a long-term partner of the US Open. Keeping it simple with color coding, repetition and staff engagement is critical to success. “It really does take everyone, from the executive board to the people hauling the trash. If anyone along the way doesn’t buy in, it breaks the process.”

The process is championed by the head chefs, making all the difference in the world when it comes to 100% staff commitment. The power of Compass and leadership from both Levy and Restaurant Associates empowers onsite managers with the resources needed to continually enhance their strategy. The teams provide dynamic reporting on purchasing with hyper-local metrics and analysis regarding which materials are compostable, recyclable and sustainable.

Now that diverting waste is a law in NYC for all stadiums, the potential of fines makes enforcement a requirement. But when it comes to food and our environment, the US Open dining team’s goals have always been to make every match end in a tie score: love – love.



All it Takes is a Little Creativity

Every day, the University of Virginia (UVA) Health System sterilizes nearly two tons of medical waste before disposing of it. While Crothall provides support services to hospitals nationwide, their scope doesn't include treating medical waste. Yet its sustainability commitment encouraged Rich Feczko, National Director of Standards, Systems, Innovation and Global Support, to find a better way to dispose of this potentially toxic material.

Instead of shipping the waste off-site for sterilization, Feczko recommended UVA to purchase equipment that can sterilize the waste at the hospital. The University followed his recommendations, cutting medical waste costs by 25%.

This single act exemplifies how Crothall has positioned itself as a leader in sustainability among companies providing healthcare support services.

The *Five Pillars* approach has changed how Crothall spends money on everything - from cleaning products to refurbishing equipment, by taking a look at all steps in the support services process to reduce waste.

- Pillar – 1: Dispensing & Chemicals
- Pillar – 2: Equipment Fleet
- Pillar – 3: Paper & Plastic
- Pillar – 4: Waste & Methodology
- Pillar – 5: Measurement & Education

In its search to find the safest products available, the company now spends approximately 52% of its budget on products, equipment and other green goods, up from 22% just seven years ago.

Cleaning Just Got Cleaner

Compass One Healthcare is committed to reducing the use of chemicals in its hospitals. The healthcare food and support services sector introduced chemical-free cleaning devices from Tersano to the sprawling Florida Hospital Orlando campus—which covers four buildings and 1,300 patient beds.

Tersano's products replace chemicals with safe, effective cleaners and sanitizers using a method that changes oxygen's chemical makeup and then infuses it with tap water to produce what is called stabilized aqueous ozone (SAO) – creating the simplest, safest, most sustainable way to clean.

"Today 90% of our cleaning is done with Tersano," says Chris Bruno, Crothall's Director of Operations and Environmental Services. "We use it as a disinfectant, and we even use it on our floors. With this, we can clean and sanitize them simultaneously, making it particularly sustainable."

Tersano has replaced four different chemicals previously used for cleaning and because of its success at Florida Hospital Orlando, the product is now used at 38 different Crothall locations - with more to come.

Good for Planet, Good for Profit

Floor and carpet cleaning products account for much of the Environmental Services (EVS) group's product expenses and make up the majority of chemicals used by support services. So when the Crothall New Product Committee recommended a more sustainable solution product to clean stone floors that would also reduce costs significantly, the team at Mount Sinai Hospital in New York became one of the three large hospital to test the product.

The 3M Stone Floor Protection System eliminates zinc, an environmental contaminant commonly found in stone cleaners, and reduces costs between 13-23% annually—depending on the size of the floor—proving that being more sustainable doesn't have to cost more. After this successful pilot, the use of this cleaning expanded throughout the Crothall franchise, with 22 hospitals now using this new product.

Introducing The Zero-Waste Café

Dining at Microsoft proves it's possible after opening their first zero-waste café. As an environmental steward, Microsoft continually seeks opportunities to use resources efficiently, inspiring the dining team to scrutinize every process and product for potential improvement.

Over 120 million pieces of compostable foodware are used annually on Microsoft Puget Sound's campus in Seattle, Washington. A life-cycle assessment was performed to determine the environmental impact of the resources used to create, use and dispose of the café plates and utensils. Switching to durable ware in Café 25 significantly reduces the amount of waste sent to the landfill. That's because reusable dinnerware has a lower environmental impact than single-use - even when considering the water, energy and chemicals needed to clean it. A study at Yale University compared compostable and reusable plates, concluding reusable plates had a lower overall environmental impact than compostable plates after only 50 uses.

To help reduce waste further, the team eliminated all self-serve stations, including the salad bar, and replaced them with full-service options. The café's new salad concept, FARMSTAND, features cut-to-order microgreens, grown right at the station. Café 25 replaced traditional beverage coolers with fountain style drinks and infused-waters served in reusable cups.

The zero-waste café features *Noble Fork*, a sustainable diner station that embraces the *Slow Food* philosophy of only serving good, clean and fair ingredients.

And paper is impossible to find at Café 25. Print menus and signage were all replaced with digital screens and projection technology. Customers are emailed receipts, eliminating the need for printed copies.

The Dining at Microsoft team performed extensive customer outreach to help guests adjust their behavior. Managers sent building-wide email notifications, offered pre-opening tours and handed out informational welcome bags that included commemorative "Zero-Waste Hero" reusable tumblers to thank customers for being an integral part of sustainable change on campus.





Table-to-Farm Filling a Need, Not a Landfill

An unusual suspect is disrupting the Austin food scene. GrubTubs, an Austin-based food waste solution company, is diverting waste from landfills and improving business economics for small farms, doing their part to put our country's food, energy and waste cycle back in balance. And we're partnering with them.

Last spring, TouchPoint partnered with GrubTubs to transition food waste into animal feed. For Ralph Chavez, Regional Executive

Chef for TouchPoint, this partnership just made sense. **"As a chef, it kills me when I have to throw food into a garbage can. GrubTubs allows us to prevent waste, support the community and be more profitable. It's just the right thing to do."**

After food waste is measured using Waste Not, Compass Group's web-based tool that allows accounts to track their waste at the station level, it is packed into GrubTubs containers. The company delivers the full tubs to area farms where it is aged and fed to grubs, also known as beetle larva, that feast on organic matter. When mature, the grubs are sold to farmers for chicken and pig feed. Restaurants and foodservice accounts that provide food waste to participating farms get the opportunity to purchase eggs directly from those locations. And with that, a symbiotic relationship is born where sustainable food production and a waste cycle are created, **enriching menus, local communities and the planet.**





What's in Your Trash?

Think of your kitchen trash can. Do you know what's inside? How many moldy strawberries that went bad or spinach leaves that fell on the floor? Most of us don't. But the waste inside reveals a wealth of information and opportunity about what we waste and why. Eatable, a waste reduction consulting firm, does the dirty work.

This year, Compass took their partnership with the waste-reduction strategists a step further by implementing in-depth waste audits to drive data-supported reduction. Eatable interviews associates in cafes and hand-sorts our waste-streams to identify and validate food-waste contributors, providing best practices and site-specific solutions.

Reducing food waste can be boiled down to a straightforward adage: "What gets measured, gets managed." Those are words Compass Group employees live by every day. Whether using *Waste Not* to track food surplus or getting creative with remaining cilantro stems to use in salsa, Compass knows that being responsible stewards of our food system means striving for zero food waste.



2018 HIGHLIGHTS

Reducing food waste hinges on the great teamwork that can be seen every day in the Eureka marketplace at Visa. An associate described their process, "Every day the sous chef sorts through our Waste Not bins and finds items that could have been used. We discuss ways to repurpose the scraps with the entire kitchen team at our all-staff meeting and strive to do better the next day."

The Chartwells Higher Ed team at The University of North Carolina at Charlotte had a hunch that sauce packets were contributing to unnecessary waste. But before making any changes, they wanted a data analysis to help support a change to sauce dispensers. Their waste audit revealed that 9% of their front-of-house, or consumer, waste was from the packets alone, making the decision to switch an easy one. A follow-up audit conducted in October revealed a 9% decrease in their overall compostable waste stream.

With massive operations in a building that spans four city blocks, it's imperative that the Restaurant Associates team at The Metropolitan Museum of Art think of creative opportunities to reuse surplus product. By using a rotating café station for special meals, chefs at The Met repurpose surplus ingredients into brand new dishes, rather than wasting them.

Generation Waste Warrior

Changing our behavior around food isn't easy. One of the best ways to improve our culture of waste is by creating a generation of Food Waste Warriors.

Eatable sorted the waste streams at the Chartwells K12 cafeteria at Cider Mill School in Wilton, Connecticut to establish a baseline of their waste footprint and found that kitchen-waste accounted for only 9% of overall food waste at the school. The rest? Consumer waste. Without composting or education programs around food waste and recycling, Cider Mill had a zero-percent waste diversion rate. In other words, all their waste was going to landfill.

Thanks to a guest-facing educational campaign for waste sorting, using Waste Not in the kitchen, and introducing composting and recycling, just four months later nearly all of Cider Mill's waste goes to recycling and compost instead of the landfill. Eatable's second audit revealed the school had increased their overall waste diversion rate from zero to 91%. They're diverting enough food from landfill every year to equal the annual carbon sequestered by 9.4 acres of U.S. forests. And just as important, inaugurating these students into Generation Waste Warrior.



Data Moves Us Forward

As the world's largest foodservice company, it is Compass Group's responsibility to be good stewards of the environment, work to improve our food systems and eliminate excess waste where possible. For the companies and academic institutions who are committed to reducing their eco-footprint, foodservice is often overlooked as a potential partner.

But in 2012, we began a proactive response to the shifting attitudes toward climate change by taking a closer look at what our company, and our clients' companies, were doing

to contribute to the problem. In response, we created *Carbon Foodprint* to partner with clients and meet their sustainability goals. The tool tracks custom strategies to reduce energy, water and waste in the kitchen while identifying opportunities for chefs to re-engineer their menus to lower greenhouse gas emissions.

In 2017, Carbon Foodprint users:

- Saved enough CO₂e to plant two Central Parks
- Saved 600,000 kWh of energy, equivalent to switching 20 million light bulbs to LED
- Reduced garbage disposal usage and saved 1 million gallons of water at one college
- Saved 400,000 gallons of water by switching to low-flow pre-rinse spray valves at a Business & Industry account
- Reduced 6,000 pounds of waste at a pharmaceutical company by eliminating paper coffee cups

Account Overview:

Sustainability is integral to the culture at UMass Dartmouth Dining Services. The Carbon Foodprint program makes it easy to monitor and measure the impact of prevention, recovery and recycling. As a result, UMass Dartmouth's dining team was recognized as a Food Recovery Challenge Award Winner from the Environmental Protection Agency for their efforts, gained positive feedback from students and delivered solutions to the client.

2017 Highlights:

- Inspired guests to eat less beef with turkey burgers and blended mushroom burgers featured at the grill
- Reduced enough emissions to plant an equivalent of 12,713 trees
- Reduced 201,318 kWh of energy, equivalent to switching out 6.7MM old light bulbs

The Eurest team at The National Institutes of Health is committed to a culture that promotes healthy lifestyle-choices for both the community and our environment. The *Carbon Foodprint* program makes it easy to monitor and measure the impact of their wellness-as-a-whole program. As a result, they were recognized and nominated by The NIH for the Health and Human Services (HHS) Green Champion award for their commitment to a global impact.

2017 Highlights:

- Increased plant-based and sustainable seafood options to inspire guests to eat less beef
- Swapped out 1,300+ lbs of beef to plant-forward options
- Supported **local farms as the first choice** when sourcing items such as produce and tofu to reduce fuel emissions used in transportation
- Used only compostable materials for all cups and lids, eating utensils, serving boats, plates, napkins, and straws



Empowering Our People to Make Change

One team in Compass Group’s 49th Project Readiness leadership class found a cross-sector solution to alleviate administrative burdens, reduce unit costs by an estimated \$200,000 per year and save 104 trees. How? With the click of a button.

Students observed Morrison Healthcare, Morrison Community Living, Flik Lifestyles and TouchPoint accounts were spending excessive time, money and paper physically copying and shipping paperwork to the accounting group for processing. Because of the team’s work, comprised of Luz Gonzalez, Tim O’Hara, Angela Hake and Jerry Austin, operations will no longer be required to mail in deposit slips, register readings or inventory count sheets and instead hit the “scan” button to send digital copies when needed. To ensure legal and regulatory compliance hard copies will be saved onsite.

Programs like Project Readiness allow sectors to work smarter by implementing suggestions from the field, give managers time back to benefit the communities we serve, and celebrate a Go Green win. The leadership development program is designed to grow managers during a 10-month period and challenges teams to discover a “new way” to simplify unit operations and reduce the administrative workload.

Waste Reduction Goes Full Circle

Stopping food waste is essential to all of us at Compass Group and our efforts don’t stop in the kitchen. Across the country, Eurest Services partner with Compass Group chefs to repurpose food waste into compost. Support team members pick up food scraps captured during production and after meals, adding them to a compost pile on campus. Over time, the compost is ready to be used as topsoil for landscaping, including onsite gardens. Produce from those gardens is harvested and used in recipe production, bringing food waste reduction full circle.

In 2018, more than 18,000 pounds of compost waste was collected by the Eurest café, and utilized in landscaping by Eurest Services, at Pfizer in Collegeville, PA.



34 COUNTRIES
 50 STATES
 12 MILLION
people



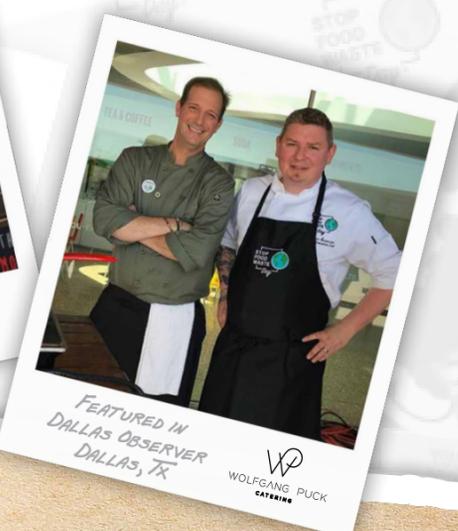
On April 27th, Compass Group locations around the world united to tackle the company's commitment to reduce food waste **25% by 2020**. From live cooking demos and media interviews to chef competitions and how-to videos, associates at all levels were creating awareness. The day of action challenged culinary talent to make meals with more taste and less waste, proving that reducing waste can be delicious when using parts of produce and protein that would otherwise be thrown out.

Compass Group mobilized its scale and expertise to ignite a global conversation about the food waste crisis by educating guests on the positive changes they can take back to their home kitchens. The social media campaign connected more than 12 million people during the week of Stop Food Waste Day to join the fight.

The corporate café headquartered in Charlotte, North Carolina, hosted a live chef competition to engage Compass employees and provide simple ways to reduce waste both at home and in the office. The entire campus competed in a "food fight," a week-long food drive to commemorate Stop Food Waste Day and support the local community. More than 6,000 shelf-stable goods and nearly \$14,000 were donated to **Loaves and Fishes**, a local food bank.

Using hashtag #StopFoodWasteDay, Café 24Hundred, where the drive was hosted, displayed Stop Food Waste Day social media activation on digital screens to connect accounts celebrating across the world in real time. Seeing posts from England, Denmark, Japan and Brazil showcased the massive impact Compass Group can collectively make.

Celebrate with us next year on Wednesday, April 24th, 2019!



More Taste Less Waste

The challenge was impossible: create a delicious dish with little-to-no waste in front of a live audience. Chef Jason Heiselman went up against Chef Sydney Willcox in Viacom's *More Taste, Less Waste* chef competition held on Stop Food Waste Day in Manhattan. They tackled the challenge - and the food-waste - crisis in style.

Chef Jason, the Executive Chef of Hearst's Executive Dining Room, transformed peas and carrots into a creative vegan slider while his competition - and Viacom's Teaching Kitchen chef - Chef Sydney prepared a flavorful Tuscan Ribollita. The Ribollita generated an impressively small amount of waste — just the onion tops - while the sliders produced no waste at all.

The event was set against a backdrop of food recovery—another integral component of diverting food waste from the landfill. The team at Viacom partnered with NY Common Pantry, a nonprofit that provides food and support for NYC's homeless, to inspire guests to make an impact in the community. The drive generated more than 250 pounds in donations, including one from vendor partner Performance Food Group (PFG).

While customers were asked to select a winning dish, the Restaurant Associates chefs, culinary team and participating guests demonstrated that we all win when we reduce food waste.



On the Road to Reduce Waste

From festivals and farmers markets to large office buildings and college campuses, you can find street-food lovers lined up at food trucks looking for a local, fresh and unique bite almost anywhere. But can you repurpose a food truck as an interactive waste-reduction exhibit?

Eurest says "yes." The business and industry sector is leveraging the popular food truck trend to fight food waste and educate guests. The Second Annual Stop Food Waste Day's Special Edition traveling truck made its way across the Eurest footprint, parking at 20 of the company's largest accounts to serve up authentic eats while creating buzz around food waste.

And each menu item tells a waste reduction story—like the beef and mushroom taco that **saves seven gallons of water per taco**. The sides and toppings are all made using root-to-stem recipes. Jim Leberknight prepared 100 taco meals while generating less than one quart of food waste. Unlike most food trucks, the Stop Food Waste Day trailer includes a digital screen that displays social posts using hashtag #StopFoodWasteDay to follow the company's waste story across the country. In its first two weeks on the road, the truck saved 32 pounds of food waste and 242 gallons of water! Are you ready for the next tour?

Keeping the Momentum

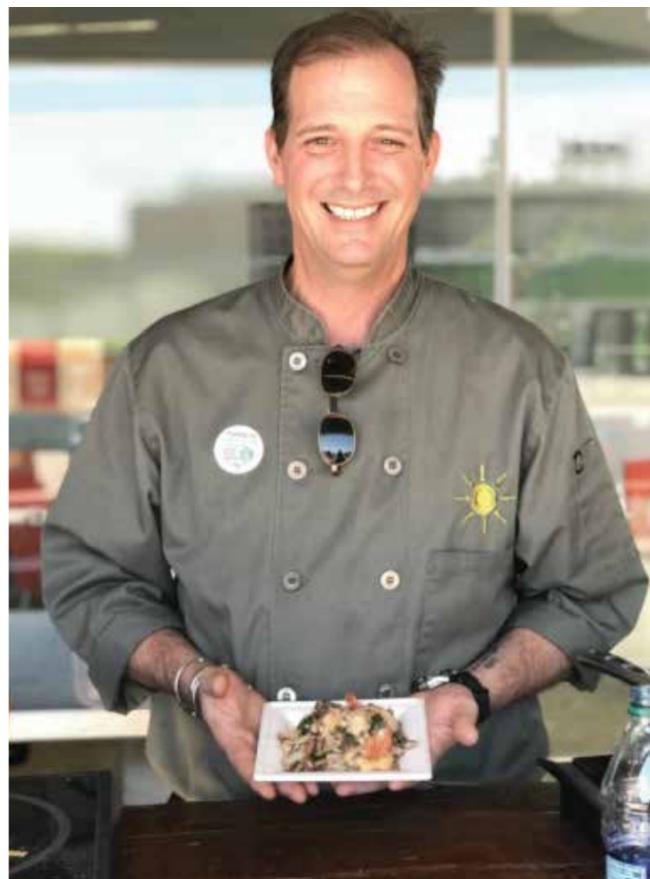
On the same day miles away in Dallas, Wolfgang Puck Regional Executive Chef, Andrew Swanson, challenged Chef Patton Robertson, chef de cuisine at Café Momentum, to a zero-waste cooking competition. And this challenge was particularly special.

Wolfgang Puck Catering partners with Café Momentum, a non-profit training facility for at-risk youth, to provide surplus ingredients and serve as mentors to the program participants.

The chefs used their platform to provide waste-reduction tips for the home chef, while they prepared zero-waste dishes for a crowd of community members and local media at the Perot Museum of Nature and Science. Both chefs highlighted the importance of reimagining the idea of using only "perfect produce" when cooking.

"I want to see openness and willingness to use imperfect produce—a very ugly carrot can go into soup or stock," said Chef Swanson, who demonstrated the use of imperfect produce as he prepared his zero-waste dish, Carrot Ginger Soup. The chef utilized two commonly discarded parts of the carrot to create this nutritious dish. The celery leaves were used in the soup itself because of their flavor and added calcium, magnesium and vitamin C, while the nutrient-dense carrot tops served as edible garnish.

Once both meals were complete, the crowd was invited to taste the creations and mingle with the chefs to learn additional tips to reduce food waste on a daily basis. The judges selected Chef Swanson's Carrot Ginger soup as the winner. Both chefs were honored to take part in this challenge against one another to help spread the message on the issue of food waste, together.



A landscape photograph of a mountain range at sunset. The sky is a gradient of soft pink and purple. The mountains are covered in snow and have dark, rocky peaks. The foreground shows a dark, silhouetted forest.

Better for the World

Impact Beyond our Business



Try it Tuesday!

The Public Schools of Petoskey, Michigan are taking local farm-to-school initiatives to the next level. Through strong farm and community relationships, and local grants, the school district is encouraging students to eat more fruits and vegetables in a fun and innovative way, resulting in a **330%-increase in dollars spent on local produce, compared to the 2016-2017 school year.** It's a community-wide initiative that positively impacts both the students and the environment.

Beth Kavanaugh, Chartwells K12's Director of Dining Services at the Public Schools of Petoskey, created Try It Tuesday to increase her produce purchases from local farms to support state agriculture. The campaign was in response to receiving a grant from *10 Cents A Meal for School Kids & Farms*, a state pilot program that provides schools up to 10 cents per meal in match-funding to purchase and serve Michigan-grown fruits, vegetables and legumes.

Try it Tuesday quickly gained student, parent, community, and local farmer support after the program introduced new fresh fruit and vegetable recipes to the schools' menus - all featuring locally grown produce.

On the second Tuesday of the month, students in nearly 40 classrooms are encouraged to taste a brand new fruit or vegetable recipe, discovering new foods and flavors. Volunteers are trained to highlight the health benefits and provide information about how the fruits and vegetables are grown and harvested. In addition to the tasting experience, students also have the opportunity to meet the farmers, watch educational videos and see photos of the growing process. *Try it Tuesday* is food education at its finest allowing students to gain a better understanding of why fresh, locally grown fruits and vegetables are better for people and planet.

The students vote if they *loved it*, *liked it* or, simply, *tried it*. With the results, new produce is worked into the menu. To increase awareness and adoption, the recipes and student feedback are sent home to parents in newsletters, highlighted on the walls of the cafeteria and featured on the backs of menus.

In the past few years, Farm-to-School programs have grown in popularity and allow schools to forge more collaborative relationships with farmers while serving great tasting, fresh, local produce to students. Purchasing locally grown food has a direct impact on the local economy, the natural environment, and the state's agricultural industry. The connections strengthen communities that champion ongoing Farm-to-School programs and the advocates who push for increased funding. Through the unique program, Chartwells K12 is empowering its students, school staff and community to take the lead.

Weathering the Storm Together

To cook is to care. So it's only natural that Compass has cultivated a culture of serving the community - from individual cafes making food-bank donations to mobilizing the masses for natural-disaster response. With access to a supply network and robust distribution systems already in place, our teams are uniquely equipped to respond to disasters in real time, providing the essentials hurricane victims need to survive.

"For chefs, it is simple: we feed people," said celebrity Chef José Andrés, Compass partner and founder of World Central Kitchen (WCK), a not-for-profit organization devoted to providing meals following a devastating act of nature. "In the wake of a disaster we jump in, we use whatever we have and we get cooking as quickly as possible. There is no time to wait when people are hungry. That is what drives us in times of need."

The partnership with Andrés and WCK allows Compass to harness its culinary talent to go beyond the basics and cook hot, nourishing meals for first responders, displaced residents, and those trapped by flood waters and storm damage.

"We have a meaningful partnership with Compass Group because of our shared passion for great people, food and community," said Chef Andrés. "I have been privileged to work side by side with many Compass chefs, feeding those in need during the hurricanes and disaster relief, supporting local purveyors and farmers, and inspiring consumers to make better choices with delicious options that bring vegetables to the center of the plate."

With the shared belief that food can be an agent of change, the groups use the expertise of its Chef Network to empower people to be part of the solution. From Hurricane Harvey to Hurricane Florence, teams across the Compass family activated during recent times of crisis. Sectors like Eurest, Restaurant Association, CulinArt, Morrison Community Living, Bon Appétit Management Company, Levy, Wolfgang Puck Catering, Touchpoint, Foodbuy and Chartwells Higher Ed teamed up with Compass Corporate and Envision Group to deliver help—and hope—during natural disaster relief in the last year.

These extraordinary efforts from Chef Andrés, World Central Kitchen and Compass associates display resilience and compassion to the community when they needed it the most. When we say our chefs are the "Heart of the House," this is an example of exactly what we mean.



" I HAVE BEEN
PRIVILEGED
TO WORK SIDE BY SIDE
WITH MANY COMPASS
chefs,
SUPPORTING LOCAL
purveyors &
farmers,
AND INSPIRING
CONSUMERS
TO MAKE BETTER CHOICES
WITH
delicious
OPTIONS THAT BRING
VEGETABLES
TO THE CENTER OF THE
plate. "

- CHEF JOSÉ ANDRÉS



Transforming Space into Hyper-Local Sourcing

The commitment to sustainability and passion for inclusion has made Levy's Convention Centers some of the most environmentally friendly and welcoming buildings in the nation.

The teams have shown a deep commitment to sustainability, developing some of the most unique and meaningful programs.

Innovative solutions include a colony of honeybees and a family of pigs both living at the Huntington Convention Center of Cleveland, and rooftop garden that grows hops used for brewing unique and memorable beers at Pittsburgh's David L. Lawrence Convention Center. Levy has shown that sustainability is not just good for the planet, but can also be a great driver of business.

Levy's team at the Greater Columbus Convention Center takes that same dedication to both sustainability and business leadership in developing its smart-farm, growing a variety of herbs and vegetables used in the convention center's kitchens. The smart farm's plants grow on metal towers in an artificial medium under LED lights and is visible to the convention center's guests, giving them a glimpse of the fresh herbs and produce before it makes it to their plates.

Eric Gates, whose attention to detail has been instrumental in the success of the garden, is one of the talented leaders of the site's smart farm. On the Autism Spectrum, Gates came to Levy through Opportunities for Ohioans with Disabilities, a state agency that assists individuals with disabilities in securing employment opportunities. His love for the garden and dedication to the plants, along with the expertise gained in internships at the Peabody Landscape Group and Franklin Park Conservatory and Botanical Gardens, has been pivotal in helping the plants thrive in a difficult indoor environment.





A Story of Recovery

West Coast Groundfish are making a comeback! The once-popular variety of white fish that live on, or near, the seafloor are not well-known today. That's because the West Coast fishery that stretches from California to Washington was declared a federal disaster in 2000 due to overfishing and habitat destruction. The fishing community was profoundly impacted, especially in California, and many fisherfolks lost their jobs or had to find other work fishing for different species.

But with that comes an incredible story of recovery. During the species' 14-year hiatus, government regulators, NGOs and fishers formed a unique plan to rebuild stocks and save the fishery. Management plans were implemented, including fishing quotas, and by 2014 stocks of certain species rebounded. And now, the fish have come back and are healthier than ever. Many species achieved sustainable status, given 'Best Choice' or 'Good Alternative' ratings from Seafood Watch and certification from the Marine Stewardship Council (MSC).

The fishing community has worked hard to implement smarter management policies and create a healthy fishery landscape, but the work isn't done. To make this recovery story complete, the once thriving market of sand dabs, sole and rockfish would need to be recreated.

When Compass Group was approached in the spring to lead a pilot for West Coast Groundfish, it was a no-brainer for the company. Not only is the recovery story of Groundfish incredibly touching, but the fish are delicious.

California-based Eurest chefs, many of whom personally grew up fishing for rockfish, heard the story and jumped on board. "It was important that Eurest be part of the Groundfish Pilot," says Eurest Division Chef, Robin Hernaez. **"Not only is it consistent with our sustainability commitments as a company, it also demonstrates to our customers that great ingredients and support of local California fisheries are priorities for our culinary team."**

During the short pilot, chefs purchased over 6,000 pounds of West Coast Groundfish and saw an incredible 54%-increase in total seafood orders. The local fishermen received a premium of

33%- to 54%-increase per pound of fish. By May, the chefs were featuring California Rockfish sandwiches with crushed avocado and chilipepper rockfish tacos on their menus. Because of the pilot's success, we are now working with our seafood suppliers to ensure that local California Groundfish have its rightful place on our menus.

"West Coast rockfish is an environmental sustainability success story that ensures those fisheries continue on to become economic success stories that reward fishermen who follow more sustainable practices," says Seafood Watch's Shawn Cronin. "Success hinges on companies like Compass that are willing to take the lead in responsible sourcing."

The pilot ended with the chefs commemorating their success with a fishing trip off the coast of Santa Cruz to catch local rockfish.



The Garden Club

The onsite garden at Unidine's New Jersey Shore Medical Center promotes nutrition and provides health education opportunities for guests to inspire a future of better food. The *Garden Club* creates a dynamic partnership between the hospital, the dining team and the community.

"We didn't just plant a garden," said Brian Cahill, the marketing director at Shore Medical Center and *Garden Club* member. "We planted the seeds for an ongoing, compelling way to educate our community on how to incorporate healthier choices into their lifestyles."

Conscious of the community at large, the *Garden Club* embraces a sustainable approach to the garden's creation.

Wooden pallets from the hospital's loading dock were upcycled to create the fruit and vegetable planters. A local gardening center donated a majority of the plants, and the Atlantic County Utilities Authority (ACUA) provided the soil and mulch.

"Unidine has been a great partner for us as we continue to promote health and wellness in our community, and our new garden is the latest example of that," said Cahill. "When we found out our first eggplants were ready for harvest, it immediately led to a discussion about creating 'eggplant bacon' for our hospital cafeteria."

The recipe has been shared on Facebook to educate the community about the health-and sustainable-food option. The team looks forward to creating and sharing other delicious recipes incorporating squash, tomatoes and peppers grown right on site.

Garden Club members-including Saba Zahid, Patient Experience Manager of Food and Nutrition Services-are leading this initiative and look forward to the on-going excitement of this deep-rooted partnership.



Farms of the Future

The Hancock Entrance Lobby in Friends Village at Woodstown is home to an innovative project that offers residents, staff members and visitors an abundance of fresh, **local produce every day of the year**. The secret? The hydroponic tower. The creative sustainability solution livens up the corner of the main entrance with the sounds of the hydration process and a colorful display of natural greens, sprouting various fresh fruits, vegetables and herbs. The tower became a part of the landscape at Friends Village almost a year ago and has made quite an impact.

The benefits of the hydroponic system are numerous for the nonprofit organization. Key ingredients grown on site reduce the time it takes to create purchase orders. Dining staff step outside of the kitchen, walk a few feet to the tower and pick the produce they need for the day. The tower's ability to provide produce all year round reduces the cost of purchases made outside of the typical growing season and offsets scarcity that can increase costs. And, most importantly, the system requires 95% less water than conventional farming.

Morrison Community Living's hydroponic gardens advance the farm-to-table concept, customizing menus to provide guests with ingredients that are even fresher and more sustainable.

PURCHASED
— MORE THAN —
46 MILLION
POUNDS



OF LOCAL PRODUCE



The Fairest of Them All

Chartwells Higher Education (CHE) is seeking the highest social, environmental and economic seal of approval to make a difference with mindful purchasing. Fair Trade is a rigorous certification that ensures the products purchased by consumers are grown, harvested, crafted and traded in ways that improve lives and protect the environment. Responsibly sourced, Fair Trade Certified™ products are marked with a recognizable seal, ensuring the safe and healthy working conditions of the producers while fostering a global community.

In 2017, Texas A&M University became the largest university in the nation to earn the official designation as a Fair Trade University from Fair Trade Campaigns. Fair Trade University is a national initiative that engages students in issues of global poverty, making the campus a catalyst for change with the support of a nationwide network of students, staff and faculty.

Another CHE account, The University of North Carolina at Asheville, became the state's first higher-education facility designated as a Fair Trade University this past year.

Inspired to continue to challenge their teams, CHE made a landmark commitment in 2018 to serve at least two Fair Trade Certified™ products in each dining location at 280 campuses across the country. These products will include coffee and tea, barkTHINS, energy bars, sugar, and bananas.

The partnership with Fair Trade Campaigns is an essential step in Chartwells' ongoing commitment to sustainability and will serve as a way to educate students across the country on the benefits of Fair Trade products and the impact it has on the lives of farmers, workers and artisans across the globe. Each semester, Chartwells will report to the campus community exactly which Fair Trade products are offered at each location through social media channels and their dining websites to be inclusive, transparent and encourage support.





Food Recovery Dramatically Reduces Waste

Committed to diverting food waste from the landfill, the Flik dining team at Freddie Mac has donated more than 10,000 pounds of food through their partnership with Food Rescue US since the program began a year ago. The donations to a community shelter and a local school have provided over 7,500 meals to families throughout the community.

“Volunteer ‘food rescuers’ have been recovering healthy, excess food from FLIK Hospitality since early 2018 and the partnership has grown to be one of the strongest we have,” said Kate Urbank, with Food Rescue US. “What started as one-day-per-week food-runs has grown to four times a week so that no food goes to waste.”

Four key agencies in Fairfax County, Virginia benefit from quality, prepared food and know that they can count on it, week after week. Flik’s Sous Chef Robbie from Freddie Mac helps drive the partnership and personally delivers one food rescue per week.

Participating in a food recovery program not only feeds the community, but has the potential to reduce overproduction. The Flik team has become more mindful of their waste - and since the program’s inception, the daily waste across campus has decreased by 35%.

“FLIK Hospitality is truly making a difference in our community and we’re grateful for the dedication they show to combat food waste and food insecurity,” said Urbank.

The Flik team provided a special dinner service for the recipients of their food donations. Set up at the Embry Rucker Community Shelter—a 70 bed residential shelter that provides healthy and safe emergency housing for men, women and families—a team of 12 served the café leftovers and engaged with the residents. Freddie Mac client, Guido Boers, and Thompson Hospitality partner, Robert Rivera, attended the event, which had a profound impact on the team and provided much needed support for the community.

Alternative Fuel Rules the School

Stewardship, simplicity and social justice. Guided by Quaker beliefs, George School - a coed boarding and day school in Newtown, PA - committed to awakening all members of its community to the wonder of the natural world and to their shared responsibility to care for it well. CulinArt is supporting their mission.

Through its commitment to “openness in the pursuit of truth, to service and peace, and to the faithful stewardship of the earth,” George School strives to make a significant impact on the world in many ways. But when it comes to its environmental footprint, they try to walk as softly as possible. George School has been reducing, reusing and recycling since the 1970s and continues to foster environmental education as part of its core values.

Thanks to the campus dining hall’s forward-thinking director and the support of the foodservice staff, administration and the entire community, eating at George School is as environmentally thoughtful as it is flavorful.

“Sustainable dining is so much more than purchasing local foods and monitoring waste,” says Joe Ducati, CulinArt’s Director of Dining at George School. “Every day, we examine everything we do for an opportunity to do it cleaner, better and more sustainably.” Ducati has called George School his home since early in his career, along with his wife Kate who has worked as the school’s organic gardener since 2005. In their 13 years together at the school, the Ducatis have raised chickens, harvested bees and launched the school’s first campus garden, which today covers approximately one-third of an acre and supports the dining hall menu with a large portion of its seasonal produce.

Housed on campus, Home BioGas is an off-grid system that generates clean energy without any electricity and produces up to two hours of cooking gas every day solely from food scraps or animal waste. Approximately five buckets of manure activate the system, which is collected from the horses in the school’s Equestrian program. The system hooks up to the barbecue on campus and completes CulinArt’s alternative fuel source trifecta proving alternative fuels rule this school.





A Handcrafted Commitment

Tradecraft Outfitters, Canteen's newest partner, is all about providing the most innovative coffee and tea experiences. This one-stop solution includes craft coffee and tea with the equipment, training, service, and accessories needed to deliver the best experience.

But there's another side to Tradecraft that sets them apart—and that's their sustainability story. Using land and resources responsibly, the folks at Tradecraft aim to always do the right thing for their clients and their community.

Before Tradecraft commits to a new roaster, they vet them thoroughly. All Tradecraft roasters must:

- Share detailed supply-chain information
- Guarantee farmers are paid a premium price for their high-quality product
- Demonstrate an understanding of the working conditions and ensure all workers are safe and well-paid
- Encourage environmentally safe practices at the origin and in their roasteries

Tradecraft roaster, the Finca Cocondo Coffee Farm in Colombia, is committed to 100-percent organic farming using a top-middle-bottom approach to planting. This is a departure from large commercial farms that plant in rows and pick mechanically.

Finca Cocondo's owner, Dr. Luis Emilio Velez, plants multiple crops together to promote biodiversity and ensure the longevity of his farm. Think of the land in three layers. The top layer is filled with tall growing plants and mango trees, providing shade for the middle layer, which contains coffee trees. These two layers combined offer natural protection and compost to the bottom layer turmeric is planted, that in turn helps with soil protection. This sophisticated, yet simple system is key to the farm's success.

"For Tradecraft, supporting specialty coffee is not a gimmick or a marketing ploy, it's a mission that speaks to the very core of who Tradecraft is as a company. Our CEO, Michael Klong, reinforces that mission," says Tradecraft Director of Education Lindsey Leder. "We believe by spreading specialty coffee and tea into markets that are underserved, we can make the global coffee market a better place for everyone in the supply chain."

From the top down, Tradecraft is a leader in sustainability and craft experiences.

Knowledge is Power

There's no denying that Teaching Kitchen can help improve guests' culinary and nutrition literacy, but how can it be used as a vehicle to accelerate change for the planet? Compass is working diligently to uphold its responsibility to be a catalyst for change, prevent food waste, reduce its ecological footprint and improve animal welfare. The Teaching Kitchen program provides an opportunity to take this fight outside of our cafes. Chef and dietitian instructors share their expertise and sustainability knowledge so that guests can adopt new skills into their everyday lives, little changes that make a collective impact.

One of the many ways Compass is supporting sustainability efforts is through preventing unnecessary food waste. The "Waste Not Shaker Salad" lesson is geared around using the "odds and ends" of produce typically thrown away. While participants are peeling and chopping their broccoli stems and whisking up a homemade dressing, the instructors share sustainability tips and tricks, engaging the class in a discussion around the ways to limit food waste at home.

To highlight the recovery of California Groundfish, the Morrison Healthcare team developed a class featuring Rockfish Tacos, a species of Groundfish. By featuring this protein-packed fish, ranked as a "Green or Best Choice" by the Monterey Bay Aquarium's Seafood Watch Program, Compass is reintroducing guests to this delicious wild fish. The course covers everything participants need to know, from buying it at the grocery store to properly preparing it with flavorful marinades. Guests leave the class with all of the knowledge they need to recreate the recipe at home. Getting these fish back on people's plates is the crucial last step to this amazing recovery story.

The purpose of the Teaching Kitchen is to provide a place for guests to explore food, culinary and nutrition literacy that will positively impact food choices and experiences. Almost two years since its inception, the Teaching Kitchen has expanded to 11 of the Compass sectors. In 2018, the program grew to more than 140 active models across 122 cities and 27 states - extending to Canada and Brazil. By sharing expertise, Compass is improving the lives of guests, clients and communities - and the planet.





FROM BREAD TO Beer



Best Thing Since Sliced Bread

In 2018 Toast Ale and Compass Group launched a pioneering, circular partnership, on a mission to prove that the alternative to food waste is both pint-sized and delicious. Toast Ale, the London and New York-based beer company, uses surplus bread - one of the most wasted foods on the planet - as a key ingredient in their beers. The concept is inspired by a recipe that dates back over 3,000 years but has fallen out of fashion with mainstream brewers in recent decades - something Toast is aiming to change, with Compass' help.

Yesterday's bread, including surplus from Compass' supply chain, makes up a third of Toast Ale's mash; a porridge-like mix of malted-barley, bread and water that supplies sugars for the brewing process. Since launch in 2016, **Toast has already rescued over one million slices of bread from going to waste** and all profits from the beer are donated to charities working to protect our planet. Together with Compass, they aim to rescue another million in 2019. The creative partnership is just one example of how Compass Group is working to deliver their goal of reducing food waste by 25% by 2020.

"Most people are shocked when they realize as much as 40% of the food we produce goes to waste each year" said Rob Wilson, CEO of Toast Ale. "That's why it's so important to rethink how we all use food. It helps that brewing beer is one of the most accessible ways to prove that cutting food waste can be simple and delicious. We're thrilled to partner with Compass to turn their bread surplus into a truly circular and delicious beer".



Making it Easy to Do the Right Thing

Fifty Morrison Healthcare accounts around the U.S. have explored new—and sometimes unusual—ways to donate and recover food that would otherwise be wasted in their communities.

Last year, Compass One Healthcare CEO Bobby Kutteh empowered operators to explore food donation partnerships with the sector's client hospitals.

Measuring waste is only half of the challenge when it comes to reducing food waste. Food recovery and donation is a critical component in diverting waste from the landfill. But finding a nonprofit with a built-in volunteer base or staff who safely pick up and deliver the recovered food on a consistent basis can be a challenge. Morrison Healthcare, Compass One Healthcare's food and nutrition services, has leveraged the power of Compass and Eatable to help identify community partners for food recovery.

Within the heart of the Texas Medical Center in Houston, Morrison serves breakfast and lunch every day to approximately 3,000 people at the Baylor College of Medicine. The on-site team is continually searching for ways to stop food waste, like salvaging excess food—including a variety of fruit and vegetable scraps.

To combat the waste, they've come up with a unique solution: donating scraps to help fuel one of the nation's leading institutions in biomedical research. Working with the facility's administrators and veterinarians, the team discovered their food scraps were a match for the research animals' needs. The scraps range from onion peels, the tops of carrots and the cores of lettuce, to kale, endives, and apples. Spotted bananas, orange and pineapple peels, damaged berries and cucumbers, as well as the ends of squash and zucchinis are separated, prepped and bagged for the college to pick up twice per week.

The results speak for themselves. Not only has the partnership improved the animals' diets, but it's saving the college money. And just two months in, food waste has been reduced by 700 pounds.

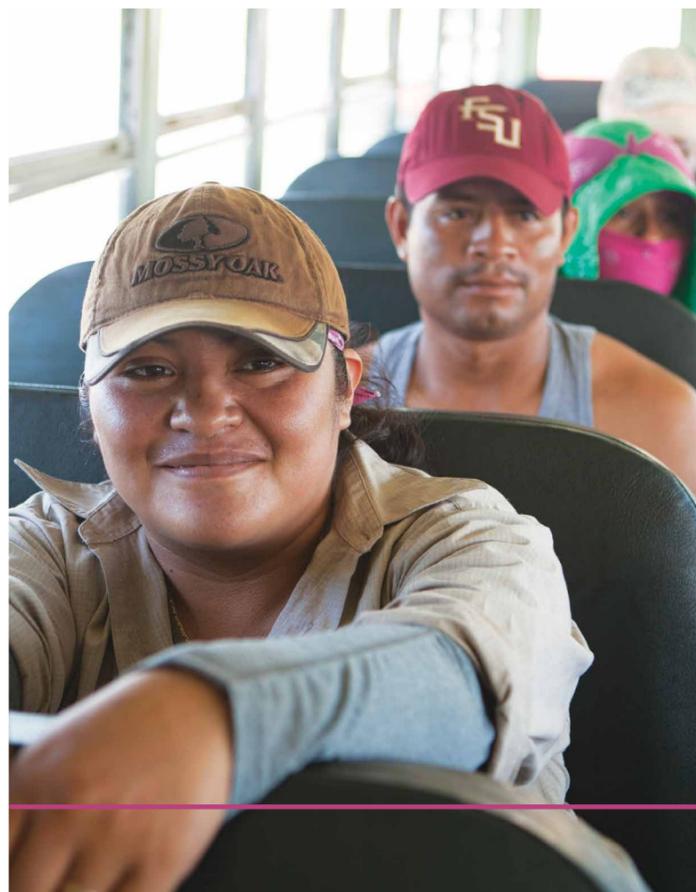
Before Morrison began providing food scraps, the research program was held to a restrictive ordering process, which forced them to buy 10 cases of kale when they only needed two. As a result, the researchers often had to discard spoiled products that were unsafe for the animals. Through the meaningful collaboration, the café has met its goal of reducing food waste while strengthening the relationship with a valued partner working to advance human health.

This year, Morrison has more than 40 additional accounts ready to begin donating food, which means more people and communities will benefit from the company's efforts to do the right thing.



DONATED
920,000
MEALS
TO LOCAL
COMMUNITIES





A Coalition for Change

Being sustainable isn't just about the environment, recycling and food production. Sometimes it's about the most fragile of ecosystems – the human connection.

For decades, farm work has been one of the lowest paying jobs in the country. Ninety percent of winter tomatoes are grown in Florida, where farmers have been subject to wage theft, sexual violence, and forced labor. There is, however, hope. CIW and Compass Group are committed to rewriting history through initiatives like the Fair Food Program.

Compass Group and the Coalition of Immokalee Workers (CIW) signed a landmark agreement on September 25, 2009, that would forever change the food industry along with the hearts and minds of Compass associates. The company agreed to pay an additional 1.3 cents per pound for all tomatoes purchased from Florida annually, with one cent per pound being passed from the supplier directly to the harvesters to combat what many consider to be modern-day slavery.

As part of the agreement, a 'Code of Conduct' was created designed to improve the harsh working conditions and recognize the vital contributions farmworkers make to our food system every day. When Compass signed the Code of Conduct and agreed to pay the premium to make improvements for farmworkers, create a new model for corporate engagement.

Over the years, Compass and CIW realized the value of going beyond the written document to forge a deepened relationship. Both groups use the partnership to share the value of working with an NGO and what that means for a corporation. As the Fair Food Standards Council was established, we took a role on the Board of Directors representing buyers. In 2015, Compass made a commitment to expand Fair Food purchasing agreement to include produce other than tomatoes, and in locations beyond Florida.

But ecosystems constantly change and the people who work in corporations often move into different roles. The group began, instead, to focus on the sustainability of its partnership.

The success of a movement hinges on its supporters who are ready and poised to take action. Compass Group rallied a Coalition of Fair Food Chefs, cross-sector communication leaders and produce purchasers to walk the fields of Immokalee in Collier County, Florida. During the emotional trips, they learned first-hand the history of Fair Food and became inspired to tell the story.

"In my opinion, if the sustainability doesn't start with the people who are growing and picking our food then the rest doesn't matter," says Paul Ruzsat, Regional Executive Chef for Morrison Healthcare. **"It doesn't matter how 'sustainable' your tomatoes are if people are enduring hardships while picking them."**

Nature teaches us that changes to ecosystems may cause them to become threatened, endangered or extinct. We're creating a model for a partnership that is resilient, balanced, and positioned to thrive and prosper. Compass will continue to expand its Fair Food story and share it with guests every March during Farmworkers Awareness Week.

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