



ACTING RESPONSIBLY

CORPORATE RESPONSIBILITY INTERIM UPDATE
DECEMBER 2017



COMPASS
GROUP

Compass is the world's leading food service company

Every day we provide food to millions of people around the world. The rigorous execution of our strategy continues to deliver shareholder value. And given the structural growth potential in food services globally, we remain positive about the Company's future.

Our role

As the industry leader, we have an important role in society for the long term. We create opportunities for our people to achieve their greatest potential and enrich their lives. We promote healthy and nutritious food offers for our clients and consumers. Together with our supply chain partners, we set global standards to ensure we consistently source our food responsibly and sustainably.

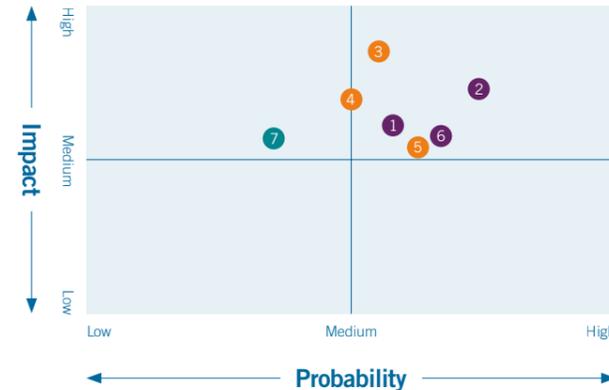
Making a positive impact

The Group's strategy and approach to corporate responsibility (CR) are well aligned as we improve the business model to reflect more sustainable practices. CR is a keystone of our commitment to provide the highest quality service to our customers. Across the business, the safety and wellbeing of our colleagues and consumers is our number one operational priority and supports our growth strategy, increases trust and helps us attract the best talent.

ENGAGING WITH OUR STAKEHOLDERS

We continually listen to our stakeholders and regularly review our approach to CR to keep pace with change and maintain our position as a responsible business partner. We consider the issues that matter most to our business and stakeholders to help us inform our business strategy. Through this process we have identified key issues we believe materially impact our business and our relationships with stakeholders (see matrix below for highlights) in our journey to becoming a more sustainable business.

On pages 38 and 39 we explain how our four CR pillars address the most material business issues, why they matter to us and how they will inform our priorities and activities moving forward.



PROGRESS THIS YEAR

Each year, we participate in the key sustainability indices that focus on economic, environmental and social factors that are relevant to a company's success. We use our participation in such indices to benchmark our performance within our sector and identify where we have an opportunity to improve our approach towards more sustainable business practices. Increasingly, our stakeholders, including clients, investors and NGOs, proactively assess the scores that we achieve and the progress we are making. We have performed well this year, including our achievement in the Carbon Disclosure Project (CDP) of a 'Leadership' score of A- in the Climate Change module.

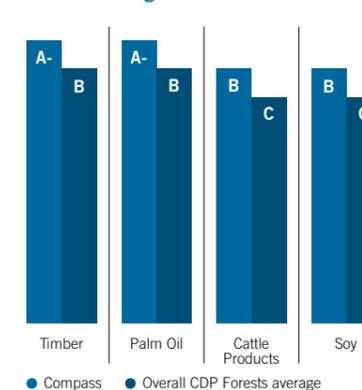
In DJSI RobecoSAM, we scored 70% across all three dimensions (economic, environmental and social) which is well above the industry average of 39%. This now places us in both their World and Europe ratings.



REDUCING RISKS IN OUR GLOBAL SUPPLY CHAIN

We spend around £6 billion on our global food supply chain and reducing risk is important to us to ensure food security for future generations. This year, we have continued to develop the way in which we measure our impacts and assess the risk for our business that deforestation presents. Our progress has resulted in a marked performance improvement in the CDP Forests module against peer companies in our sector. We are therefore delighted to have been recognised as the 'most improved' business in the Forests module for soy. We will continue to set ourselves more ambitious targets and actively support the sustainable production of forest risk commodities through supplier engagement.

OUR 2017 CDP FORESTS RESULT



Our Company performance benchmarked against peer companies in the Hotels, Restaurants and Leisure and Tourism Services sector and the 2017 CDP Forests sample. This demonstrates we are assessing the risks related to deforestation and are measuring and managing the impacts.



Visit our website at www.compass-group.com for more information about our approach to CR and progress against the performance targets that we have set ourselves.

Material impacts and progress

OUR PILLARS

OUR PEOPLE



Our people are fundamental to our great service and reputation and we recognise their positive contribution to our performance.

Ensuring our employees are safe, well trained, motivated and productive is an essential component of our business model.

OUR PRIORITIES

1 Workplace health & safety

Transparency around processes, controls and reporting are in place and monitored to ensure the safety and wellbeing of our people and of those who work with us.



2 Employee recruitment & retention

Provide our people with training and development opportunities. Recognise and reward their great work.

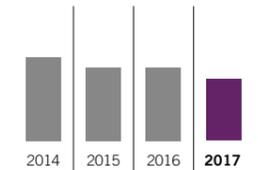


OUR UN SDGs

OUR PROGRESS

- We employ 550,000+ colleagues worldwide and protecting their wellbeing is very important to us. Since 2014, we have achieved a 26% reduction in our Lost Time Incident Frequency Rate performance. This year, with a continued focus on embedding a strong safety leadership culture, we have achieved an improvement in our performance compared to last year, resulting in 15% less lost time incidents across our global business.
- Sadly, we had two work-related fatalities in our Europe business as the result of vehicle accidents. We conduct root cause investigations of all fatalities to identify opportunities to strengthen our policies and controls. The lessons learned are shared to ensure that other parts of our business can learn from serious events. All work-related fatalities are reported to the Executive Board and Group Board.

Global Lost Time Incident Frequency Rate **-26%**
(since 2014)



RESPONSIBLE SOURCING



Having a responsible global supply chain is important for us to deliver the quality of food service which is a key business driver for Compass and of paramount importance to our clients and consumers.

As a result of our actions across our global supply chain, we are able to build client and consumer confidence, reduce potential risks and develop sustainable supplier relationships.

3 Product safety

Visibility around the ingredients that we source for our operations.



4 Supply chain integrity

Ensure our global supply chain is acting responsibly and humanely towards its workforce.



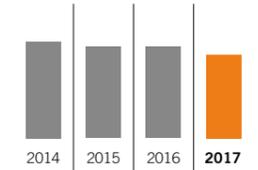
5 CBC compliance

Ensure the implementation of our Codes of Business Conduct and Ethics. Measure, report and act upon concerns via the Speak Up whistleblowing programme.



- We have extended our third party audit programme to validate that all our markets are complying with the requirements of our Global Food Safety Standards.
- This year, audit results identified that some of our developing markets, including South East Asia and Latin America, required further support to implement effective controls. We have responded by investing in upskilling our teams and securing additional resource to help them embed the required operational standards.

Global Food Safety Incident Rate **-14%**
(since 2014)



HEALTH & WELLBEING



By pursuing our passion for wellbeing and nutrition, we can help our consumers and employees adopt a more balanced lifestyle.

We support our clients to deliver improved employee performance and satisfaction, encouraging client retention in our business.

6 Wellbeing and nutrition

Promote simple product labelling and signposting at the point of sale to encourage our consumers to make healthier choices.



Raise awareness of mental health issues and the support programmes available to our employees.

- Many of our businesses have implemented wellbeing programmes to encourage healthy behaviours amongst colleagues and consumers. These include healthy lifestyle campaigns, raising workplace awareness of mental health and employee assistance programmes.
- For example, we recognise that developing good eating habits in childhood sets people up for a lifetime of better diet. To encourage the right behaviours and habits in the younger generation, our Chartwells team in the UK business developed a Putting the Fun Back into Food programme. Since 2006, the programme has reached over half a million students. The aim is to excite children of all backgrounds about food and cooking to help them lead healthy lives.

Number of sites offering healthy eating programmes **+8%**
(since 2014)



ENVIRONMENTAL REPORTING



As a leading food and support services provider with a global footprint, we have a clear responsibility to help protect the environment.

We are reducing our impact by implementing programmes that focus on the improved use of resources, helping us to manage our costs and those of our clients more effectively.

7 Environmental reporting

Transparency around our environmental impacts, target setting and activities to demonstrate progress.

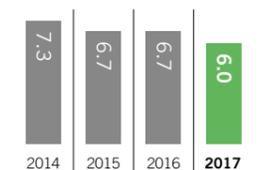


Working to the Science Based Targets Initiative's accredited methodologies, we will reduce the intensity of our Greenhouse Gas (GHG) emissions by 50% by 2030.

Compass Group's disclosure in accordance with the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 is stated in the table below:

GLOBAL GHG EMISSIONS FOR THE PERIOD 1 OCTOBER 2016 TO 30 SEPTEMBER 2017	UNIT	2016-2017 CURRENT REPORTING YEAR	2015-2016 COMPARISON YEAR
Combustion of fuel & operation of facilities (Scope 1)	Tonnes (t) CO ₂ e	128,154	124,488
Electricity, heat, steam and cooling purchased for own use (Scope 2 – location based)	tCO ₂ e	8,376	9,100
Total Scope 1+2	tCO ₂ e	136,530	133,588
Emissions intensity per £m revenue	tCO ₂ e/£m	6.0	6.7

GHG intensity ratio **-18%**
(since 2014)



We have calculated our Scope 1 and 2 GHG emissions since 2008 and aim to improve the scope and accuracy of our reporting each year. We have established an organisational boundary, reporting on emissions originating from our top 20 countries, accounting for 94% of Group activity by revenue. Our GHG emissions calculations are based on the GHG Protocol Corporate Accounting and Reporting Standard (revised edition). Applying an operational control approach, we have identified relevant activity data for Scope 1 and 2 emissions and have used the location based Scope 2 calculation method.

WORKING TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

In 2016, we identified through our strategic review that stakeholders and international clients had a growing interest in supporting the United Nations' Sustainable Development Goals (SDGs) agreed by world leaders in September 2015. In response to this feedback, we continue to consider how our business activities can help us to deliver our contribution towards the SDGs at a global and local level.

The SDGs provide a useful platform and common language upon which we can build new, and strengthen existing, global and local partnerships to progress our sustainability activities.

Of the 17 goals designed to help deliver the 2030 vision for a more sustainable planet, we have identified six where we believe we can make the most positive social impact. In addition to these issue specific goals, we recognise the critical importance of working in partnership, supported by SDG 17 (Partnerships for the Goals).

LOOKING AHEAD TO 2018+

We will continue to engage our teams and stakeholders around the world to understand the issues which matter most and to identify opportunities to build stronger partnerships which address global and local sustainability priorities.



For a more detailed review of our 2016-2017 performance against targets, please visit www.compass-group.com.



UNITED NATIONS' SUSTAINABLE DEVELOPMENT GOALS	THE GLOBAL CHALLENGE	OUR ROLE	FOR EXAMPLE
 END HUNGER, ACHIEVE FOOD SECURITY AND IMPROVED NUTRITION AND PROMOTE SUSTAINABLE AGRICULTURE	By 2050, the world's population is expected to increase by two billion. At present almost 800 million of the world's population are malnourished and starving. This means that the need to improve sustainable agriculture will become increasingly critical as the demand on natural resources intensifies.	Every year, we spend around £6 billion on food. Collaborating with our global supply chain to design and deliver scalable and practical solutions for food security and sustainable agriculture is therefore vitally important to safeguard the future of our business.	Since 2014, our Imperfectly Delicious Produce programme run by our US business has used over 4.5 million lbs of imperfect fruit and vegetables that would otherwise have rotted in fields or been sent to composting or landfill for simply not meeting an artificial standard of attractiveness.
 ENSURE HEALTHY LIVES AND PROMOTE WELLBEING FOR ALL AT ALL AGES	Nutrition is essential for sustainable development. Every year, poor nutrition kills over three million children under five, whilst world wide over two billion people are overweight or obese.	Each year, we serve over five and a half billion meals. By pursuing our passion for wellbeing and nutrition, we are committed to helping our consumers and employees adopt a more balanced lifestyle.	Since 2010, we have worked towards a target that 100% of our units will provide Balanced Choices or similar healthy eating programmes by 2016. This year, we have seen a further improvement in our performance (69% vs 67% in 2016). Whilst we have not achieved our target this year, we expect to continue to make good progress during the coming year.
 ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS	Women and girls around the world struggle to exercise their rights, face discrimination, legal barriers and violence and receive unequal pay for equal work.	Women make up 55% of our global workforce and 28% of our global leadership team. We are resolved to empower all our female employees as we know this leads to increases in productivity, organisational effectiveness and consumer satisfaction.	Since 2016, our UK business has run the Women in Food programme to tackle the shortage of female chefs. By 2020, we expect that 50% of the chefs in our UK workplace will be female. This year, 35% of the chef population was made up of women and we will continue to focus our activities to achieve our 2020 target.
 PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	The availability of decent work is a must for lasting, inclusive and economic growth, yet while the global labour force continues to grow, there are not enough jobs available, particularly amongst young people and indigenous communities.	Our 550,000+ employees are fundamental to our great service and reputation. Around the world we are working with local communities to offer fair employment and great career opportunities.	In Australia, we run a programme called Project 1050 to support the recruitment of an additional 1,050 indigenous jobseekers into the Compass workforce by 2019. In 2017, we achieved a further 339 jobseekers versus our annual target of 244, towards our 2019 goal.
 CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT	30% of the world's fish stocks are overexploited, compromising their ability to produce sustainable yields.	Three words encapsulate our approach to sustainable seafood: (1) Avoid: by not serving seafood on the Marine Stewardship Council's (MSC) 'fish to avoid' list; (2) Improve: by buying more certified sustainable seafood each year; (3) Promote: the availability of responsibly sourced fish to our consumers.	We have partnered with the MSC in the UK to develop the Good Fish Guide app, which encourages everyone from chefs to consumers to make more sustainable choices easily and quickly.
 PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, AND HALT AND REVERSE LAND DEGRADATION AND HALT BIODIVERSITY LOSS	People need nature to thrive. It is particularly critical for sustainable agriculture, yet deforestation, desertification and loss of biodiversity and natural habitats are degrading fertile land and reducing crop productivity.	We are working across our global supply chain to ensure we source our food and non-food products in a sustainable manner with the least possible impact on the environment.	Globally, we are an active member of the Roundtables on Responsible Soy and Responsible Palm Oil. 18 of our top 20 countries have already established sustainable and ethical sourcing programmes.
 STRENGTHEN AND REVITALISE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT	The SDGs set out a vision for ending poverty, hunger and inequality and protecting natural resources by 2030. Realising this ambition will require a step change in the way that the private sector, governments and civil society work together in partnership.	As a global business, we recognise the critical importance of working in partnership with our clients, suppliers and other stakeholders to improve the positive contribution that we can make to help address some of the biggest issues that we all face in the 21 st century.	We have been assessed annually by the Business Benchmark on Farm Animal Welfare since the publication of its first report in 2012. We remain committed to continuously improving our performance by embedding a common framework designed to deliver enhanced and harmonised farm animal welfare standards throughout our global supply chain. We achieved a benchmark score of Tier 4 in 2016 and await results of the 2017 assessment.

Our performance and targets

OUR PILLARS	KEY PERFORMANCE INDICATOR	2016/17 TARGET	2016/17 PERFORMANCE	2016/17 REVIEW	KPI TARGET
OUR PEOPLE					
1 WORKPLACE HEALTH & SAFETY¹	Global Lost Time Incident Frequency Rate (LTIFR)	Report % improvement (against 2008 baseline)	 63%	<p>Since our 2008 baseline, we have achieved a 63% reduction in our Lost Time Incident Frequency Rate performance. With a continued focus on embedding a strong safety leadership culture, we have improved our performance compared to last year, resulting in 15% less lost time incidents across our global business.</p> <p>Sadly, we had two work related fatalities in our European business. They were as the result of vehicle accidents. We conduct root cause investigations of all fatalities to identify opportunities to strengthen our policies and controls. The lessons learned are shared to ensure that other parts of our business can learn from serious events.</p> <p>We continue to develop our Safety First portal, which enables countries to share and implement best practice initiatives more easily, to support employee engagement in the prevention of incidents.</p>	Report % improvement (against 2014 baseline)
	Total Recordable Incident Frequency Rate (TRIFR)	NEW		This year, we have introduced additional global key safety performance indicators: Total Recordable Incident Frequency Rate (TRIFR) and Motor Vehicle Collision Rate (MVCR), to provide us with greater visibility and understanding of the types of incidents occurring within our business. We will report on progress against these new measures in next year's CR report.	Report % improvement (against 2017 baseline)
	Motor Vehicle Collision Rate (MVCR)	NEW			Report % improvement (against 2017 baseline)
	% of employees surveyed in our 2016 global Your Voice survey who believe the Company places a high priority on health and safety	Report % improvement (against 2013 survey)	 14%	<p>We are pleased that so many of our employees (91% of employees surveyed) believe that the Company takes health and safety seriously (2013: 80%).</p> <p>The global Your Voice survey takes place every two years and the next survey will be in 2018.</p>	Report % improvement (against 2016 survey)
DIVERSITY¹	% of female representation in the global workforce	Report % of female representation in the global workforce	 55%	Women make up 55% of our global workforce (2016: 57%). In accordance with the Companies Act 2006, you will find more information on employee diversity on page 99 of the 2017 Annual Report.	Report % of female representation in the global workforce
	% of women holding global leadership team positions	Report % of female representation in the global leadership team	 28%	28% of our global leadership team positions are held by women (2016: 26%).	Report % of female representation in the global leadership team
	Number of leadership and above unit management positions held by women	NEW		<p>Last year, following approval by the CR Committee, we introduced new KPIs to support our diversity and inclusion strategy: to help recruit a workforce that reflects the diversity of the communities in which we work and build on the great progress that has already been made in a number of our key markets.</p> <p>We will report on our progress in next year's CR Report.</p>	Report % improvement (against 2017 baseline)
EMPLOYEE ENGAGEMENT¹	Global Your Voice survey: Engagement score	Report % engagement score	 75%	<p>We have previously conducted a global Your Voice employee survey every two years. Last year, we launched an improved, more engaging survey, simplifying the questions posed and using mobile technology to make the survey more easily accessible to colleagues around the world.</p> <p>We are delighted that the 2016 Your Voice colleague survey achieved a 75% engagement rate (2013: 66%) which represents a positive trend of continuous improvement. We hope to increase our score in the 2018 survey.</p>	Report % engagement score
CODE OF BUSINESS CONDUCT COMPLIANCE¹	Total number of concerns reported by employees globally, via Speak Up	Measure and report concerns with 100% follow up	 3,697 cases	All our countries have access to the independently operated Speak Up whistleblowing programme, which enables employees to report material concerns for review and follow up. There is a clear escalation process in place to consider each concern raised. Where appropriate, a full investigation is carried out and remedial actions are taken.	<p>Measure and report concerns with 100% follow up</p> <p>Measure and report average close out rate achieved</p>

OUR PERFORMANCE AND TARGETS CONTINUED

OUR PILLARS	KEY PERFORMANCE INDICATOR	2016/17 TARGET	2016/17 PERFORMANCE	2016/17 REVIEW	KPI TARGET
RESPONSIBLE SOURCING					
2 FOOD SAFETY¹	Global Food Safety Incident Rate (FSIR)	Report % improvement (against 2008 baseline)	 56%	<p>Compared to the 2008 baseline, we have improved our FSIR performance on a global basis by 56%, through strong unit compliance with our Global Food Safety Standards.</p> <p>We serve 5.5 billion meals per year and have a strong food safety performance, however, we continue to look for ways to make what we do safer, and work with colleagues and clients to drive improvement. We have extended our third party audit programme to validate around the world that all our countries are complying with the requirements of our Global Food Safety Standards. In 2018, we will be introducing updated standards across our global business.</p>	Report % improvement (against 2014 baseline)
3 SUPPLY CHAIN INTEGRITY^{1,2}	% of countries adopting our global Supply Chain Integrity Standards	100% implementation of the new global Supply Chain Integrity Standards by 2017	 85%	<p>During the year, we have further evolved our global Supply Chain Integrity Standards to provide greater emphasis on supply chain mapping and responsible sourcing. Launched in 2017, the new global Supply Chain Integrity Standards will continue to be rolled out across all countries during 2018.</p> <p>The Standards now include more detailed sustainable sourcing requirements around human rights, animal welfare and deforestation risks that our procurement teams will be adopting in their countries.</p>	100% implementation of the new global Supply Chain Integrity Standards by 2018
	% of countries with programmes in place to support: <ul style="list-style-type: none"> • sustainable fish/seafood • Fairtrade and ethically sourced products • locally sourced products 	Report % of countries with programmes in place to support: <ul style="list-style-type: none"> • sustainable fish/seafood • Fairtrade and ethically sourced products • locally sourced products 	 90%	<p>Increasingly our consumers are seeking assurances that the products they purchase are sourced ethically and sustainably. This year, 18 countries (2016: 18 countries) from our top 20 markets confirmed that they had sustainable and ethical sourcing programmes in place.</p> <p>During 2018, more progress needs to be made in improving the availability of data for the remaining top 20 countries. We will work on improving the data collection process adopted by our top 20 markets and make use of our existing web-based portal currently used to collect environmental data.</p>	Report % of countries
	Report expenditure on tea, coffee, sugar and bananas from ethical or Fairtrade sources	Report expenditure on tea, coffee, sugar and bananas from ethical or Fairtrade sources	 £150m	<p>Increasingly our consumers are seeking assurances that the products they purchase are sourced ethically and sustainably.</p> <p>This year, 18 countries (2016: 18 countries) purchased over £150 million worth of products from Fairtrade or ethical sources (2016: £140m). We will continue to improve the accuracy of country spend data by category and we plan to verify the total spend by country ahead of our 2018 CR Report.</p>	Report expenditure
	% of shell eggs and liquid egg purchased that are sourced as cage free	NEW		<p>By 2050 the world's population is expected to increase by 2 billion. The need for sustainable agriculture is becoming more important as demands on global food systems intensify. Our sourcing teams are continually working with our supply chain partners around the world, to buy responsibly sourced products and improving the welfare of farm animals is a key focus. In 2016, we made a global commitment that we will source 100% of eggs, both shell and liquid, from cage free sources by 2025. Each year, we will update on our progress – we are delighted to report that this year, we purchased around 380 million cage free eggs globally.</p>	100% compliance globally by 2025
	Performance improvement in Business Benchmark on Farm Animal Welfare (BBFAW)	NEW	 Tier 4 (2016)	<p>We have been assessed annually by the BBFAW since the publication of its first report in 2012. We are pleased to have achieved a benchmark score of Tier 4 in 2016 and await results of the 2017 assessment.</p>	Report performance improvement
4 CODE OF BUSINESS CONDUCT COMPLIANCE¹	% of contracted approved suppliers who have signed the Compass Code of Business Conduct	100% of suppliers approved in 2017 will sign up to the Compass Code of Business Conduct	 100%	<p>We continue to ensure that all approved suppliers sign up to the Compass Code of Business Conduct. Such a requirement supports our alignment with the Modern Slavery Act 2015.</p>	100% of suppliers approved in 2018 will sign up to the Compass Code of Business Conduct

OUR PERFORMANCE AND TARGETS CONTINUED

OUR PILLARS	KEY PERFORMANCE INDICATOR	2016/17 TARGET	2016/17 PERFORMANCE	2016/17 REVIEW	KPI TARGET
HEALTH & WELLBEING					
5 WELLBEING & NUTRITION^{2,3}	The number of units providing Balanced Choices (or equivalent healthy eating programmes) to their consumers	100% of units providing Balanced Choices or similar healthy eating programmes to their consumers by 2017	 69%	The health and wellbeing of our consumers is important to us. We are committed to educating and informing people about food – empowering them to make informed choices about how to achieve a healthier lifestyle. For example, our programmes, such as Know Your Food in our UK business, provide educational material around key health topics, seasonal produce and sustainable and ethical sourcing initiatives. Across our top 30 markets, we have seen a marginal improvement in the number of units providing healthy eating programmes during 2017, achieving 69% of units (2016: 67%). Whilst we have not achieved our target this year, we expect to improve our performance during the coming year and are actively working with those countries that need to improve the accuracy of their data.	100% of units providing Balanced Choices or similar healthy eating programmes to their consumers by 2018
	% of units offering nutritional advice to consumers	Report % of units	 69%	Our UK business is a signatory to all seven of the food service pledges of the UK Government's Responsibility Deal, and we continue to take an active role in the Responsibility Deal Plenary Group. Increasingly, we are providing our consumers with access to fitness apps that enable them to track their calorie and nutritional intake, directly linked to our menus. This year, our UK business launched a new consumer facing web-based portal called 'NourishedLife' which provides information and 'top tips' for a healthy balanced lifestyle (http://nourishedlife.co.uk/).	Report % of units
	% of countries operating a sugar, salt and fat reduction programme	Report % of countries	 100%		Report % of countries

ENVIRONMENTAL REPORTING

FOOD WASTE³	Implement Trim Trax (or equivalent food waste reduction programmes)	100% implementation across our top 30 countries by 2017	 87%	<p>Our ambition is that all of our countries operate a food waste reduction programme.</p> <p>We continue to implement food waste reduction programmes globally using technology solutions, such as Winnow, that make it quick and easy for our chefs to monitor and reduce the amount of food waste generated; sites in our UK business have seen a reduction in their food waste of between 40-70%.</p> <p>This year, 26 countries operated a food waste reduction programme and we are excited about the planned introduction of the Winnow solution in more European countries during 2018. We are working with NGOs and other partners to develop a suitable food waste metric that we can introduce on a global basis.</p>	100% implementation of food waste reduction programmes across our top 30 countries by 2018
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ENERGY EFFICIENCY²	Reduction in total GHG emissions	20% reduction in carbon emissions intensity by 2017 (against 2008 baseline)	 23%	<p>The trend across our operations is positive and we continue to show improvements in our carbon emissions intensity against the 2008 baseline of 7.8 tonnes CO₂e/£m revenue.</p> <p>We have calculated our Scope 1 & 2 GHG emissions since 2008 and continue to use a web-based platform to collate country data, which supports greater transparency and accuracy of data.</p> <p>Compass Group's disclosure in accordance with the Companies Act 2006 (Strategic and Directors' Reports) Regulations 2013 is stated in the table below:</p>	Reduce intensity of GHG emissions by 50% by 2030
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Report total direct GHG emissions – metric tonnes  **136,530**

GLOBAL GHG EMISSIONS FOR THE PERIOD 1 OCTOBER 2016 TO 30 SEPTEMBER 2017	UNIT	2016-2017 CURRENT REPORTING YEAR	2015-2016 COMPARISON YEAR
Combustion of fuel & operation of facilities (Scope 1)	Tonnes (t) CO ₂ e	128,154	124,488
Electricity, heat, steam and cooling purchased for own use (Scope 2 – location based)	tCO ₂ e	8,376	9,100
Total Scope 1+2	tCO ₂ e	136,530	133,588
Emissions intensity per £m revenue	tCO ₂ e/£m	6.0	6.7

We have established an organisational boundary, reporting on emissions originating from our top 20 countries, accounting for 94% of Group activity by revenue. Our GHG emissions calculations are based on the GHG Protocol Corporate Accounting and Reporting Standard (revised edition). Applying an operational control approach, we have identified relevant activity data for Scope 1 and 2 emissions and have used the location based Scope 2 calculation method.

Although absolute emissions have increased since last year, our revenues have increased at a greater rate and our GHG intensity has decreased by 23% since our 2008 baseline.

The reporting of GHG emissions covered 94% of consolidated Group revenue and we are seeking continuous improvement in data entry and completeness in future years.

Development of Science Based Targets (SBTs)

Our process to implement ambitious science based targets for GHG emissions is nearing completion. We have conducted extensive scenario testing of SBTs using a number of methodologies accredited by the Science Based Targets Initiative (SBTI). Following this exploratory exercise, we have now established our methodology and have modelled SBTs at a global and regional level. We will publish details of the new targets in the coming year following their implementation and external validation. This process will see us adopting a reduction in the intensity of our GHG emissions of 50% through to 2030, following a carbon reduction pathway of defined interim targets. By aligning our targets with climate science, this protects us from future regulatory impacts, reinforces our good reputation for corporate governance and will provide momentum to drive long term cost reductions through innovation.

OUR PERFORMANCE AND TARGETS CONTINUED

OUR PILLARS	KEY PERFORMANCE INDICATOR	2016/17 TARGET	2016/17 PERFORMANCE	2016/17 REVIEW	KPI TARGET
ENVIRONMENTAL REPORTING					
WATER EFFICIENCY²	Water consumption by our corporate offices	20% reduction by 2017 (against 2008 baseline)		This year, we continued to extend the scope of reporting to include additional locations where Compass has direct control, such as laundries and central production units. Despite a reduction in water consumption of 9% versus last year, we have seen a significant increase of 67% (vs the 2008 baseline) in our reported water consumption, as a direct result of having greater visibility of consumption data from our utilities providers and building landlords. We will continue to focus on improving the accuracy of data during 2018, to help us identify those sites with higher consumption where we need to focus efforts to reduce our impact.	KPI under review
	% increase in spend on concentrated chemicals as a % of total chemical spend	25% increase in spend on concentrated chemicals as a % of total chemical spend by 2017	 40%	In 2015, we collated and analysed spend data from countries to form our baseline against this KPI (concentrated cleaning chemicals require less water consumption). Concentrated chemical spend this year increased by 40% (approx. £21 million) versus 2015 (approx. £15 million). Countries still have more work to do to accurately report their spend data, and we will report on our progress next year.	25% increase in spend on concentrated chemicals as a % of total chemical spend by 2018 (against 2015 baseline)
GENERAL WASTE REPORTING²	% of waste generated by Compass offices diverted from landfill	25% improvement by 2017 (against 2011 baseline)	 16%	This year, we continued our focus on improving the accuracy of data reported by countries, including the composition of our waste, by collaborating with our waste contractors. This enables us to track progress on the proportion of waste, by collaborating with our waste contractors. Whilst we are pleased with the progress we have made to date, we have replaced this KPI with a greater level of ambition: zero to landfill by 2030.	Zero to landfill by 2030
	% of units where cooking oil is recovered/recycled	Report % of units where cooking oil is recovered/recycled	 75%	Our analysis shows that 75% (2016: 70%) of units have their used cooking oil recycled, a proportion of which is converted into biodiesel. Countries still have more work to do to accurately report their data, and we will report on our progress next year.	Report % of units where cooking oil is recovered/recycled

BASIS FOR CONSOLIDATION

1. KPI relates to our global performance
 2. KPI relates to our top 20 countries representing 94% of total Group revenue
 3. KPI relates to our top 30 countries representing 98% of total Group revenue
- All targets relate to data capture ending 30 September for the year stated.

PERFORMANCE KEY

-  target achieved
-  target in progress
-  target not achieved



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