HUMAN RIGHTS POLICY STATEMENT

We conduct our business activities in accordance with a set of Compass Values which capture in words the spirit of Compass and what we stand for. Two of these core values specifically underpin this Policy:-

- **Responsibility** – we take responsibility for our actions, individually and as a Group.
- **Openness, Trust and Integrity** – we set the highest ethical and professional standards at all times. We want all our relationships to be based on honesty, respect, fairness and a commitment to open dialogue and transparency.

Scope of the Policy

Human rights are basic rights to which everyone is entitled. They define minimum standards of behaviour that countries are expected to abide by to ensure the dignity of their citizens. Compass Group fully supports everyone's entitlement to human rights and respects the principles of the United Nations Global Compact.

The scope of human rights is broad and includes:

- non-discrimination and behaviour towards vulnerable groups
- civil and political rights
- economic, social and cultural rights
- fundamental principles and rights at work

More detail on our approach to specific human rights, such as our relations with employees and others such as suppliers, are covered in greater detail in relevant specific policies, which can be viewed on our website at www.compass-group.com. These policies include our:

- Code of Business Conduct
- Code of Ethics
- Food Safety Policy Statement
- Supply Chain Integrity Policy

This Policy should be read in conjunction with those other policies.

Responsibility for human rights

Responsibilities of our employees

It is the responsibility of all our employees, wherever they work, to ensure that they adhere to our policies and avoid any breach of human rights principles by behaving in a responsible way and acting with integrity at all times.

We offer an independently managed, confidential telephone service called 'Speak Up' to all employees should they wish to report any serious concerns they may have about wrongdoing in the work place, including:

- evidence of a breach of human rights committed by a Compass colleague, business partner or unconnected organisation or individual in areas of Compass' operations
- breach of their own human rights in relation to an act by another Compass employee or someone associated with Compass.

Responsibilities of our Leadership Team

The Group Board is responsible for the overall stewardship of the Group. They are committed to the highest standards of governance and set Group policies accordingly. The Group Executive Board and extended Leadership Team are responsible for the execution of this Policy.

Our Group HR Director will ensure that any reports of human rights abuses are appropriately investigated immediately and reported to the Audit Committee of the Group Board in a timely manner.

Our Global Leadership Team will also:

- ensure that this Policy is brought to the attention of all employees
- use best efforts to make all interested parties such as suppliers aware of this Policy
- raise awareness of human rights and ensure that appropriate human rights training is conducted
- ensure that human rights are included in our risk assessments
- publicly report on Compass' performance in relation to human rights annually in the Corporate Responsibility Report
- develop detailed human rights policies in specific areas as the need is identified.

Measuring our performance

The following indicators will be used to assess Compass' performance in the area of human rights:

- total number of incidents of substantiated human rights breaches and actions taken
- number of human rights grievances related to Compass reported by employees via 'Speak Up'
- significant actual and potential adverse human rights impacts in the supply chain and actions taken.

Monitoring our effectiveness

This Policy will be reviewed annually by the Corporate Responsibility Committee of the Board. Each review will be informed by our prior year performance.

Richard Cousins
Group Chief Executive
Compass Group PLC