

FACTSHEET

COMPASS GROUP MODERN SLAVERY ACT STATEMENT 2021



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"Our people are at the heart of who we are and what we do. As an ethical, sustainable, and inclusive business, the commitments we make to our people, our clients and our suppliers, the values we live by, and the standards we uphold, are all central to the positive impact we have on the world, every day.

The global pandemic has had such a profound impact on people worldwide and has reinforced our firm commitment to protecting the dignity, wellbeing, and human rights of the people who work in our businesses, in our supply chains and the communities we serve.

To truly empower people, support livelihoods, enhance human rights and improve social equity for all, we must work together to eradicate modern slavery in all its forms."

Dominic Blakemore

Group Chief Executive Officer, Compass Group PLC

KEY POLICIES

- We adhere to several internationally recognised standards:
 - The UN Universal Declaration of Human Rights
 - The Ethical Trading Initiative (ETI) Base Code
 - The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
 - The UN Guiding Principles on Business and Human Rights
 - The UN Global Compact 10 principles
- Our **Code of Business Conduct (CBC)** sets out the ethical standards that we expect when dealing with any stakeholders
- Our **Code of Ethics** supports our CBC. This year, around 4,500 employees, including members of the Executive Committee, senior managers, leaders and employees in control functions were required to complete the annual end of year declaration and forward-looking pledge affirming their compliance with, and commitment to, our CBC and Code of Ethics
- Our **Human Rights Policy** states our commitment to the four core conventions of the ILO, including the elimination of forced or compulsory labour and the abolition of child labour
- Our **Global Supply Chain Integrity Policy** is applicable to all Group procurement activity and suppliers, and sets out how Compass encourages compliance with the ETI Base Code
- Our independent and confidential reporting programme **Speak Up, We're Listening** is available in all 45 countries where we operate, in applicable local languages, 24 hours a day, seven days a week, 365 days a year

EXAMPLES OF RECENT PROGRESS

- Working with the Slave-Free Alliance to map our human rights activity and draft a strategic plan to drive progress within the Group's businesses, particularly in key higher-risk areas
- Relaunching our independent global Ethics & Integrity helpline and online reporting platform for raising concerns in confidence; **Speak Up, We're Listening**
- Expanding our Human Rights Working Group to include representatives from additional countries across Latin America
- Establishing a team of procurement leaders from our regions to evaluate opportunities to improve supply chain due diligence
- Training more of our people on human rights including those in the procurement, people, and legal functions around the Group and running human rights risk assessment workshops in parallel
- Rolling out SEDEX (Supplier Ethical Data Exchange) across more countries to improve visibility of the Group's supply chains and undertake risk assessments (currently used by the UK&I, Australia and Sweden, with more expected to come online soon)

OUR COMMITMENTS FOR 2022

In the coming year, we will continue to concentrate our efforts where we can make the biggest difference, developing our human rights strategy across our Group operations and supply chains to address human rights and modern slavery risks:

- Launching our Global Supplier Code of Conduct across our Group businesses
- Expanding the use of SEDEX in more of our markets
- Growing awareness of human rights through additional modern slavery e-learning and training across the Group businesses
- Increasing resources within the Group, designated to drive improvements in our human rights programme design and implementation, both internally and in our supply chain
- Continuing to work with the Slave-Free Alliance to develop our approach on human rights management globally