

# SUSTAINABILITY AT COMPASS



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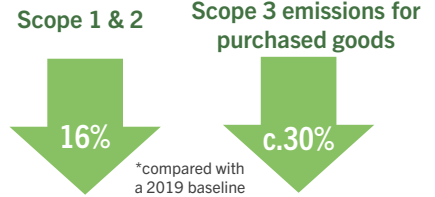
## GLOBAL COMMITMENT TO CLIMATE NET ZERO BY 2050

- In 2021, Compass set an industry-leading commitment to reach climate net zero by 2050.
- Including ambitious emissions reduction targets validated by the Science Based Targets initiative (SBTi).
- And a further commitment to be carbon neutral worldwide in our own operations (Scope 1 & 2) by 2030.

## AND WE'RE MAKING ENCOURAGING PROGRESS...

We have already **reduced our emissions\*** whilst growing our revenue by around 25%.

We have improved our methodology to measure emissions on a volume basis rather than spend - a more accurate reflection of our scope 3 emissions.



## HOW WE ARE DRIVING CHANGE

Sustainability is deeply ingrained in our culture, central to the way we conduct business, and intrinsic to our success across every dimension of our global business. We're combining **thought leadership**, **culinary expertise**, and **technology** to achieve our sustainability goals.

Working in partnership to support **clients' carbon reduction**

Providing **greater transparency** on carbon impact to consumers

**Reducing food waste** and mitigating costs

**Chefs driving change** with plant-forward & local sourcing

**Reporting on progress**, sharing **best practice & partnering for change**

## INSPIRING SUSTAINABILITY STORIES FROM ACROSS THE GROUP



**THE STORY OF BON APPÉTIT  
MANAGEMENT COMPANY**  
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**ECO-LABELLING**  
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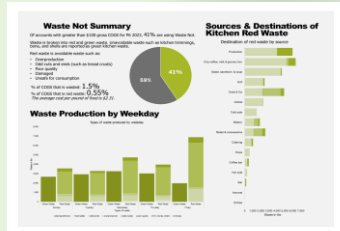


**CULINARY INNOVATION:  
PLANT-FORWARD STRATEGY**  
[WATCH HERE](#)

## IN 2022, WE REDUCED OUR FOOD WASTE BY 30%\*

- Using measurement technology
- Our chefs transforming waste
- Operating cook to order models
- Raising awareness with clients & colleagues
- Partnering with suppliers

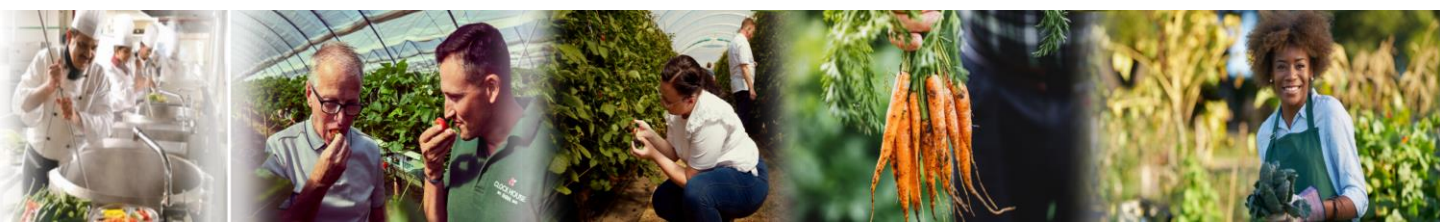
\*in over 2,650 sites recording food waste across 28 countries



## CULINARY-LED APPROACH

We've established Compass' Global Culinary Forum, a group of 3,000 senior chefs from across our business who are driving forward our strategic approach and inspiring real change throughout our kitchens worldwide:

Delicious choices that our customers crave	Increasing use of plant-forward ingredients	Increasing use of seasonal and local produce	Investing in smaller producers to grow their business	Supporting not-for-profit and community enterprises
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## USING DATA & INSIGHTS TO EVOLVE OUR STRATEGY

We're improving our understanding of consumer wants and needs through proprietary research: our **Global Eating at Work Survey 2023**. Analysing insights from 35,000 workers across 26 countries, the findings are informing the evolution and transparency of our offer. We found that:

**SUSTAINABLE, HEALTHY FOOD**  
 ...is paramount, especially for younger generations

**71%**  
 ...of workers think employers should promote sustainability at work

**63%**  
 ...of Gen Z advocate for more meat-free, plant-based options

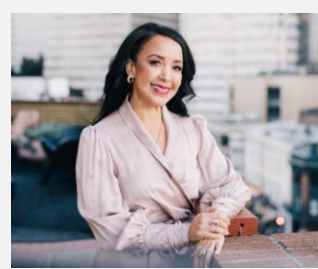
## PARTNERING FOR SUCCESS

Through strategic partnerships with external climate experts, we are accelerating our sustainability progress.



## PLANET → FWD™

We're using Planet FWD's Scope 3 modelling capabilities to provide granular insights on supply chain emissions all the way down to farm level.



**JULIA COLLINS**  
 Founder and CEO of Planet FWD

*"We've worked with Compass teams in the US, the UK, Australia, and France to move from spend-based carbon accounting to volume-based accounting, allowing us to surface a much clearer picture of supply chain emissions as well as identify hotspots. These insights can support Compass in making actionable steps toward its climate goals."*