

MODERN SLAVERY ACT STATEMENT 2024

“As a global leader in food and support services, we know we can engender change and positively impact lives through our responsible business practices and supply chain management.

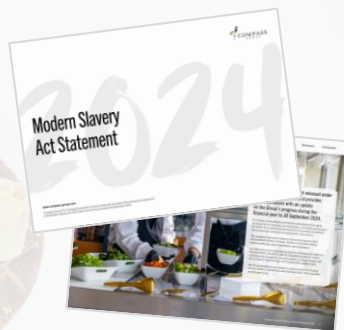


We are continuously seeking to reduce risk and drive consistency in our operations and performance. Recent country exits enable a greater strategic focus on our larger core markets, which benefit from greater procurement expertise and closer links with the supply chain. Having a more concentrated country portfolio will provide greater insight into the value chain, unlocking improved supply chain visibility and greater risk mitigation opportunities.

Continued investment in training, improving tools and leveraging well embedded processes and governance will help us to continue sharing best practices across the Group.

Looking ahead, and in line with our commitment to a sustainable future for all, we are continuing to increase transparency whilst collaborating with clients, partners, suppliers and communities to drive sustainable change.

Dominic Blakemore, Group CEO



Download a copy of the full statement [here](#)

Policies and codes

Compass is committed to continuously reviewing and strengthening its policies and practices so that they promote ethical standards and address emerging risks across its businesses globally. Certain policies and codes are underpinned by internationally recognised standards.



- Code of Business Conduct (CBC)
- Global Supplier Code of Conduct (SCOC)
- Speak and Listen Up Policy
- Human Rights Policy
- Supply Chain Integrity Policy
- Third-Party Integrity Due Diligence (TPIDD) Policy
- Responsible Sourcing Policy Statement **NEW FOR 2024**

[Download our policies and codes here](#)

SPEAK UP! We're listening

Confidential | Trustworthy | Safe



Our confidential reporting programme, SpeakUp, We're Listening, is available in all the countries in which Compass' businesses operate. It ensures that employees, supply chain workers, and external stakeholders can report concerns – 24/7, 365 days a year – in their local language.

2024 achievements

17 countries

now using Sedex, including our largest markets, to gain a high-level understanding of the inherent risks within supply chains, while providing data on the ethical practices of supplier sites

17,000+ colleagues¹

leaders and colleagues completed our dedicated human rights training this year

Third-Party Integrity Due Diligence Policy (TPIDD)

has been initiated in most of our markets, helping our teams to assess and keep under review the ethical compatibility of the third parties that they work with

Supply Chain Risk Management (SCRM) strategy

progress towards further embedding the Group's SCRM strategy, including rolling out a SCRM country framework

Compass Canada publishing

its first annual report entitled 'Fighting Against Forced Labour and Child Labour in Supply Chains'

1. On a risk-to-role basis, as per the Group's internal training records as at 30 September 2024.

Looking ahead

Commitments for 2025 and beyond:

- strengthening our efforts in raising awareness, providing training and fostering engagement on human rights and modern slavery across our businesses and their supply chains
- expanding the use of Sedex, with a focus on improving data quality, addressing non-compliances more effectively, and embedding it into our country-level risk management and procurement processes
- advancing the rollout and implementation of our country-specific SCRM framework
- continuing the phased, risk-based implementation of our TPIDD process to further embed it into local control environments and third-party risk assessment procedures
- developing a human rights self-assessment tool for markets, empowering teams to assess and improve their local practices in alignment with our global human rights commitments