



# COMPASS GROUP FOUNDATION

IMPACT REPORT 2024





# CONTENTS

3	About Us
4	Message From The Chair
5	Our Footprint & Impact This Year
6	Creating Inclusive Job Opportunities
14	Empowering Local Suppliers
22	Driving Change Through Partnership and Purpose
28	Our Long-term Impact
29	Our Governance



# ABOUT US

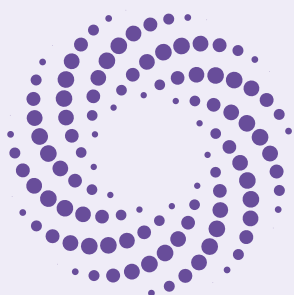
At the Compass Group Foundation, we believe that the scale and influence of the food and hospitality sectors can help create meaningful social change. That's why we are dedicated to collaborating with charitable organisations that support small food suppliers, and individuals facing barriers to employment. Together, we aim to help them overcome challenges and unlock opportunities to build a more fair and equitable industry. To do this, we provide grants to charitable organisations in countries where Compass Group operates. And to grow our reach, we leverage the networks and relationships of the world's largest food services group so that we maximise our impact.

We awarded our first grant in 2022 and since then have reached more than 6,000 people and near 100 small- and medium-sized enterprises (SMEs).

Thanks to the backing and generosity of Compass Group and its employees, we are continuing to create even more impact.

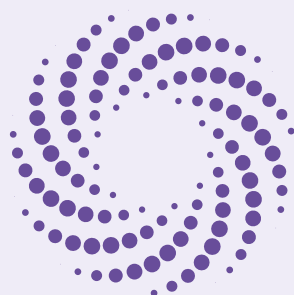
***“From empowering local suppliers to supporting disadvantaged individuals in building careers, we are fostering an inclusive and equitable food system”.***

## OUR PRIORITIES



### **Creating inclusive job opportunities**

We fund an array of organisations who help people from disadvantaged backgrounds improve their chances of finding a job and building a career in the food and hospitality sector



### **Empowering local suppliers**

SMEs, farmers and local suppliers create opportunities for people from a wide range of different backgrounds, levelling the playing field so that the food ecosystem is more inclusive

\*we also have an emergency fund reserved to provide critical aid for large scale humanitarian emergencies for the communities in which Compass Group operates.

## MESSAGE FROM **THE CHAIR**

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**I am immensely proud to have supported a further 21 transformative initiatives this year, building on the success of our inaugural year. Our grants have now helped nearly 40 SMEs and benefited over 3,500 people with better access to opportunities in the food and hospitality sector around the world.**

While each project has food and hospitality at its core, each initiative is unique and has the ability to impact the lives of thousands of people positively, in many different ways across many different countries — examples include; funding for essential equipment to support food start-ups; providing opportunities for disabled people to get into work; donating time and expertise to support local communities in tackling food poverty; creating work experience opportunities; as well as upskilling refugees to provide a route into employment.

This year, through enhancing our engagement with our employees globally, we have strengthened our relationships with existing partners and laid the groundwork for expanding our impact across all Compass Group regions. This has included establishing an advisory group with representatives from all of our regional hubs, which will enable us to identify suitable local partners as the Foundation continues to grow.

I want to express my appreciation to our charity partners who enable us to make a positive difference in our communities. I would also like to thank the Compass Group employees who have dedicated their time and expertise to partner with charitable organisations, creating inclusive job opportunities and supporting small local suppliers. The dedication and passion of our volunteers has been instrumental in driving our mission forward.

I extend my sincere thanks to the Compass Group business, including our principal funder Compass Group Holdings PLC, for their ongoing support and for renewing their donation commitment for an additional three years. This renewed funding commitment allows us to plan for multi-year grants, enabling us to make more significant, long-term contributions to the communities we serve.

I am extremely grateful for the trust and support of the Trustees, whose engagement with the causes we support has been invaluable. My heartfelt thanks also go to our Head of Foundation and the wider Compass Group team. Their unwavering commitment has ensured our continued growth each year.

I remain passionate about building on the work of our Foundation, making a positive difference to the lives of people in the communities where we work.

With thanks,

### **Robin Mills**

**Chair of the Board of Trustees  
The Compass Group Foundation**



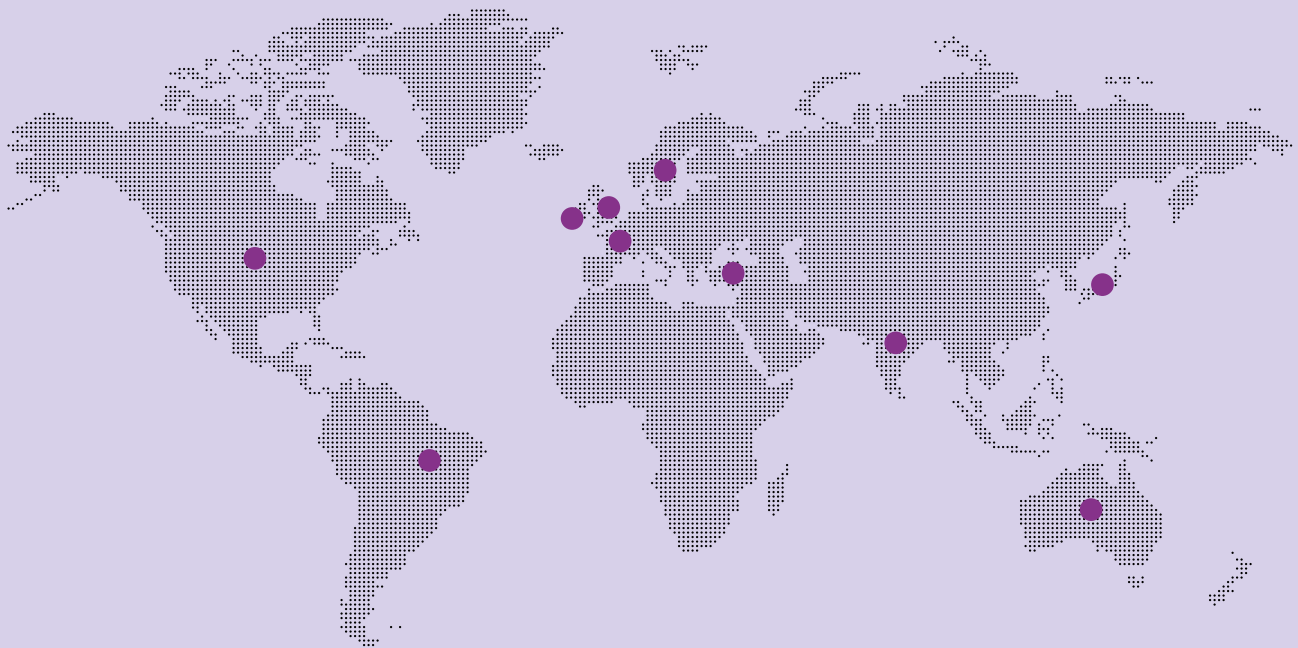


# OUR FOOTPRINT & IMPACT THIS YEAR

For the financial year ended 30 September 2024

**21 new initiatives across 7 countries, expanding our global reach to 10 countries**

**Location:** Australia, Brazil, France, India, Ireland, Japan, Türkiye, UK, USA



## FY24

Over

**£490K**

grants awarded in 7 countries

Over

**£1.2M**

since FY 2022



**Beneficiaries**

Over

**3,500\***

(Over 6,000 since FY23)



**SMEs Supported**

Over

**35**

(Over 90 since FY23)



**Volunteering Hours**

Over

**900**

(9,000 since FY23)

\*Direct and indirect beneficiaries reported to date

# CREATING INCLUSIVE JOB OPPORTUNITIES

From sourcing to serving, the food industry relies on talented people from a wide variety of backgrounds. But for people who face discrimination, have been displaced by conflict or are survivors of trafficking and abuse, it can be challenging to find the right support needed to find a job and build a career in the industry. Our support is helping organisations cater to the specific needs of both the people and communities they serve.

Some of the areas we have helped to support this year include empowering talent from diverse socioeconomic backgrounds, inclusive employment for every ability and training opportunities for refugees.







EMMA'S TORCH

EMMA'S TORCH

CERTIFICATE STATES THAT

the culinary training course at Emma's Torch,  
is therefore awarded this

ATION DIPLOMA

*McGraw*  
NEW YORK DIRECTOR



EMMA'S

# Inclusive Employment for Every Ability

United States

## Cakeable:

Integrated community employment programme for people with learning disabilities



**The co-founders of North Carolina-based Cakeable realised that for people with intellectual or developmental disabilities (I/DD), the level of training and support drops off significantly after school. This leaves many without a foothold for securing employment across the food sector.**

With people with I/DD lacking the ongoing skills development needed to help support them into roles where they can learn and thrive, the effects on their careers are being starkly felt. According to the USA Bureau of Labor Statistics, only 22% of working-age adults with I/DD are employed.

Cakeable was founded in 2019 to enhance the employability skills of people with I/DD. Through its bakery and café, Cakeable takes on interns for paid stints of between four to six months where they learn technical job skills and grow their confidence by learning on the job. With learning catered to the specific needs of the participants, the internship programme has a finish rate of **95%**. And even once students graduate, Cakeable continues to offer guidance as it helps them secure a long-term role. Our grant supports a Placement Services Manager position whose purpose is to create and facilitate positive relationships with the business community and increase job placement opportunities for

trainees. This initiative partners with colleagues at Compass Group's Canteen business in Charlotte, who contribute their expertise in publicity, pricing strategy and barista training.

Among those benefiting from Cakeable's training is Isabel whose vibrant and outgoing personality lit up the café. Refining her cashiering and barista skills with Cakeable while finishing her post-secondary education, Isabel quickly found a role at a local supermarket where her blooming personality, memory skills and personable nature are helping create an excellent customer experience.



***Cakeable is important to me because it teaches me new things. Learning new recipes and how to work with others. I would like to open my own bakery and baking business and also work in the coffee shop they are planning to open.***  
***(Brittany, Team Member)***





# Empowering Talent from Diverse Socioeconomic Backgrounds

Sweden

**Creador Youth Foundation:**

**My Dream Now, student inspiration and awareness campaign**



**For young people in areas where unemployment is widespread, the lack of positive role models can have a compounding effect on their career. Without knowing people who work in different industries and in different roles, many struggle to imagine a different life for themselves. The Creador Foundation's 'My Dream Now' initiative is helping to change that.**

To help young people understand that where they are from does not need to determine their future, the Creador Foundation launched the My Dream Now initiative which creates closer connections between working adults and young people and aims to showcase the power of positive role models.

Our funding helped My Dream Now focus on areas with higher unemployment in Stockholm, Gothenburg and Malmö and set up meetings between young people and adult workers from a wide range of different backgrounds in the food sector. These meetings take the form of study visits to offices, careers fairs where young people meet employers, and skills coaching sessions provided by volunteer coaches two to four times a year.

In addition, Compass Group Sweden partnered with this initiative and their volunteers visited schools to share their stories and students are also able to explore workplaces through study visits and industry days.

This year, **90** students took part in study visits to businesses across the food and hospitality sector leading to transformative results. And their work is already helping change young people's minds.



***It was a great explanation on what you can work with in the future. They had very good tips for us teenagers on how you can apply for jobs after school. (Student)***



# Empowering Talent from Diverse Socioeconomic Backgrounds continued

United States

## Hot Bread Kitchen:

Culinary Fundamentals, food industry training and job placement programme



**New York is a hotbed of culinary influences, reflected by the wide array of restaurants and eateries found in the city. Yet despite the diversity of its tastes, too many people from socioeconomically disadvantaged backgrounds find it challenging to get a break in this sector. Something Hot Bread Kitchen strives to correct.**

Hot Bread Kitchen was founded to provide skills training programmes to women, gender expansive people, immigrants and people of colour. They partner with Restaurant Associates, who support its entry-level culinary training programmes with expertise, on the job training and access to employment opportunities.

Our grant helped Hot Bread Kitchen's expansion, facilitating the launch of nine cohorts, providing training and employment opportunities for **221** people in 2024, and benefiting from Hot Bread Kitchen's network of 200+ food service providers.

As part of the training, participants have received one-to-one case management and access to wraparound support services needed to thrive in their job placements and grow their careers long term.

This dedicated support meant that more than **90%** of participants completed the training and **60%** secured a place in high quality food industry jobs in the first 6 months of 2024.

One of the many people who have learned skills through Hot Bread Kitchen is Maria, a Dominican Republic native. She sought to enter the culinary world but could not afford a culinary school while raising two young children after a divorce. She completed the training and secured a job in a corporate cafeteria, where she has since been promoted to the role of Sous Chef.



***Hot Bread Kitchen was the open door to the career I was looking for. I hope to keep moving up in the ranks here and see where this company can take me. (Maria, Training Graduate)***

United Kingdom

## Street League:

Empowering young people to move into the food service industry



Street League is a charity that's on a mission to empower young people aged 16-30, harnessing the power of sport and education, to support young people from disadvantaged backgrounds across the UK. Our grant is supporting their Renfrewshire Academy, a programme that's helping young people who are not in education, employment, or training to get back on track. The Academy equips them with the skills to find employment, from CV creation to interview techniques, and boosts their physical and mental well-being through daily sports activities. The Academy has a particular focus on helping them find a role in the hospitality industry. Thanks to its unique curriculum, Street League's Academy supported **72** young people last year, with **36** moving into positive outcomes, meaning they progressed into jobs, education, or further training.



***I really enjoyed Street League, I felt like it raised my confidence in myself but also with going to interviews and I got used to being in an adult environment. It's good for getting into a routine and meeting new people as well as gaining confidence for jobs. (Kian, 17)***





Credit: Wini Lao



# Training Opportunities for Refugees

France

## Refugee Food:

Training refugees to build careers in the foodservice industry



**Every year, tens of thousands of people fleeing war, conflict and persecution are granted asylum in France. However, integrating and helping refugees build a life of their own remains a significant challenge. Providing vocational and linguistic training, Refugee Food is helping to transform opportunities for refugees.**

Working with refugees and new arrivals in France, Refugee Food's Tournesol programme provides linguistic and vocational skills training over courses that last for five and a half months. The course involves hundreds of hours of French language improvement, kitchen vocational skills acquisition and on-the-job learning provided through internships in Compass Group France's kitchens. The training programme is helping people overcome the challenges preventing them from building new lives in France.

With the Foundation's support, Refugee Food opened its first site outside Paris in Marseille, and in the last 12 months has helped all of its most recent cohort of students pass their French language exam. All trainees also obtained their professional kitchen assistant certification. Of this year's graduates, **70%** have found jobs in the restaurant industry.

One of the recent graduates from the Tournesol programme is 47-year-old Rhody. After leaving the training programme, he was hired as a sous chef by the city's public transport provider, where he is happy and is developing his management skills to boost his chances of promotion in the future.



***Catering has become a real passion for me, not just a job. (Rhody, Training Graduate)***





United States

## Emma's Torch: Culinary training programme for refugees



**Refugees, asylum seekers and victims of human trafficking face countless challenges rebuilding their lives. Founded to address the unique needs of these and other survivors of forced migration, Emma's Torch provides culinary skills and holistic empowerment training to individuals living in New York City and Washington, D.C., helping them improve their chances of building a career in the food sector.**

We support Emma's Torch Culinary Training programme, which empowers individuals with the skills needed to achieve financial independence and rebuild their lives. The programme not only pays students a wage to help cover their expenses but also provides support in improving English proficiency, accessing medical care when needed, and developing valuable, employability skills. **175** students attended the 11-week culinary programme in 2024 of which **92%** graduated and over **88%** got employment within three months after completing the programme. The training is delivered through a mixture of classroom and on-the-job learning provided through one of the charity's social ventures. Upon graduation, Emma's Torch is being supported by volunteers from Compass Group's Flik business, who help with training and employment opportunities for participants.

Among the charity's many remarkable successes is the story of Manizha, an asylee from Afghanistan, who received training from Emma's Torch.



***The most important thing I learned at Emma's Torch is self-belief. Before this, I had never had work experience. Emma's Torch training gave me self-confidence. Without their support, I can't imagine I would have started the career that I have now. (Manizha, Training Graduate)***





# EMPOWERING LOCAL SUPPLIERS

Small farmers and Small and Medium Enterprises (SMEs) face several challenges accessing economic opportunities, including limited access to capital, market entry barriers, and inefficient supply chains that increase costs. They also struggle with a lack of technical knowledge and training, complex regulations, and vulnerabilities to climate change. By providing funding to a range of charities and programmes, we're helping expand the support available to them and contribute to a stronger and more inclusive supply chain ecosystem.

Some of the areas we have helped to support this year include advancing sustainability for small-scale suppliers, nurturing neighbourhoods through local economies and promoting social impact enterprises for accessible employment.









# Nurturing Neighbourhoods Through Local Economies

Australia

## The Menzies School of Health Research:

Nutritional Hunger Project, finding community led solutions for sustainable health



**Aboriginal and Torres Strait Islander communities in Australia are significantly over-represented when it comes to poor health conditions and mortality rates. To better understand why and propose solutions, the Menzies School of Health Research is working in the community to help improve important nutritional outcomes.**

Funding from the Foundation supported their work in Maningrida, an Aboriginal community in Northern Australia, working with local stakeholders, including local store owners, to deepen awareness and understanding of nutritional food.

Since the programme started, over **200** community members have been involved in initiatives supporting improved nutrition education. The project has also employed three Indigenous women in research, advocacy, workshop facilitation, translation, and project management, fostering career development within the community, as well as self-determined outcomes.

Compass Group Australia, including Foodbuy Australia, has partnered with Menzies School of Health Research on the Nutritional Hunger Project since 2017. Together, they address nutritional hunger and health disparities between Indigenous and non-Indigenous Australians by working with First Nations community leaders to co-design solutions. In 2024, this programme saw over **21,000** meals provided to vulnerable populations across their six active programmes and over **700** hours of volunteer work from Compass Group team members.



***I've been with the women doing surveys and interviews and they've really opened my eyes to how much this project actually matters to them. Not many women have a voice in this community and this is something they have a say in. (Project Facilitator & Community Member)***

Ireland

## The Grow Dome Project:

Vertical farming social enterprise for the local community



Recognising that fostering local food production is also an opportunity to create real social impact, the Grow Dome Project is converting underutilised spaces into vibrant community hubs and food production facilities.

The Foundation helped fund a new Grow Dome in Fettercairn in the south of Dublin.

Grow domes are hi-tech geodesic greenhouses which are suitable for the production and sale of microgreens – creating jobs in the community. And as multi-functional spaces and community gardens, they're also a place where children can get a nourishing meal. In addition, they provide training programmes which help local people develop the skills needed to help secure jobs in the future.

Once the project is up and running approximately **100** people a week from the community will be using the facilities. Seeing the potential of the Grow Dome's Fettercairn plan, we awarded a grant to the organisation to help it bring to life its vision of a brand-new community space and garden.

This year, construction on the dome began. And while the building work continues, the project is already beginning to create positive results.

One long-term unemployed individual has already embarked on a three-year community employment training scheme, which is helping him learn new skills and gain new experience.



***The Grow Dome has created great excitement throughout the centre, and the community. We already can see the benefits that will come from the dome once completed. (Debbie, Manager of Fettercairn Community & Youth Centre)***





# Advancing Sustainability for Small-Scale Suppliers

United Kingdom

## **The Carbon Literacy Trust:**

Training for under-supported SMEs in the food value chain



**While recognising the growing impact of climate change in the food sector, many SMEs lack the technical skills and know-how to better measure and decarbonise their operations.**

To address this issue, the Foundation is supporting the Carbon Literacy Trust to provide free training to small companies so they can equip themselves with the skills needed to better understand and reduce their carbon footprint. The organisation prioritises providing this training to businesses with low turnover who pay forward the training they receive by hosting Carbon Literacy training for other SMEs in their supply chain, cascading knowledge throughout the food sector.

At the end of a day's worth of learning and with a plan in place to commit to at least one individual and one group action to reduce emissions within the organisation where the training has taken place, employees leave with a recognised Carbon Literacy certificate.



***The Carbon Literacy Initiative has really helped to develop my understanding of carbon usage in the supply chain and equip me with the knowledge to really challenge the buyers over their carbon claims. (Trainee)***

United States

## **Farm Fresh Rhode Island:**

Market Mobile Food Hub platform connecting farmers with consumers

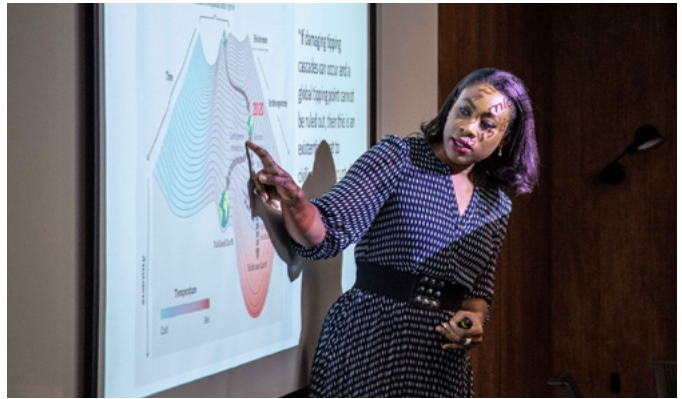


Farm Fresh Rhode Island advances a sustainable food system for farmers and consumers in the community. Across several different projects and programmes, this organisation improves resources and support for local growers and ensures better access to locally produced goods for the community. Through our grant, we are providing important support to its Market Mobile project which connects local producers to buyers through a transparent supply chain. Our support is helping Farm Fresh Rhode Island reach new growers and consumers and provide important support to help build the supply chain's resilience.



***Farm Fresh's Market Mobile programme allowed my farm to reach markets it didn't have access to including school systems, institutions and the local restaurant community. (Chris, Farm Owner)***







# Social Impact Enterprises for Accessible Employment



United Kingdom

## **Equal Brewkery: Brewing for Equality**

Equal Brewkery was founded to showcase that learning disabilities are no barrier to being an active and important member of society. It provides business skills training to people with learning disabilities aged between 25 and 40. After its previous home became unviable, the social enterprise needed to move to a new location. A grant from the Foundation enabled them to fully convert and equip their new space—a 40-foot-long shipping container—into a facility that will support training for **20** people every year.



United Kingdom

## **Luminary Bakery: Training, employment and community space for women**

Luminary Bakery is a charity and social enterprise helping women from challenging social and economic backgrounds learn the skills and gain the opportunities needed to build new lives for themselves. It uses baking as a means of supporting women towards entrepreneurship and employability. Our support helped Luminary Bakery adapt its learning programmes to fit the diverse needs of the **56** women who are enrolled in the scheme every year.

United Kingdom

## **Mahaba Café: Training and work experience for people with learning disabilities**

Mahaba is a community-led café in Ealing, West London, created to support young people with mild to moderate learning disabilities to develop workplace skills in catering and gain real-life work experience to help them secure long-term paid employment. The organisation was awarded the 'Employability Project of the Year' award at the Young Ealing Foundation Awards in 2024.











# DRIVING CHANGE THROUGH PARTNERSHIP AND PURPOSE

Compass Group's volunteers and partnerships with charitable organisations build on a deep commitment to making a meaningful impact on communities. By sharing their expertise, insights and time, Compass Group volunteers align their efforts with the company's purpose. Through collaboration with local people and projects, understanding their needs, and supporting effective solutions, employees become essential partners in the communities they serve, building lasting connections.





# Celebrating Compass Group's Volunteer and Partnership Success Stories

## **Linda Petersson, Compass Group, Sweden**

Volunteers from Compass Group work with My Dream Now to help these students recognise a wider range of career possibilities by offering study visits and interactions with our employees. The students have visited our units and headquarters, meeting various colleagues who have shared insights into the different career paths they can undertake beyond traditional roles.

I'm really proud of this engagement, and believe that by working with these young people now we can truly make a difference to their future.



***“...a true testament to the values of teamwork, compassion and community engagement”***



## **Sabine Maillot, Compass Group, France**

Refugee Food is a highly esteemed charitable organisation in France. Alongside a grant from the Foundation, our Compass Group teams generously volunteered their time and expertise, offering participants on the programme with invaluable training in our kitchens. This initiative was a true testament to the values of teamwork, compassion and community engagement, and I'm really proud of the teams for their dedication to supporting this cause. Most participants have now successfully found employment, with some securing positions within Compass Group.

It's been particularly rewarding to witness the personal and professional growth of the participants, and the success of this initiative has reinforced our commitment to fostering environments where everyone has the chance to flourish and contribute meaningfully to society.



### **Brooke Hall, Canteen, USA**

We're proud to help Cakeable deliver important training to people with I/DD through its bakery and café, and delighted to share our expertise in publicity, pricing strategies and barista training with the charity.

I'm really proud of the Compass team for getting so involved in supporting Cakeable. On a personal note, contributing to the community in such a tangible way really adds a meaningful dimension to my job and is truly special.

It's especially heartwarming to see when some of the trainees make the transition from working in the café to other roles within the community, including positions at Compass Group. This journey of growth is truly inspirational.



***“We can help address the significant role the food sector plays in the fight against climate change”***



### **Maya Gadhvi, Foodbuy, UK**

The Carbon Literacy Trust developed a food sector-specific module which is invaluable to suppliers in our field. We were delighted when they were awarded a grant from the Foundation as it has enabled them to roll out the module to food and drink SMEs. Our teams can really see the value in the training, and now colleagues from Foodbuy are giving their time and expertise to not only help in developing the materials but also deliver some of the training themselves. We are proud to see that, as a business, we can contribute to creating positive social value for the economy, communities and society.

Our aim is to balance accountability and support for our suppliers and bring them along on the sustainability journey instead of leaving them behind, so the potential impact of this programme on SMEs is enormous. By providing this invaluable expertise, we can help address the significant role the food sector plays in the fight against climate change and empower everyone involved to make a difference.

# Celebrating Compass Group's Volunteer and Partnership Success Stories continued

## **Trudy Halliman, Flik, USA**

Working with Emma's Torch has been deeply rewarding. Their dedication to supporting people who have faced unimaginable challenges is truly inspiring and seeing their joy as they secure positions has been profound. As a team, we've welcomed people into our community who have been uprooted from everything they know and love. Collectively, we've become more mindful of showing empathy, patience, and providing training that takes into account the specific challenges and experiences of refugees and displaced people.



***"I'm really proud of the work we do at Compass in supporting these amazing individuals into the workplace"***



## **Courtney Willis, Restaurant Associates, USA**

Colleagues from Compass Group have generously given their time to actively support trainees on the programme by conducting mock interviews in preparation for job interviews both within Compass and at other establishments in the area. We also have guest chefs from Compass sharing their culinary expertise, and we're looking at delivering chef sessions on a more regular basis in 2025.

In addition, we recently launched an Alumni network to further support HBK. This network connects HBK graduates within RA/Compass Group. Clients are invited once a year so that they can learn more about the organisation.

People say how they love hiring people from HBK as they have an amazing work ethic and attitude, and I'm really proud of the work we do at Compass in supporting these amazing individuals into the workplace.



**Erin English-O'Connell,  
Compass Group, Australia**

At Compass Group Australia, we are dedicated to improving nutrition and bridging health outcome gaps for Indigenous communities. Through the Menzies programme and a Foundation grant, we're expanding our work in remote areas like Maningrida, Northern Territory, and Port Hedland, Western Australia, to enhance access to nutrition education and support at-risk youth. Our volunteers contribute culinary expertise and training, empowering communities with skills for lasting nutritional improvements and making a positive impact on lives and life expectancy.



***“Our volunteers contribute their culinary expertise and training, empowering communities with skills for lasting nutritional improvements”***



**Deirdre O'Neill,  
Compass Group, Ireland**

We were really impressed by the Grow Dome project as both a social enterprise and how it supports the local community. From the innovative use of space to its impact as a source of locally grown food, we felt this project was a perfect fit with Compass Ireland's own work as we also support the food bank in the area. We're incredibly excited to be able to give back to the community.

We're in the early stages of building the dome and our involvement is already taking shape in meaningful ways. Compass employees have been assisting with relationship building with the local community centre and mental health facility, business planning as well as working to support a life skills programme.

The Foundation benefits greatly from the expertise and dedication of employees of Compass Group. Our Head of Foundation is seconded to run the day-to-day operations, and is supported by employees in the People, Legal and Finance functions. Their collective efforts ensure the smooth and efficient running of the Foundation, helping to sustain its mission and objectives. The collaboration between Compass Group employees and the Foundation exemplifies a powerful synergy, driving forward the Foundation's goals and enriching its impact on the community it serves.



# OUR LONG-TERM IMPACT

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For the Compass Group Foundation, supporting inclusive job opportunities and small food enterprises has a lasting impact on economic equity and local growth. By supporting the creation of better job prospects for marginalized groups, individuals can break free from poverty, leading to greater economic mobility and a more inclusive society. In addition, sustaining support for local farmers and food businesses strengthens local economies and fosters job creation. We are committed to contributing to more resilient, self-sufficient communities that are better equipped to weather external crises and adapt to changing circumstances. By bringing along partnership and collaboration, we help communities grow stronger and empower future generations to innovate and lead.





# OUR GOVERNANCE

## BOARD OF TRUSTEES

The Board of Trustees is responsible for our governance and strategic direction. They make sure the Foundation complies with regulation and deliver on its charitable purposes for which it has been set up.



**Robin Mills**  
Chair



**Jane Kingston**  
Trustee



**Andrew Martin**  
Trustee

## ADVISORY BOARD

The Advisory Board provides strategic feedback and supports the Foundation's engagement across regions.



**Cindy Noble**  
Representative  
North America



**Aleshia McMath**  
Representative  
North America



**Håkan Carrefors**  
Representative  
Europe & Middle East



**Annie Schmidt**  
Representative  
Asia Pacific



**Laura Neville**  
Representative  
UK and Ireland

## OUR TEAM

Head of Foundation: Jeannet Lingán

Secretary and legal partner: Richard Parker

Finance partner: Lisa Clifford

Communications: Victoria Ferrier

## LEGAL AND ADMINISTRATIVE DETAILS

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Compass House, Guildford Street  
Chertsey, Surrey, KT16 9BQ, United Kingdom

**Website:** [www.compassgroupfoundation.org](http://www.compassgroupfoundation.org)

**Registered Charity no:** 1187218 (England and Wales)

**Registered Company no:** 12115253 (England and Wales)

