Welcome to your CDP Climate Change Questionnaire 2022

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Compass Group PLC is a world leading food and support services company, which generated annual revenues of £18.1 billion in the year to 30 September 2021. At the last financial year end, it operated across 45 countries and served over 5.5 billion meals.

The company specialises in providing food and a range of support services across the core sectors of Business & Industry, Defence, offshore & remote, Healthcare & seniors, Education, Sports & Leisure with an established brand portfolio.

Compass Group operates in circa 55,000 client 'host' locations which means that in the majority of locations, our clients are responsible for the sourcing, contracting and payment of bills relating to energy, water and waste. Whilst we work hard to influence the behaviour of our customers to adopt responsible environmental practices, we do not have direct control of their operations.

We create value for our clients and consumers by providing them with a range of dining solutions that are innovative, healthy and sustainable.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	October 1, 2020	September 30, 2021	Yes	2 years

C0.3

(C0.3) Select the countries/areas in which you operate.

Argentina
Australia
Belgium
Brazil
Canada

Chile
China
Colombia
Denmark
Finland
France
Germany
India
Ireland
Italy
Japan
Kazakhstan
Luxembourg
Netherlands
New Zealand
Norway
Portugal
Spain
Sweden
Switzerland
Turkey
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

GBP

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	GB 00BLNN3L44

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Board-level committee	Our Corporate Responsibility (CR) Committee is responsible for overseeing our policies and strategy supporting sustainability activities, including climate change related issues. The CR Committee meets three times a year and oversees issues and decisions relating to the environment, climate change and supply chain integrity. We believe that Board level responsibility is required for climate related issues in line with our ethos of being a responsible business and driving sustainable growth. The CR Committee comprises all the non-executive directors, together with the Chairman, Group CEO and Group CFO. The CR Committee receives reports from senior management to review progress towards meeting the Company's specific CR KPIs and our ongoing CR commitments, including our emissions reduction targets. The CR Committee receives reports from the Global Sustainability Director/Chief Commercial Officer, Group General Counsel and Company Secretary, Group Head of Ethics and Compliance, Group Chief People Officer and other senior managers to ensure that progress is being made towards meeting the Group's specific CR KPIs and our ongoing CR commitments. The CR Committee Chairman attends the AGM to meet with shareholders and to answer any questions on the Committee's activities. One example of a climate-related decision in the last year is that the Board approved our Net Zero commitment and decarbonisation roadmap. In the future, the CR Committee will continue monitoring our progress against Group's net zero plans.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – all meetings	Reviewing and guiding strategy Setting performance objectives Monitoring implementation and performance of objectives Monitoring and overseeing progress against goals and targets for addressing climate-related issues	The CR Committee meets at least three times a year and has a rolling agenda with reports received from the Chief Sustainability Officer (Group Director of Sustainability) and other senior managers to ensure that progress is being made towards meeting the Group's specific corporate responsibility KPIs and in our ongoing corporate responsibility commitments. As we increase our focus on climate impact, the oversight, remit, and responsibilities of the CR Committee are also likely to increase. Each year, the Committee reviews our Environmental Policy Statement which outlines our strategic commitments. It is supported by Group and local level systems to monitor environmental impacts on energy, water and waste at our owned and operated sites. Climate related risks are considered as part of our biannual risk process. The Board has delegated responsibility to the Committee to oversee and to make recommendations to the Board on the development, implementation and effectiveness of the Group's People, Corporate Responsibility, Health, Safety, Sustainability and climate change, Ethics and Integrity, and Stakeholder engagement strategies. To enable the Committee to focus on these specific topics, agendas have been structured around these elements, and at each meeting, the Committee receives reports and presentations from subject matter experts including the Group Director of Sustainability. The sustainability projects which the Committee spent time considering included initiatives aimed at reducing food waste and the usage of single-use plastics, greenhouse gas and climate change reporting and partnering with external parties to effect big change within the food industry. The Committee believes that the increasing work the Group undertakes in the

		sustainability arena reflects and is fully aligned with the Company's culture and values. In 2021, we started adopting the recommendations of the Task Force for Climate Related Financial Disclosures (TCFD) and we will be reviewing our processes and governance to align further with TCFD recommendations.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues
Row 1	Yes	Training has been delivered to the Executive Committee by a third party as a part of the net zero strategy development. Further in-depth training on climate change, supported by a third party expert is planned to be delivered for members of the Corporate Responsibility Committee.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the board on climate-related issues
Other C-Suite Officer, please specify Chief Commercial Officer	Both assessing and managing climate-related risks and opportunities [1]	Quarterly

[1] CR Committee meets three times a year

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

The Group CEO and Group Chief Commercial Officer have the highest management level responsibility for climate related issues and have the responsibility to form, review and communicate the Company's climate related global strategy, policies and standards to the CR Committee. This includes setting and reviewing progress towards our targeted KPIs, assessing

the climate related risks identified by the Executive Committee and managing and monitoring the associated opportunities.

The Group Chief Commercial Officer is supported by the Global Head of Sustainability, who chairs the Group Sustainability Committee. This committee consists of regional Sustainability Point of Contacts (SPOCs) across our top 30 operational countries. The Group Sustainability Committee is responsible for the implementation of Group sustainability strategy including environmental strategy, policy and standards in their specific country. Collectively, the participating countries account for c.98% of operational control (based on underlying revenue) of Compass Group.

Responsibility for assessing and managing environmental and climate related risks and opportunities lies with our Group Sustainability function, with input from country teams, who use a web based reporting system to report sustainability performance. Having access to this data enables Compass Group to set longer term commitments, including the commitment to reaching net zero GHG emissions across our global operations and value chain by 2050 and interim 2030 targets validated by the Science Based Targets initiative. Our CR Committee to track progress against those commitments.

Increasingly, our international clients are seeking to partner with us on climate change related initiatives that derive mutual benefit. We are helping our clients deliver a more sustainable business by contributing to their sustainability ambitions. For example, over the last few years Compass has been supporting a global, tech client to reduce the carbon emissions of the food served through plant-forward innovations. In addition, we are mindful of the potential impact of climate change on food security; through promoting plant-based diets and supplier mapping we can better understand the potential risks and affect our procurement strategy accordingly.

For example during 2021, the COO and the Global Head of Sustainability presented in two Executive Committee meetings Group's climate related performance, risks and opportunities, stakeholders' expectations (Clients, Suppliers, Investors, Regulators, Employees, etc.) in relation to climate change and supported the Executive Committee on the review of Compass Group's climate related strategy including the development of science based carbon reduction targets.
Another example of our climate-related monitoring process is the use of our web-based reporting system which provides a 'one stop shop' for countries to report progress against their non-financial KPIs, including environmental performance in alignment with our Corporate Responsibility Strategy.
In 2021, we expanded our reporting boundary to include two additional countries. We now report on our owned and operated sites in 29 countries, which represent 98% of Group underlying revenue (up from 97% in 2020). Having access to this data enables the Group Sustainability Committee to set and track our progress against our new and current KPIs, and explore and set longer-term KPI targets, including the development of Science Based carbon reduction targets.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	No, not currently but we plan to introduce them in the next two years	Provision of incentives for the management of climate-related issues is currently under consideration. Compass Group has not yet linked sustainability performance criteria in its remuneration policy.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	1	In current financial year.
Medium-term	1	2	Following 18 months from end of current financial year.
Long-term	2	5	

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

As part the Risk Management framework the Group runs a structured biannual bottom up and top-down risk review, as part of which the Group's risks are identified assessed and prioritised, with the Board having overall responsibility for risks.
The Board interprets appetite for risk as the level of risk that the Company is willing to take in order to meet its strategic goals.
As per our Risk Management framework, substantive financial or strategic impact is defined as when a risk or opportunity, including climate-related risks and opportunities, incurs a one off or recurring annual profit impact of more than 4% of our PBIT.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Climate change risks are considered using our Major Risk Assessment (MRA) process that considers all risks as categorised within our Group Risk Category Matrix.

Climate change was identified as an emerging risk in 2020 and subsequently added as a principal risk by the Board in 2021 to recognise the potential impacts it can have on our businesses in the medium and long term.

The Group runs a formal risk management process to assess and prioritise the Group's principal risks, with the Board having overall responsibility. A critical component of our risk assessment process is the dynamic identification of developing and emerging risks at a country, regional and global level.

The findings of the risk reviews, including the principal risks and any developing trends, are reported to, and considered by, the Board twice a year.

The Group risk management processes is supported by policies and procedures to ensure that risks are properly identified, evaluated and managed at the appropriate level within the business.

Risks are reviewed by country and regional leadership teams on an ongoing basis and are assessed to identify and document corresponding mitigating actions. Risk updates form an integral part of periodic management reviews and are reviewed by the Board, Executive Committee and the Regional/Group Governance Committees (e.g. CR committee).

We recognise the impact of climate change to the environment and Compass; for example the operational impacts of extreme weather events, supply shortages caused by water scarcity and transition risks such as changes in technologies, markets and regulation. We are continually evaluating macroeconomic trends and insights from employees, clients, consumers and industry experts to develop and adapt our sustainability strategy which takes into consideration the forces that are impacting the global food system, our industry and our operations.

For example, an increase in the frequency of severe weather events could lead to reduced yields and crop failures. We are continually evaluating macroeconomic trends and insights from employees, clients, consumers, and industry experts to develop and adapt our sustainability strategy which takes into consideration the forces that are impacting the global food system, our industry, and our operations.

Group Internal Audit have started performing audits on the data disclosure and compliance with the Group's sustainability initiatives. The audit reports are presented to country, Group management teams and the Audit Committee. Issues raised are tracked and monitored until they are resolved.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Climate-related regulation is assessed within the Regulatory Investigation and Environmental Impact and Reporting sections of the MRA. This is relevant and always included as ineffective compliance management with current laws and regulations could have an adverse effect on the Group's reputation and could result in an adverse impact on the Group's performance if significant financial penalties are levied. Compass Group is already subject to current climate-related regulation. For example, Compass Group plc is subject to Mandatory Greenhouse Gas Reporting (MGHG), and the UK business subject to Streamlined Energy and Carbon Reporting (SECR), and the Energy Savings Opportunity Scheme (ESOS).
Emerging regulation	Relevant, always included	Emerging climate related regulation is assessed within the Regulatory Investigation and Environmental Impact and Reporting sections of the MRA. This is relevant to Compass and always included as ineffective compliance management with emerging laws and regulations could have an adverse effect on the Group's reputation and could result in an adverse impact on the Group's performance if significant financial penalties are levied. Emerging regulation within our operational territories represents a transitional risk to Compass Group. An example of emerging climate-

		related regulation is increased levies on energy use that have the potential to increase our operational costs and result in higher energy bills and administration costs for the company, and the introduction of SECR in our annual report and accounts. In 2021, Compass Group has started implementing the recommendations of the Taskforce on Climate related Financial Disclosures which apply to Compass from 1 October 2022.
Technology	Relevant, always included	Technology related risks are assessed within the Disruptive Innovation section of the MRA. This is relevant to Compass and always included within our assessments as disruptive innovation within our sector represents an emerging risk within Compass Group. An example of the risks considered is the risk of new industry entrants that threaten to change the business model via the introduction of revolutionary new technologies or concepts has the potential to impact Compass Group's contracts and revenues. This includes new technologies that emerge as the sector transitions to a low-carbon economy. A further example is the costs included within transitioning to new low carbon technologies within our fleet to realise long-term carbon reduction. As Scope 1 emissions originating from our fleet represent a material proportion of our total Scope 1 & 2 emissions, investment into new and emerging technologies has the potential to impact our operational costs. Also, we recognise that risks posed to the world from climate change represent an emergency, with experts predicting unthinkable impacts on the food system, natural disasters and infectious diseases if no action is taken. Compass UK & Ireland's climate Net Zero target includes the launch of a seed investment fund of £1 million to support the development of carbon reduction and sustainable food production innovation. The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025 and at least 65% across its operations and value chain by 2030 from a 2019 baseline. They are introducing hybrid and electric vehicles, and in 2021 will set the objective for all fleet cars to be 100% plug in electric by 2024. They are also working with their suppliers to introduce more clean technology products into their operations. This includes favouring energy efficient products with energy labels over lower performing products.
Legal	Relevant, always included	Legal risks are assessed within the Litigation, Regulatory Investigations and section of the MRA. This is relevant and always included as ineffective compliance management with laws and regulation can have an adverse effect on the Group through financial and/or reputational damage from legal actions taken against us by private parties or government agencies. As part of this process we are monitoring the evolution of regulatory reporting landscape across our markets and in particular in EU and

		US. We are also monitoring which governments have pledged to legally-binding net-zero emissions targets and/or set GHG reduction targets.
Market	Relevant, always included	Market risks are assessed within the Contract Retention and Increased Competition sections of the MRA. These sections are relevant to Compass and always included as increased competition and lower contract retention rates could lead to slower growth and lower profitability in an ever-increasing competitive market. Our customers are increasingly displaying a preference for selecting suppliers that have demonstrable sustainability credentials. Sustainability is more and more emerging as differentiator to win new business and retain existing clients with increasing questions in tenders and bids. As this trend continues there is a risk of being less competitive in winning new contracts if Compass cannot clearly communicate our high levels of activity and competence in managing our business sustainably. For example our collaborations with global clients on shared sustainability challenges have been acknowledged by these clients as a strong indicator as to why we have retained the commercial contracts with them. Furthermore, in UK and Ireland, we intend to offer all new and existing clients carbon neutral and carbon reduction offers.
Reputation	Relevant, always included	Reputation is assessed in multiple sections in the MRA. As Compass operates in an ever-increasing competitive market, reputational risk is extremely relevant and always included within our risk assessments. Compass is publicly committed to making a positive contribution to the world in which we live and reducing our impact on the environment. In order to focus our efforts we prioritised three initiatives (i) reducing food waste by rolling out food waste management tools and training to progress towards our goal to halve food waste by 2030; (ii) targeting our environmental impact including taking actions against climate change including reducing carbon emissions; and (iii) responsible sourcing through resilient and sustainable supply chains, including increasing our purchases of sustainable ingredients such as palm oil and fish and seafood, as well as high welfare animal products including cage free eggs and higher welfare chicken. Our ability to retain contracts and win new work depends in part on our reputation and largely depends on our ability to demonstrate actions taken to achieve our commitments and to meet the targets we set ourselves. Failure to meet our obligations with regards to climate change or failure to meet targets and objectives set may impact our reputation, reducing our ability to retain and win work and may negatively impact our share price.
Acute physical	Relevant, always included	Acute physical risks are included within our Supply Chain Integrity and Business Continuity sections of the MRA. This is relevant and always included due to the risk to our supply chain (increased cost of food

		across the Group impacts our costs that cannot be recovered) and risk to our infrastructure (failure or catastrophic events that would stop the business from continuing to operate and from which full operational recovery would be time and resource-intensive). An example of the risks considered is the impact to our food supplies by climate-related disturbances. These include drought events, extreme wind events and extreme temperature events that lead to crop stress, reducing yields and causing catastrophic crop failures. This poses a risk to the stability of our supply chain and could incur increased operational costs with procuring food supplies.
Chronic physical	Relevant, always included	Chronic physical risks are included within our Supply Chain Integrity and Business Continuity sections of the MRA. This is relevant and always included due to the risk to our supply chain (increased cost of food across the Group impacts our costs that cannot be recovered) and risk to our infrastructure (failure that would stop the business from continuing to operate and from which full operational recovery would be time and resource-intensive). An example of the risks considered is the predicted increase in mean temperatures across our operations. Predicted increases in mean surface temperature will result in additional requirements for cooling and refrigeration in the food supply chain and at the point of delivery. As Compass purchases and delivers consumables, this poses a risk to our supply chain and could result in increased operational costs.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	Climate change risks are assessed using our Major Risk Assessment (MRA) process that considers all risks as categorised within our Group Risk Category Matrix. This covers all the key risks categories that are affecting the Group and are linked to the Group Principal risks as described in our annual report. As part of the assessment process, each identified risk is assessed against potential impact, probability and exposure with each risk being

		defined an Overall Risk Rating. Risks are identified and assessed within each country and escalated to the Group Audit Committee, CR committee and Group Board if deemed to be a substantive risk to the business. Following the assessment for the period covered in this response, climate-related risks have been identified but none with the potential to have a substantive impact on Compass Group. Within our assessment the most significant climate-related risks that have the potential to have an impact on Compass Group are related to the induced changes in natural resources due to acute physical risks. An increase in the frequency of severe weather events could lead to reduced yields and crop failures. However, we work closely with our supply chain through our Global Supplier Assurance Standard programme. This gives us access to a wide range of resilient suppliers removing reliance on single commodity or supplier sources. We have flexible menu planning arrangements with clients that allow us to select ingredients that are local, seasonal and readily available, reducing the reliance on single source ingredients. We have contracts with clients that allow us to renegotiate process through cost indexation in our contracts. We are also seeking and realising operating efficiencies through menu planning and waste reduction activities. We have taken action in our kitchens to measure, monitor and reduce food waste and our teams around the world have also demonstrated creative ways to address waste along the value chain. Each year, food waste measurement technology is introduced in new units as we continue the global roll out of our strategy. We use different systems in different markets, all of which are driving down food waste and improving our oversight. This year, the US businesses' internal tracking tool, Waste Not, helped them to reduce food waste by 33% in approximately 1,800 sites in the USA.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Markets

Primary climate-related opportunity driver

Access to new markets

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

• Shift to consumer preferences: Reformulate menus to be low carbon and switch towards more plant-based proteins.
• Increase share of locally and seasonal sourced produce
• Increase sourcing from regenerative agriculture

Our most significant climate-related opportunity is linked to the growing demand from our clients and customers for healthy, ethically sourced and low carbon food options (e.g. plant-based choices and meat alternatives) that influenced our products and services offering. According to The Vegan Society, just under half of all UK consumers will be flexitarians by 2025. Consumer demand for plant-based meals is on the rise and we continue to expand our offer of healthy, plant-based menu items.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Unknown

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Better competitive position to reflect shifting consumer preferences, resulting in increased revenues

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

Consumer demand for plant-based meals is on the rise and we continue to expand our offer of healthy, plant-based menu items.

We are also engaging, educating and exciting consumers to make positive choices, as well as nudging behavioural change through choice design techniques.

Our strategy is guided globally but implemented according to local consumer preferences and value chain approaches. For instance, in the UK we have found the positioning of plant-forward options on menus is effective in guiding choices, while in the USA we have worked more at the production end, supporting chefs in their menu planning through chef engagement and training.

Comment

Identifier

Opp2

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Use of recycling

Primary potential financial impact

Reduced direct costs

Company-specific description

- Use of more efficient modes of transport
- Use of more efficient production and distribution processes
- Use of packaging solutions to further reduce single-use plastic

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Unknown

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Impacts:

• Reduced operating costs (e.g., through efficiency gains and cost reductions)

• Increased production capacity, resulting in increased revenues

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

We recognise that food waste is not only a moral issue, but a key contributor to climate change too. Wasting food is a waste of the energy to grow, harvest, process and cook and food waste in landfill can cause methane emissions, a potent greenhouse gas. We're making good use of technology to understand our food waste footprint and are working in partnership to halve it by 2030.

All over the world, we are looking for solutions that allow us to move away from single-use and fossil fuel-based plastics, towards reusable packaging. We work hard to test and scale packaging innovations that avoid plastic and virgin materials, while keeping food safe and with a sustainable shelf life.

Comment

Identifier

Opp3

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Energy source

Primary climate-related opportunity driver

Use of lower-emission sources of energy

Primary potential financial impact

Reduced direct costs

Company-specific description

• Use of lower emission sources of energy
-Switch to renewable electricity across all operations
-Transition of all fleet vehicles globally to 100% plug-in electric
• Use of new technologies

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Unknown

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

• Reduced operational costs (e.g., through use of lowest cost abatement)
• Reduced exposure to GHG emissions and therefore less sensitivity to changes in cost of carbon
• Reputational benefits resulting in increased demand for goods/ services

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

We are continuously seeking to improve operational efficiency and to use new technologies that emerge as the sector transitions to a low-carbon economy

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?

Row 1

Transition plan

Yes, we have a transition plan which aligns with a 1.5°C world

Publicly available transition plan

Yes

Mechanism by which feedback is collected from shareholders on your transition plan

We have a different feedback mechanism in place

Description of feedback mechanism

We have an ongoing dialogue and engagement process with our shareholders where we gather information on key environmental, social, and governance topics such as our Net Zero roadmap and climate related strategy.

Frequency of feedback collection

Annually

Attach any relevant documents which detail your transition plan (optional)

Our Global Roadmap sets out the priority interventions we can action and influence, which have the potential to deliver deep reductions to our carbon footprint over the coming decades. See more information on p. 24-27 of our Sustainability Report 2021.

CompassGroupPLC_AnnualReport2021.pdf

com_sustainability_report_2021_Final.pdf

Planet_Promise_Roadmap_1021.pdf

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy
Row 1	Yes, quantitative

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios RCP 8.5	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 59% of Group revenues in FY21) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP8.5, physical risks impacts were considered across all the animal protein, vegetables and fruits in scope.The pathway assumed that a loss in production led to higher procurement costs (due to costs involved in switching sourcing).
Transition scenarios IEA 2DS	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 59% of Group revenues in FY21) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP2.6, transition risks were considered across all animal protein, vegetable and fruit lines in scope and the pathway focused on the increase in sourcing costs due to carbon pricing on agricultural (farm to farm-gate) and freight emissions. Also, transition risks were considered across the Compass scope1 and 2 emissions for the United States market only. The pathway looked at the increase in compliance cost as a result of a carbon tax in 2030.
Transition scenarios IEA B2DS	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 59% of Group revenues in FY21) and its dependency on

			domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP1.9, transition risks were considered across all animal protein, vegetable and fruitlines in scope and the pathway focused on the increase in sourcing costs due to carbon pricing on agricultural (farm to farm-gate) and freight emissions.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

The analysis helps Compass Group understand the material climate risks in different future scenarios associated with carbon emissions. The analysis was conducted with the following objectives:
1) Understand the potential scale of climate risks' impact on Compass Group's financial performance in 2030
2) Evaluate the impacts of different climate risks on Compass Group's value chain and identify potential risk hotspots
3) Improve Compass Group's disclosure on risks and opportunities associated with climate change in line with the TCFD recommendations
4) Analyse the results of the scenario analysis to understand longer term implications of climate change on Compass Group's business and inform strategic decisions to mitigate and manage these risks
5) Compass USA has been chosen as the focus for the first year due to its magnitude (representing 59% of Group revenues in FY21) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact

Results of the climate-related scenario analysis with respect to the focal questions

The assessment showed that the key risks for Compass Group mainly arise from carbon pricing under the two low-carbon transition scenarios.
The impacts from chronic climate change and acute climate events on animal protein, vegetables and fruits studied were not found to be material for Compass Group.

Overall, given our adaptability and innovation, our flexible, decentralised business model, our embedded purpose culture and focus on sustainability, our scale in procurement and industry influence, we believe that the Group is well placed to significantly mitigate forecasted risks from climate change, while maximising the benefits of forecasted opportunities.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Risks and opportunities related to the growing demand from our clients and customers for food and drinks with a low carbon footprint have influenced our products and services-related strategy. This has impacted both our short and medium-term product strategies. Eating less meat is generally agreed to be better for our bodies and for the planet, and our consumers and clients are demanding more plant-based choices and meat alternatives. We are helping to raise awareness of the impact of eating less meat, and partner with EAT to explore ways to transform our global food system. We are offering more delicious vegan and plant-forward options for consumers, and helping our chefs and clients to incorporate plant-based meals into their menus, as well as bring them to consumers in innovative ways to encourage greater take up of these options. For example, we have partnered with Arizona State University and Google Food to train our chefs to be more plant-forward in their menu planning. We have created a virtual series – RePlant Your Menu – which focuses on sustainability, nutrition, and connecting our food choices to planetary health. Also, in Belgium we added eco-scores to point of purchase labels, backed up with QR codes linking to more detailed information. The eco-scores are also used by our Head Dietician in menu planning, giving transparent and accurate oversights of the proportion of plant-based ingredients in any meal.

		In Sweden, we use the RISE climate database to plan our menus and proactively communicate the carbon footprint to consumers. Inspired by WWF's One Planet Plate, we have challenged ourselves to cut the carbon footprint of our meals to an average of just 500 grammes CO2e.
Supply chain and/or value chain	Yes	Climate-related risks and opportunities are incorporated into our procurement strategy over the short, medium and long-term. We know that sourcing specific food products, such as beef or soy from the Amazon biome or palm oil, can lead to deforestation and desertification. We are committed to preventing this and actively seek to reduce our sourcing of products from the Amazon biome region such as soy or beef. Our goal is for the palm oil used to prepare food in our kitchens to be 100% certified sustainable from physical sources by 2022. As the world's largest food services group, operating at the heart of the global food supply chain, we are in a unique position to influence real change both with the people we serve and the suppliers with whom we work. As part of our Global Net Zero strategy, we will use our scale and international reach to promote the benefits of sustainable consumption on a global scale, collaborating with clients, industry associations, governments and suppliers to reduce our combined GHG emissions and help set their own Net Zero and Science Based Targets, so that together we can create a more sustainable global food system for future generations. For example, the UK & Ireland business (Compass Group UK&I), as part of its commitment to reach Net Zero green-house gas emissions by 2030, will use its size and reach to influence clients, employees and suppliers - through Foodbuy, to reduce greenhouse gas emissions and help create a more sustainable food system. Local and seasonal ingredients will be key. By 2030 there will be a 40% switch towards plant-based proteins, with an interim target of at least 25% by 2025. Moreover, 70% of the top 5 food categories (dairy and cheese, fruit and vegetables, pork, beef and chicken) is to be sourced from regenerative agriculture by 2030.
Investment in R&D	Yes	Climate-related risks and opportunities have impacted our current and long-term investment in R&D. We partner with

		the EAT Forum to explore ways to transform our global food system. EAT connects scientists, politicians, business leaders, chefs, innovators and change makers to create a healthy and sustainable global food system. Together, we are working to move the world to healthy and sustainable diets; realign food system priorities for people and the planet; produce more of the right food, from less; safeguard our land and oceans; and radically reduce food losses and waste. Group's UK & Ireland business (Compass Group UK&I), as part of its commitment to reach Net Zero green-house gas emissions by 2030, launched a seed investment fund of £1 million to support the development of carbon reduction and sustainable food production innovation. The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025 and at least 65% across its operations and value chain by 2030 from a 2019 baseline. Through innovations we are helping customers meet their carbon reduction goals. For example, in Denmark and the USA, we are developing customised dashboards for our clients, giving them access to data on relevant environmental parameters which is helping us reduce energy, water and waste in their kitchens. When our Carbon Foodprint tool was trialled by a USA client over a six-month period, it showed that plant forward menus could reduce co2 by 11% and reduce water use by 17%. Regarding food waste, we aim to halve food waste across the Group by 2030. Delivering on our sustainability strategy starts by understanding why food is being wasted. Each year, measurement technology is introduced in new units as we continue the global roll out of our strategy helping our kitchen teams measure, monitor and reduce food waste. We use different systems in different markets, all of which are driving down food waste and improving our oversight. In 2021, we reduced food waste by 28% in over 2,000 sites recording food waste across 26 countries.
Operations	Yes	Management of climate related risk and opportunities is embedded in our daily operations and impacts our operations strategy in the short, medium and long-term. As well as monitoring energy usage in our offices and working closely with clients to improve energy efficiency at

		their sites, we implement environmental management systems to reduce our impact on the environment, including water conservation. Several of our countries and a number of individual operating sites are ISO 14001 certified (71% of our owned and operated sites certified ISO 14001 in our Top 23 countries in APAC, Europe, Middle East and South America). We are continuously seeking to improve operational efficiency. In the UK for example, we developed an environment toolkit, mandatory for all sites, to help reduce our environmental impact across energy, transport, water, materials, pollution and waste. The toolkit allows us to comply with environmental legislation, support clients with their environmental activities and reduce operational costs. Through the use of the toolkit we require that energy intensive machinery and kitchen equipment are used efficiently on site. Also in UK, we began introducing hybrid and electric vehicles and in 2021 we set the objective for all fleet cars to be 100% plug-in electric by May 2024. We are also working with our suppliers to introduce more clean technology products into our operations. This includes favouring energy efficient products with energy labels over lower performing products.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Direct costs Access to capital	Climate-related risks and opportunities have influenced our revenues since customers around the world are demanding more ethically sourced and low carbon food options (e.g. plant-based choices and meat alternatives). Furthermore, an increasing number of clients (both public and private organisations) ask about sustainability and climate change data and performance in bids and tenders. This has impacted our financial planning and revenue forecasts over the short-term.

		Access to capital has been influenced and this has informed our medium and long-term planning as investors now routinely analyse information on ESG performance alongside other financial information. Our supply chain costs are also impacted in the short, medium and long-term by climate-related risks and opportunities. We have taken steps to reduce air freighted products in some of our markets and are actively working with our supply chain partners for lower carbon options. In our UK business we have a seed investment fund to invest in low carbon technologies. We know that sourcing specific food products, such as beef or soy from the Amazon biome or palm oil, can lead to deforestation and desertification. We are focused on achieving zero net deforestation through the increased use of sustainable palm oil, soy, beef and timber & paper materials in the products that we source globally. Our goal is for the palm oil used to prepare food in our kitchens to be 100% certified sustainable from physical sources by 2022. So far, 72% of our palm oil is certified sustainable and we are working to increase this throughout our business. We are active members of the Roundtable on Sustainable Palm Oil (RSPO) and the Round Table for Responsible Soy (RTRS). In October 2020, we calculated the soya footprint of our operations in the UK and Ireland. This allowed us to identify supply chain 'hot-spots' for deforestation risk. We began by contacting our meat and poultry suppliers to brief them on our sustainable soya sourcing policy and to establish which of their lines were either deforestation free or soya free. We then hosted a workshop for them in July 2021, supported by EFECA (Experts in Sustainable Forest & Agricultural Advice), the facilitators of the UK Roundtable on Sustainable Soya to encourage them to develop policies and strategies of their own. Following this, we repeated the process with our core suppliers of dairy products and farmed fish. We now understand our soya footprint across all categories which will serve as the baseline for a long-term transition to sources of deforestation free soya. As a first step, we now purchase Roundtable for Responsible Soy (RTRS) credits for any soya in our supply chain associated with deforestation risk or of unknown origin, thereby supporting sustainable soya producers in developing countries and guaranteeing the production of deforestation free soya.

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's transition to a 1.5°C world?

No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

174,627

Base year Scope 2 emissions covered by target (metric tons CO2e)

44,968

Base year Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

219,595

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

46.2

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

118,142.11

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

88,616

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

40,525

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

129,141

% of target achieved relative to base year [auto-calculated]

89.1586232783

Target status in reporting year

Underway

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

Compass Group PLC commits to reduce absolute Scope 1 and 2 GHG emissions by 46.2 % by 2030 from a 2019 base year.
This target has been validated by the Science Based Targets initiative (SBTi).

We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050. The Net Zero goal includes interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels.

Plan for achieving target, and progress made to the end of the reporting year

Our Net Zero target will be delivered through collaboration, innovation, and investment across our global operations. We will continue our programmes to promote plant-forward diets, cut waste and innovate around packaging. In addition, we will switch to renewable energy for our operations and invest in plug-in electric fleet vehicles. We will work with our supply base to move towards more regenerative forms of agriculture and increase the proportion of produce we buy seasonally. And we will work towards our commitment to a supply chain that is free from deforestation and land-conversion. Using our scale and global reach we will influence and work collaboratively with clients, industry associates, governments and suppliers to reduce their direct GHG emissions, set their own Net Zero and Science Based Targets and help create a more sustainable global food system for all.

List the emissions reduction initiatives which contributed most to achieving this target

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Target reference number

Abs 2

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 1: Purchased goods and services

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3 emissions covered by target (metric tons CO2e)

9,924,859

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

9,924,859

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

67.65

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

83

Target year

2030

Targeted reduction from base year (%)

28

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

7,145,898.48

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

9,924,859

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

9,924,859

% of target achieved relative to base year [auto-calculated]

0

Target status in reporting year

Underway

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

Well-below 2°C aligned

Please explain target coverage and identify any exclusions

Compass Group PLC commits to reduce absolute Scope 3 GHG emissions from 83% of purchased goods and services by 28% by 2030 from a 2019 base year.

This target has been validated by the Science Based Targets initiative (SBTi).

We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050. The Net Zero goal includes interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels.

Please note that Scope 3 emissions reported in "Covered emissions in reporting year" are related to FY 2018-2019.

Plan for achieving target, and progress made to the end of the reporting year

Our Net Zero target will be delivered through collaboration, innovation, and investment across our global operations. We will continue our programmes to promote plant-forward diets, cut waste and innovate around packaging. In addition, we will switch to renewable energy for our operations and invest in plug-in electric
fleet vehicles. We will work with our supply base to move towards more regenerative forms of agriculture and increase the proportion of produce we buy seasonally. And we will work towards our commitment to a supply chain that is free from deforestation and land-conversion.
Using our scale and global reach we will influence and work collaboratively with clients, industry associates, governments and suppliers to reduce their direct GHG emissions, set their own Net Zero and Science Based Targets and help create a more sustainable global food system for all.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 3

Year target was set

2021

Target coverage

Country/region

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

9,200

Base year Scope 2 emissions covered by target (metric tons CO2e)

6,238

Base year Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

15,438

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

46.2

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

8,305.644

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

5,614

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

3,119

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

8,733

% of target achieved relative to base year [auto-calculated]

94.0082071058

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

Compass Group UK&I and Ireland Limited commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by 2030 from a 2019 base-year.
This target has been validated by the Science Based Targets initiative (SBTi).

Plan for achieving target, and progress made to the end of the reporting year

Compass Group UK & Ireland has announced its commitment to reach Net Zero greenhouse gas emissions across its own operations and its value chain (GHG protocol

Scope 1/2/3) by 2030. The UK's largest foodservice provider has aligned its climate ambitions by committing to develop science-based targets to limit global temperature rises to 1.5°C above pre-industrial level in line with the Science-Based Targets Initiative (SBTi) criteria.
The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025 and at least 65% across its operations and value chain by 2030 from a 2019 baseline.
As well as driving significant reductions in its own operations, Compass UK&I will use its size and reach to influence clients, employees and suppliers - through Foodbuy, to reduce greenhouse gas emissions and help create a more sustainable food system. All new and existing clients will also be offered carbon neutral and carbon reduction offers. Local and seasonal ingredients will be key. By 2030 there will be a 40% switch towards plant-based proteins, with an interim target of at least 25% by 2025. Moreover, 70% of the top 5 food categories (dairy and cheese, fruit and vegetables, pork, beef and chicken) is to be sourced from regenerative agriculture by 2030.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number
Abs 4

Year target was set
2021

Target coverage
Country/region

Scope(s)
Scope 3

Scope 2 accounting method

Scope 3 category(ies)
Category 1: Purchased goods and services

Base year
2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3 emissions covered by target (metric tons CO2e)
1,033,647

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1,033,647

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

88.5

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

76

Target year

2030

Targeted reduction from base year (%)

46.2

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

556,102.086

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

1,033,647

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

1,033,647

% of target achieved relative to base year [auto-calculated]

0

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, and the target is currently being reviewed by the Science Based Targets initiative

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

Compass Group UK&I also commits to reduce its scope 3 GHG emissions from purchased goods and services 46.2% by 2030 from a 2019 base-year.
This target has been validated by the Science Based Targets initiative (SBTi).

Plan for achieving target, and progress made to the end of the reporting year

Compass Group UK & Ireland has announced its commitment to reach Net Zero greenhouse gas emissions across its own operations and its value chain (GHG protocol Scope 1/2/3) by 2030. The UK's largest foodservice provider has aligned its climate ambitions by committing to develop science-based targets to limit global temperature rises to 1.5°C above pre-industrial level in line with the Science-Based Targets Initiative (SBTi) criteria.
The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025 and at least 65% across its operations and value chain by 2030 from a 2019 baseline.
As well as driving significant reductions in its own operations, Compass UK&I will use its size and reach to influence clients, employees and suppliers - through Foodbuy, to reduce greenhouse gas emissions and help create a more sustainable food system. All new and existing clients will also be offered carbon neutral and carbon reduction offers. Local and seasonal ingredients will be key. By 2030 there will be a 40% switch towards plant-based proteins, with an interim target of at least 25% by 2025. Moreover, 70% of the top 5 food categories (dairy and cheese, fruit and vegetables, pork, beef and chicken) is to be sourced from regenerative agriculture by 2030.

Please note that Scope 3 emissions reported in "Covered emissions in reporting year" are related to FY 2018-2019.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)
Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number
Oth 1

Year target was set
2017

Target coverage
Company-wide

Target type: absolute or intensity
Absolute

Target type: category & Metric (target numerator if reporting an intensity target)
Land use change

Other, please specify

All palm oil used in kitchen to be certified sustainable by 2022

Target denominator (intensity targets only)

Base year
2017

Figure or percentage in base year
36

Target year
2022

Figure or percentage in target year
100

Figure or percentage in reporting year
72

% of target achieved relative to base year [auto-calculated]
56.25

Target status in reporting year
Underway

Is this target part of an emissions target?
No, this target is not part of an emissions target. We set a ‘Science Based Target’ and this target on palm oil certification will contribute to reduce the carbon footprint of our operations, in line with the 2015 Paris Agreement to limit global warming to 1.5 degrees.

Is this target part of an overarching initiative?
Remove deforestation

Please explain target coverage and identify any exclusions

We know that sourcing specific food products, such as beef or soy from the Amazon biome or palm oil, can lead to deforestation and desertification and impact this has on carbon emissions and climate change by reducing the coverage of land with forests. We are committed to preventing this and actively seek to reduce our sourcing of products from the Amazon biome region such as soy or beef.
We are active members of the Roundtable on Sustainable Palm Oil (RSPO) and the Round Table for Responsible Soy (RTRS).

In line with our sustainability strategy, we have also set the following additional sustainability global commitments:
- reduce food waste by 50% by 2030
- source 100% of eggs cage free by 2025
- source 50% of seafood certified sustainable by 2020

Plan for achieving target, and progress made to the end of the reporting year

Currently, 72% of the palm oil used in all our operating countries is certified sustainable and we are on track for 100% certified sustainable palm oil from physical sources being used in our kitchens to prepare food by 2022, a
goal that is supported by our commitment to industry collaborations such as the Roundtable on Sustainable Palm Oil.

List the actions which contributed most to achieving this target

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1
Abs2

Target year for achieving net zero

2050

Is this a science-based target?

No, but we are reporting another target that is science-based

Please explain target coverage and identify any exclusions

Compass Group PLC has committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050.The Net Zero goal includes

interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels. This target will build off the validated SBTi trajectories to 2030, ensuring that these continue and align to achieving Net Zero by 2050. Our approach to doing so is in process, with a priority around data accuracy, transparency and consistent reporting .

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

Whilst decarbonising is our main focus, we will compensate and later neutralise any remaining direct Scope 1 and 2 GHG emissions through high quality carbon removal projects (such as reforestation and wetland rehabilitation) to ensure we are carbon neutral worldwide in our own operations by 2030. Post that we aim to work towards driving down our scope 3 emissions.

Planned actions to mitigate emissions beyond your value chain (optional)

Target reference number

NZ2

Target coverage

Country/region

Absolute/intensity emission target(s) linked to this net-zero target

Abs3
Abs4

Target year for achieving net zero

2030

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Please explain target coverage and identify any exclusions

Our Compass UK and Ireland business has a separate commitment to reach Net Zero greenhouse gas emissions by 2030 , in line with targets to limit global temperature rises to 1.5°C above pre-industrial levels.
The Science Based Targets initiative validated the following targets in September 2021.
1. Compass Group UK and Ireland Limited commits to reduce absolute scope 1 and 2 GHG emissions 69% by 2030 from a 2019 base year.
2. Compass Group UK and Ireland Limited also commits to reduce absolute scope 3 GHG emissions from purchased goods and services 69% by 2030 from a 2019 base year.
Since then, the SBTi has released its Corporate Net Zero Standard. This is the world's

first framework for corporate net-zero target setting in line with climate science and prioritises drastic, absolute reductions.
For Compass UK&I, this now means a higher percentage of decarbonisation by 2030 is required. Target revalidation and re-baselining to be undertaking in 2022.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

Aiming to achieve a reduction in carbon emissions of at least 55% by 2025 and circa 80% across its operations and value chain by 2030 from a 2019 baseline (exact percentage to be determined after revalidation of SBTi targets in 2022).
Some major milestones are -
100% renewable energy by 2022; 100% reusable or recyclable packaging by 2023; 100% electric car policy by 2024; 25% switch from animal proteins by 2025 amongst other things.

In 2025 Compass UK&I will start compensating some of its carbon emissions with high quality UK-based carbon removal projects such as afforestation in rural and urban landscapes, and peatland rehabilitation. Once it has significantly reduced carbon emissions by 2030, it will evolve its programme from compensating to neutralising any remaining carbon emissions in line with the SBTi criteria.

Planned actions to mitigate emissions beyond your value chain (optional)

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	2	100,000
Implementation commenced*	0	0
Implemented*	4	31,633

Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Waste reduction and material circularity

Waste reduction

Estimated annual CO2e savings (metric tonnes CO2e)

2,700

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

1,600,000

Investment required (unit currency – as specified in C0.4)

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

We continue to invest in metering technology, such as Winnow, to help our kitchen teams measure, monitor and reduce food waste. We now use the system in over 160 sites in nine countries. In the year ahead, we intend to introduce measurement technology solutions to more of our sites across the globe. We estimate that in 2021 Winnowhas helped us: - avoid 2,700 tonnes of carbon emissions - saving more than 640 tonnes of food - enough to create 1.6 million meals

Initiative category & Initiative type

Waste reduction and material circularity

Waste reduction

Estimated annual CO2e savings (metric tonnes CO2e)

28,300

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

1,300,000

Investment required (unit currency – as specified in C0.4)

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

Each year, measurement technology is introduced in new units as we continue the global roll out of our strategy helping our kitchen teams measure, monitor and reduce food waste. We use different systems, such as Leanpath, in different markets, all of which are driving down food waste and improving our oversight to help our kitchen teams measure, monitor and reduce food waste. We now use Leanpath in over 160 sites in 22 countries. In the year ahead, we intend to introduce measurement technology solutions to more of our sites across the globe. We estimate that in 2021 Leanpath has helped us: - avoid 2,800 tonnes of carbon emissions - saving more than 4,000 tonnes of food - enough to create 7.4 million meals

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Initiative category & Initiative type

Waste reduction and material circularity
Waste reduction

Estimated annual CO2e savings (metric tonnes CO2e)

83.3

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

In nine countries in Europe, our businesses are using Too Good to Go - a mobile app that allows participating sites to offer unsold food to local consumers. The service is used
across some of our corporate cafeterias, central kitchens, clinics, hospitals and elderly homes to offer surplus food at a reduced price to consumers, to avoid the social, economic and environmental consequences of food waste. In Belgium and Switzerland we received the Waste Warrior brand. We know we can do so much more together and plan to strengthen this collaboration in the coming years.
In 2021, we saved more than 33,300 meals across 9 countries avoiding 83.3 tonnes of CO2e

Initiative category & Initiative type

Low-carbon energy consumption
Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)

550

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

We purchased only green electricity in several owned and operated sites in Finland, Germany, Spain and
Sweden

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Compliance with regulatory requirements/standards	We use regulatory requirements such as SECR and ESOS in the UK to drive emissions reductions through energy efficiency. A number of our sites are certified to the ISO 14001:2015 standard. ISO 14001 audits and other environmental or energy audits schemes (e.g. ESOS or EMAS) identified a number of energy saving opportunities across Compass Group sites. In UK, our EMS is delivered into every contract using our award-winning Environment Toolkit and our colleagues have access to training, videos, case studies and posters via our intranet. In the UK, we developed an environment toolkit, mandatory for all sites, to help reduce our environmental impact across energy, transport, water, materials, pollution and waste. The toolkit allows us to comply with environmental legislation, support clients with their environmental activities and reduce operational costs
Employee engagement	We actively engage with our employees in all our operating countries to identify and implement resource efficiency and energy efficiency initiatives. In the UK, we have an award winning environmental toolkit provided at unit level that has step by step process for units to reduce their environmental impact such as reducing energy consumption and increasing efficiency.
Dedicated budget for other emissions reduction activities	Carbon Foodprint is Compass USA's online environmental dashboard, enabling us to provide clients with cost-effective solutions to lower the environmental impact of food service. Our Carbon Foodprint toolkit tracks data needed to reduce energy, water, and waste in the kitchen, while identifying opportunities for chefs to re-engineer their menus to lower greenhouse gas emissions. A monthly report communicates results to the client, associates, and guests. Users can help their clients track progress towards Science-Based Targets and other reporting (such as CDP). When our Carbon Foodprint tool was trialled by a USA client over a six-month period, it showed that plant forward menus could reduce CO2 by 11% and reduce water use by 17%. In the USA, we relaunched Waste Not 2.0, a new and improved, proprietary tablet-based waste-tracking program, making it easy to achieve a meaningful difference in reducing food waste. Built by chefs

	for chefs, Waste Not 2.0 is a state-of-the-art tool that helps kitchen team members identify waste reduction opportunities that go beyond standard trim, bones, core, and peel waste. The digital platform is user-friendly, giving managers intuitive tools to analyse data, identify problems and find long-lasting solutions.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Product or service

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Systems integration

Smart meter

Description of product(s) or service(s)

In the USA, we relaunched Waste Not 2.0, a new and improved, proprietary tablet-based waste-tracking program, making it easy to achieve a meaningful difference in reducing food waste. Built by chefs for chefs, Waste Not 2.0 is a state-of-the-art tool that helps kitchen team members identify waste reduction opportunities that go beyond standard trim, bones, core, and peel waste. The digital platform is user-friendly, giving managers intuitive tools to analyse data, identify problems and find long-lasting solutions.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

Level of aggregation

Product or service

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Systems integration

Other, please specify

Data dashboard

Description of product(s) or service(s)

Carbon Foodprint is Compass USA's online environmental dashboard, enabling us to provide clients with cost-effective solutions to lower the environmental impact of food service. Our Carbon Foodprint toolkit tracks data needed to reduce energy, water, and waste in the kitchen, while identifying opportunities for chefs to re-engineer their menus to lower greenhouse gas emissions.

A monthly report communicates results to the client, associates, and guests. Users can help their clients track progress towards Science-Based Targets and other reporting (such as CDP). When our Carbon Foodprint tool was trialled by a USA client over a six-month period, it showed that plant forward menus could reduce CO2 by 11% and reduce water use by 17%.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	In 2021, we collected data from 2 additional countries compared to 2020. We are monitoring the energy usage and greenhouse gas emissions of our owned and operated sites across 29 countries (2020: 27) which represent 98% of Group underlying revenue (2020: 97%).

C5.1c

(C5.1c) Have your organization's base year emissions been recalculated as result of the changes or errors reported in C5.1a and C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold
Row 1	No, because the impact does not meet our significance threshold	The difference of 1% of underlying revenues is not considered significant for our business.

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

174,627

Comment

Scope 2 (location-based)

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

45,875

Comment

Scope 2 (market-based)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
44,968

Comment

Scope 3 category 1: Purchased goods and services

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
9,924,859

Comment
Scope 3 data relates to all operating countries.

Scope 3 category 2: Capital goods

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
62,320

Comment
Scope 3 data relates to all operating countries.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)

45,167

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 4: Upstream transportation and distribution

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

95,594

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 5: Waste generated in operations

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

44,417

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 6: Business travel

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

61,369

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 7: Employee commuting

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

374,238

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 8: Upstream leased assets

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

1,568,554

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 9: Downstream transportation and distribution

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

Scope 3 category 10: Processing of sold products

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

Scope 3 category 11: Use of sold products

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3 category 12: End of life treatment of sold products

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3 category 13: Downstream leased assets

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3 category 14: Franchises

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment

Not relevant

Scope 3 category 15: Investments

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3: Other (upstream)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3: Other (downstream)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

88,616

Start date

October 1, 2020

End date

September 30, 2021

Comment

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

106,047

Start date

October 1, 2019

End date

September 30, 2020

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)

174,627

Start date

October 1, 2018

End date

September 30, 2019

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

38,298

Scope 2, market-based (if applicable)

40,525

Start date

October 1, 2020

End date

September 30, 2021

Comment

Past year 1

Scope 2, location-based

39,703

Scope 2, market-based (if applicable)

42,766

Start date

October 1, 2019

End date

September 30, 2020

Comment

Past year 2

Scope 2, location-based

45,875

Scope 2, market-based (if applicable)

44,968

Start date

October 1, 2018

End date

September 30, 2019

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Purchased goods and services category has been calculated in line with the GHG protocol using spend-based and relevant emissions factors to calculate the emissions of all purchased goods and services.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Capital goods

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Capital goods category has been calculated in line with the GHG protocol using spend-based analysis on capital goods to calculate the emissions.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Fuel-and-energy-related activities category has been calculated in line with the GHG protocol. BEIS 2019 emissions factors for Well to Tank (WTT) and Transmission and Distribution losses (T&D) were applied to 2019 Electricity, Gas and fuel data from leased vehicles.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Upstream transportation and distribution

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Upstream transportation and distribution category has been calculated in line with the GHG protocol. Emissions were calculated using the distance travelled and volumes transported. BEIS 2019 emission factors were applied.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Waste generated in operations

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Waste generated in operations category has been calculated in line with the GHG protocol. Quantities of waste were calculated based on the number of sites of each country. BEIS 2019 emission factors were applied.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Business travel

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Business travel category has been calculated in line with the GHG protocol. Emissions from business travel were calculated using data provided by Travel Booking Systems for each relevant transport type e.g airplane, train, car hire, fuel. The distance travelled or volume of fuel used was multiplied by the relevant BEIS 2019 emission factors with WTT included. Where more country-specific emission factors were available, these were used (EPA for USA and Canada, Bilan Carbone for France).

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Employee commuting

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Employee commuting category has been calculated in line with the GHG protocol. A commuting model was used to model emissions from commuting based on the number of FTEs. The model uses published research into average commuting times and most popular forms of transport by country. 2019 BEIS emission factors were used.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Upstream leased assets

Evaluation status

Relevant, not yet calculated

Please explain

In 2021 we calculated our scope 3 emissions related to 2019. Upstream leased assets category has been calculated in line with the GHG protocol. Emissions from upstream leased assets were calculated based on primary data on emissions from upstream leased assets for UK, USA and France and estimated using the revenue intensity factor to uplift for the remaining countries.

Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as Compass do not transport and distribute sold products.

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category is not relevant as Compass do not process intermediate products sold by downstream companies.

Use of sold products

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as emissions for use of sold products are accounted for in purchased goods and services.

End of life treatment of sold products

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as all waste generated by Compass Operations is in category 5. Canteen waste (food and packaging) is incorporated in category 5.

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as Compass do not own and lease sites to other companies.

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as Compass does not operate any franchises or have any franchise agreements.

Investments

Evaluation status

Not relevant, explanation provided

Please explain

As part of a Scope 3 scoping exercise carried out in 2021, we are able to determine that this Scope 3 category it is not relevant as Compass does not operate investments.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Please explain

No other upstream activities are relevant

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

No other downstream activities are relevant

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

October 1, 2019

End date

September 30, 2020

Scope 3: Purchased goods and services (metric tons CO2e)

9,924,859

Scope 3: Capital goods (metric tons CO2e)

62,320

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

45,167

Scope 3: Upstream transportation and distribution (metric tons CO2e)

95,594

Scope 3: Waste generated in operations (metric tons CO2e)

44,417

Scope 3: Business travel (metric tons CO2e)

61,369

Scope 3: Employee commuting (metric tons CO2e)

374,238

Scope 3: Upstream leased assets (metric tons CO2e)

1,568,554

Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

Scope 3: Processing of sold products (metric tons CO2e)

0

Scope 3: Use of sold products (metric tons CO2e)

0

Scope 3: End of life treatment of sold products (metric tons CO2e)

0

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

Scope 3: Other (upstream) (metric tons CO2e)

0

Scope 3: Other (downstream) (metric tons CO2e)

0

Comment

Scope 3 emissions are related to FY 2018-2019 and are reported as proxy data.
In 2021 we calculated our scope 3 emissions related to 2019. Due to the complexity of our global scope 3 footprint we are unable to calculate our scope 3 emissions on a yearly basis. We are investigating the possibility to calculate our scope 3 emissions every two years in order to be able to monitor progress on reaching our Science-based reduction target.

Past year 2

Start date

October 1, 2018

End date

September 30, 2019

Scope 3: Purchased goods and services (metric tons CO2e)

9,924,859

Scope 3: Capital goods (metric tons CO2e)

62,320

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

45,167

Scope 3: Upstream transportation and distribution (metric tons CO2e)

95,594

Scope 3: Waste generated in operations (metric tons CO2e)

44,417

Scope 3: Business travel (metric tons CO2e)

61,369

Scope 3: Employee commuting (metric tons CO2e)

374,238

Scope 3: Upstream leased assets (metric tons CO2e)

1,568,554

Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

Scope 3: Processing of sold products (metric tons CO2e)

0

Scope 3: Use of sold products (metric tons CO2e)

0

Scope 3: End of life treatment of sold products (metric tons CO2e)

0

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

Scope 3: Other (upstream) (metric tons CO2e)

0

Scope 3: Other (downstream) (metric tons CO2e)

0

Comment

Emissions are calculated in line with the GHG protocol. The data relates to all operating countries.

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

7.2

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

126,914.07

Metric denominator

unit total revenue

Metric denominator: Unit total

17,736

Scope 2 figure used

Location-based

% change from previous year

4

Direction of change

Decreased

Reason for change

During the last 12 months, our Scope 1 and 2 normalised GHG emissions reduced by 4%. This was due to the increase in renewable electricity we bought and the improvement of operational efficiency in our owned and operated sites.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Australia	140.5
Belgium	1,289.6
Brazil	1,179.8
Canada	1,927.8
Chile	302.8
Denmark	319.1
France	6,022.9
Germany	2,531.1
Italy	512.8
Japan	43
Netherlands	597.3
Norway	32
Portugal	676.2

Spain	2,548.5
Switzerland	77.1
Turkey	7,511.2
United Arab Emirates	7,417.9
United Kingdom of Great Britain and Northern Ireland	5,613.7
United States of America	45,124.3
Argentina	214.6
China	0
Colombia	854.6
India	624.5
New Zealand	327.4
Sweden	644.6
Kazakhstan	1,165.9
Ireland	0
Finland	0
Luxembourg	917.1

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Stationary combustion	10,852
Mobile combustion (transport)	74,730
Refrigerants	3,034

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	7,943.5	7,943.5
Belgium	198.4	202
Canada	538.8	538.8

Chile	276.2	276.2
Denmark	31.7	60.1
France	338	358.9
Germany	2,563.8	3,238.3
Italy	40.2	59.9
Japan	151.3	151.3
Netherlands	164.3	177.6
Norway	4	186.1
Portugal	47.5	60
Spain	800.4	688.6
Switzerland	4.3	5
Turkey	2,151.4	2,151.4
United Arab Emirates	720.1	720.1
United Kingdom of Great Britain and Northern Ireland	2,095.6	3,118.8
United States of America	12,477.4	12,477.4
Brazil	37.4	37.4
Argentina	166.7	166.7
China	108.5	108.5
Colombia	331.7	331.7
India	784.1	784.1
New Zealand	28.3	28.3
Sweden	270.2	224.3
Kazakhstan	5,380	5,380
Ireland	37.9	51.1
Finland	155.5	253.6
Luxembourg	450.7	745.1

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Office electricity	37,643	39,870
Office heating from district heating	648	648
Cooling consumption	1	1
Steam for processes	6	6

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Decreased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	550	Decreased	0.4	As mentioned in C4.3a, some countries purchased green electricity. Change in renewable energy consumption = 550 tCO2e Total Scope 1 and 2 emissions = 129,141 tCO2e 0.4% = 550/129,141
Other emissions reduction activities				
Divestment				
Acquisitions				
Mergers				
Change in output				
Change in methodology				
Change in boundary	1,916	Increased	1.5	tCO2e GHG emissions related to Finland and Luxembourg, the 2 additional countries included in

				our reporting boundaries compared to last year
Change in physical operating conditions				
Unidentified				
Other	21,588	Decreased	17	Difference in total emissions 2020 vs 2021 = - 19,672 tCO2e Emissions from additional countries = 1,916 tCO2e 19,672 tCO2e + 1,916 tCO2e = 21,588 tCO2e Our absolute Scope 1 and Scope 2 market based GHG emissions reduced compared to last year, and remained flat when normalised by revenue, reflecting a decrease in activity in our own and operated sites over the year.

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	Yes
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	378,524	378,524
Consumption of purchased or acquired electricity		5,204	93,978	99,182
Consumption of purchased or acquired heat		0	3,031	3,031
Consumption of purchased or acquired steam		0	36	36
Consumption of purchased or acquired cooling		0	32	32
Consumption of self-generated non-fuel renewable energy		0		0
Total energy consumption		5,204	475,601	480,805

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Coal

Heating value

LHV

Total fuel MWh consumed by the organization

102

Comment

Oil

Heating value

LHV

Total fuel MWh consumed by the organization

1,699

Comment

Gas

Heating value

HHV

Total fuel MWh consumed by the organization

56,085

Comment

Natural Gas

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

57,887

Comment

C8.2d

(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	58	58	0	0
Heat	0	0	0	0
Steam	0	0	0	0
Cooling	0	0	0	0

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% renewable electricity

Country/area of low-carbon energy consumption

Sweden

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3,577

Country/area of origin (generation) of the low-carbon energy or energy attribute

Sweden

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

Country/area of low-carbon energy consumption

Finland

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

183

Country/area of origin (generation) of the low-carbon energy or energy attribute

Finland

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% renewable electricity

Country/area of low-carbon energy consumption

Germany

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

763

Country/area of origin (generation) of the low-carbon energy or energy attribute

Germany

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Sourcing method

Green electricity products from an energy supplier (e.g. green tariffs)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% renewable electricity

Country/area of low-carbon energy consumption

Spain

Tracking instrument used

Contract

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

681

Country/area of origin (generation) of the low-carbon energy or energy attribute

Spain

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.

Country/area
Argentina

Consumption of electricity (MWh)
518

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]

518

Country/area
Australia

Consumption of electricity (MWh)
11,157

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]

11,157

Country/area
Belgium

Consumption of electricity (MWh)
987

Consumption of heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]

987

Country/area

Brazil

Consumption of electricity (MWh)

375

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

375

Country/area

Canada

Consumption of electricity (MWh)

4,085

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,085

Country/area

Chile

Consumption of electricity (MWh)

687

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

687

Country/area

China

Consumption of electricity (MWh)

176

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

176

Country/area

Colombia

Consumption of electricity (MWh)

2,067

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2,067

Country/area

Denmark

Consumption of electricity (MWh)

110

Consumption of heat, steam, and cooling (MWh)

62

Total non-fuel energy consumption (MWh) [Auto-calculated]

172

Country/area

Finland

Consumption of electricity (MWh)

977

Consumption of heat, steam, and cooling (MWh)

213

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,190

Country/area

France

Consumption of electricity (MWh)

6,134

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

6,134

Country/area

Germany

Consumption of electricity (MWh)

5,995

Consumption of heat, steam, and cooling (MWh)

697

Total non-fuel energy consumption (MWh) [Auto-calculated]

6,692

Country/area

India

Consumption of electricity (MWh)

1,043

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,043

Country/area

Ireland

Consumption of electricity (MWh)

114

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

114

Country/area

Italy

Consumption of electricity (MWh)

131

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

131

Country/area

Japan

Consumption of electricity (MWh)

301

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

301

Country/area

Kazakhstan

Consumption of electricity (MWh)

8,421

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

8,421

Country/area

Luxembourg

Consumption of electricity (MWh)

1,441

Consumption of heat, steam, and cooling (MWh)

1,072

Total non-fuel energy consumption (MWh) [Auto-calculated]

2,513

Country/area

Netherlands

Consumption of electricity (MWh)

393

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

393

Country/area

New Zealand

Consumption of electricity (MWh)

261

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

261

Country/area

Norway

Consumption of electricity (MWh)

463

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

463

Country/area

Portugal

Consumption of electricity (MWh)

160

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

160

Country/area

Spain

Consumption of electricity (MWh)

3,084

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,084

Country/area

Sweden

Consumption of electricity (MWh)

3,785

Consumption of heat, steam, and cooling (MWh)

1,054

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,839

Country/area

Switzerland

Consumption of electricity (MWh)

164

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

164

Country/area

Turkey

Consumption of electricity (MWh)

4,616

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,616

Country/area

United Arab Emirates

Consumption of electricity (MWh)

1,384

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,384

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of electricity (MWh)

9,870

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

9,870

Country/area

United States of America

Consumption of electricity (MWh)

30,284

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

30,284

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	No third-party verification or assurance

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement

Compass-Group-plc-2020-21-Carbon-Footprint-Verification-statement.pdf

Page/ section reference
all

Relevant standard
ISO14064-3

Proportion of reported emissions verified (%)
100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach
Scope 2 location-based

Verification or assurance cycle in place
Annual process

Status in the current reporting year
Complete

Type of verification or assurance
Limited assurance

Attach the statement

Compass-Group-plc-2020-21-Carbon-Footprint-Verification-statement.pdf

Page/ section reference

all

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Compass-Group-plc-2020-21-Carbon-Footprint-Verification-statement.pdf

Page/ section reference

all

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

Yes

C11.2a

(C11.2a) Provide details of the project-based carbon credits originated or purchased by your organization in the reporting period.

Credit origination or credit purchase

Credit purchase

Project type

Forests

Project identification

Community Reforestation, Ghana, VCS (10 tCO2e)

Verified to which standard

Other, please specify

International Carbon Reduction and Offset Alliance (ICROA) standards

Number of credits (metric tonnes CO2e)

10

Number of credits (metric tonnes CO2e): Risk adjusted volume

10

Credits cancelled

Yes

Purpose, e.g. compliance

Voluntary Offsetting

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect climate change and carbon information at least annually from suppliers

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5

9

Rationale for the coverage of your engagement

"% of suppliers by number" and "% total procurement spend" refers to the Group's UK &Ireland business (Compass Group UK&I).

"% of supplier-related Scope 3 emissions" is the percentage of Compass Group UK&I scope 3 emissions compared to the total scope 3 emissions of Compass Group.

Impact of engagement, including measures of success

We continue to incorporate environmental, social and ethical criteria into our procurement decisions around the world. In the UK and Ireland, for example, all our food suppliers are required to complete a questionnaire which assesses their approach to ethical trade, employment and the environment, while during tenders, strategic suppliers are asked to meet non-financial KPIs.

Comment

Type of engagement

Innovation & collaboration (changing markets)

Details of engagement

Run a campaign to encourage innovation to reduce climate impacts on products and services

Collaborate with suppliers on innovative business models to source renewable energy

% of suppliers by number

0.1

% total procurement spend (direct and indirect)

20

% of supplier-related Scope 3 emissions as reported in C6.5

20

Rationale for the coverage of your engagement

In 2021, we directly engaged with our top 10 global suppliers. The aim of the engagement was to communicate our Net Zero commitment, understand if they set a carbon reduction target and discuss how they can help us to deliver on our Science-based target. During the engagement we also shared best practices about scope 3 reporting and key enablers to deliver net zero.

We will continue this engagement during the next years.

Impact of engagement, including measures of success

As part of our Net Zero Strategy, we are using our scale and international reach to promote the benefits of sustainable consumption on a global scale, collaborating with suppliers to reduce our combined GHG emissions and help set their own Net Zero and Science Based Targets, so that together we can create a more sustainable global food system for future generations.

Comment

Type of engagement

Other, please specify

Compliance & onboarding

Details of engagement

Other, please specify

Code of conduct featuring climate change KPIs)

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5

100

Rationale for the coverage of your engagement

All new suppliers are expected to sign our Code of Business Conduct, or to confirm their own code meets our standards.
One section of the Code of Business Conduct is dedicated to the Environment. As one of the largest food service companies in the world, Compass recognises that it has an impact on the local environments in which it
operates and the global environment in general. In addition to complying with all relevant environmental legislation, Compass has developed its own common set of behaviours that are being introduced into all our operations.

Basic rules we are asking to follow:
• All employees must comply with company rules and procedures in relation to environmental matters;
• Ensure that you are equipped with the right information, training and tools necessary to implement responsible environmental practice;
• Make sure you prevent or minimise any release of pollutants into the environment as a result of your work activities;
• Make sure you properly dispose of all waste materials and have due regard to good waste management practice;
• You should be aware of the best environmental option for the disposal of particular waste materials in your workplace; Any employee found to have disposed of waste material in an appropriate or illegal manner may be subject to disciplinary action;
• All employees should consider energy efficiency in all aspects of their work and take steps to save
energy wherever practicable;
• All employees should use recycled materials in their work activities wherever available and should recycle any appropriate items in line with local or national recycling schemes that may be available; and
• All employees should ensure that they do not carry out activities that waste water.

Failure to address material issues will lead to termination of the relationship. In the UK, we send further requests to selected suppliers throughout the year, allowing us to obtain information on initiatives relating to areas such as food waste, single-use plastics

Impact of engagement, including measures of success

Suppliers may be audited against it. Where third party audit reveal issues, we require our suppliers to remedy them.
In the UK, we send further requests to selected suppliers throughout the year, allowing

us to obtain information on initiatives relating to areas such as food waste, single-use plastics.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

87

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

We are helping clients and customers to raise awareness of the impact of eating less meat on our health and that of the planet. We are engaging, educating and exciting consumers to make positive choices, as well as nudging behavioural change through choice design techniques.

The % of customers by number reported above has been estimated based on the number of sites offering at least one healthy meal choice.

Impact of engagement, including measures of success

Adopting a plant-forward diet, where plant based products are the principal ingredients, is one of the simplest steps an individual can take to lower their personal carbon footprint.

Our strategy is guided globally but implemented according to local consumer preferences and value chain approaches. For instance, in the UK we have found the positioning of plant-forward options on menus is effective in guiding choices, while in the USA we have worked more at the production end, supporting chefs in their menu planning through chef engagement and training.

We have partnered with Arizona State University and Google Food to train our chefs to be more plant-forward in their menu planning. We have created a virtual series – RePlant Your Menu – which focuses on sustainability, nutrition, and connecting our food choices to planetary health. As one chef noted: “We definitely feature more plant-forward menu options after taking the training. I view it as more than just ingredients in a recipe now; I look at how the ingredients affect our planet and how they

can potentially reduce our carbon footprint."
For Morrison Healthcare's 850 hospitals in the USA, we have devised six new plant-forward dining concepts – or Power Brands – that celebrate six different vegetables, including cauliflower, beetroot, and mushrooms. Each concept makes use of the stalks, leaves and skins of the vegetable across the different dishes, providing texture, taste and excellent nourishment, while creating little or no food waste. The flavours and style of each dish take plant-forward to a whole new level by aligning with current food trends. For example, the Cauli Club concept features a crispy Buffalo Cauliflower Sandwich made with cauliflower steak and blue cheese sauce on a brioche bun – as likely to be found in a trendy restaurant as a healthcare setting.

Type of engagement & Details of engagement

Education/information sharing

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

90

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

Our annual Stop Food Waste Day raises awareness around the issue of food waste and encourages reductions in the amount of food thrown away.

In 2017, our US business created a dedicated day of action, Stop Food Waste Day™. Our aim was to increase awareness of the crisis and empower employees and consumers to reduce waste in both professional and home kitchens. It has now become an annual, global event for us.
The percentage of customers by number reported above has been estimated based on the countries that participated in the initiative.

Impact of engagement, including measures of success

In 2021, Compass businesses around the world took creative steps to prevent food waste in our kitchens and inspire wider action.
For example, in the USA a virtual event featured sustainability experts, influencers, politicians and clients. We reached 53 million people in 69 countries via social media.
In several countries we created a special zero waste menu or we challenged teams to compete to find best zero-waste recipes.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

We want to help address some of the biggest global challenges today. As a responsible business, we understand the importance of partnering with our
clients, suppliers, NGOs and other stakeholders to improve our impact. Since 2004, we have been committed to the UN Global Compact. We are a member of the World Business Council for Sustainable Development. Our Vice President of Nutrition and Wellness for North America co-chairs the Positive Consumption workstream of WBCSD's Food and Nature, Food Reform for Sustainability and Health (FReSH) programme which seeks to identify concrete solutions to help deliver healthy and sustainable diets for everyone. We are one of 25 companies supporting the Terra Carta from HRH The Prince of Wales' Sustainable Markets Initiative, and its roadmap to 2030 for businesses to move towards an ambitious and sustainable future. We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources. In 2021, we became a strategic partner of the Global Sustainable Seafood Initiative.
Also, we work with online food redistribution charities, as well as local charities and community groups, to help our sites donate surplus food and ensure it is not wasted. In 2021, we donated circa 1.3 million meals to local communities across some of our largest markets.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate

Yes, we engage indirectly by funding other organizations whose activities may influence policy, law, or regulation that may significantly impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

We recognise the material importance of tackling climate change and have set a Group-wide commitment to deliver climate net zero greenhouse gas emissions by 2050 across our global operations and value chain. Furthermore, we have set 2030 emissions reduction targets which have been validated by the Science Based Targets initiative to reduce our emissions in line with the 2015 Paris Agreement to limit global warming.

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Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy

We want to help address some of the biggest global challenges today. Since 2004, we have been committed to the UN Global Compact.
We are a member of the World Business Council for Sustainable Development. Our Vice President of Nutrition and Wellness for North America co-chairs the Positive Consumption workstream of WBCSD's Food and Nature, Food Reform for Sustainability and Health (FReSH) programme which seeks to identify concrete solutions to help deliver healthy and sustainable diets for everyone.
We are one of 25 companies supporting the Terra Carta from HRH The Prince of Wales' Sustainable Markets Initiative, and its roadmap to 2030 for businesses to move towards an ambitious and sustainable future.
We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources.

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

Type of organization

Non-Governmental Organization (NGO) or charitable organization

State the organization to which you provided funding

UN Global Compact

Funding figure your organization provided to this organization in the reporting year (currency as selected in C0.4)

18,000

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

Since 2004, we have been committed to the UN Global Compact.
As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment and anti-corruption. The ambition is to accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the Sustainable Development Goals through accountable companies and ecosystems that enable change.

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Type of organization

Non-Governmental Organization (NGO) or charitable organization

State the organization to which you provided funding

World Business Council for Sustainable Development

Funding figure your organization provided to this organization in the reporting year (currency as selected in C0.4)

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

Since 2019, we have been a member of the World Business Council for Sustainable Development. In 2021, we signed the 'Vision 2050: Time to Transform' initiative.

The world faces three critical challenges: the climate emergency, nature loss and mounting inequality. The COVID-19 pandemic has illustrated that these challenges are interconnected, and that our systems are ill-prepared for shocks. As global risks continue to build, business leaders are rallying behind a bold and urgent transformation agenda developed by the World Business Council for Sustainable Development (WBCSD), a CEO-led organization of over 200 leading companies. Vision 2050: Time to Transform sets a shared vision of a world in which more than 9 billion people are able to live well, within planetary boundaries, by 2050. To achieve this vision, we need transformation at scale, and business needs to focus its actions on the areas through which it can best lead the systems transformations. The vision and transformation pathways are aligned with the Sustainable Development Goals (SDGs) and the targets of the Paris Agreement.

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

Type of organization

Non-Governmental Organization (NGO) or charitable organization

State the organization to which you provided funding

EAT Forum

Funding figure your organization provided to this organization in the reporting year (currency as selected in C0.4)

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources. EAT connects scientists, politicians, business leaders, chefs, innovators and change makers to create a healthy and sustainable global food system. Together, we are working to move the world to healthy and sustainable diets; realign food system priorities for people and the planet; produce more of the right food, from less; safeguard our land and oceans; and radically reduce food losses and waste.

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In mainstream reports, incorporating the TCFD recommendations

Status

Complete

Attach the document

CompassGroupPLC_AnnualReport2021.pdf

Page/Section reference

p. 4-41 , p. 45-48, p.52-53

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

Publication

In voluntary sustainability report

Status

Complete

Attach the document

com_sustainability_report_2021_Final.pdf

Page/Section reference

Our Sustainability Strategy, p. 5;
Planet, p. 23;
Climate net zero 2050, p.24;
Our planet promise, p. 25;
Plant-forward meals, p. 28,
Our materiality assessment, p. 39;
Sustainability governance, p. 41;
Sustainable Development Goals, p. 48

Content elements

Governance
Strategy
Emissions figures
Emission targets
Other metrics

Comment

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues
Row 1	No, but we plan to have both within the next two years

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Initiatives endorsed
Row 1	Yes, we have endorsed initiatives only	SDG

C15.3

(C15.3) Does your organization assess the impact of its value chain on biodiversity?

	Does your organization assess the impact of its value chain on biodiversity?
Row 1	Yes, we assess impacts on biodiversity in our downstream value chain only

C15.4

(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Other, please specify Net zero deforestation

C15.5

(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	

C15.6

(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Content of biodiversity-related policies or commitments Impacts on biodiversity	Towards zero net deforestation, p. 36; Our materiality assessment, p. 39 1

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C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Group Chief Commercial Officer (CCO) that is part of the Executive Committee	Board/Executive board