


OUR PLANET PROMISE: A SUSTAINABLE FUTURE FOR ALL



COMPASS GROUP SUSTAINABILITY REPORT 2021

2021 HIGHLIGHTS

Target set to reach
net zero 
GHG emissions across
entire value chain by 2050

87% 
of sites offer at
least one healthy
meal choice

28% 
reduction of food
waste on sites
recording food waste

~1.3 million 
meals donated to local
communities across some
of our largest markets

-49% 
Food safety
incidents
since 2017

-50% 
Global Lost Time
incidents
since 2017

COMPASS GROUP SUSTAINABILITY STRATEGY



**HEALTH AND
WELLBEING**



**ENVIRONMENTAL
GAME CHANGERS**



**BETTER FOR
THE WORLD**



SAFETY CULTURE

Turning safety from compliance to caring for each other



CARING FOR PEOPLE

During 2021, our primary focus continued to be delivering safe food, operating safe workplaces and minimising the spread of COVID-19. We worked hard to maintain morale in our teams as we continued to manage uncertainty, and supported our people and our consumers to stay healthy – both physically and mentally – by continuing to deliver better nutrition and support for wellbeing. We also continued to support a wide range of projects bringing benefits to the people living in our local communities.

PROTECTING THE PLANET

We have three core environmental objectives: to take action on climate change, by creating a long-term strategy that will lead to us becoming a net zero greenhouse gas emissions business; to build a more resilient supply chain through our responsible sourcing programme; and to halve food waste through our operations.

PEOPLE



Over 1 million e-learning training sessions completed by our USA businesses' associates since March 2020



£500 million of products purchased globally from local and minority suppliers



Launched creative nutrition and healthy lifestyle campaigns



Continued to donate our surplus food to people in need

RETURNING TO SAFE WORKPLACES IN THE ONGOING PANDEMIC

In 2021, our global Coronavirus Response team continued to closely monitor developments, follow local and global regulatory health authority guidance and share learnings throughout the Group. Weekly advisory updates from the Chief Medical Advisor to Compass Group have been critical in providing highly detailed and evidenced data on the pandemic situation for all regions. In line with our wider approach to safety, the practical aspects of the response to and prevention of COVID-19 have been devolved to local regions.

For example, across Asia Pacific we further rolled out SafeSphere, our pan-Asia portfolio of systems and solutions to support our clients, consumers and partners to navigate safe returns to business operations and work. In Turkey, social distancing wristbands and necklaces were issued with two-metre alarms, while in Finland, we became the first operator in the restaurant industry to be infection prevention certified through MyCare.

OPEN TO ALL

Creating an environment where colleagues are welcomed and can be themselves, feel they belong and fulfil their potential puts us one step ahead. We believe that diversity of thought, experience and background at every level makes us a better business. We are committed to hiring, developing and retaining diverse talent which reflects the communities in which we live and work.

CHOOSING SMALL, LOCAL AND DIVERSE SUPPLIERS

We believe in the power of purpose-driven procurement. By sourcing locally, we not only maximise the nutritional value of the food we serve (produce begins to lose nutrients within 24 hours of being harvested), but we also reduce food miles travelled and enhance our ability to trace the ethical provenance and integrity of ingredients.



PLANET



Set approved Science Based Targets to reduce emissions in line with the Paris Agreement



Continued to invest in smart meter technologies to reduce food waste



Trained our chefs to be more plant-forward in their menu planning

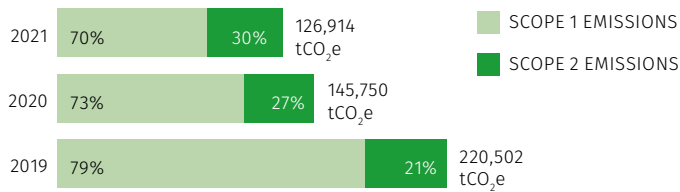


On track to meet 2025 target for 100% cage free eggs globally

CLIMATE NET ZERO 2050

We recognise that the effects of climate change are being felt today and the risks posed to the world require an urgent response by nations and businesses alike. We have responded by taking ambitious actions that will enable us to reduce our greenhouse gas emissions to help limit temperature rises to 1.5°C or well below 2°C above pre-industrial levels.

GLOBAL GREENHOUSE GAS EMISSIONS



DOUBLING DOWN ON FOOD WASTE

With a third of all food produced globally wasted every year, we are clear about the collective role we must play in helping to drive permanent change across our industry. We're making good use of technology to understand our food waste footprint and are working in partnership to halve it by 2030.

In 2021, we reduced food waste by

28%



in over 2,000 sites recording food waste across 26 countries

1. PREVENT



Preventing food waste at source by:

- improving forecasting to make orders more accurate
- using best practice methods for storing food
- making use of every edible part of an ingredient in the kitchen
- understanding our impact by measuring
- taking action on data insights.

2. INSPIRE



Inspiring our people and consumers to waste less, and repurposing food into new dishes.

3. RECOVER and REPURPOSE



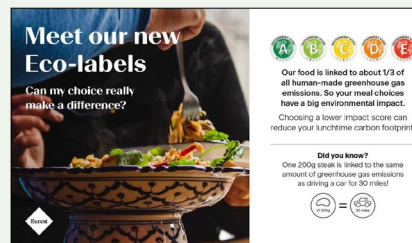
Redistributing surplus food in the community.

NUDGING PLANT-BASED PROTEIN CONSUMPTION

Following the success of nutritional labels that inform consumers about the calories, sugar, salt and fat in their meal, we are now experimenting with labelling dishes with environmental information.

In our UK&I business, we concluded an ecolabelling pilot project with researchers in the Livestock, Environment and People labelling (LEAP) group at the University of Oxford.

We saw positive shifts in consumer behaviour at the 15 industry client sites where we ran the pilot and are now rolling out the trial across more sites.



14%



spend on fruit and vegetables of total food and drink spend (versus 13% in 2020)

64%



sites offering plant forward meal choices as a main course¹

¹ Calculated from 24 out of our Top 27 countries representing 40% of global revenues. USA, Argentina, Chile have been excluded due to unavailability of data

RESPONSIBLE SOURCING

Given the scale of our supply chains, the provenance of the raw materials we buy is of critical importance to the continuity, sustainability and reputation of Compass. Procurement with purpose is about making joint commitments alongside our peers, backing those commitments through the application of rigorous policies, processes and standards that promote the fair treatment of people and animals, sustainable resource use and agricultural practices.

OUR TARGETS



100%

of our shell eggs and liquid egg products will be **cage-free** by 2025



100%

of palm oil used in kitchens to be **certified sustainable** by 2022



50%

of our fish and seafood to be **certified sustainable**

