Compass Group Responsible Sourcing Policy Statement

The global scale an reach of our business and supply chains mean that we remain committed to ensuring responsible sourcing is at the forefront of our operation. We recognise the impact that our business may have on communities and the natural environment in every market in which we operate.

Compass Group is committed to driving positive change throughout our business and providing our services in a responsible and ethical manner. Our success is not only measured in financial terms, but also in the positive changes we are able to bring about in society through our actions and in the pursuit of our environmental and sustainability goals.

This policy statement outlines our expectations in respect of responsible sourcing. It should be read in conjunction with the following policies:

- Code of Business Conduct
- Supplier Code of Conduct
- Deforestation Policy
- Human Rights Policy
- Global Supply Chain Integrity Standards
- Third Party Integrity Due Diligence Policy (internal only)
- Environmental Policy Statement
- Business Integrity Policy
- Responsible Sourcing Policy
- Speak and Listen Up Policy

Speak Up, We're Listening programme

Compass Group encourages all employees, business partners, and other stakeholders to report concerns confidentially via Speak Up – our confidential reporting programme. The helpline and online portal ensure everyone connected with Compass can raise issues, including those related to human rights, modern slavery, and labour exploitation. We ensure non-retaliation and always follow up on reports to maintain integrity and accountability within our operations and supply chains.

Deforestation, conversion and degradation risks

Compass Group aspires to have supply chains free from deforestation that respects the rights of workers and indigenous communities and actively works towards protecting our natural environment.

Forests and ecosystems play a vital role in supporting our global environment, livelihoods and sustainable agriculture. The degradation and conversion of our natural environments continues to accelerate climate change, contributes to greenhouse gas emissions and leads to a loss of biodiversity, all of which have a considerable impact on the world around us.

Compass Group recognises the impact that our supply chains can have on deforestation. We have committed to removing deforestation and conversion from our supply chains by 2025 in respect of the commodities identified by our internal risk assessment process. These are: beef, palm oil, coffee and wood and paper-based products. Our operating businesses will also take action to maintain the sustainable and responsible use of cocoa and soy. To facilitate compliance within our supply chains globally, our commitment, expectations and requirements are explained in our deforestation policy.

Human Rights

Compass Group recognises the importance of sustainable and responsible sourcing practices and the significance of maintaining transparency within our supply chains and how this connects to respecting the human rights of all, but especially to those subjected to abuse and exploitation. We are committed to respecting international human rights standards including, but not limited to, the International Labour Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work. Compass is specifically committed to the four core conventions of the ILO:

- freedom of association
- the right to collective bargaining
- the elimination of forced or compulsory labour, the abolition of child labour
- the elimination of discrimination in respect of employment and occupation

To promote and uphold the respect of human rights and facilitate compliance within our supply chains, our expectations and requirements are further explained both in our Human Rights Policy and Global Supplier Code of Conduct. These are enacted through various existing processes, procedures, systems, partnerships, and other mechanisms across our businesses.

Our annual Modern Slavery Statement is published on our company website. This provides stakeholders with updates on any identified risks and the actions taken to address them.

Animal Welfare

As part of our Responsible Sourcing Policy, we are committed to continuing to improve animal welfare in our supply chains. As a minimum, products derived from animals must comply with all applicable legislation relating to animal welfare in the country of production. Compass recognises and understands concerns about the welfare of animals. We endorse the Five Freedoms principles for animal welfare and have started incorporating the Five Domains to evaluate the welfare of animals, focusing on their mental wellbeing and positive experiences.

We collaborate with external partners to continually improve our approach to animal welfare. Our strategy covers all animal products purchased across our global supply chain, including eggs, meat, dairy, and farmed fish.

Our key focus areas include:

- Discouraging close confinement and routine mutilations
- Promoting species-specific enrichment, humane slaughter, and reducing transport times
- Avoiding routine antibiotic use and growth-promoting substances

Compass Group is dedicated to ensuring that all suppliers comply with our high standards of animal welfare, thus fostering a culture of continuous improvement across our global supply chain.

Due diligence, Transparency and Traceability

Compass Group is committed to maintaining high ethical standards throughout our supply chains through thorough due diligence, transparency, and traceability practices.

We implement due diligence procedures to identify, prevent, and mitigate adverse impacts related to human rights, labour rights, environmental protection, and anti-corruption.

Our commitment to transparency requires our suppliers to disclose the country of origin for all high-risk product categories, as evaluated by ourselves.

We expect our suppliers to establish traceability systems within their operations and share relevant supply chain data with Compass Group to maintain transparency and accountability.

Further information

We have established clear governance structures to oversee the implementation of our sourcing related policies mentioned earlier in this document. Our policies and procedures are regularly reviewed and updated to maintain alignment with international standards and best practices.

We require all suppliers to comply with these policies and stay informed about our standards, including policy updates. We expect our suppliers to promote the principles and commitments set out in our Supplier Code of Conduct and encourage responsible business practices in their own supply chains.

Compass acknowledges that deficiencies in processes may arise and that it could take time to implement a corrective plan to improve and remedy the situation. In the event of unsatisfactory progress being made or non-compliance with the Code, Compass may refuse to work with or take steps to terminate an agreement with any supplier.

Procurement is managed within each operating country. Our Procurement Directors and their teams in each of our businesses are accountable for implementing policies in our global supply chain.

By upholding these practices, Compass Group strives to maintain an ethical, transparent, and traceable supply chain, reflecting our commitment to responsible sourcing and sustainability.

Approved by the Board September 2024