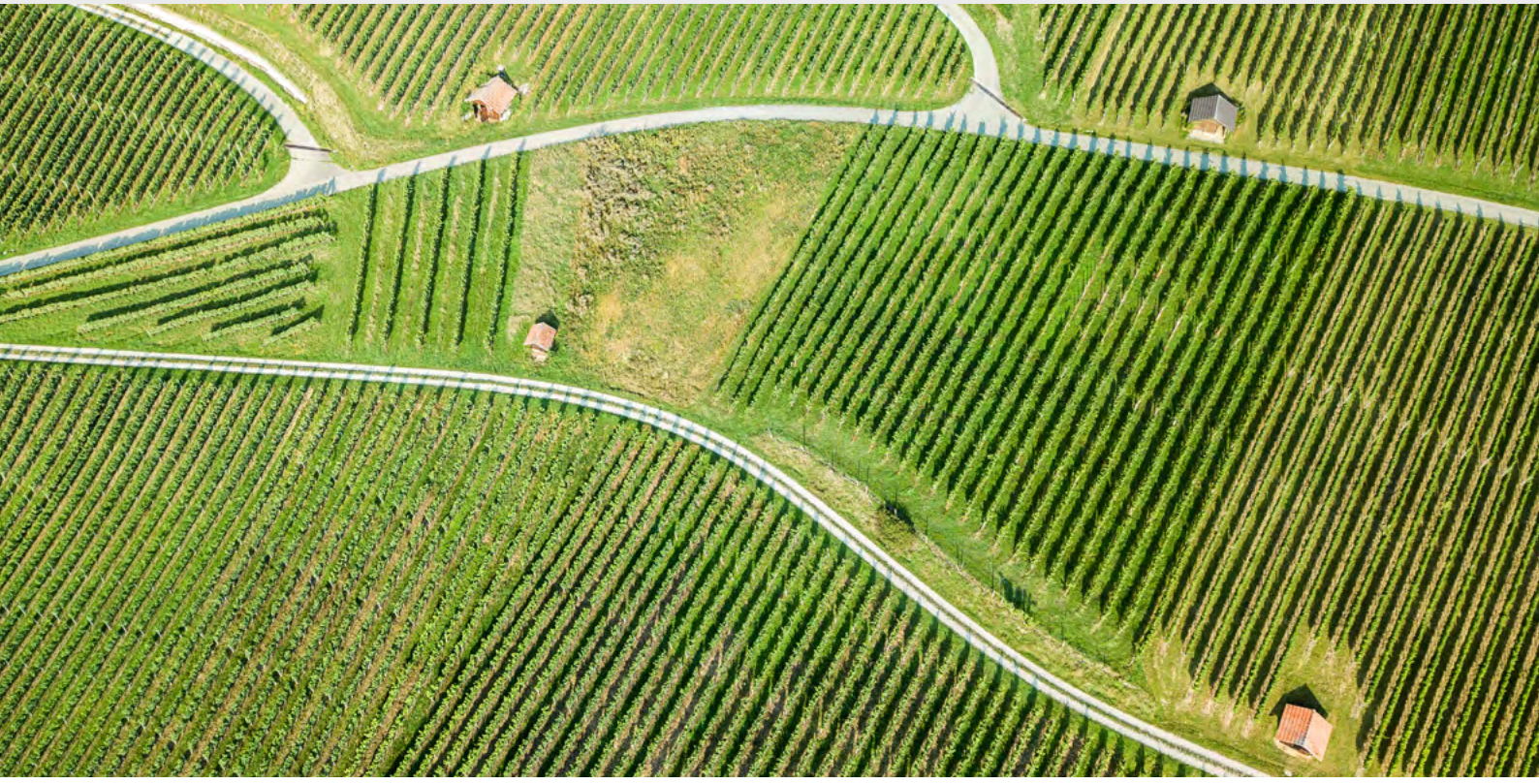
Compass Group

Sustainable Financing Framework



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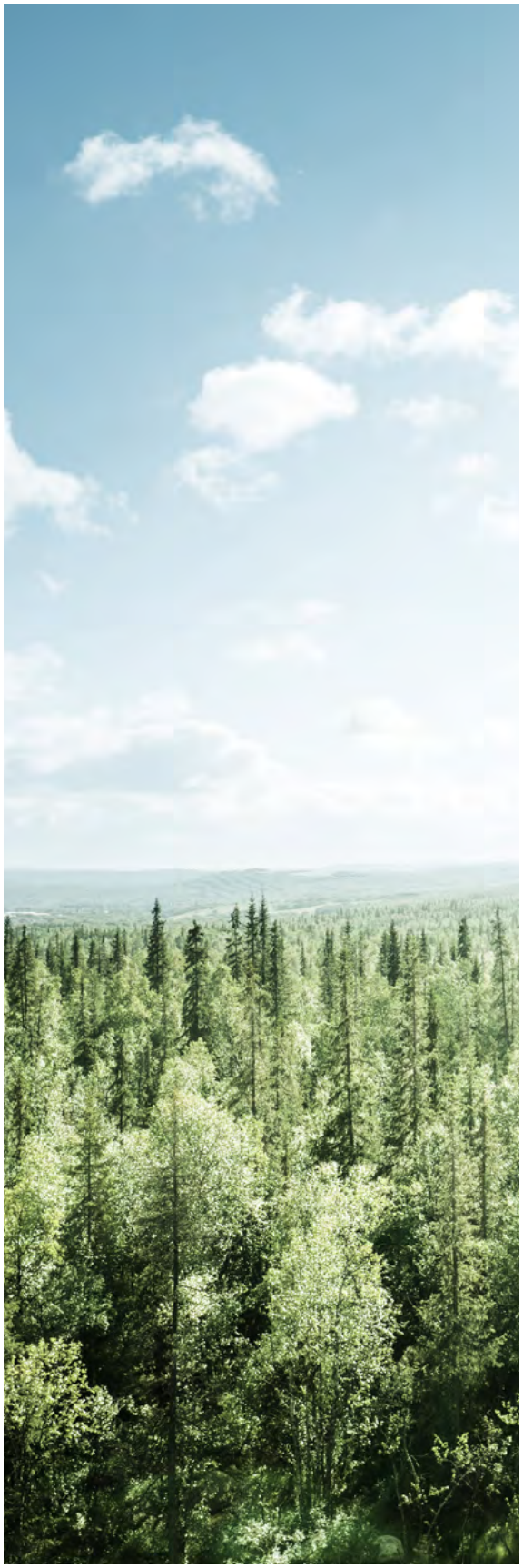
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Disclaimer







Foreword

We recognize that climate change is one of the biggest challenges of our lifetime. The international food industry has a significant role to play in driving the transition to a healthy and sustainable food system. At Compass Group, doing the right thing is reflected in the way we conduct business, underpinned by our company culture. “Planet Promise” is Compass Group’s global commitment to a sustainable future for all. It empowers us to advocate for change, push for transparency, and continually seek ways to be more socially and environmentally responsible.

In 2021 we were the first international company in the contract catering industry to make a global commitment to Net Zero by 2050. The pledge is underpinned by approved 2030 Science-Based Targets with a further commitment to be carbon neutral worldwide across our own operations by 2030. The Net Zero target reflects our strategic approach to climate change and targets critical areas that have the potential to deliver the biggest reductions in carbon emissions, while mitigating climate-related impacts for all our stakeholders. Our teams are committed to reducing food waste, switching to more plant-forward menus, sourcing more sustainable products, and educating consumers about more sustainable food options.

Given the complexity of the global food supply chain today, we do not underestimate the scale of the challenge ahead of us. Radical new collaborations are urgently needed across the entire value chain to make it a reality. 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. By working in partnership with our suppliers, investors, and consumers we believe we can make a meaningful impact.

We believe that sustainable financing aligns with the expectations of our shareholders and the sentiment of our consumers and employees. Internally it allows us to increase our focus on ESG, instilling the right behaviour by providing a framework for our colleagues to adhere to. Our Top 10 countries, representing around 90% of our Group revenues, will report on the Use of Proceeds as we allocate funding to accelerate existing projects or consider new projects over time. Many of our initiatives are not only good for the planet, but also support our growth ambitions and help drive efficiencies.

We are confident that our partnership approach, scale, and determination to do the right thing will materialise in better outcomes for all our stakeholders.

Thank you for your support.



Dominic Blakemore
Group Chief Executive Officer

Introduction



Compass Group PLC ('Compass Group') is a global leader in food services. Compass Group's subsidiaries (together, the 'Group'), operate in over 40 countries, and employ and engage around 480,000 people.

The Group specialises in providing food and a range of support services across five core sectors: Business & Industry, Healthcare & Senior Living, Education, Sports & Leisure, and Defence, Offshore & Remote; creating a bespoke food and service offer for our clients and consumers through an extensive portfolio of B2B brands.

We pride ourselves on the quality of our customer service, our culinary and digital innovation and on being a responsible and ethical business. Our scale is a benefit in terms of food procurement, best practice sharing and innovation. These and many other factors have enabled Compass Group's growth over time.

1.1 About Compass Group and Sustainability

The Group provides great food and support services to millions of people around the world every day. We are committed to keeping people safe and healthy, whilst creating economic and social value. As part of this, we are clear that our businesses need to support healthy people and a healthy planet.

Sustainability is central to our business strategy and is integral to how our businesses operate day-to-day. To help define the most critical sustainability issues and steer future decisions about our approach, we regularly engage with our stakeholders to understand what matters most to them and how our economic, social, and environmental impacts are perceived along our value chain.

In addition, we use business analytics to review corporate reports of our stakeholders, mandatory and voluntary regulations in the countries in which we operate, news and social media. Together, this allows us to identify and monitor the environmental, social and governance ('ESG') external issues that are most important to our stakeholders and our business.

We support the United Nations' Sustainable Development Goals ('UN SDGs') which were agreed by world leaders in September 2015. The United Nations has identified 17 key challenges facing the world today including big issues such as tackling climate change and poverty across the globe. Our sustainability strategy ensures that our focus is on contributing to the following nine UN SDGs where the Group can have the greatest impact:



Our Planet Promise is the Group's global commitment to a sustainable future for all. It encompasses our values as an ethical, sustainable, and inclusive business; the commitments we make to our people, clients, and suppliers; and our mission to positively impact the world by sourcing responsibly, enriching lives, and collaborating for global change.

In October 2021, Compass Group proudly became the first international company in the contract catering industry to announce a global commitment to a 2050 Net Zero emissions economy, underpinned by approved 2030 Science Based-Targets and a further commitment to be carbon neutral worldwide across our own operations by 2030.

The Group's UK and Ireland ('UK&I') business has taken a leadership role in tackling climate change and announced a commitment to reach Net Zero by 2030, consistent with targets to limit the global temperature rise to 1.5°C above pre-industrial levels. UK&I's journey to climate net-zero will also include targeted investments to support the development of carbon reduction and sustainable food production innovation.

Our Net Zero commitment

Our Targets to Net Zero

To make our Climate Net Zero ambitions a reality, the actions we take over the next decade will be crucial. Which is why we have committed to:

Approved Science based targets to 2030

Carbon neutrality in our operations by 2030 (Scope 1 & 2)

Climate Net Zero by 2050 across our value chain



What we do now

- Collaborate with clients on decarbonisation
- Use more seasonal and locally sourced produce
- Increase proportion of plant-based products in menus
- Educate and inform consumers to make more sustainable choices

What we will do

- Transition global fleet vehicles to 100% plug-in electric
- Switch to renewable electricity across our controlled operations
- Invest in decarbonisation projects that accelerate Net Zero innovation
- Increase sourcing from regenerative agriculture across all key food product categories

How we will influence

- Deliver a global deforestation-free and land conversion-free supply chain strategy
- Work with suppliers to set their own Climate Net Zero and Science Based Targets
- Share best practice from early adopter countries to drive accelerated transformation globally
- Use our global scale and reach to drive sustainable consumption practices up and down our value chain

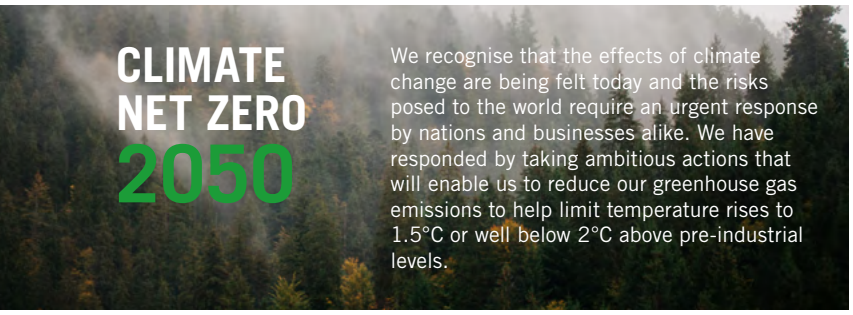
Our 2030 Targets:

46% reduction in Scope 1 & 2 direct emissions*

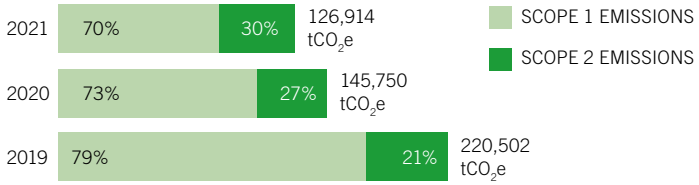
28% reduction in our Scope 3 emissions associated with the food & drink we buy

50% reduction in food waste

*from 2019 base year, in line with a 1.5°C trajectory



GLOBAL GREENHOUSE GAS EMISSIONS



OUR CLIMATE TARGETS	
Net zero by 2050	We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050.
Reduce absolute Scope 1 and 2 GHG emissions by 46% by 2030 (baseline 2019)	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 has been validated by the Science Based Targets initiative (SBTi).
Carbon neutral operations worldwide by 2030	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.
Reduce absolute Scope 3 GHG emissions by 28% from all food and drink purchases by 2030 (baseline 2019)	Our 2030 target was approved by the SBTi as aligned with a trajectory to limit global warming to Well Below 2°C compared to pre-industrial levels.

Food waste

In addition to our top priority of serving safe and nutritious food, we aim to minimise food loss. We recognise that food waste is not only a moral issue, but a key contributor to climate change. 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.

Reducing food waste is therefore one of the Group's key areas of focus with a goal of halving food waste across the Group by 2030. Each year, we increase the roll out of food waste measuring technology and in units where we measure and monitor food waste, we have seen meaningful reductions. With food costs making up about a third of our entire cost base, our focus on food waste has a direct impact on our margins.

Finally, we believe in the power of a good story to drive our mission forward. This is why in 2016 we created Stop Food Waste Day, a global day of action to drive awareness and to offer simple solutions. Since 2016, Stop Food Waste Day has been celebrated in over one hundred countries with over one million participants.

Health and wellbeing

Our businesses are dedicated to helping people live healthier, happier, and more productive lives. In line with the EAT-Lancet's recommendations about a planet-friendly diet, our businesses are helping to rebalance menus by reducing animal proteins and increasing fruits, vegetables, and other plants in plant-forward offerings. Alongside adding healthier menu options and reformulating recipes with less salt, fat, and sugar, our businesses work with our clients to help consumers make more informed decisions through evidence-based tools. These tools include nudging behavioural change through choice design, menu labelling, communications campaigns and canteen layouts.

Consuming 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. We are working towards this goal by expanding healthy and plant-based menu items, engaging, educating, and exciting consumers to make positive choices.

As we work towards a sustainable future for all, we are doubling down on our nutrition and wellbeing strategic commitments with teams of nutritionists and registered dieticians who work in our businesses alongside chefs to develop and reformulate recipes and add more healthy items to menus.

One of the actions of our Planet Promise is to deliver a global deforestation-free and land conversion-free supply chain strategy. The Group will achieve this through the increased use of sustainable palm oil, soy, beef, timber, and paper materials in the products our businesses source globally and by reviewing and taking action on additional high-risk commodities.

Our businesses invest strategically in local sourcing and social enterprises and partner with several charities in our communities. We recognise the importance of working in partnership with the Group's clients, suppliers, and other stakeholders. We have also joined the WBCSD Vision 2050 Time to Transform initiative and have contributed to consultations for the UN Food Systems Summit, calling for more equitable and sustainable food systems.

Packaging and the use of reusables

Health and safety is our number one priority. Packaging plays a key role in food safety; preserving freshness and avoiding contamination. However, we are mindful of the impact of single-use plastic on our planet and are actively taking steps to reduce the amount of virgin plastic in our business. Our sectors are testing different packaging solutions to reduce and remove single-use items and are collaborating with the industry's most recognized manufacturers to deliver a comprehensive portfolio of reusable and disposable solutions. Our reusable solutions offer customisable programs that can be built to meet our clients' needs and can dramatically reduce the need for disposables. The disposable solutions on offer include earth-friendly and sustainable items made from recycled material or designed to be recycled or composted. There are tools, training, and guides available for our operators to help them tackle single-use plastics in their operations, thereby giving them the power to act locally to create global change.

For example, in the US, most of our student dining halls offer reusable containers and in Ireland, part of the business uses 100% recyclable or compostable food trays and returnable packaging. Our UK&I business is a proud signatory to WRAP's UK Plastics Pact and has removed all straws, stirrers, plastic plates, bowls and cutlery in our UK kitchens. Our US business is a founding member of the SUM Decelerator, a collaboration of environmental NGOs and technical experts who created an online scorecard that measures and ranks the impact of single-use material. The tool enables us to decelerate single-use plastics intelligently by providing better alternatives.



1.2 Governance

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 of Compass Group's 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 Compass Group's specific CR KPIs and our ongoing CR commitments, including our emissions reduction targets.

1.3 Framework Rationale

Compass Group aims to be a socially and environmentally responsible organisation. We are embedding sustainability across our business, ranging from our operations, to the food we source and serve. This Sustainable Financing Framework reflects the extent to which these activities help deliver social and environmental benefits for our clients, consumers, employees, and the wider society.

Compass Group's sustainability webpage[1] includes detailed performance data and progress against its sustainability targets, supply chain policy as well as a summary of its progress against the UN SDGs. More details on the Group's sustainability strategy and Net Zero priorities to 2030 and beyond can also be found on the sustainability webpage.



[1] Sustainability | Compass Group (compass-group.com)

2. Sustainable Financing Framework

This Sustainable Financing Framework ('Framework') has been developed to enable the Group to issue Green, Social and/or Sustainability Bonds, as well as other types of financing as detailed in this section. The Framework aligns with the Green Bond Principles, 2021 ('GBP')[2] , the Social Bond Principles, 2021 ('SBP')[3] and the Sustainability Bond Guidelines, 2021 ('SBG')[4], as published by the International Capital Market Association ('ICMA'). The Framework also aligns with the Green Loan Principles, 2021[5] and the Social Loan Principles, 2021[6] as published by the Loan Market Association ('LMA') and will support the UN SDGs.

This Framework may also be used to guide other forms of financing including, but not limited to, private placements, revolving credit facilities, bank loans and commercial paper (together with bonds, 'Sustainable Financing'). The net proceeds drawn/issued across these debt instruments will be aggregated and compared to the value of the Eligible Sustainable Projects (as described below) defined, selected, tracked and reported on in accordance with this Framework.

The ICMA and LMA have set clear principles and guidelines which are based around the following four core components:

1. **Use of Proceeds**
2. **Process for Project Evaluation and Selection**
3. **Management of Proceeds**
4. **Reporting**

As the market for sustainable financing evolves rapidly, this Sustainable Financing Framework may be updated or expanded in the future, to reflect the prevailing market standards and guidelines. Any future updated versions of this Framework will maintain or improve upon the current levels of transparency and reporting disclosures, and will undergo review by a second party opinion provider.

Compass Group welcomes the developments of the EU Taxonomy and the Technical Screening Criteria and may incorporate and take account of Technical Screening criteria in future updates of the Framework as appropriate.

[2] https://www.icmagroup.org/sustainable-finance/the-principles-guidelines-and-handbooks/green-bond-principles-gbp/

[3] https://www.icmagroup.org/green-social-and-sustainability-bonds/social-bond-principles-sbp/

[4] https://www.icmagroup.org/green-social-and-sustainability-bonds/sustainability-bond-guidelines-sbg/

[5] https://www.lma.eu.com/application/files/9716/1304/3740/Green_Loan_Principles_Feb2021_V04.pdf

[6] https://www.lma.eu.com/application/files/1816/1829/9975/Social_Loan_Principles.pdf

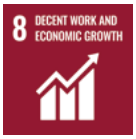
2.1 Use of Proceeds

An amount equal to the net proceeds of the Sustainable Financing will be used to finance and/or refinance new or existing eligible green and/or social expenditure projects ('Eligible Sustainable Projects') which include disbursements made by us or by members of our Group during the 36 months preceding the issue date of the relevant Sustainable Financing instrument, and which meet the eligibility criteria set out below.

We have identified Eligible Sustainable Projects in the following categories:

Compass Group sustainability strategy	ICMA Category	Eligibility criteria for expenditures and example projects	Reference financial line item	Alignment to UN SDGs
Net Zero commitment / Food waste	Green: Environmentally sustainable management of living natural resources and land use	Expenditures related to purchase of goods which are certified Sustainable, Fairtrade or Organic and animal welfare standards, including, for example: • Fish and seafood (e.g. MSC or other GSSI recognised certification) • Palm oil (e.g. Roundtable on Sustainable Palm Oil (RSPO) certified) • Soy (e.g. Round Table on Responsible Soy (RTRS) certified) • Cage-free Eggs (e.g. Humane Farm Animal Care standards (HFAC)) • Consumer staples (e.g. Coffee, Tea, Cocoa, Bananas, Sugar) • Hormone/Antibiotic-free meat (zero therapeutic/ prophylactic antibiotic use) • Paper and wood products (e.g. FSC certified)	Opex	

Compass Group sustainability strategy	ICMA Category	Eligibility criteria for expenditures and example projects	Reference financial line item	Alignment to UN SDGs
Net Zero commitment / Food waste / Packaging and the use of reusables	Green: Pollution Prevention and Control	Expenditures on projects related to food waste avoidance including measurement technologies and systems, operational improvements such as energy efficiency of premises, reduction and elimination of plastic waste, roll-out and development of CO2e measurement technologies, purchase of renewable energy, and procurement of products supporting meat-substitution, for example: • Expenditure related to the roll-out and development of food waste measurement technologies, training and materials • Expenditure related to developing circular waste streams (coffee waste into mushrooms, bread into beer, upcycling) • Expenditure on new buildings or retrofits of existing buildings or third-party certification standards • Expenditure related to elimination / reduction of plastic waste (e.g. dishwashers and fountains) • Expenditure related to the roll-out and development of CO2e measurement technologies, and Net Zero-related projects (e.g. carbon labelling, Net Zero strategy consulting, carbon accounting and verification) • Expenditures related to purchases of renewable energy and investments to improve on-site renewable energy capacity • Expenditures related to purchases of plant-based products or ingredients for plant-forward meals, where these constitute a substitute for meat protein	Capex / Opex	
Net Zero commitment	Green: Clean Transportation	Reduction of transport carbon intensity, for example: • Electrification of the Group's existing leased vehicle fleet	Capex / Opex	

Compass Group sustainability strategy	ICMA Category	Eligibility criteria for expenditures and example projects	Reference financial line item	Alignment to UN SDGs
Health and wellbeing	Social: Socioeconomic Advancement & Empowerment	Expenditures on products purchased from local and diverse suppliers, for example: • Expenditure for products from diverse, minority- and women-owned suppliers (e.g. Social Enterprises, 'B Corporations' and SMEs) • Expenditure for products from local suppliers, incl. family-owned businesses and local sourcing programmes • Expenditure on community support programmes and initiatives	Opex	
Food waste	Social: Food Security	Meal donations to vulnerable communities, for example: • In-kind donations of food products (Compass Group expects that allocations to in-kind donations will make up no more than 5% of the total allocations from any given Sustainable Financing issuance)	Opex	
Health and Wellbeing	Social: Access to Healthy Food	• Expenditure on healthy eating initiatives, incl. recipe reformulation • Expenditure on training & development for culinary teams to support creation of plant-forward meals • Expenditure on food and agricultural innovation and technology (including digital initiatives, alternative proteins, carbon sequestration, packaging, waste reduction or water and carbon reduction) • Expenditure related to circular and regenerative infrastructure projects • Expenditure to support famers in decarbonising farming practices and towards transition to regenerative agriculture	Capex / Opex	

Description of specific initiatives and certifications available in Appendix B

2.2 Process for Project Evaluation and Selection

The Eligible Sustainable Projects defined in this Framework are believed to provide clear benefits to the environment and to society. As such, all potential Eligible Sustainable Projects first and foremost have been established to comply with the applicable environmental and social laws and regulations as well as the internal policies and standards of Compass Group, which aim to manage and mitigate ethical, environmental and governance risks.

Responsibility for oversight of the Framework will rest with a committee of Compass Group's Board of Directors, the Treasury Management Committee ('TMC'). The TMC has formed a Sustainable Financing Working Group ('SFWG') to assess project eligibility and allocation of proceeds and will review such projects against the Framework.

The SFWG includes senior representatives from procurement, sustainability, finance, treasury, investor relations, digital & technology. Additional subject matter experts can be invited to the SFWG as and when required.

As part of its role in overseeing the Framework, the TMC will (on recommendation of the SFWG, where appropriate):

- Review the addition of eligible projects / expenditures
- Exclude projects or investments that no longer comply with the eligibility criteria or have been disposed of and replace them, if appropriate, on a best efforts basis
- Oversee the eligible project portfolio, confirming its continued compliance with the Framework
- Review the content of the Framework and update it as and when required to reflect changes
- Facilitate the allocation and impact report provision under the Framework
- Ensure that all reporting obligations under the Framework are met

The SFWG will report to the TMC on at least a semi-annual basis.

Compass Group also applies risk management measures in its capital allocation decisions which are supported by a company-wide planning, reporting and control system. Compass Group's approach to environmental, social and sustainability is described in its Sustainability Report[7].



[7] Sustainability | Compass Group (compass-group.com)

2.3 Management of Proceeds

The net proceeds of Sustainable Financing issued under this Framework will be managed on a portfolio basis, and proceeds will be used for financing and/or refinancing the portfolio of Eligible Sustainable Projects as a whole.

Where there are multiple tranches raised under a particular financing exercise, Compass Group will ensure the Green, Social or Sustainability tranches are clearly designated with proceeds managed in an appropriate manner.

Compass Group intends to achieve a level of allocation to the portfolio of Eligible Sustainable Projects which matches or exceeds the balance of net proceeds from its outstanding Sustainable Financing within 24 calendar months of financing.

If a specific project is sold or no longer meets the requirements of an Eligible Sustainable Project, Compass Group will, where appropriate, aim to replace the project with another Eligible Sustainable Project as soon as reasonably practicable. Compass Group aims to ensure that the total quantum of the Sustainable Financing instruments will not exceed the total value of Eligible Sustainable Projects.

Pending the full allocation to the portfolio of Eligible Sustainable Projects, Compass Group will hold and/or invest the balance of net proceeds not yet allocated, at its own discretion, in its treasury liquidity portfolio (in cash or cash equivalents such as short-term money market instruments). Preference will be given, where possible, to ESG-aligned products.

2.4 Reporting

Compass Group will make and keep readily available reporting, covering the allocation of net proceeds to the portfolio of Eligible Sustainable Projects and, wherever feasible, reporting on the impacts of the portfolio of Eligible Sustainable Projects, at least at the category level. Reporting will take place in line with Compass Group's annual reporting cycle until full allocation of Sustainable Financing net proceeds, and thereafter as appropriate.

Where confidentiality agreements, competitive considerations, commercial sensitivity, or a large number of underlying projects limit the amount of detail that can be made available, information will be presented in generic terms or on an aggregated basis, and only shared with the institutions participating in the financing, in the case of private facilities.

Any material developments, such as modification of the Framework or allocation portfolio, will be reported in a timely manner. Where relevant, Compass Group will seek to align the reporting with the latest standards and practices publicised by the ICMA, such as the 'Harmonised Framework for Impact Reporting[8]. Reports will be published on the Compass Group website.

2.4.1 Allocation Reporting

The allocation report will provide:

- The total amount of investments and expenditures in the Eligible Sustainable Project portfolio
- The amount or percentage of new and existing Eligible Sustainable Projects
- The balance of unallocated proceeds

[8] https://www.icmagroup.org/assets/documents/Sustainable-finance/2021-updates/Handbook-Harmonised-Framework-for-Impact-Reporting-June-2021-100621.pdf

2.4.2 Impact Reporting

Where feasible, Compass Group also intends to report on the environmental and social impacts of the projects funded with the Sustainable Financing proceeds, by way of existing sustainability reporting and/or specific impact reports.

A list of potential indicators is included in Appendix A. These may be supplemented by qualitative and/or case-study reports on outcomes and impacts of the projects funded. Where relevant, information may be provided on data reporting and impact assessment methodologies, to increase transparency.

2.5 External Review

2.5.1 Second Party Opinion (pre issuance)

This Framework has been reviewed by **The Carbon Trust** which has issued a Second Party Opinion. The Second Party Opinion will be available on the Compass Group website.

2.5.2 Verification (post issuance)

Compass Group intends to request a verification report on the allocation of the Sustainable Financing proceeds by an external party.



Appendix A - Examples of impact metrics

Measures may include, but are not limited to:

Impact	ICMA Category for use of proceeds	Potential KPI Reporting Metrics
Green	Environmentally sustainable management of living natural resources and land use	% of goods purchased from certified sustainable sources Breakdown of type of label / certification
Green	Pollution Prevention and Control	% food waste reduction
Green	Clean Transportation	GHG emission reduction % of vehicles leased that are electric and/or hybrid
Social	Socioeconomic Advancement & Empowerment	% of certified ethically traded coffee and tea, or total coffee and tea spend % of spend on supporting local communities and the sustainable supply chain Breakdown of type of label / certification
Social	Food Security	Number of meals donated to vulnerable members of local communities

The above list is not exhaustive and may change over time. Each project may not necessarily report against these indicators.

The reporting guidelines will be amended where necessary to avoid disclosing commercially sensitive information, or information that is restricted as a result of underlying legal agreements.

Appendix B - Glossary

Carbon neutral	In respect of the Group, carbon neutral refers to the balancing of greenhouse gas ('GHG') emissions by 'offsetting' – or removing from the atmosphere – an equivalent amount of emissions from the amount produced
Eat-Lancet	EAT Forum is non-profit organisation focused on transformation to protect the planet and its resources. The EAT-Lancet report is the first full scientific review of what constitutes a healthy diet from a sustainable food system, and which actions can support and speed up food system transformation
FSC	The Forest Stewardship Council (FSC) is an international, non-governmental organisation dedicated to promoting responsible management of the world's forests
GSSI	The Global Sustainable Seafood Initiative (GSSI) is a public-private partnership on seafood sustainability which aims to align global efforts and resources to address seafood sustainability challenges
HFAC	Humane Farm Animal Care is a non-profit organization established to promote and administer its certification and labelling program, Certified Humane Raised & Handled, for meat, dairy, eggs and poultry raised under its animal care standards in the USA
Marine Stewardship Council (MSC)	The Marine Stewardship Council is an independent non-profit organization which sets a standard for sustainable fishing
Net Zero	In respect of the Group, Net Zero refers to a reduction of scope 1, 2 and 3 GHG emissions to zero or to a residual level and then neutralising any residual emissions
Roundtable on Sustainable Palm Oil (RSPO)	The Roundtable on Sustainable Palm Oil was established in 2004 with the objective of promoting the growth and use of sustainable oil palm products
Round Table on Responsible Soy Association (RTRS)	The Roundtable on Responsible Soy (RTRS) is a multi-stakeholder initiative which aims to facilitate a global dialogue on soy production that is economically viable, socially equitable and environmentally sound

Disclaimer

Certain statements, estimates and opinions made in the Framework are forward-looking statements. Phrases such as “aim”, “plan”, “intend”, “should”, “anticipate”, “well-placed”, “believe”, “estimate”, “expect”, “target”, “consider” and similar expressions are generally intended to identify forward-looking statements. Forward-looking statements are based on current expectations and assumptions which may or may not prove to be correct and are subject to a number of risks, uncertainties and other important factors that could cause actual results, performance, achievements or events to differ materially from what is expressed or implied by those statements. Many of the factors that could cause actual results, performance, achievements of or events involving Compass to differ materially from the expectations of Compass are outside of its control and not predictable, including, among other things, general business and economic conditions globally, industry trends, competition, changes in government and other regulation and policy, including in relation to the environment, health and safety and taxation, labour relations and work stoppages, interest rates and currency fluctuations, changes in its business strategy, and political and economic uncertainty, including as a result of global pandemics. As such, undue reliance should not be placed on the forward-looking statements contained herein. Any forward-looking statement is based on information available to Compass as of the date of this statement. All written or oral forward- looking statements attributable to Compass are qualified by this caution.

No liability is accepted by Compass in respect of the achievement of or in connection with any such forward-looking statements or assumptions. Neither Compass nor any of its officers, employees, agents or affiliates makes any express or implied representation, warranty or undertaking with respect to the information, opinions or forward-looking statements contained herein, and none of them accept any responsibility or liability as to their accuracy or completeness or for any loss howsoever arising, directly or indirectly, from any use of or reliance on such information, opinions or forward-looking statements or otherwise arising in connection therewith. Other than in accordance with legal and regulatory obligations, Compass undertakes no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

The information contained in the Framework does not purport to be comprehensive and, unless otherwise specified therein, has not been independently verified by any independent third party. Nothing in the Framework constitutes legal, financial, regulatory or other advice or a recommendation with respect to any securities or financial instruments.

The Framework does not constitute an offer to sell or the solicitation of an offer to buy any securities or financial instruments and nothing contained herein shall form the basis of any contract or commitment whatsoever.

For purposes of this Disclaimer, “Compass” means Compass Group PLC and its subsidiaries from time to time.


COMPASS
GROUP