COMPASS GROUP PLC

ENVIRONMENTAL POLICY STATEMENT SEPTEMBER 2025

Compass Group is committed to a sustainable future for all and to continual improvement in our environmental impact through our Planet Promise.

Our Environmental Policy ensures that each of us plays our part in increasing the positive impact and reducing the negative impact on the environment through action on climate, food waste and responsible sourcing.

Objectives of our Environmental Policy:

- Reduce food waste by 50% by 2030;

- Reduce our greenhouse gas emissions in line with Climate Net Zero by 2050 and our approved Science Based Targets;

Scope 1 & 2:

- 46% reduction in our absolute Scope 1 and 2 GHG emissions by 2030, from a 2019 base year

Scope 3:

- FLAG - commitment to reduce Scope 3 FLAG GHG emissions 33.3% by 2030, from a 2019 base year
- Non-FLAG - 28% reduction in our absolute Scope 3 GHG emissions from all food and drink purchased by 2030, from a 2019 base year

- Eliminate the use of raw material commodities linked to deforestation, degradation and conversion of natural forests;

- Increase sourcing of certified sustainable ingredients and products;

- Increase sourcing of ingredients and products from regenerative and nature-positive agricultural practices;

- Increase sourcing of seasonal and local ingredients and products;

- Increase conversion to electric vehicles and use of renewable electricity across our direct operations;

- Reduce the use of single use plastic and non-sustainable products within our operations and in our supply chain;

- Reduce water use, energy use and waste generated in our principal offices and direct operations;

- Reduce environmental impacts of transport within our services and in our supply chain;

- Raise awareness, encourage participation, and educate and train our people in environmental matters including the topics above;

Partner with our suppliers to encourage their efforts towards reaching net zero, supporting biodiversity, and eliminating deforestation. This could include educational programmes to enhance suppliers' understanding, and collaboration to implement sustainable practices.

Measurement

With our clear objectives and targets we will measure and report on our environmental performance. Specifically,

we will report on:

- Food waste reduction programmes
- Greenhouse gas emissions across Scope 1, 2 and material Scope 3 to align with our 2030 near term Science Based Targets
- Energy consumption of our owned and operated sites
- Sustainable sourcing practices

Accountability

Each of us at Compass Group has a moral obligation to safeguard ourselves and each other, our consumers, and the environment by aspiring to operate a safe, injury free and healthy workplace, serving food that is always safe to eat, and to promote a positive impact on the environment.

Compass Group commits to complying with all relevant environmental legislation and approved codes of practice. In locations where we are not directly responsible for equipment, we will liaise with our clients to encourage energy efficiency and sustainable operating practices.

We commit to ensure that our employees are provided with the information, training, and tools necessary to implement responsible environmental practices.

We also expect similarly high standards from our suppliers and contractors. Compass Group is committed to maintaining high ethical standards throughout our global supply chains through thorough ongoing due diligence, transparency, and traceability practices.

It is the responsibility of the Chief Executive to ensure that the appropriate human and financial resources are committed towards implementing this policy across all our operations and communicating it to all our people.

Our environmental performance will be considered regularly at management meetings in Compass Group and the Board will review this policy annually, to ensure that it continues to reflect the aims and inspirations of the Company.

We will report on progress in our Annual Report: www.compass-group.com

Approved by the Board September 2025