Compass Group (the Company) Diversity & Inclusion Policy

Purpose

The Diversity & Inclusion Policy (the **Policy**) sets out the Company's approach to the diversity, inclusion and wellbeing of the workforce of Compass.

Scope

The Policy applies to all people employed directly by Compass, including directors and officers and all our majority-owned businesses, including subsidiaries and joint ventures.

Policy Statement

Compass is a people business. Our strength comes from maintaining an inclusive and welcoming environment and we recognise that the experiences and perspectives which make us unique come together in our shared values and vision. We are committed to driving a business which is sustainable, commercially successful and socially responsible. We believe that the more our people reflect the diversity of our consumers and the local communities in which we operate, the better equipped we are to service their needs and achieve our aims.

Compass is dedicated to fostering an inclusive culture and supporting employees' mental health and wellbeing. Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organisation is representative of the communities in which we operate. Each employee will be respected and valued and able to give their best as a result.

This Policy reinforces our commitment to providing fairness, wellbeing (including mental health) and respect to all in our employment and not providing less favourable facilities or treatment on the grounds of any intersecting characteristics. Characteristics may include but are not limited to age, disability, neurodiversity, marriage and civil partnership, pregnancy and maternity, ethnicity, race, colour, native or indigenous identity/origin, religion or belief, gender, sex, sexual orientation, gender identity and expression, gender reassignment, political opinion, nationality, national origin, veteran status, education or socio-economic background/caste.

We are opposed to all forms of unlawful and unfair discrimination. We recognise that the different regions in which Compass operates have unique challenges in achieving workplace diversity and we respect local equal opportunity legislation and regulation. However, all employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect.

Equal Opportunity

When Compass selects candidates for employment, promotion, transfer, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given support and encouragement to develop their full potential and utilise their unique talents so that the skills and resources of our organisation will be fully employed.

We will seek to maximise the efficiency of our workforce by delivering our Commitments:

We treat each other fairly and with respect

• to create an environment in which individual differences and the contributions of all team members are recognised and valued

• to require employees to treat everyone with courtesy and respect
• to create a working environment that promotes dignity and respect for every employee
• to celebrate individuality and appreciate everyone's contribution

We have opportunities to develop and progress

• to support and encourage everyone to build their skills and fulfil their potential
• to regularly review all our employment practices and procedures so that fairness is maintained at all times

We work as part of a positive and caring team

• to promote equality and good health and wellbeing in the workplace, which Compass believes is good management practice and makes sound business sense
• to not tolerate any form of intimidation, bullying, or harassment, and to discipline those who breach this Policy
• to encourage anyone who feels they have been subject to discrimination to raise their concerns so we can investigate and apply corrective measures, and to provide the means of raising any concerns in confidence and without fear of retaliation

Policy Review and Monitoring

Our Policy will be monitored and reviewed annually to ensure that diversity, inclusion and wellbeing are continually promoted in the workplace.

The Nomination Committee oversees the Company's policy on diversity and inclusion its objectives, implementation and progress linked to Company strategy and makes recommendations to the Board.

The Nomination Committee will review the Policy every three years, or as appropriate, to ensure that it continues to be fit for purpose. The Nomination Committee will discuss proposed changes to the Policy and will recommend any such changes to the Board for consideration and approval.

In making its recommendations to the Board, the Committee has due regard to laws and regulations, the UK Corporate Governance Code and other guidance and best practice and will consider the overall diversity and inclusion of the workforce.

Reporting

The Nomination Committee will report annually, in the Company's annual report, on the progress it has made with regard to the diversity and inclusion of the workforce.

Date: 25 September 2025