Compass Group PLC

Food Waste Policy

Reducing food waste is one of the greatest social and environmental challenges facing our sector. Food waste diverted to landfills can cause methane emissions, a potent greenhouse gas. At the same time, safe and wholesome food that is currently thrown away could be redistributed to local communities and reduce food insecurity. As a global food services business, we have a great opportunity to make meaningful changes and to influence behavioural changes across our entire value chain.

Our commitment

We aim to halve food waste by 2030, working in partnership with our clients. This target is aligned with Goal 12 of the United Nations Sustainability Development Goals (UNSDG) and is supported by our continued investment and deployment of food waste tracking technologies.

Definition of food waste

Food waste refers to any food that is discarded or left unused at the sites in which we operate. Food waste can result from spoilage, overproduction, improper storage, or aesthetic preferences for food that meet a certain standard of appearance. Food waste also includes inedible parts of food including, but not limited to eggshells, bones, stalks and pips, etc.

Actions to prevent food waste

Reducing food waste is ingrained across our business. We are working with our suppliers to reduce food waste at source, with our chefs to reduce waste in kitchens and with charities and local communities to redistribute surplus food in a socially responsible and safe manner.

- **Education** - Educating our chefs, frontline teams and senior leaders on the importance of reducing food waste, including the environmental and commercial benefits of good food waste management practices, through regular communications and campaigns.
- **Measurement and Tracking** - Utilising food waste tracking technology to ensure the proper measurement and tracking of food waste in our operations for each operating day
- **Insights and Data** - Empowering our businesses with a data-driven approach to food waste, enabling more effective waste reduction strategies and operational improvements.
- **Training –** Ensuring our teams are completing regular training, with access to manuals and guides, for guidance on managing food waste and our technology systems.
- **Culinary innovation** – Actively reducing food waste at the source by inspiring creativity and innovation from our chefs and culinarians to reuse, repurpose and recycle more food.
- **Influencing Consumers –** Engaging with consumers to share identified best practice, food waste reduction recipes and more.

- **Composting and Compostable Materials** - Using compostable materials where appropriate and composting appropriate items in accordance with legislation and all local and client composting requirements.
- **Food recovery** – When food waste is unavoidable, we shall take proper care and follow all food safety hazard analysis and critical control point (HACCP) controls when handling and preparing food for onward distribution to a food recovery partner.
- **Supply Chain Collaboration –** Working closely with suppliers, farmers and growers to ensure the products we are buying across our supply chain are minimising food waste. For instance, buying wonky vegetables, using by-products etc.
- **Partnerships** – Partnering with other leading businesses and NGOs to collaborate, share best practices and advance our approach to food waste reduction.

Reporting and governance

As a Group we are empowering our countries and operating businesses to deploy the right food waste systems to meet their operational needs, whilst complying with the Group's definition of food waste and associated aims.

The Group regularly collects food waste data directly from its operating businesses. This is part of a roll up of country performance. To ensure the accuracy of this data, food waste measurement is incorporated within our assurance procedures in country and as part of Group led reviews. At the end of the financial year, data is subject to limited assurance by a third party before progress is published in our Annual Report and Sustainability Report, available at: www.compass-group.com.

The Group Corporate Responsibility (CR) Committee's responsibilities include oversight of food waste and progress towards our aims.

This policy applies to everyone working for or on behalf of Compass Group and our operating businesses, including without exception, temporary and contract staff regardless of location, role or level of seniority.

Approved by the Board September 2024