Compass Subsidiary Governance Code

The Compass Subsidiary Governance Code applies to UK subsidiaries of Compass Group PLC required to make an annual statement of Corporate Governance arrangements under Part 8 of The Companies (Miscellaneous Reporting) Regulations 2018. Compass Group PLC reports against the UK Corporate Governance Code (in effect from time to time) and certain policies and practices adopted by UK subsidiaries are set by the Board of Compass Group PLC.

Code Principles

PURPOSE AND LEADERSHIP

The board will promote the purpose of the company, and ensure that its values, strategy and culture align with that of Compass Group PLC.

BOARD COMPOSITION

The board will be chaired effectively and composed of individuals with the requisite balance of skills, backgrounds, experience and knowledge. Individual directors will have sufficient capacity to make a valuable contribution.

DIRECTOR RESPONSIBILITIES

The board and individual directors will have a clear understanding of their accountability and responsibilities. Board procedures will support effective decision-making and independent challenge.

OPPORTUNITY AND RISK

The board will promote the long-term sustainable success of the company by identifying opportunities to create and preserve value, and will establish and maintain oversight of the identification and mitigation of risks.

STAKEHOLDER RELATIONSHIPS AND ENGAGEMENT

The board will be responsible for ensuring the maintenance of stakeholder relationships and the oversight of engagement with stakeholders, including the workforce. The board will have regard to stakeholder views when taking decisions.

Reporting

UK subsidiaries of Compass Group PLC required to make an annual statement of Corporate Governance arrangements under Part 8 of The Companies (Miscellaneous Reporting) Regulations 2018 will do so in reference to this Code.

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