2022

OUR PLANET PROMISE

A SUSTAINABLE FUTURE FOR ALL



COMPASS GROUP



WELCOME MESSAGE FROM OUR CEO

As a global leader in food services, Compass strives to be more socially and environmentally responsible by helping people to eat better for their health and the planet. Sustainability matters as much to us as it does to our clients and investors, and I'm confident we are helping them take significant steps to achieve their goals as we work towards our worldwide commitment to reach climate net zero by 2050.

Tackling climate change, fighting food waste and ensuring our food is sourced responsibly, whilst operating with the highest levels of integrity and strong governance, means setting ambitious targets and partnering with others to achieve the greatest impact. Since sharing our Planet Promise last year, I am proud to report that we have continued to source responsibly, enrich lives and collaborate for global change. In 2022, we launched our Sustainable Financing Framework, enabling us to issue green, social and sustainability bonds and other types of financing in support of our environmental, social and governance (ESG) objectives.

Our unwavering commitment to safety underpins our sustainability strategy. Sharing lessons learned across our businesses has been fundamental to maintaining our solid track record in safety.

Caring for people and the planet is a behaviour that is embedded in our culture. For example, Compass Group France runs an initiative that enables job applicants to apply without a CV. Instead, they enter a two-year training programme to qualify as a chef. It is incredible and humbling to know that we can do something as powerful and passionate as this, but there is so much more we want to do for people and the planet.

We source responsibly and encourage our suppliers to do the same. We also inspire consumers who are asking for healthier meal choices and plant-based options. Our actions are helping them to make better choices for their health and the planet's health.

We hold valued partnerships with organisations like EAT, Terra Carta and the World Business Council for Sustainable Development (WBCSD). Together with these partners and our clients, suppliers and consumers, we will help to create a more sustainable global food system for all.

I want to thank everyone for helping us on this vital journey. From our local sourcing supporters and food redistribution heroes to the social value pioneers, charity champions and everyone whose dedication, creativity and passion keep people happy, nourished, and healthy. There are always new challenges, but it's gratifying to know that we have unique solutions – such as defining new menus and experiences whilst enabling our chefs to fight food waste one meal at a time. This report provides an overview of our approach globally and outlines recent progress.

I look forward to the next bold steps towards our sustainable future.



Dominic Blakemore

CONTENTS

04 Our Planet Promise
05 Stakeholder Alignment
06 Our Sustainability Roadmap
08 Sustainability Scorecard
10 Environmental Leadership
18 A Community Approach to Sourcing
24 Supporting our Communities to Flourish
28 The Compass Group Foundation
30 Our Partners
31 Speak Up, We're Listening















We are aligned to Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).
For more information please visit our website.

OUR PLANET PROMISE

STRATEGY & GOVERNANCE

We are proud to align our sustainability strategy with the UN Sustainable Development Goals (SDGs). These aim to create a more sustainable world by 2030.

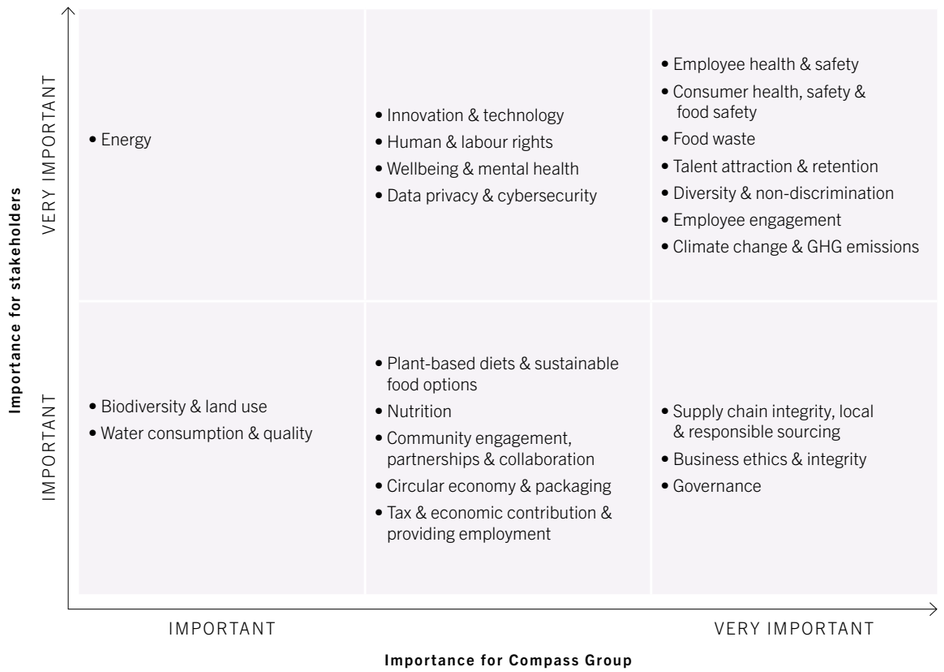
We contribute to nine SDGs where we can have the most impact, for example, by making commitments around carbon, animal welfare and food waste, collaborating with stakeholders, increasing plant-forward meals across our businesses, and electrifying our fleet. Our unique business model has enabled this action to be locally led in the communities in which our businesses operate.

We engage with our stakeholders at a global, country and local level through ongoing dialogue and through a business analytics tool that reviews their corporate reports, mandatory and voluntary regulations, news and social media.

In 2022, we reviewed our materiality matrix to monitor the key sustainability issues that influence the decisions of our employees, investors, clients and consumers, suppliers, NGOs and government agencies.

This review enabled us to identify and monitor the external ESG issues that matter most to our stakeholders and the business. The results will help inform our approach and development plans.

For more on our stakeholders, please see our website:



STAKEHOLDER ALIGNMENT

Our Planet Promise is Compass Group's global commitment to a sustainable future for all. It encompasses the Company's values as an ethical, sustainable and inclusive business, together with our ambition to positively impact the world. As we accelerate growth in all regions, we will prioritise three areas: environmental leadership, positive procurement and community impact.

In the last year, our purpose has continued to drive innovation and collaboration across the Group as we strengthened partnerships with clients, consumers, employees, business partners and local communities. We issued a green bond in September to help us in this endeavour.

As well as being the right thing to do, this mission is also key to our growth aspirations. It will continue to inform our actions as we work towards our worldwide commitment to reach climate net zero by 2050.

Transparent corporate and sustainability governance systems are fundamental to ensuring consistent accountability across our diverse local operations which are underpinned by our global ethics and integrity and Speak Up, We're Listening programmes.

Visit our website for more on our Code of Business Conduct, Code of Ethics, Supply Chain Integrity Standards, Speak and Listen Up, Human Rights, Environment, Health and Safety policies.

THE COMPASS SUSTAINABILITY STRATEGY IS FOCUSED ON CONTRIBUTING TO NINE OF THE SDGS



Help our local communities to tackle food insecurity by donating surplus food to the people in need through partnerships with local charities and organisations.



Work with our clients to help consumers make informed and healthier meal choices by adding more healthy menu items and reformulating recipes.



Empowering women to work with Compass Group by investing in our female colleagues through development and training schemes, as well as encouraging women-led suppliers.



Our people are crucial to our business success and our most important asset. We work with local communities across the globe to offer fair and safe employment and promising career opportunities.



Committed to halve our food waste by 2030 and are actively working in every region to implement relevant measures. We also use environmental management systems along with education and toolkits to help reduce waste through prevention, recycling and reuse.



We have ambitious climate related targets with our Global Net Zero 2050 commitment, and a further commitment to be carbon neutral worldwide in our own operations (Scope 1 & 2) by 2030 which have been validated by the SBTi.



Our priority is to reduce packaging without compromising food safety and freshness and to work with our packaging suppliers to fast-track sustainable alternatives to single-use and fossil fuel-based plastics.



We are working to deliver a global deforestation-free and land conversion-free supply chain strategy which we aim to achieve through the increased use of sustainable products sourced globally and by reviewing and taking action on additional high-risk commodities.



To help address some of the biggest global challenges, as a responsible business we understand the importance of partnering with our clients, suppliers, NGOs and other stakeholders to improve our impact.

OUR *Sustainability* ROADMAP

2004

Compass Group joined UN Global Compact

2010

Joined Roundtable on Sustainable Palm Oil

CDP Reporting

2016

Published Global Cage-Free Egg Commitment

2017

First Stop Food Waste Day - USA

Published Global Sustainable Seafood Commitment

Published Global Palm Oil Commitment

2018

Published First Global Sustainability Report

First Stop Food Waste Day - Global

Eat Forum Partnership

Launched People, Performance, Purpose strategy

2020

Joined Global Sustainable Seafood Initiative

2021

Set SBTs and Net Zero Targets

Joined Terra Carta

Joined Social Value International

Joined Slave Free Alliance

Refreshed Group Ethics and Integrity Programme Strategy and Priorities

Launched Global Supplier Code of Conduct

Reported on the Task Force on Climate-related Financial Disclosures (TCFD)

Relaunched Speak Up, We're Listening Programme globally

2022

Launched The Compass Group Foundation

Appointed Professor Sir Charles Godfray as Climate and Sustainability Advisor

First Sustainable Bond issue in the Food Services sector

Joined the International Food Waste Coalition (IFWC) to strengthen our fight against food waste

Launched Global Deployment of Waste Not 2.0

Updated Global Human Rights Policy

SUSTAINABILITY SCORECARD

We continue to seek ways to be more socially and environmentally responsible. Our priority is to ensure we partner with suppliers who meet our high standards of food safety and quality, business integrity, ethical trade, the protection of human rights, farm animal welfare and sustainability. Notwithstanding widespread supply chain disruption and post-pandemic recovery challenges, we maintain momentum on our cage-free eggs commitment, making significant gains on cage-free liquid eggs, and in our top 25 markets, 51% of our fish and seafood is sourced sustainably – rising to over 54% in our top 10 markets.

The past year was characterised by a number of macro challenges, notably the detrimental impact of the war in Ukraine on the global supply of vegetable oil. However, Compass Group still managed to achieve 73% Roundtable on Sustainable Palm Oil (RSPO) certified, across our total global operations within the financial year. We are targeting to report that by March 2023, 100% of the palm oil used in our kitchens, across our global supply chain will be RSPO certified sustainable.

We are committed to buying certified ethically traded products for key ingredients. Within our top 25 countries, in 2022 46% of coffee and tea purchased was certified ethically traded. We also have an important role to play in inspiring consumers seeking healthy food options. This year, over 90% of sites offered at least one healthy meal choice.

Reduced food waste by 28% in over 2,650 sites recording food waste across 28 countries

100% certified sustainable palm oil in our kitchens by March 2023

Doubled the procurement of cage-free liquid eggs

2022 PERFORMANCE

72%
cage-free liquid eggs
Goal - 100% by 2025

31%
cage-free shell eggs
Goal - 100% by 2025

51%
certified sustainable fish and seafood
Goal - 50%

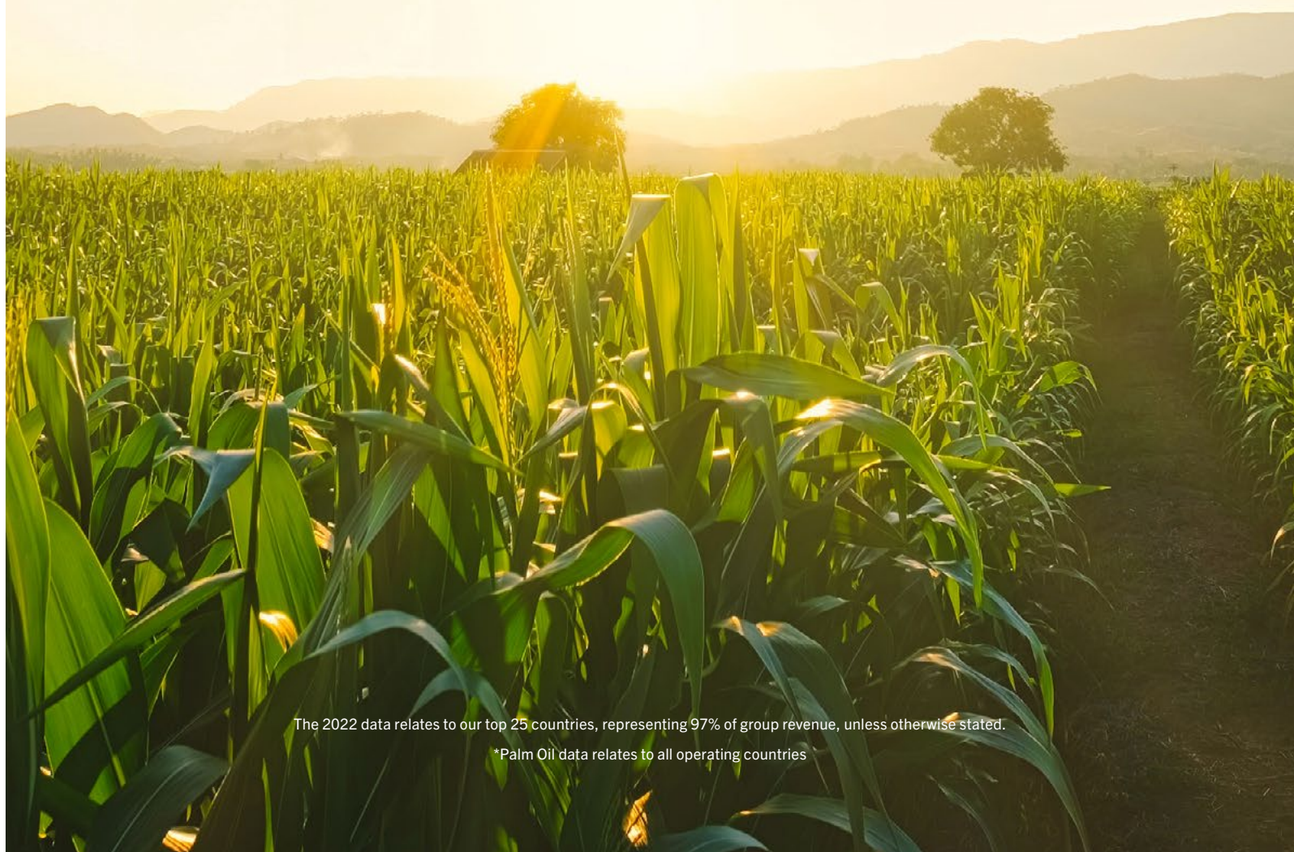
73%
sustainable palm oil*
Goal - 100%

28%
reduction of food waste
Goal - 50% by 2030

46%
certified ethically traded coffee and tea

1.3m
meals donated to local communities

90%
of sites with at least one ‘healthy meal’ choice



The 2022 data relates to our top 25 countries, representing 97% of group revenue, unless otherwise stated.

*Palm Oil data relates to all operating countries

ENVIRONMENTAL LEADERSHIP

ACHIEVING CLIMATE NET ZERO

We are committed to reach climate net zero by 2050 globally, and our investors expect us to make measurable progress on our targets and to help our clients do the same. To help us achieve this, as a milestone, we aim to be carbon neutral on scope 1 and 2 GHG emissions by 2030 in line with the criteria outlined by the Paris Climate Agreement, which aims to limit the global temperature rise to 1.5°C above pre-industrial levels.

To reach our targets, we have empowered our businesses to develop decarbonisation roadmaps specific to their region.

We are also using our global scale and reach. We are engaging with our suppliers, colleagues, clients and consumers by redesigning our menus, promoting a plant-forward diet, fighting food waste and electrifying our fleet.

Read more about our Global Roadmap to Net Zero, Compass Group UK&I's commitment to reach Climate Net Zero by 2030, and Compass Group France's 2040 Net Zero Commitment.

OUR TARGETS TO NET ZERO

- Approved Science based targets to 2030
- 46% reduction in Scope 1 & 2 direct emissions by 2030
- 28% reduction in our Scope 3 emissions associated with the food and drink we purchase by 2030
- Carbon neutrality in our operations by 2030 (Scope 1 & 2)
- Climate Net Zero by 2050 across our value chain
- 50% reduction in food waste by 2030



MAKING THE SUSTAINABLE CHOICE, THE DELICIOUS CHOICE

It is encouraging that consumers want more plant-based meals, which is good for the environment because plant-based protein typically has a much lower carbon footprint than meat. Our fantastic chefs and culinary teams are the best ambassadors for delicious plant-based meals, which is why we are training them in diverse sourcing and how to rebalance menus celebrating fruit and vegetables in accordance with the EAT-Lancet's recommendations. Their passion is driving sustainable change one dish at a time, and this year we were proud to celebrate their achievements again during Chef Appreciation Week. We also launched a global culinary forum, enabling our chefs to share their expertise across all our markets, benefiting one another and our clients. Building on this activity, our businesses help our clients use technology and communications campaigns to nudge consumers to make more sustainable, planet-based meal choices.

Read more about how we are balancing menus with plant-forward options.



REDUCING FOOD WASTE

Compass Group is leading the hospitality industry in reducing food waste. We work with our suppliers to reduce food waste at the source, and our chefs work hard to reduce waste in their kitchens. With a third of all food produced globally wasted every year, we aim to halve food waste in our operations by 2030. We have made great progress in reducing food waste through education, menu planning and waste management systems.

Now we are doubling down on this activity, using eye-catching campaigns and smart meter technology across our global operations to help everyone across our value chain cut their food waste through prevention and redistribution.

By sending less food waste to landfill and ensuring good food is not wasted, we are helping to mitigate climate change, relieving pressure on natural resources.

We are pleased to report that in 2022 we reduced food waste by 28% in over 2,650 sites across 28 countries.

Waste Not 2.0

In a world of limited resources, tackling food waste is essential. Progress begins by understanding why food is wasted. Globally, new technologies are helping us on our journey to halve food waste by 2030 and also helping our clients meet their waste targets.

Digital platforms like our proprietary system Waste Not 2.0, use real-time tracking and dashboard reporting to make our sites more efficient in their production and divert food waste from landfills. Built by chefs for chefs, the tool helps kitchens identify opportunities to reduce food waste and gives managers the tools to analyse data and find long-lasting solutions.

This year, we continued to deploy food waste measurement tools across our markets.

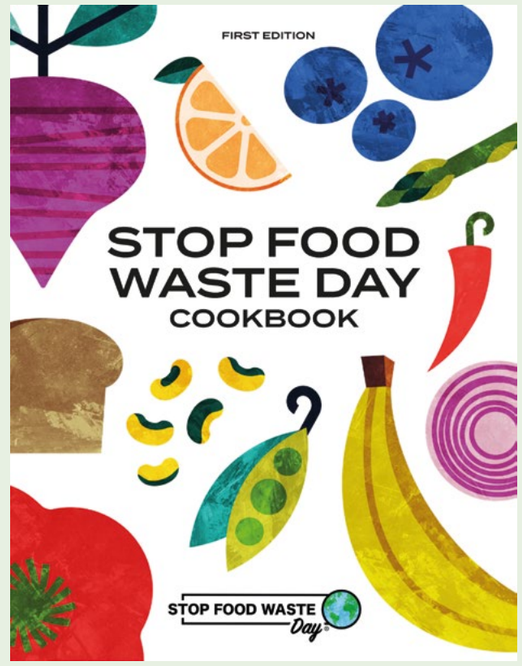
33% increase in sites that deployed technology to measure food waste

Stop Food Waste Day

As well as incentivising our workforce to fight food waste, we highlight our progress through global campaigns. Stop Food Waste Day is a movement that raises awareness about the impact of food waste on a worldwide scale. This year, the campaign accomplished record engagement with clients in over 40 countries, alongside an accompanying social media campaign which achieved over 33 million impressions worldwide.

We also launched an inspiring digital cookbook featuring recipes and handy tips on adjusting food habits from 45 Compass chefs across 30 countries and hosted live cooking demonstrations and, educational workshops in restaurants worldwide. The cookbook includes a range of delicious starters, main courses, and desserts, each created using ingredients that commonly go to waste.

Discover more about our approach to halving food waste across the Group by 2030.





Partnering for Progress

The global effort to fight food waste and hunger can only be won by partnering with governments, the private sector and civil society. That is why we are proud to align with the International Food Waste Coalition (IFWC) and its mission to lead by example in tackling food loss and waste. As new members of the IFWC board, we work collaboratively with our peers to drive permanent change across our industry. Where food can be donated rather than wasted, we look to food recovery. We work with various global culinary programmes in our markets to safely recover prepared food and donate fresh, nutritious meals to those in need.





CALCULATING & TRACKING THE CLIMATE IMPACT OF THE FOOD WE SERVE

As more and more of our clients take steps to reduce their climate footprint, Compass further equips them to meet their goals with data insights in real-time, using cloud-based dashboards. Customised to each client's specific requirements, these dashboards show our clients the data they need to understand their environmental impact. From reducing CO_2 emissions and food waste to tracking safety scores and customer satisfaction levels, our clients can enjoy a full progress review, daily, of their sustainability performance.

The dashboards also empower clients to take decisive action. By developing a customised dashboard, we shine a light on how we can work with stakeholders to support delivery of our clients' sustainability ambitions. For example, by visualising key performance metrics, our clients can reduce waste, energy and water consumption in their kitchens or use customer data to create clearer labelling, which contributes to customers choosing more plant-based food. Dashboards help to embed sustainability across an organisation's whole operations, and as technology develops, we look forward to helping more of our clients across the globe to better collect, analyse and report their sustainability data.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

As the industry transitions to a low-carbon economy, it is vital that we measure and understand how climate change impacts our operations, our clients and our strategy. In 2021, Compass Group adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which is helping us to measure GHG emissions, internal carbon prices, transition risks, physical risks, climate-related opportunities and capital deployment. Our most recent TCFD disclosures outline our exposure and resilience to climate-related risks and opportunities and explain why we are confident in managing these effectively. We are committed to working with external experts to broaden our efforts in this area. As we continue our net zero journey, we will make regular, transparent TCFD disclosures to communicate our progress.

Click here to read our 2022 TCFD disclosures.

FIRST SUSTAINABLE BOND ISSUE IN THE FOOD SERVICES SECTOR

Compass successfully issued two Sustainable Bonds during the year, raising €500m and £250m, respectively. These proceeds will be used in line with our new Sustainable Financing Framework on projects that will enhance responsible sourcing, products purchased from local and diverse suppliers, and other expenditure which supports decarbonisation within the Group's value chains. As well as supporting our long-term climate net zero ambitions, our new Sustainable Bonds and Sustainable Financing Framework demonstrate that we are taking decisive steps to be socially and environmentally responsible. The proceeds of the Sustainable Bonds will initially support the increased purchase and tracking of Fairtrade and sustainable goods within our supply chain, reducing our Scope 3 emissions footprint while funding diverse and minority suppliers.

A COMMUNITY APPROACH TO SOURCING

Social and positive procurement creates change for a healthier planet. That's why where we can, we direct our procurement spend where it can make the greatest community difference. From our partnerships in Australia that champion indigenous suppliers to creating opportunities for women-owned businesses in Canada, alongside the charity WEConnect – we are driving positive social impact for communities, clients, consumers and colleagues. Another example is an initiative in North Carolina, USA, which helps BIPOC farmers (black, indigenous and people of colour) by tailoring our menus to incorporate their seasonal produce.



£1.7bn

globally purchased from local and diverse suppliers



HUMAN RIGHTS

We recognise the importance and responsibility of respecting the dignity, wellbeing, and human rights of our people and of the individuals who work in our supply chains and in the communities where we operate. We are proud of the progress we have made this year towards enhancing our human rights programme design and implementation, raising global standards, and improving social equity where we can have an impact.

During 2022, we updated our Human Rights Policy, further reinforcing our global commitments to respecting the human rights of all vulnerable groups and emphasising our zero tolerance to forced and child labour. We also expanded our cross-functional Human Rights Working Group to include representatives from all our regions across more than 20 countries, appointed a new Group Director for Employment, Equity and Social Impact, and formed a new Supply Chain Risk Management Committee, whose remit includes strategic human rights oversight and risk management.

In December, we were invited to speak at the UN Forum on Business and Human Rights and used the opportunity to share perspectives on the importance of meaningful engagement in creating a world which is fairer, without abuse and exploitation, focusing specifically on our 13-year long strategic partnership with the Coalition of Immokalee Workers and their Fair Food Program.

Read more about this initiative and our recent progress in our 2022 Modern Slavery Act Statement.

TOWARDS ZERO NET DEFORESTATION

As part of our Planet Promise, we are committed to a global supply chain free from deforestation and land conversion. We are striving to achieve this through the increased use of sustainable palm oil, soy, beef, timber and paper materials in the products we source globally, and by reviewing and taking action on additional high-risk commodities. Compass Group has set a global target to source 100% sustainable palm oil in our kitchens and is making good progress towards this commitment.

PACKAGING & PLASTICS

We aim to remove the unnecessary use of plastics wherever possible while keeping food safe, and in 2022, we continued to provide alternative packaging while encouraging our clients to prioritise the use of reusable packaging. All over the world, our businesses are innovating with packaging and culinary technology to test and scale the use of reusable packaging solutions that avoid plastic and virgin materials. We are proud to help our clients source disposable, earth-friendly, sustainable items and are constantly evaluating the supply chain and looking for innovative solutions to eliminate single-use plastics. Compass is proud to be a member of the Single Use Material Decelerator (SUM'D) – a cross-industry collaboration group of leading food service companies, NGOs, and technical experts working together to reduce reliance on single-use materials in the food industry.

Read more about the steps we are taking to reduce packaging on our website.







DRIVING POSITIVE PROCUREMENT & TRANSPARENCY

Our clients and consumers value transparency on the quality and provenance of the ingredients we use in our menus. Ensuring that the food we serve is good quality, safe and responsibly sourced requires that we operate to high standards, with robust processes embedded throughout our operations globally. Certification is a key element of this work and, where necessary, we use third-party verification to show that the ingredients we use comply with the production, quality, and traceability standards applicable in local marketplaces.

We continue to support and expand our partnerships with local, diverse and minority suppliers. In doing so we maximise the nutritional value of the food we serve, reduce food miles travelled and enhance social value. It also ensures that we are able to continue delighting our clients and customers with delicious, inspiring, and sustainably sourced dishes.

PROMOTING ANIMAL WELFARE

The past year has been incredibly challenging for food supply chains globally. We've faced product shortages in key categories, distribution disruptions, and labour shortages. We've always put our clients and consumers first and focussed on ensuring a safe and secure supply chain. Despite a challenging year, we continue to make positive progress on farm animal welfare, including our global commitment to cage-free eggs and regional commitments around higher welfare chicken. As well as engaging with Compassion in World Farming (CIWF) and Global Food Partners, we are proud members of the Global Coalition for Animal Welfare and are pleased to have maintained our Tier 3 status in the Business Benchmark on Farm Animal Welfare.

SUPPORTING REGENERATIVE FARMING

Healthier soil means more nutritious crops and more delicious, saleable food. That's why we strongly advocate for regenerative agriculture: a range of farming and grazing practices that help to rebuild soil structure, such as cover crops which increase the financial viability of regenerative farming by managing soil erosion, improving water retention, managing weeds and diseases, and increasing biodiversity. Compass chefs are on a mission to introduce ingredients grown in this way into menus, driving consumer demand whilst supporting suppliers to become more sustainable.

SOIL ASSOCIATION EXCHANGE

In partnership with the Soil Association Exchange (SAX), Foodbuy in the UK&I is supporting supplier farms to transition to more regenerative and sustainable methods of agriculture. As part of an initial pilot, five farms will receive an ecological baseline of their levels of biodiversity, water quality, carbon sequestration and soil health with a detailed action plan for improvements. The SAX online platform uses data to map the impact of farms against vital environmental metrics. And their agricultural advisors work in partnership with farmers to help businesses prosper, allowing them to make the most of their practices and produce - and get paid for protecting the land. Participating farmers are rewarded financially for the changes they implement, so taking the leap to regenerative agriculture is not a burden on their business.

Please find out more about how we maintain a sustainable supply chain.

SUPPORTING OUR COMMUNITIES TO FLOURISH

We enrich our local communities by giving our people the freedom to engage in community and sustainability activities. As well as creating jobs, we support thousands of livelihoods through purchasing, and our continued investment has helped many food producers and small businesses. We donate food, raise money for charities, and support groups to drive positive change. Our businesses invest strategically in local sourcing and social enterprises and partner with their 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.

DONATING FOOD

We think it's right to donate good quality food that would otherwise go to waste, to those in need. We have food recovery partners in all our markets to ensure good food reaches people in food poverty. We donate wherever we can to have the greatest impact, from supporting local community food banks and food pantries to donating excess food items and participating in child meal programmes. We cannot do this alone and to encourage and support our operators' food rescue efforts, we have developed various tools to make it easy for them to do the right thing. Food rescue partners make fighting food waste easier by providing invaluable support and food recovery. Food waste technology gives kitchens visibility of surplus food, highlighting opportunities to make donations to local communities. During the year, we donated 1.3 million meals to local communities across our markets.



NURTURING DIVERSE TALENT

We believe that the more our people reflect the diversity of our clients, local communities and consumers, the better equipped we are to service their needs and achieve our aims. We're working hard to harness the talents of our diverse workforce across every level of the organisation through our global diversity programme. As part of our commitment to ensure inclusion for all, our businesses host many DE&I events, run reverse mentoring programmes, and provide training in languages, literacy and numeracy. And worldwide, we are working hard at developing our female talent through a range of community groups and networks such as Women in Culinary. These forums facilitate the career development of talented women, helping them grow into positions of responsibility and leadership.

For more examples of our progress in this area, please visit our website.



SUPPORTING HEALTH & WELLNESS

For many years, we have led the industry in providing food that supports personal and planetary health. Across all markets, we use research and science-backed criteria to design healthy, more sustainable menu items, including individual country dietary guidance and World Health Organisation (WHO) guidelines. We already provide healthy menu options globally in at least 90% of our locations. Our businesses are working hard to meet this target whilst using nudging strategies to make healthy meal choices easy for consumers. In all our markets, we oversee many initiatives that provide access to health-promoting meals, promote food 'farmacy', and produce prescription programmes and community and onsite vegetable gardens.

Please see our website for more on Compass' commitment to health and wellness.



THE COMPASS GROUP FOUNDATION

To aid us in our mission to improve people's lives, Compass Group has established The Compass Group Foundation, to help us create job opportunities, empower local suppliers and provide urgent support during global emergencies. In 2022, the Foundation made its first donation of £250,000 to the Disaster Emergency Committee (DEC) Ukraine Humanitarian Appeal. When combined with individual donations from our businesses and colleagues worldwide to charities, including UNICEF, ACNUR and World Central Kitchen, the total financial aid from the Compass family is estimated at around €500,000. The Foundation also runs a pilot partnership with our offices in India, UK&I, France, USA, and Turkey to support communities through volunteering initiatives and funding non-profit organisations.

In India, Turkey and Spain, we are supporting charities to train people with varying disabilities and those from disadvantaged backgrounds to learn skills that will allow them to access job opportunities, while raising awareness of their contribution to the food and hospitality sector. In the US, we are supporting small farmers on food safety planning and sustainable farming practises, improving their market access. In the UK, we are funding the upskilling of volunteers to run community kitchens to support those at risk of food insecurity and isolation.

"Our mission is to improve the lives of people through education and innovation, empowering them to play a key role in the future of food for their communities."

The Compass Group Foundation is a charity registered in England and Wales under charity number 1187218.

COMPASS GROUP FOUNDATION



OUR PARTNERS

Our strategic partnerships make us stronger. To create the most impactful change, we collaborate with key industry bodies, NGOs, governments and other global organisations to address food-related impacts on society and the environment.

Since 2004, we have been committed to the UN Global Compact.

We are a member of the Round Table on Responsible Soy Association.

Since 2019, we have been a member of the World Business Council for Sustainable Development. In 2021, we signed the 'Vision 2050: Time to Transform' initiative.

We are a Founding Partner of the Global Sustainable Seafood Initiative.

In 2021, we became a signatory of Terra Carta, a sustainable markets initiative launched by the former Prince of Wales.

We are a founding member of the Global Coalition for Animal Welfare (GCAW).

We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources.

In June 2021, we became a member of the Slave-Free Alliance.

We are a member of the Roundtable on Sustainable Palm Oil.

In September 2022, we joined the International Food Waste Coalition (IFWC) to strengthen our fight on food waste with our Sustainability Director, joining their board.

We are partners with ReFED, a US non-profit dedicated to ending food waste.

We are members of Compassion in World Farming (CIWF).

SPEAK UP!
We're listening



Integrity is living our values through our actions, behaviours and decisions and having the character and courage to do what is right.

Speak Up, We're Listening is our confidential reporting programme that is accessible to anyone, available 24/7 365 days a year and is managed by Group Ethics and Integrity, a team independent of any other lines of business.

We stand by the principle that if it doesn't feel right, follow your instincts.

You can find more information on our Compass Group website or to raise a concern, visit our Speak Up, We're Listening portal.

SPEAK UP!

Compass Group PLC
Compass House, Guildford Street
Chertsey, Surrey KT16 9BQ
United Kingdom

Registered in England and Wales
No. 4083914

January 2023

Contact us:
sustainability@compass-group.com
T +44 1932 573 000
www.compass-group.com

CERTIFIED CARBON NEUTRAL® publication
CarbonNeutral.com

"THE TIME FOR ACTION IS NOW. AS A *partner* WITH *purpose*, COMPASS IS MAKING REAL *progress* TOWARDS REACHING NET ZERO BY 2050 AND HELPING OUR CLIENTS MEET THEIR ENVIRONMENTAL AND SOCIAL COMMITMENTS."

COMPASS GROUP

Made of 100% recycled paper