



UN Global Compact Communication on Progress – 2021

CEO Statement of Continuing Support

Compass Group PLC is pleased to reaffirm its continued support for the United Nations (UN) Global Compact and to renew its commitment to support the ten universally accepted principles of the UN Global Compact with respect to human rights, labour standards, environmental protection and anti-corruption. We also support other international frameworks such as the UN Sustainable Development Goals (UNSDGs) which are embedded into our sustainability strategy.

In 2020, as COVID-19 spread rapidly around the world, we acted quickly to safeguard the wellbeing of our people, clients, consumers and the communities we serve. In every country where we operate, our crisis management teams implemented new processes and training, using our expertise in specialist cleaning to train many of our colleagues in contamination prevention and in personal protection, helping to make our venues COVID-19-secure or to shut down client sites swiftly and safely when lockdowns came into force.

Across all of our operations, we provided assistance and support to promote our colleagues' wellbeing and to help them deal with anxiety and uncertainty including access to hardship funds and mental health well-being programmes; and we continue to invest in skills development to enable our colleagues to adapt to new circumstances as we prepare to reopen more sites.

Being an ethical and responsible business making a positive impact remains our highest priority. As one of the largest foodservice companies in the world, Compass has been significantly impacted by the pandemic. Our people are our greatest asset and they have demonstrated this many times over during the past year. Their resilience, commitment and adaptability has been extraordinary. It is a testament to the efforts of our teams across the globe that responsible sourcing and respect for the rights of workers in our own business and supply chain remained a focus at one of the most challenging periods in our history and even more commendable that we were able to make progress in the areas of the UN Global Compact principles.

Some of our achievements are set out below.

During the year, we formed a global Human Rights Working Group to enhance our approach to identifying and preventing modern slavery from taking place in our own business and supply chain and I am proud to report that in the UK, Compass Group officially became a Living Wage Recognised Service Provider and has committed to paying all our direct workers in the UK the Real Living Wage or above, which is an important pillar in our strategy to improve social mobility.



As a Group, Compass is doing its part to safeguard the planet and we updated our Environmental Policy Statement and are preparing to set Science Based Targets as our contribution to reduce our greenhouse gas emissions and limit global warming to 1.5°C.

Foodservice is our core business activity and we are actively reducing food waste through measurement and targeted actions in every region. Over the course of the pandemic, we have donated significant quantities of surplus food to those in need, working closely with other organisations such as FareShare in UK, to help alleviate some of the additional hardship caused by COVID-19.

We are also increasing our certified sustainable palm oil purchasing to help prevent deforestation to achieve our goal of using 100% certified sustainable palm oil from physical sources in our kitchens by 2022, a milestone which has already been achieved by our UK business.

In the coming year, we will continue to utilise the great asset that is our human capital to help us progress our Environmental-Social-Governance agenda. We truly believe our people and culture differentiate us from our competitors through our excellent service and proactive entrepreneurial approach and, as we move towards a reopening of our businesses and society, we will continue to uphold our environmental and social commitments and to keep our people, clients, consumers and the communities we serve safe.

Dominic Blakemore

Compass Group Chief Executive

18th June 2021



About Compass

Every day we provide food to millions of people around the world. Food is not only our core competence, it is our passion.

We create value for our clients and consumers by providing a bespoke food offer through our extensive portfolio of B2B brands.

As an industry leader, we keep pace with changing consumer trends and focus on culinary choices that are innovative, nutritious and sustainable. We pride ourselves on our best in class health and safety protocols and our scale allows us to provide the best value in terms of quality and cost.

We manage the business in three geographic regions, North America, Europe and Rest of World. We segment our markets into various sectors and sub-sectors using our portfolio of brands. The five sectors in which Compass operates are: Business & Industry; Healthcare & Seniors; Education; Sports & Leisure; and Defence, Offshore & Remote.

For more information please see our [Annual Report 2020](#).

Our Sustainability Strategy

Despite the new challenges presented by COVID-19, we continue to uphold our environmental and social commitments. Our priorities are our people, our clients and our consumers, and keeping them all safe.

Our sustainability strategy focuses on three key pillars:

Health and Wellbeing – staying healthy – in both mind and body – has been particularly important this year. We continue to focus on providing better nutritional choices and supporting mental health and wellbeing.

Environmental Game Changers – we are taking action to address our impact on the planet, including reducing food waste and increasing plant-based options in our menus. We remain committed to reducing single-use plastics, although usage increased this year due to temporary hygiene measures.

Better for the World – we are creating more resilience in our supply chain, focusing on responsible and sustainable sourcing, enriching the local communities in which we operate, and collaborating with external partners to maximise our positive impact.



These priorities were selected following a materiality assessment, which took the views of our stakeholders into account. For more information please visit our [website](#).

For more information about our stakeholder engagement activities please see our [Annual Report 2020](#) (Engaging with our stakeholders, p. 28; Consideration of stakeholder interests in decision making, p. 83; Board oversight of stakeholders, p. 84).

The United Nations' Sustainable Development Goals

Compass' sustainability strategy ensures that our focus is on contributing to nine of the UN Sustainable Development Goals where we believe we can have the greatest impact.

To read more about our approach with the UNSDGs and our sustainability strategy more generally, please see our [Sustainability Report 2020](#) and our [Annual Report 2020](#).

Table of relevant information

The following table has been prepared to identify for each UN Global Compact Principle, the relevant information available in our reports and policy documents.

UNGC area	UNGC Principles	References
Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and	Sustainability Report 2020 : Human Rights, p. 17; Responsible Sourcing, p. 41; Our Sustainability Governance, p. 48; Our Sustainability Governance - People, p. 49; Our

	<p>2. make sure that they are not complicit in human rights abuses.</p>	<p>Sustainability Governance - Supply Chain, p. 52; Performance metrics, p. 53-54</p> <p>Annual Report 2020: Corporate Responsibility Report - Human rights, p. 67; Corporate Responsibility Committee Report - Human Rights and Modern Slavery, p. 108; Other statutory disclosures - Employee diversity and human rights, p. 158</p> <p>Human Rights Policy: all pages</p> <p>Modern Slavery Act Statement 2020: all pages</p> <p>Code of Ethics: p. 2; p.7; p. 9</p> <p>Supply Chain Integrity Policy: Human rights, p. 5</p>
Labour	<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>4. the elimination of all forms of forced and compulsory labour;</p> <p>5. the effective abolition of child labour; and</p> <p>6. the elimination of discrimination in respect of employment and occupation.</p>	<p>Sustainability Report 2020: Our People, p. 12; Diversity and inclusion, p. 13; People Engagement, p. 14; Developing Our People, p. 15; Human Rights, p.17; Personal safety, p. 19; Sharing Learning, p. 23; Our Sustainability Governance, p. 48; Our Sustainability Governance - People, p. 49; Performance metrics, p. 53-54; GRI table 401-406, p. 60-61</p> <p>Annual Report 2020: People Report, p. 52; Safety culture, p. 62; Engaging with our employees and monitoring culture, p. 86; Other statutory disclosures, p. 157-158; Notes to the consolidated financial statement - 4 Employees, p. 202</p> <p>Modern Slavery Act Statement 2020: all pages</p> <p>Code of Business Conduct: Employment, p. 21-24</p> <p>Workplace Health & Safety Policy Statement: all pages</p>

Environment	<p>7. Businesses should support a precautionary approach to environmental challenges;</p> <p>8. undertake initiatives to promote greater environmental responsibility; and</p> <p>9. encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Sustainability Report 2020: Environmental Game Changers, p. 32; Food Waste and Beyond, p. 33; Plant-Based Goes Mainstream, p. 35; Reuse to Reduce, p. 37; Climate impact, p. 38; Responsible Sourcing, p. 41; Our Sustainability Governance, p. 48; Our Sustainability Governance - Environment, p. 51; Performance metrics, p. 54</p> <p>Annual Report 2020: Risk management, p. 41; Corporate Responsibility Report - Environmental Game Changers, p. 65-66</p> <p>Environmental Policy Statement: all pages</p> <p>CDP Climate Change 2020: all pages</p> <p>Supply Chain Integrity Policy: p. 3-5</p>
Anticorruption	<p>10. Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Sustainability Report 2020: Our Responsible Sourcing, p. 41; Sustainability Governance, p. 48; Performance metrics, p. 53-54; GRI table 205-206, p. 57</p> <p>Annual Report 2020: Corporate Governance, p. 70</p> <p>Code of Business Conduct: Personal Integrity, p.10-14; Commercial Integrity p. 15-20</p> <p>Code of Ethics: all pages</p> <p>Supply Chain Integrity Policy: p. 1; p. 6; p.8</p>

For further details regarding the content of this statement, please contact:

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