



UN Global Compact Communication on Progress – 2022

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 10 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.

As an ethical and responsible business, making a positive impact remains important to us. Our people are our greatest asset, and their resilience, commitment and adaptability have been extraordinary in recent years. It is a testament to the efforts of our teams across the globe that responsible sourcing, respect for the dignity, wellbeing and the rights of workers in our own business and supply chain remained a focus as we adjusted to the new normal, while we are also proud to have made further progress across the UN Global Compact principles.

We recognise the significant importance of tackling climate change, reducing food waste and ensuring our food is sourced with care for people and planet. In the last 12 months, we have fast-tracked our strategic efforts against these priorities, setting ambitious targets and developing multi-stakeholder partnerships to deliver a greater impact. Some of our achievements are set out below.

In October 2021, we launched our Planet Promise - Compass Group's global commitment to a sustainable future for all - committing to achieve Climate Net Zero across our entire value chain by 2050. This Net Zero goal includes validated Science Based Targets for 2030, which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels. It encompasses our values as an ethical, sustainable and inclusive business; the commitments we make to our people, our clients and our suppliers; and our aim to have a positive impact on the world through sourcing responsibly, enriching lives and collaborating for global change.

Food service is our core business activity, and we recognise that food waste is not only a moral issue, but a key contributor to climate change too. In 2021, we reduced food waste by 28% in over 2,000 sites recording food waste across 26 countries. Additionally, in the USA we relaunched Waste Not 2.0, a new and improved, proprietary tablet-based waste-tracking programme, making it easy to achieve a meaningful difference in reducing food waste. Most recently, in April 2022, we announced the global expansion of our suite of food waste management solutions across all of Compass' 44 markets, which will improve tracking and accountability of kitchen waste worldwide while also delivering significant reductions in the Group's Scope 3 greenhouse gas emissions and our clients' carbon footprint.

We continue to work towards our 2025 target of 100% cage-free eggs globally. In May 2021, our USA operations switched to 100% cage-free shell and liquid eggs, while our UK & Ireland business will reach 100% free-range eggs from 2022.



To identify and mitigate potential risks relating to human rights, labour standards and modern slavery across our operations and supply chains, in 2021 we worked with the Slave-Free Alliance to map our human rights activity and draft a strategic plan to drive progress within the Group's businesses and particularly in key higher-risk areas. We also relaunched our independent global Ethics & Integrity helpline and online reporting platform for raising concerns in confidence - [Speak Up, We're Listening](#) – which is now available in all 44 countries where we operate, in applicable languages.

After establishing our Global Human Rights Working Group (HRWG) in February 2020, comprising internal audit, purchasing, HR and legal representatives from 14 countries, in 2021 we expanded the HRWG further with the addition of representatives from the Latin America region. During the past year, we also trained more of our people on human rights including those in the procurement, people, and legal functions around the Group, while running human rights risk assessment workshops in parallel.

As a global leader in food services, we can have a transformative influence on the entire global food system. In the coming year, we will continue to utilise the great asset that is our human capital to help us progress our Environmental, Social and Governance (ESG) agenda. Together with our people, partners and our clients, suppliers, and consumers we aim to accelerate change and help create a more sustainable global food system for all.

Dominic Blakemore

Compass Group Chief Executive Officer

June 2022



About Compass

Compass is a global leader in food services, providing delicious and nutritious meals to people across 44 countries. Our extensive portfolio of B2B brands allows us to create a bespoke food and service offer for our clients and consumers.

We operate across five distinct sectors (Business & Industry, Education, Healthcare & Senior Living, Sports & Leisure, Defence, Offshore & Remote) to meet the different organisational needs of our clients. Our people are our competitive advantage. We pride ourselves on the quality of our customer service, our exceptional operational execution and our culinary and digital innovation. Our scale in procurement means we can lead on price and quality.

Our strategic focus on People, Performance and Purpose continues to underpin all that we do in our ambition to deliver value to all our stakeholders.

For more information please see our [Annual Report 2021](#).

Our Sustainability Strategy

Our sustainability strategy is focused on where we can have the biggest positive impact. In formulating our strategy, we consider what matters most to our stakeholders as well as industry trends.

Underpinned by our Safety Culture, we centre our sustainability strategy on three key pillars:

- Health and Wellbeing – helping people to make better choices, be supported in their mental health and follow healthier lifestyles
- Environmental Game Changers – reducing food waste and single-use plastics, and promoting plant-forward meals
- Better for the World – sourcing responsibly, enriching local communities and collaborating for big change



COMPASS GROUP SUSTAINABILITY STRATEGY



**HEALTH AND
WELLBEING**



**ENVIRONMENTAL
GAME CHANGERS**



**BETTER FOR
THE WORLD**



SAFETY CULTURE

Turning safety from compliance to caring for each other

To help define the most important sustainability issues, and steer future decisions about our sustainability strategy, we conduct regular global materiality assessments.

In 2021, we reviewed our materiality matrix. In addition to feedback from our ongoing dialogue with internal and external stakeholders, including clients, suppliers, associations and community groups, we used a business analytics tool to review corporate reports of our stakeholders, mandatory and voluntary regulations in the countries in which we operate, news and social media. Together, this allowed us to identify and monitor the ESG external issues that are most important to our stakeholders and our business. For more information, please visit our [website](#).

We have a wide range of stakeholders who influence or are affected by our day-to-day business, with varying needs and expectations. Our stakeholders include employees, investors, clients and consumers, suppliers, NGOs and government agencies. For more information about our stakeholder engagement activities please see our [Annual Report 2021](#) (Engaging with our stakeholders, p. 28; Board oversight of stakeholders, p. 98-101).

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, please see our [Sustainability Report 2021](#), [Modern Slavery Act Statement 2021](#) and [Annual Report 2021](#).

Table of relevant information

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

UNGC area	UNGC Principles	References
Human rights	<p>1. Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>2. make sure that they are not complicit in human rights abuses.</p>	<p>Sustainability Report 2021: Human Rights, p. 19; Responsible Sourcing, p.35; Our Sustainability Governance, p. 41; People Governance, p. 43; Supply Chain Governance, p. 46; Data Hub, p. 50-52</p> <p>Annual Report 2021: Employee diversity, p. 32-39; Corporate Responsibility Report – Sourcing Responsibly, p.49; Human Rights and Modern Slavery, p. 143; Other statutory disclosures - Employee diversity and human rights, p. 182</p> <p>Human Rights Policy: all pages</p> <p>Modern Slavery Act Statement 2021: 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 2021: People, p. 7; Safety Culture p.8; Our People p. 14-15; Open to All, p. 16; Engaging with Our People, p. 18; Human Rights, p.19; Sustainability Governance, p. 41; People Governance p. 43-44; Data Hub - People, p. 50; GRI table 401-406, p. 58-60</p> <p>Annual Report 2021: People Report, p. 32-39; Safety culture, p. 42-44; Monitoring culture and engaging with our employees, p. 102; Other statutory disclosures, p. 180-182; Notes to the consolidated financial statement - 3 Employees, p. 218</p> <p>Modern Slavery Act Statement 2021: 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 2021: Planet Promise – climate net zero, p. 23-27; Plant-Forward Meals, p. 28-30; Doubling Down on Food Waste, p. 31-33; Packaging For The Future, p. 34; Responsible Sourcing, p. 35-36; Sustainability Governance, p. 41; Environment Governance and Management, p.45; Data Hub, p. 51- 52</p> <p>Annual Report 2021: Risk management (TCFD), p. 52-53; Corporate Responsibility Report - Environmental Game Changers, p.45-46</p> <p>Environmental Policy Statement: all pages</p> <p>CDP Climate Change 2021: 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 2021: Responsible Sourcing, p. 35; Doing business the right way, p. 40; Sustainability Governance, p. 41; Data Hub – Engaging our People, p. 50 GRI table 205-206, p. 55-56.</p> <p>Annual Report 2021: Our values guide our actions and behaviours p. 13; Principal Risks – Compliance and Fraud, p. 80; Global Supply Chain Integrity standards, p.49, Governance and Directors’ report, p.84; Whistleblowing, anti-bribery and fraud, p. 131</p> <p>Code of Business Conduct: Personal Integrity, p.10-14; Commercial Integrity p. 15-20</p> <p>Code of Ethics: all pages</p>



		Supply Chain Integrity Policy : all pages
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