



2021•2022

People and Community
IMPACT
REPORT

Welcome

As one of the largest employers in the UK, we are only too aware of our responsibility as an employer and the ability we have to make a positive impact on the many communities in which we operate.

Working with the Social Value Portal, it has been fascinating to understand the impact of the work that we do – whether it be through local employment, skills and development; our D&I agenda; commitment to SMEs and our wider supply chain activity; as well as the many community projects we support.

Our social value measure for 2021 provides a solid baseline for us to build upon. However, we have also included a snapshot of the work also carried out throughout 2022. We will be reporting on our social impact in 2022 in the coming months, where we hope to see further impact of our investment in this agenda. By tracking and measuring our progress against the National Toms Framework, we will continue to be transparent about the measures we are taking to make a difference, as well as the areas where we need to do more and how we are going to address this.

We have long been committed to doing the right thing. This means that our people first philosophy ensures we are always looking at how we support our employees as well the communities in which we work. 2022 saw us launch our social mobility strategy, meaning whatever your background, you will have an opportunity to progress and develop a career with us.

The past two years businesses have faced many unexpected challenges. With cost of living an issue for most UK households, the social value businesses can generate has never been so important. 2023 will see us continue to drive forward this agenda, putting the welfare of our colleagues front and centre, working to provide opportunities for all, while also continuing to support the communities we work in.



Robin Mills,
Managing Director,
Compass Group UK & Ireland



Foreword



Laura Neville
Head of Social Value,
Compass Group UK & Ireland

“This is just the start of our social value journey at Compass Group UK & Ireland. We are very proud of the social impact we have produced to date and recognise there are many areas of improvement over future years. We have an amazing workforce who live and breathe social value and we will continue to engage with them to build upon our future social value journey at Compass Group UK & Ireland.”



Guy Battle
CEO
Social Value Portal

“It has been great to see Compass fully embrace delivering social value as part of their business DNA. As a leading UK employer, the commitments being delivered through their Social Promise are phenomenal and demonstrate the significant positive impact organisations can have on local economies and society, which is especially important given the times we are living in.”

Our Social Value Impact 2021

Understanding our baseline

Overall SLEV:
£591m

Key: SLEV = Social and local economic value - the impact we make in the local communities we serve



JOBS

45,000 employees
SLEV: £590m



GROWTH

Value
SLEV: £1.2m

APPRENTICESHIPS

8263

weeks of
apprenticeship
training



301

apprenticeships

SUPPORTING OUR PEOPLE

7262

D&I training hours



£231k

invested in mental health
campaigns



COMMUNITY SUPPORT

SLEV: £120k

donated to local
community projects

REAL LIVING WAGE

October 2021

Became

RLW

recognised service provider



INNOVATION

Delivered SLEV:

£47k



SUPPLY CHAIN

£1.2m

spend
with Social Enterprises



How has our Social Value been measured:

This report outlines the social and local economic value that (SLEV) has been unlocked by Compass Group UK & Ireland through our direct corporate initiatives and activities that have taken place in the 2021 calendar year.

The data has been collected retrospectively and reported using the National TOMs Social Value Framework.

The proxy values used in the Measures which capture the local economic value deriving from local employment (NT1) have each been localised to Compass Groups corresponding offices and work units and an average value has been provided in this report.

* We have reported separately on our “environmental” activity in our **Climate Impact Report** published in February 2023



Table 1 - Themes and Outcomes captured within the Compass Group 2021 corporate TOMs

Theme	Outcome
Jobs	More local people in employment Improved skill
Growth	More opportunities for local MSMEs and VCSEs Improved staff wellbeing and mental health Reducing inequalities Ethical procurement is promoted
Social	Creating a healthier community More working with the community
Environment	Carbon emissions are reduced Resource efficiency and circular economy solutions are promoted
Innovation	Social innovation to create local skills and employment

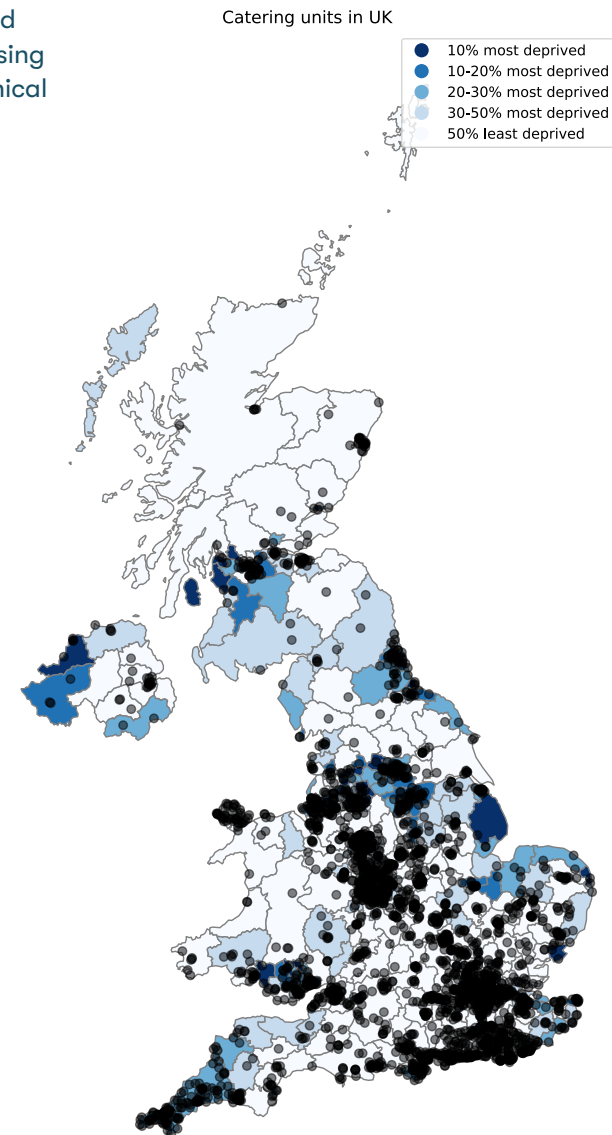
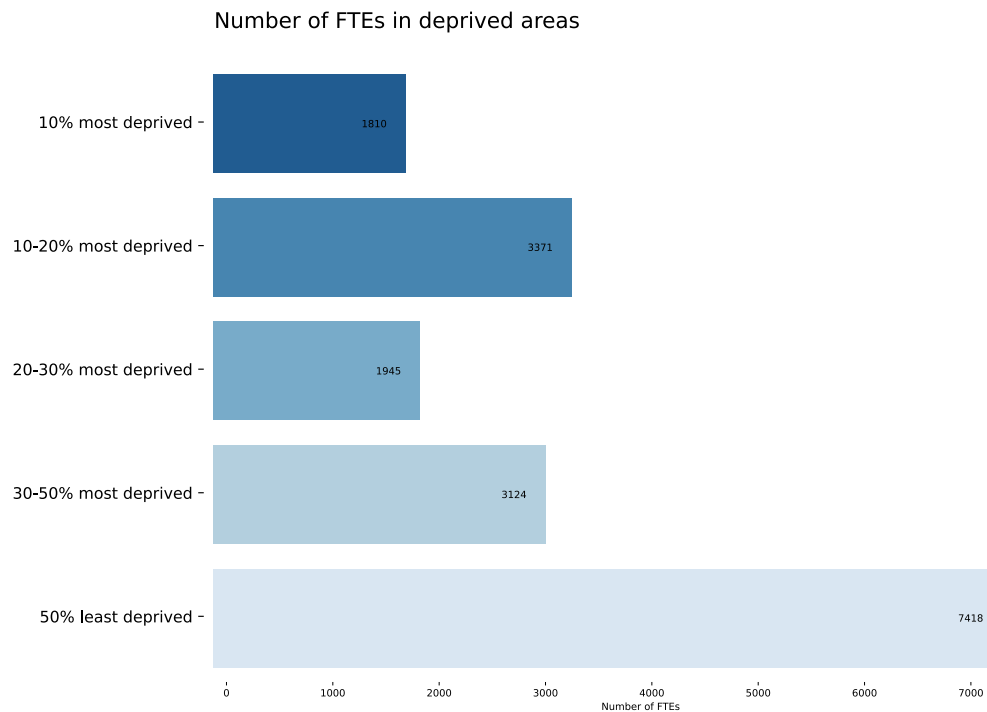
6 Prepared by Social Value Portal for: Compass Group
Reporting period: January 2021 – December 2021

Supporting local employment

Overall SLEV:
£590m

The majority of our colleagues live within the communities that they work. Many of which are based in areas classified as deprived - as defined by Office of National Statistics, using Indices of Multiple Deprivation. As a result of our geographical spread and social value focus, we support many different community programmes and charities across the country.

[Click here for more info.](#)



Our People's Stories

We are one of the largest employers in the UK and we know have the ability to change the lives of many people, through the provision of good jobs and opportunities to progress.

We are passionate about supporting social mobility and our learning and development programmes actively look at how we can remove barriers people face.



Bally Purewal
Operations Director, 14Forty

Bally is working towards a Level 7 Senior Leadership Apprenticeship, in partnership with Aston University. He took on this opportunity having been with Compass for 24 years, to further develop his skills and was recently Highly Commended at the Multicultural Apprenticeship Awards for his work.

Bally commented: "I want to develop my skills, knowledge and behaviours to be able to obtain a senior leadership role and this apprenticeship is supporting my development in the right direction. One of the things I love most about the course, is the empowerment to have conversations through the networking opportunities, to express myself and draw on other people's experiences."



Rosa Losa
FM Supervisor, Medirest

"I have been part of the Compass family for 7 years originally starting as a Barista for Medirest. My manager's noticed how eager I was to learn and when an opening arose for Assistant Manager, they suggested I applied. I was encouraged to enrol on the Management Academy and now I am the Retail General Manager.

My mentor really inspired me as her passion for her job and family came through in everything she did. Compass really is a place where you don't have to make the tough decision to choose work over family, you can have both.

My top piece of advice is, If you want to progress, Compass will give you the tools, training and support you and then it's up to you."



Sharon Baker
Business Director ESS Defence, Wales & West Midlands

"Wow I've been with Compass for over 30 years. In my early career I was a part-time cook and am now a Business Director in ESS.

I absolutely love the people I work with, and the role is so varied: one minute I am accountant, the next a health and safety advisor to even being a counsellor.

When I've experienced changes in my personal circumstances the support Compass have given is fantastic; the flexible working around my young family to supporting me through grief, they have always listened.

My one piece of advice would be to focus on the things you can change and not the things you can't."

Investing in our People

Our Social Promise



In 2022, we launched “our Social Promise” – this is a commitment to support to one million people from both within and outside our organisation.

We are working to enhance people’s opportunities and change their lives through job creation, education, training, community and charitable engagement.

By 2030, we want to have addressed the barriers that many face when it comes to progression – particularly of gender, race, and those from less advantaged and under-represented backgrounds. We plan to do this through ensuring better representation, providing our employees with skills and progression, supporting the communities in which we work, helping the next generation by engaging with schools, and advocating fairer pay for all.

Compass UK & I has set an annual target for promotions within the company to gradually improve diversity across middle and senior management. We will track progression rates for employees of different genders and ethnicities to have a clear understanding of the strategy’s impact. We will be the first in our industry to measure and set socioeconomic representation targets.

Click here to read our [charter](#).



**Ensuring
Representation**

**Providing Skills
and Progression**

**Securing
Fair Pay for All**

**Outreach to our
communities**

**Helping the
next generation**

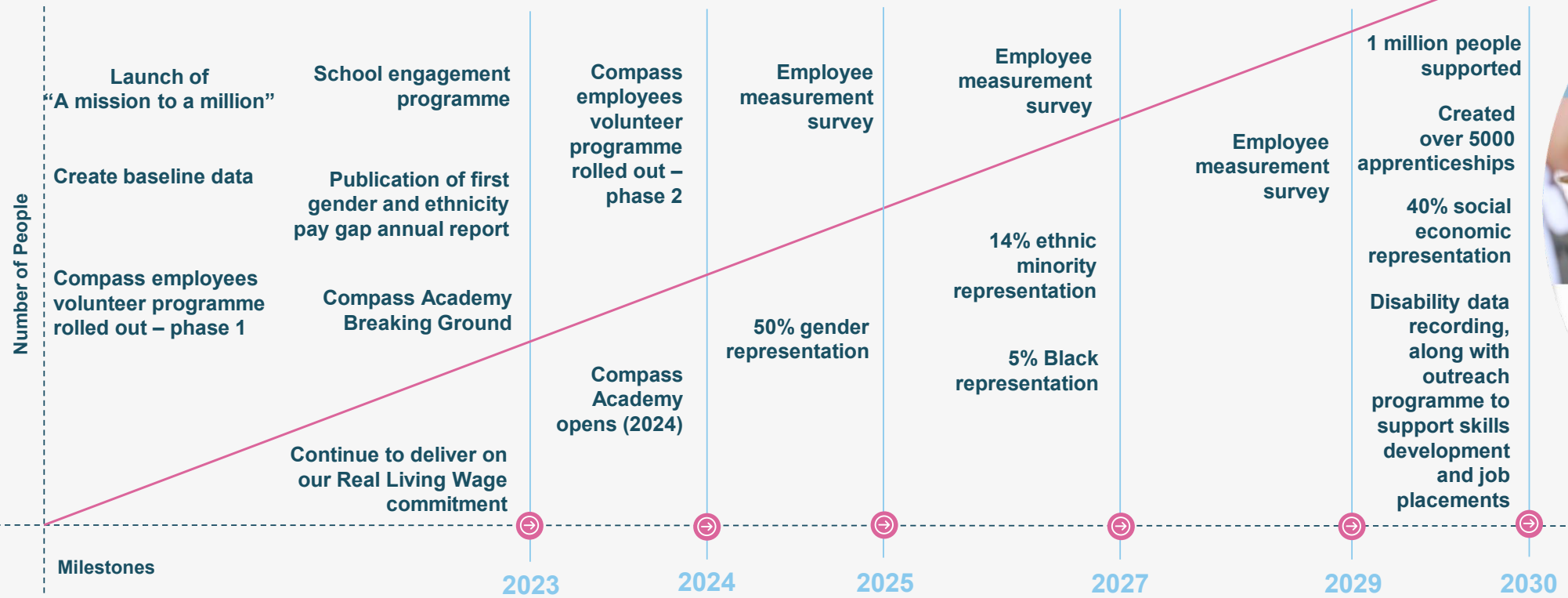
Social Promise Roadmap

“A Mission to a Million”

Our Social Promise is looking to support one million people by 2030, through jobs, training, community engagement and development. We will also seek to address the inequalities that create barriers to progression – setting targets in relation to race, gender and social-economic background.



1 Million



Investing in our People



**SLEV:
£1.8m**

Over
8263
weeks
of apprenticeship
training delivered

301
apprentices

We have a comprehensive Apprenticeship Programme in place – to ensure whatever role an employee is in, they can learn new skills, grow and develop while on the job.

We provide over 60 different apprenticeships that cover everything from Culinary, Facilities, Business Management, Events, HR, Finance, IT/Digital, Sales and Procurement.

Our apprenticeships have been developed to take apprentices from level 2 up to level 6 and 7, degree apprenticeships. We have created career pathways which offer genuine opportunities for all roles and ages across all business sectors within Compass.

Forward with Marcus Wareing



Launched in the summer of 2021, the programme named 'Forward with Marcus Wareing' is an enhanced development course which runs alongside a Level 4 Senior Culinary Chef or Level 5 Operations Departmental Manager apprenticeship

standard, delivered in partnership with national hospitality training provider, HIT Training.

A great supporter in helping chefs reach their potential, Marcus has been instrumental in creating and implementing this programme, spending time with the cohort during 4 enrichment modules including practical, theory or 121 coaching and mentoring.

Focus areas include sustainability, creating a more diverse kitchen brigade in terms of ethnicity and gender, developing mental first aider skills, mentoring and analysis of different leadership styles and outcomes.

The scheme contains four modules including –

1. **Commercial**
2. **Culture**
3. **Sustainability**
4. **The Craft**

The first cohort of 14 people recently completed their modules with Marcus and will officially graduate on completion of their Apprenticeship Standard in 2023. We are delighted that the second cohort began their course towards the end of 2022.

"I feel grateful to have been nominated for the Marcus Wareing programme. I am excited and hope that my passion for food and eagerness to better myself come across. It's great to be part of a company who not only value sustainability and good produce, but also their employees."

Jodie Plummer
Head Chef/Team Leader,
Restaurant Associates, Aon Group

600
apprentices
underway

Over 60 different
apprenticeships
now available

2022

OVER
50%
of culinary
apprentices
are female

19%
ethnic minority
apprentices

52%
female
apprentices



Dylan Patel

Achieved - Commis Chef Level 2
Working towards – Chef De Partie Level 3

Won the Apprentice of the Year 2022 at the Multicultural Apprenticeship Awards in the Retail, Hospitality and Tourism category and runner up in the 2022 Compass Apprentice Chef of the Year competition.

“Taking on this apprenticeship has allowed me to follow my passion, balancing learning with practical work whilst getting paid. I love being part of the team here and learning from others around me. There is always something new to uncover and that’s what I enjoy most about being a chef and I hope to build my knowledge further, as I continue this exciting journey.”



Wendall White

Working towards
Senior Production Chef – Level 3

“Since starting my Apprenticeship I have learnt to better manage and gained valuable knowledge, which in turn has allowed me to develop my confidence in the kitchen and my communication skills. My overall career ambition is to become a great chef manager and one day a business owner with the skills and experience to become a positive inspiration to others who wish to become a part of the catering industry.”



Hannah Morgan

Achieved Facilities Manager
Level 3

Secured a new role as an FM Manager decided she wanted to learn more about facilities management to support her in role and upskill further.

“The apprenticeship increased my knowledge of Facilities Management, Health and safety. My understanding of managing my team has increased. I am using my level 3 diploma as a foundation for further development and progression within Compass Group. I am now using my newly acquired skills in my new role as FM Manager, which is a chunkier role than I had previously.”

Introducing Kickstarters to our business

273
Kickstarters

62%
have remained
in our business

Compass was one of the first large employers to be successful with an initial submission for 50 Kickstart opportunities.

By the end of the programme, we successfully filled 273 placements, which resulted in 62% remaining in our business with longer term jobs.

We embraced Kickstart as part of our Social Mobility strategy to give everyone the support needed to get their first step onto the career ladder. Our programme was designed and implemented with our delivery partners to ensure that potential candidates had the wraparound support they needed for their own individual personal development from the start of their journey.

We developed Gateway to Employment programmes with our delivery partner Springboard and The Care Covenant offering a 2-week pre-employability programme with a guaranteed interview with our Hiring Mentors for one of our Kickstart opportunities.

Once a candidate had been successfully recruited onto our Kickstart programme candidates had monthly progress reviews with their Mentor detailing the skills that they had learnt and agreeing SMART targets for the next 4 weeks. The Apprenticeship team also completed monthly well-being calls with each Kickstart Candidate during the six-month programme checking in with them to make sure they felt safe. It was a really successful programme.

Brandon Sage Apprenticeship & Early Careers Administrator (Apprenticeship Team)



"I have gained a variety of skills in my apprenticeship role from all sources. I have improved skills and also gained a lot of communication skills by conducting wellbeing calls and apprenticeship vacancy calls. When I first started I had zero confidence but slowly I have built it up even building on communication with my team more and more everyday by being in the office. I have also learned to be more independent when doing certain tasks and I get on with it."

Lauryn Sinclair-Johnson Recruitment Officer, Medirest UK



"The Kickstart scheme has been a great experience for me and it has allowed me develop my skills and boost my confidence. I felt quite lost after completing my degree during the pandemic as there were limited opportunities. I then joined Medirest Recruitment as an Administrator for a short period of time, and I was then offered a permanent role as a Recruitment Officer. I wouldn't be where I am today without the help of the Kickstart scheme."

Our award winning apprenticeship programme



Multicultural Apprenticeship Awards 2022
Shortlisted as a finalist in the Employer of The Year Retail, Hospitality & Tourism category 2022



Multicultural Apprenticeship Awards in the Retail Hospitality and Tourism Category 2021
(Formerly BAME Apprenticeship Awards)
Winning Employer of the Year



IOH Awards 2022 in the Equality and Diversity Category
Winning Employer of the Year

We have committed to transfer

£1.6 million apprenticeship levy

to support over **130 SMEs** in the hospitality industry for the skills development of their employees

We work with over

20 Apprenticeship Delivery Partners

made up of Training Providers, Colleges, and Universities

We work with key stakeholders

such as **Springboard, Multicultural Apprenticeship Alliance, BSA, CBI, IOH, Care Leavers Covenant, ESFA**



Training and Apprenticeship Award
Finalist in **Public Sector Catering**



HIT Hero Awards 2021
Large Employer of the Year and Community Outreach Programme (Highly Commended)



HIT Hero Awards 2022
Large Employer of the Year and Senior Sous Chef, Jodie Plummer, Chef Apprentice of the Year



Cambrian Training, Apprenticeship, Employment & Skills Awards 2021 winners

Real Living Wage



October 2021

Secured Real Living Wage
Recognised Service Provider Status

We are a
Living Wage
Employer

As a purpose-led organisation, we want to be a force for good in our communities. We recognise that paying a Living Wage to all our direct employees was a positive first step, but also want to see more of our employees working on client contracts being paid the Real Living Wage too. Therefore, we committed to engage with our clients on the advantages of being a Real Living Wage payer and to emphasise the benefits for their workforce and their service provision.

We also committed to including fully costed Living Wage tenders to all potential clients. By tackling low pay head on, together with our clients we can make a difference to tens of thousands of people's lives and the lives of their families.

Since becoming a
Recognised Service Provider
we have worked with
300 clients
to pay colleagues the
Real Living Wage

Over
29,000
of our workforce
paid RLW
or above

We introduced the
NEW Living Wage rates
for those **we directly employ**
from **1 November 2022**



2022 and beyond...



In November 2022, Levy UK announced, that from 1 January 2023, it will be paying all its employees - including variable workers the Real Living Wage (RLW). Levy employs over a thousand full-time workers and has a 14,500 strong variable hour workforce to support their clients from sports stadia, arenas and conference centres across the country. Levy has worked closely with clients to move to this positive position, many of which are also RLW employers, such as Chelsea Football Club and Edgbaston.

The Real Living Wage Foundation announced in September that the new Living Wages rates would increase by 10.1% rise to the UK rate and an 8.1% rise to reflect current inflation. The new Real Living Wage rate is £10.90, and the London Living Wage rate will rise to £11.95.

Levy UK values and cares for their people and know that paying the Real Living Wage can make a difference. We asked some of our Levy colleagues what paying the RLW meant to them:

General Assistant: ***“The increase in my pay has meant that I no longer have to do my extra job in the evening so I can spend more time with my children, Thank you for helping.”***

Bar Staff Retail: ***“Let’s be honest it’s tough for students in London, but the higher rates have meant I don’t have to work extra shifts when I should be studying, and it helps with my living costs.”***

An employee who works in a stadia kiosk said ***“Getting a better hourly rate means I can help more at home and with the cost of living crisis it means I can support more, which is a relief.”***



Jon Davies
Managing Director, Levy UK

“Our people are the lifeblood of our business, so paying a fair wage, especially in light of the cost-of-living crisis, is absolutely the right thing to do. We have been working in partnership with our clients over the past two years to move to the position of paying 100% of our workers in the UK the Real Living Wage. We value and care for our people and know that paying the Real Living Wage can make a big difference, allowing them to enjoy a more balanced life.”



Katherine Chapman
Director of the Living Wage Foundation

“As the cost of living continues to rise, it’s fantastic to see Levy’s leadership and hard-work over the past two years in moving to pay all employees a real Living Wage. The benefits the Living Wage brings to workers and business alike and has never been more important.”

Diversity and Inclusion



Over
7000
hours
of training delivered

£740,000
SLEV

Our employee networks play a vital role in ensuring we live and breathe our diversity and inclusion commitments. Run by colleagues, for colleagues, they work together to develop meaningful initiatives that raise awareness of key topics and include: our Women in Food network; Within, our ethnic minority network; our LGBTQI+ PRIDE in Food network; our You Matter mental health network; our Ability disability network will be launched early in the new year.

From monthly InclusiviTEA events that bring people together from across the organisation, to our reverse mentoring programme - developed to create a shared understanding of the barriers and opportunities for colleagues from ethnic minority groups - our networks challenge us to ensure that the initiatives we introduce are tangible and long-lasting. That they're rooted in our commitment to building a culture of respect, integrity, and belonging.

As part of this, each of these networks has a group of ambassadors, who as well as supporting our jam-packed awareness events calendar, also mentor junior colleagues on their career development and are a powerful voice for their community.

Above it all, we want people to be confident that they can be themselves at work, whatever their race, gender, sexual orientation, age, nationality, or disability. Because for us, diversity and individuality are gifts that enable us to create a culture where everyone can share their ideas, develop their talents, and perform at their best. When our people are happy, our clients and guests are happy too: it's a win-win.



Armed Forces Covenant

We are proud signatories of the Armed Forces Covenant and have gold status. In Armed Forces Week in 2022, we announced a new spouse's policy. The policy recognises the important role spouses play in supporting their partners who are serving in the military - these are individuals who often have to manage family life at home, alongside working while their spouse may be posted overseas or relocated.

We have committed to:

- Providing an additional day of leave to support pre or post-deployments of three months or longer.
- Endeavouring to redeploy military spouses to an alternative role internally on notification of a spouse's posting. This is now compulsory across the UK business.
- Recognise and celebrate the contribution of military spouses through a selection of events on our company annual Spouse's Day.



Reverse mentoring

We launched a 'Mentor Up' programme to help create a shared understanding of the barriers, challenges and opportunities for colleagues from ethnic minority groups.

The programme partners senior leaders (mentees) with individuals from ethnic minority groups (mentors). Participants share their experiences, perspectives and knowledge to broaden and deepen their awareness of themselves and others.

This helps to inform actions to support the further enhancement of diversity and inclusion in Compass, to create an environment where everyone can thrive.

The programme provides a safe space for open conversations between participants focused on mutual learning, respect and creating a way forward together.



London Pride - July 2022

Supporting and celebrating our LGBTQ+ community, Pride in Food strives to create an inclusive and diverse environment where everyone can freely be themselves and maximise their potential with an emphasis on Respect, Equality, Teamwork and Growth.

We work closely with our supply chains, partners and customers to share best practice around supporting the LGBTQ+ community. We have also been a key partner with Pride London by delivering large parts of the hospitality for several years and in 2022, 50 of our employees joined the Parade as well as sponsoring the VIP tent in Trafalgar Square with some amazing food designed by chef Allegra McEvedy MBE who worked with our teams on a delicious colourful menu.



Women in Food

Women make up two thirds of our people and we're always looking to attract, retain and develop our female talent, as well as ensure appropriate representation at every level of our organisation.

Having originally launched Women in Food in 2016, to focus on culinary talent, we have expanded our community to support all job roles both food and non-food related.

On International Women's Day 2022- we brought together around 200 people including clients, suppliers, industry leaders and frontline colleagues including chefs, cleaners and baristas – with the aim of showcasing initiatives to support female talent and demonstrating how everyone can do something to #breakthebias.



Celebrating Black History Month

In 2022 we marked Black History Month - with our own re-imagined Compass 'Black Future Month'. A launch event was held at our head office in Chertsey, with many of our Within network present. Throughout Black Future Month, stories of influential black activists as well as our own colleagues were told to inspire and educate our people.



Supporting our people's mental health

SLEV:
£231,240

We aim to promote and support the mental health and wellbeing of our colleagues. We want to create positive working environments which support employee well-being, create a culture of openness and acceptance around mental health, encourage colleagues to look out for each others' mental health as well as their own, create the time to talk ensuring that managers and colleagues know where to go for support in dealing with mental health issues.



Over
400
people
trained in
mental health
awareness

YOU MATTER

Our You Matter programme was set up three years ago and is run by a network of employees passionate about supporting people's mental health and wellbeing.

Colleagues also have access to a free mental health guidance and support through our Employee Assistance Programme. We regularly run mental health campaigns and share information on how you can look after your mental health and provide colleagues to specialist help if they need further support.

Mental Health Awareness training has also be rolled out across our business, primarily aimed at line managers to enable them to spot the signs of people in difficulty, creative positive working environments and sign post those who need further support. 400 people have carried out the training to date.

We hold regular webinars which cover a range of topics from hints and tips on managing stress, dealing with grief and colleagues from across the organsiation, including senior leaders, sharing their own experience of mental health issues. These have been very popular with high levels of engagement.

We also share information on nutrition and wellbeing, to support employees making healthier choices to support with their mental health.

YOU MATTER

Many of us will experience mental health challenges at some point in our lives. Here @ Compass we understand this and want to let you know that you matter to us. Our commitment is to create...

- Positive working environments -
- Openness and acceptance of mental health issues
- Teams who look out for each other

To learn about how we can work together to achieve our goals visit our [goals page](#) by scanning the below

If you need any support even just someone to talk to contact AWW Employee Assistance Programme. We provide everything from confidential helpline to financial guidance. **It's free, it's confidential and it's 24/7.**

+44 (0) 800 072 7072
www.sxahesupported.co.uk

Ultimate convenience
Password supported

You Matter

Our supply chain



**SLEV:
£147K**

In 2021

OVER
£1.2
million
spent with social
enterprise suppliers



87%
or our spend was with
**UK&I Headquartered
businesses**
(support job creation and local economy)



Foodbuy made a commitment to spend £5 million with social enterprises. As of November 2022, we're delighted to announce that we have reached the £5million spend mark.

By working directly with social enterprise suppliers, we will be increasing our procurement spend and influence to support these businesses and in doing so, change lives for the better.

(Jan – Dec 2021)



86 tonnes, equivalent to
203,985 meals, supporting
2,510 charities

31%
or our spend
was with
SME's



Making a bigger impact in 2022

£5m

spent with
social enterprises

CHANGE PLEASE

We supported

75

people
out of homeless
with Change Please



TOAST ALE

11,906

of bread slices
were saved

Jan-Sept 2022
and used by Toast Ale



LIFE WATER

Since the beginning of our partnership, Compass Group and Foodbuy have supported the **Drop4Drop** charity to fund

300
clean

drinking water projects
through sales of Life Water
products.



PITCH SOCIAL

Launched a new programme which aims to identify new social enterprises, B-Corps and minority-owned suppliers that are doing amazing social or environmental value work in their fields.

Through this event, we
created new collaborative and dynamic partnerships with UK-based suppliers that have high social and environmental performance.

FARESHARE

We donated the equivalent of

256,994
meals

(109 tonnes)

through our donation
partners Too Good Too Go,
OLIO and FareShare



We listed a social enterprise (WildHearts Office) as a core supplier for stationery.

A relationship with Wildhearts will see us fund projects on gender equality and social mobility through our purchases on stationery.

Supporting the communities in which we work

SLEV:
£120K



Compass Healthcare and Compass Retail

ESS

Chartwells

Through our partnership with

Alzheimer's Society

our healthcare colleagues have raised over

£435,000 since 2015

Support five key charities:

ABF The Soldiers' Charity
The RAF Benevolent Fund
The Royal Navy and Royal Marines Charity
Mental Health UK
The UK Oil & Gas Chaplaincy

Raised over £42k

Partnered with the

Dame Kelly Holmes Trust

we have raised through donations and fundraising

over **£23,000**

In 2021 and 2022

Elf week

raised over

£38k

This support has helped
**fund frontline Dementia
Advisers** who provide vital
dementia support to local
communities across the UK.

Sponsorship of the
**Royal Navy
and Royal
Marines
Charity
(RNRMC)**

cookbook

Our ESS Energy colleagues
provided

**4000
meals
and 125
hampers**

**of food and essentials
for homeless shelters
in the Aberdeen area**

**10
nutritionists**

are now
**Mental Health
First Aid trained**

Launched a
recipe e-book,
containing lots of recipes
from our teams and the
DKHT athletes and staff

We have also recently announced that **the partnership will now incorporate more of Compass' wider Retail business** going forward.

Beyond The Chartwells Kitchen programme, produced a series of **well being videos** filmed by **different athletes** from the Trust and shared in school assemblie

2021 & 2022
OVER
£500,000
raised



Business and Industry

Restaurant Associates

Levy

Raised
£20,000
for
Mental Health UK

All B&I sites raise money for **Macmillan Cancer Support** by participating in the **Macmillan coffee mornings**

Raised over
£2000
to Padley Group
with overnight camp out - supporting those facing homelessness, depth addiction, mental health issues and unemployment.

Our **Life Water** sales have provided sustainable clean water supplies to
4628 people across 6 villages in India and Africa via the Drop4drop charity.

Since 2014, we have supported over **50 projects** for this charity.

Support
Refettorio Felix with over **300 hours** of **volunteering** alongside the provision of food

Given **200 hours volunteering** in cleaning up local neighbourhoods in London

Raised **£130k** for **Ukrainian charities** since the beginning of the conflict

Provided **over 4 tonnes of unwanted food to the likes of OLIO** to support local food kitchens and they have sponsored and actively supported **Off the Street's** helping young Londoners to gain barista skills, jobs and urban bike racing opportunities

Gained **3 star certification** from the **Sustainable Restaurant Association** which recognises work in helping local communities across the country

Partnered with the
British Paralympic Association (BPA) in 2020

The **2022 target** is in excess of

£60,000

with each Levy UK+I partner venue tasked to host its own charity event or team challenge

Raised over
£60,000
to support the **BPA's 2022 Beijing Winter Paralympic Games fund**

Looking to achieve
25% food waste
by end of **2023** - work with partners Olivo, Fareshare and Too Good to Go



Compass Group UK & Ireland

Foodbuy

Compass Ireland

Support for Ukraine

Compass Group UK & Ireland has looked to support the plight of the Ukrainian people from the outset of the war. We looked to do this through a number of different ways

Springboard Fund

– in partnership with Springboard and Newham College of Further Education, we created and funded a programme that provides bespoke, pre-employment support – including language training, counselling and skills building – to help unemployed people, including refugees, as they seek to rebuild their life

Supported

Temple Street W82go

programme to provide **children and families with education and activity around healthy eating and cooking**

Our parent company **Group PLC** donated **£250,000** to the DEC

Our colleagues also raised over **£4700** through fundraising activities

Homes for Ukraine – we allocated an initial **£25,000**

fund that could be accessed by employees who were hosting Ukrainian refugees

Raised over £20,000 for Duchenne in 2021, adding to the £380,000 raised in recent years

Working with Oakland International – who sent a fleet of vehicles with supplies to the Poland/Ukraine border – we have donated over **£8,000** of **emergency supplies** including a mix of food for hot meals, as well as nourishing longer-life food

Compass Ireland **also donated surplus stock** to various organisations including

Dublin Simon Community, Foodcloud

Fundraised for **Turn2Me, Children's Health Foundation and the Northern Ireland Children's Hospice.**

In support of these organisations, they ran a number of fundraising activities throughout the year including **a Danceathon, a raffle and a bake sale**



Compass Cymru

In 2021
**began three year
partnership with
homelessness charity -
Llamau.**

Our teams supported
the Annual Sleep Out and
raised £7k so far

**Partnered with
FareShare Cymru -
donating hundreds of meals to
those in need**



Compass Scotland

**Compass
Scotland
partnered
with
FareShare.**

Kicking off the
partnership at one
of its largest sites,
the Scottish Event
Campus (SEC) in
Glasgow.

**1.5 tonnes
of surplus food to
42 charities and
community groups
in Scotland between
April and June 2022**

Supported The Larder -
providing
300 boxes
of **shortbread**
and

**150
selection boxes**
and
gift bags
for their
Christmas appeal

Compass Group UK & I Volunteering programme

We are introducing

a day off

**to support with volunteering at
projects around the country**

**Our new
volunteering
programme will
be launched
in 2023**

Compass Group
has contributed
a total

£16,951

this year to **Cancer
Research UK,**

this has been a combination
of fundraising from Compass
Retail, and a leading B&I site
and Chartwells HE site, along
with our HSE Team

Supporting our people

Cost of living

We recognise that the cost of living is putting pressure on everyone's household budgets.

We want to do all that we can to support our people during this challenging time, therefore we have put together a comprehensive support package.



FEEDING OUR WORKFORCE

We are all about food. Therefore, where we serve food each of our employees are able to access one free meal a day.

This will see us providing approximately

**200,000
meals a week**

to our people.

We have also enhanced our food donation scheme so our teams can now donate surplus hot food safely too, supporting many more local communities



EMPLOYEE WELLBEING

All our employees have access to our free Employee Assistance Programme – this provides

**24/7 access to
wellbeing
and mental health
support**

and access to professional help in the event it is required





ACCESS TO FINANCIAL SUPPORT

helping
hands



Our Helping Hands Fund has been relaunched –Initially set up to support employees during Covid, we have enhanced our fund, to support employees with emergency payments and those costs that often people won't have budget for or spare money available eg. Car repairs following an MOT failure, broken cooker etc.

Colleagues are able to make applications for funds provided on a grant basis, which are reviewed by our Employee Relations team who are also on hand to provide any additional welfare support if that is required

ACCESS TO FINANCIAL SUPPORT

Salary Finance

Working with Salary Finance, employees are able to access: pay more flexibly, affordable loans (high-interest debts can be consolidated into one monthly payment, to support with taking control of finances) and also financial wellbeing support.

We launched this in November 2022 and already have several hundred colleagues benefiting from more flexible access to pay

ACCESS TO FINANCIAL SUPPORT

perks at work

We have continued to communicate the benefits of our Employee benefits programme

“Perks at work”
to our colleagues
– this has saved

over
£500,000
per year

for our people, through the provision of discounts with leading retailers, including supermarkets



About The National Social Value TOMs Framework

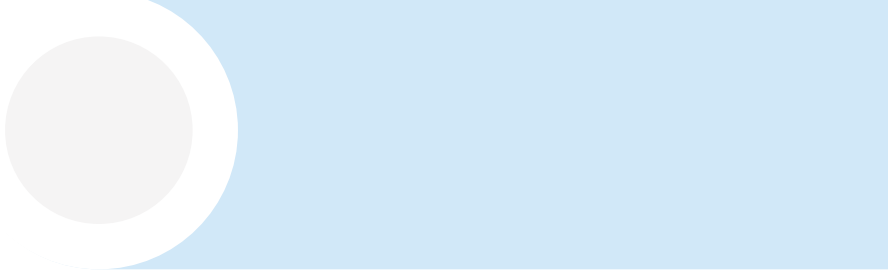
The National TOMs Framework has been used to measure and report on the delivered Social Value.

It is a measurement framework that has been developed by the National Social Value Taskforce, a cross-sector organisation that combines public, private and third sector organisations.

The framework was the result of extensive consultation across local authorities and public-sector organisations, including Office of Civil Society and Crown Commercial Services.

The measurement framework used has been built around the National TOMs 2021 (Themes, Outcomes and Measures) which consists of 5 Themes, 20 Outcomes and 48 Measures. The framework embedded by Compass Group included 13 Measures across 11 Outcomes and 5 Themes.

The framework also includes a measure from the Facilities Management Plug-In 2022. The Themes centre on promoting 'Jobs and Skills', 'Supporting Growth', 'Empowering Communities', 'Protecting the Environment' and 'Promoting Social Innovation'. Financial proxy values have been attributed to the Measures that underpin these Themes by using publicly available data sources such as the Unit Cost Database. These values have been used to calculate the Social and Local Economic Value (SLEV) generated directly by Compass Group. Social Value (SV) and Local Economic Value (LEV) are reported separately, as LEV represents economic value generated locally through displacement of value from elsewhere and therefore not considered to represent value to society as a whole.



Charities our colleagues have supported:



THE LARDER



MACMILLAN
CANCER SUPPORT



SOCIAL VALUE

