

ENVIRONMENTAL POLICY | FEBRUARY 2026

PURPOSE

Compass Group UK & Ireland's Planet Promise applies a systems-thinking approach across four areas: climate, waste, health and nature, reflecting our belief that an integrated approach is essential to operating responsibly. We are committed to protecting the environment, enhancing our environmental performance and continuous improvement, with our environmental aspects being managed through our Environmental Management System which is certified to ISO 14001:2015 for catering and support services. As we work towards achieving net zero by 2040, we remain focused on minimising our impacts and ensuring our operations support the wellbeing of our customers and communities, as we strive to drive meaningful change and contribute to a healthier planet.

Specific commitments are highlighted against each area below. We will monitor and report internally and externally on our progress. Further detail can be found in 'Our Planet Promise: A Purposeful Path to a more Sustainable Future' report which is publicly available on our [Compass UK&I website](#).

We are also committed to meeting, and wherever possible, exceeding the requirements of ISO 14001 and will comply with all relevant environmental legislation and compliance obligations.

COMMITMENTS

Climate

- An SBTi-aligned net zero by 2040 target, supported by near-term scope 1, 2, 3 and FLAG targets, measured against our new FY25 baseline.
- Scope 1 and 2: Near term (2035) 63% emissions reduction; Long term (2040) 90% emissions reduction.
- Scope 3 (Energy & Industry): Near term (2035) 63% emissions reduction; Long term (2040) 90% emissions reduction.
- Scope 3 (FLAG): Near term (2035) 46% emissions reduction; Long term (2040) 72% emissions reduction.
- 100% renewable energy by 2027 across our owned and operated sites where we control energy procurement (new acquisitions to switch to renewable energy within 5 years).
- 70% of live recipes carbon rated A-B by 2040.
- Prevent pollution to air, land and water (e.g. oil/chemical spillages, air emissions, litter/fly tipping, statutory nuisances, and damage to biodiversity).

Waste

- Achieve a 5% reduction in food waste in FY26 against a FY25 baseline by designing out avoidable food waste and through the donation of edible food.
- Increase recycling and anaerobic digestion to 65% by 2035,

by applying the waste hierarchy through interventions to prevent, reuse, recycle, or recover energy from waste supporting a circular economy.

- Reduce single use foodservice packaging by 30% by 2035.

Health

- Delivering healthier meals, focussed on reduced levels of high fats, salt and sugars (HFSS) and increased fibre through vegetables, beans, pulses and lentils.
- Maintain progress in managing HFSS on our menus (88% of live recipes are low or medium in fat; over 93% of recipes are low or medium in salt and 94% of dishes remain low or medium in sugar).
- 20% increase in vegetable procurement by 2030 against a 2019 baseline.
- 15% increase in beans, pulses, lentils procurement by 2028 against a 2026 baseline.

Nature

- We will collaborate with our suppliers through our Future Farm framework to drive the transition to regenerative agriculture, funding innovation and supporting farmers to adopt genuinely sustainable methods.
- Maintain commitment of no deforestation for deforestation-linked commodities (directly sourced).

ANIMAL WELFARE

The welfare of all animals within our supply chain is an integral part of our responsible sourcing strategy. We strongly believe that all sentient beings share common rights, and we endorse the Five Domains framework showing that good animal welfare can be achieved by: (i) Nutrition; (ii) Environment; (iii) Health; (ix) Behavioural Interactions; (v) Mental State.

Our Animal Welfare Policy can be read [here](#).

CULTURE

Lasting impact requires a fundamental shift in organisational culture. We will continue to increase environmental awareness to foster collective action among employees, suppliers, clients, customers, and other stakeholders by providing the right tools, training and communication.

This policy and the associated management system procedures are reviewed annually, shared with all employees and is accessible to any interested entities.



Robin Mills

Managing Director, Compass Group UK & Ireland