

## ENERGY AND WATER POLICY | FEBRUARY 2026

### PURPOSE

Compass Group UK and Ireland recognises that, given its scale, has a clear responsibility and role in protecting and enhancing long-term value for stakeholders, society, the economy, and the natural ecosystems on which we depend.

Our Planet Promise brings systems thinking to life by focusing on four areas: climate, waste, health and nature. This integrated approach recognises that improving one area without the others is no longer enough in achieving our commitment to reach net zero by 2040. Within Our Planet Promise, Compass commits to responsible energy and water management, continual improvement and our continued compliance with all relevant legislation and recommendations of good practice.

This policy and associated Energy and Water Guidance document are aligned to ISO 50001:2018 and ISO 46001:2019. Detail on our wider commitments 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](#).

### COMMITMENTS

- 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).
- By 2027, we aim to integrate water risk mapping into our procurement and sourcing decisions for high water risk commodities.
- Continue to support a WRAP Collective Action water project, having been the first major UK foodservice operator to do so.

### COLLABORATION

In addition to the commitments above, we will continue to:

- Strengthen awareness of the importance of water stewardship and energy efficiency and promote ways to reduce consumption across everyday operations, in projects, among employees, suppliers, clients, customers and other stakeholders by providing the right tools, training, communication.
- Encourage and support the purchase of energy and water efficient products and services and make energy and water efficiency improvement a key part in our design processes.
- Provide the necessary resources and information to support site specific measurement and how to set specific, measurable, achievable, realistic, time-bound (SMART) objectives and targets.
- Engage with and develop our employees through making resources available and through Our Planet Promise Toolkit (formerly the Climate Net Zero Toolkit); a practical tool which allows everyone to play their part in supporting and accelerating positive change on the ground. The Toolkit also safeguards that we comply with applicable legislation and our Environmental Management System (EMS), which is certified to ISO 14001:2015 for catering and support services.

This policy will be reviewed annually and is available to all interested parties. It can be read in conjunction with our Health & Safety, Quality, and Environmental Policy Statements that are certified to the relevant ISO Standards.



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