

COMPASS

OVERVIEW
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COMPASS GROUP

Compass Group is the global market leader in food and support services. Millions of people around the world rely on us every day to provide their breakfasts, lunches and dinners. We support the workplace, schools, colleges, universities, hospitals, at leisure and in remote environments.

50

countries

500K

people

5.5B

meals

17B

annual revenue

21

FTSE position



COMPASS GROUP

UK & IRELAND

We operate in business and industry, defense, offshore, healthcare, education, sports & leisure and vending. Alongside catering, we offer a range of facilities management (FM) support services, including cleaning, building maintenance, front of house and security.

Our focus on quality of training, market leading investment and attention to detail means Compass will deliver the services you need and deliver the benefits you expect, including:

- Continually improving services
- Optimum cost savings and return on investment
- Maximised efficiencies
- Increased sustainability of service
- Minimised risk
- Happier staff

£2.2B

annual turnover

6000

sites

50K

team members





EUREST

Eurest



**Food to Take
You Further**

Eurest serves 250,000 meals daily, for 300 contracts across over 700 sites nationwide.

The company is a major business and industry foodservice provider for UK organisations.

Our clients include:

- The largest distribution businesses including 92 sites for Royal Mail and new fulfilment centres for Amazon
- Food manufacturers such as Arla Dairies, Princes Foods and Mondelez
- Food distribution businesses such as Sainsburys and Asda
- Utility providers National Grid and Scottish Power
- Automotive manufacturers: Jaguar Land Rover, Ford, The VW Group



14forty provide integrated facilities management services of cleaning, security catering and soft FM.

- We clean the equivalent of 100 Wembley stadiums every day
- Our helpdesk has an answer rate of 99.35% calls within 20 seconds and managed 87,181 raised events in the last 12 months
- Prepare and serve over 5 million meals annually
- Manage c.2,400 tonnes of waste annually with 98.8% service success
- Self-deliver c.1.5m hours of man-guarding annually
- Manage over 100,000 PPMs annually with 99.61% in time attendance

14FORTY



We actively host our client sites, providing amazing customer service at every touch point.

In a rapidly changing world, we help our clients stay agile and one step ahead; and with our experts, we deliver great service in safe environments every day.



RESTAURANT ASSOCIATES



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Since its inception in the early 1950s, Restaurant Associates has had collaboration at the heart of everything we do.

Today we collaborate with some of the most exciting names within the culinary world, including Jason Atherton, Michel Roux Jr., River Cottage and Dipna Anand, to name just a few.

Our pillars include:

- Bespoke Employee Dining
- Premier Clients
- Artisan Cafes
- Digitisation





rapport

Rapport, an integral part of the Restaurant Associates family, brings award-winning guest services to premium clients across the globe.

Our full-time salaried employees provide the following services to our clients:

- Reception Service
- Event Management
- Community Management
- Meeting Room Management and First-fix AV Support
- Room Booking and Helpdesk/Facilities Support
- Switchboard and Call Services
- 24 Hour Concierge Service

RAPPORT



The team at Rapport prides itself on anticipating and meeting the needs of every guest through tailored services, each designed to align with our clients' cultures and values.

LEVY

Levy



At the core of our work is a belief that great food, drink and service is key to creating legendary experiences.

Every day we're playing with new flavours, chatting with guests and using new technology to disrupt the food industry.

Added value services include:

- Venue Master planning and Strategy
- Conference + Events Sales and Marketing
- Brand Management
- Concept Development
- Research + Insight
- Facilities Management

ESS



ESS is a specialist business with extensive heritage and experience in the defence, government and offshore markets.

Many of our people have spent their whole careers working within these unique settings, often starting out as our customers. We combine this understanding with the knowledge of our industry experts to deliver exactly what's needed.

Our services include:

- Food Service
- Cafes, Stores and Bars
- Cleaning
- Facilities Management



HEALTHCARE



Patient Dining
Cleaning Services
Logistics and Helpdesk
Security Services
Retail

Putting patients, hospital and care home communities 1st, we deliver performance with heart as the UK's number 1 specialist support services and retail provider to the healthcare market.

Sectors

- Medirest
- Medirest Signature
- Medirest retail
- White oaks





CHARTWELLS



**Schools & Academies
Colleges
Universities
Independent**



**Specialists in education catering,
serving over 60 million meals
each year.**

Across each sector, every aspect of our service is based upon our simple set of commitments: Eat, Learn, Live.

Chartwells growth

- Chartwells has grown over 40% in the last four years, due in part to the implementation of Universal Infant Free School Meals, and our successful retention rates.
- Building on this growth, we have increased our management capability to ensure we continue to be agile and responsive to our clients.



CENTRAL FUNCTIONS



Our central function activities involve planning and decision-making; maintaining compliance, reducing administration to our front-line teams and allowing us to leverage our scale and subject matter expertise.

Functions, include (but not limited to):

- Finance
- Human Resources
- Client Sales & Retention
- Health, Safety & Environmental
- Digital & Technology





FOODBUY

PROCUREMENT

We use our purchasing power, our systems and our people to reimagine the art of possible for your supply chain. With over £1bn of managed spend, we bring together the widest range of foodservice and hospitality clients on the planet to buy food, and everything associated with it.

Key Stats

- With purchasing power of over £1 billion, we spend c.£750m on food and c£250m on non-food products and services.
- Our global network connects us to suppliers from 50+ countries, allowing us to provide national, regional and local products and services.
- We support and deliver for 5,000+ sites across the UK & Ireland. Every day our clients serve over 1 million meals and satisfy 3 million customers.
- Our expert procurement team is 200 strong, We deliver value across over 70 specialist categories.



SUSTAINABILITY

NET ZERO

As the largest food services caterer in the world, our responsibility to reduce our emissions also presents a significant opportunity to influence wider societal decarbonisation – through the suppliers and clients we partner with, in the recipes we create, and in every meal we serve. We are all accountable.

This goal remains industry-leading in its ambition and scope. We remain committed to delivering it - with two clear objectives:

- To support industry-wide systems change for a sustainable food system
- To enable meaningful change across our wider business activities in both the public and private sector

55%

reduction in carbon emissions by 2025

72%

reduction in FLAG emissions by 2030

90%

reduction in non-FLAG emissions by 2030



OUR MISSION TO A MILLION

Improving the lives of one million people by 2030.

SKILLS AND
PROGRESSION

OUTREACH

NEXT GEN

PAY

REPRESENTATION





Food order solutions

- Self-service kiosks
- Time2eat
- Uni Food Hub
- Scan&Go mobile app
- Customer collection screens
- EPOS tills
- Kitchen management system

Frictionless

- Frictionless bars
- AI self checkout
- Frictionless stores
- Nano pod

Fm solutions

- Chemical-free cleaning
- Cleaning robots
- UVC disinfection
- Virtual reception system

Productivity

- Automatic shelf monitoring
- E15 data services
- Remote refrigeration monitoring
- HSE management
- Employee time tracking
- Retail intelligence tool

Retail solutions

- Micro-markets
- Smart vending
- Rolling video advertising strip
- Smart ESLS

Customer experience

- Did we make you smile?
- Digital signage
- Nutrition and allergen information app
- Urban farming with Square Mile farms



INNOVATION



Flexible Working Culture

Compass understands how important flexibility is to help support our colleague's lifestyles. All colleagues are entitled to request flexible working to help balance their home and work life.

You Matter

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

Sharebuy Scheme

Sharebuy is a flexible, tax-efficient way to invest money from your monthly salary to buy shares in Compass. Colleagues can join the scheme after six months service with Compass, by choosing to invest a fixed amount of your gross salary (before tax & NI) or a lump sum up to a maximum of 10% of your salary.

Aviva DigiCare+ Workplace App

At Compass, our colleague's health and wellbeing is important to us. We have partnered with Aviva and Square Health to provide you and your immediate family with the Aviva DigiCare+ Workplace app. The range of confidential free healthcare services are quick and easy to access.

Pension

Saving for our future is important to our financial wellbeing. We have partnered with NEST to provide our pension's auto-enrolment scheme. Contributions start at 3% employer and 5% colleague, but you can contribute more if you wish.

Compass colleagues also have the option to join an occupational Money Purchase Pension Scheme called CRISP (Compass Retirement Income Savings Plan) which is administered by Aviva.

Gym and Health Club Discounts

Compass has partnered with PureGym and Nuffield Health Club to offer our colleagues exclusive membership discounts to support your physical wellbeing.

Medicash

Compass offers a discounted health cash plan that provides cash back on a wide range of medical treatments. With a small monthly payment, it is a simple, affordable way to cover healthcare costs for you and your family.

Cover includes but is not limited to:

- Dental treatment and or injury
- Optical costs including contact lenses
- Consultant appointments

Life Assurance

We recognise that having provision for your loved ones in unfortunate unforeseen circumstances is important. We therefore offer a Death in Service benefit for colleagues with over one year's service.



EMPLOYEE BENEFITS

Discretionary
Bonus Scheme

Aviva DigiCare+
Workplace App

Compass Higher
Income Plan (CHIP)

Private Medical
Insurance

Life
Insurance

Holiday
Entitlement

Health
Screening

Pension

EV Car/ Car
Allowance

HAY

CONTRACT MANAGEMENT BENEFITS





**No obligation on
Compass to purchase
any Permanent
Recruitment Services
from the Supplier**

**No volumes or spend
commitment**

No Exclusivity

**Agreed maximum
charges for perm
placements calculated
as a percentage of the
Candidate's annual
salary**

Right to Audit

**Suppliers aligned to
Compass Code of
Business Conduct**

Non-Solicitation

KEY TERMS

MASTER SERVICES AGREEMENT



SUBMITTING A CANDIDATE FOR REVIEW IN OUR ATS



1

Request a login via the Resourcing Partner you're working with.

Failing this, email resourcing@compass-group.co.uk directly.

2

Login to www.compass-careers.co.uk

3

Your Resourcing Partner will share jobs with you accordingly

4

Click on the number of applicants at the end of the job information to take you into the job dashboard screen

Expiry Date	Applicants
26/08/2023	0

5

Click **"Upload New Candidate"**

6

Once added, upload a CV

7

(Optional) Notify the Resourcing Partner that a new candidate has been added.

They will see this new candidate in their routine application sifting with an 'A' to signify agency.

8

Candidate is now fully logged against your agency login



GETTING PAID

There are two types of invoices accepted into Compass, and two ways that these should be submitted.

The first are invoices that belong to our units. These are submitted to our Supplier Portal using a CSV file. You will be given a log in to the portal and support to set up and use your account. Unit cost centres are either eight digits or six digits long i.e. 98716001 or S48901. Units will then approve these invoices from the portal.

The second way is for invoices that are above unit level. The cost centres for these will be six digits long and end with two zeros i.e. 119400. These invoices should be sent via email to the user that has initiated the request and it is their responsibility to approve and submit these invoices to our AP team for processing.





THANK YOU!!