



CARBON REDUCTION PLAN

TO COMPLY WITH PPN 06/21

This Carbon Reduction Plan follows the structure and guidance from the Cabinet Office for the Crown Commercial Services (CCS).

COMMITMENT

Compass Contract Services (UK) Limited is committed to achieving Climate Net Zero by 2030.

BASELINE EMISSIONS FOOTPRINT

Baseline Year: FY19

Compass UKGI has made the necessarily ambitious commitment to reach Climate Net Zero across our own operations and value chain (GHG Protocol Scope 1/2/3) by 2030.

In September 2021, we had science-based targets validated by the Science Based Targets initiative (SBTi), recognising the need to limit global temperature rises to 1.5°C above pre-industrial levels.

Compass' reporting period is our financial year (FY) which runs from October – September. During our impact reporting for FY22 we identified a 0.5% discrepancy in the reported figures for Scope 3 in our FY19 baseline year.

The table below shows the updated emissions figures; reflecting an adjustment to Scope 3 in our FY19 baseline year of an additional 6,326 tCO_{2e}.

Note: In accordance with the GHG Protocol Corporate Accounting and Reporting Standard recommended materiality threshold and SBTi Criteria and Recommendations guideline (criteria R12), the materiality of this change (0.5%) did not trigger a recalculation of the target boundary.

Emissions - FY19	Total (tCO ₂ e)
Scope 1	9,200
Scope 2	6,238
Scope 3	1,173,698
Total Emissions	1,189,136

Scope 3 subset emissions – FY19	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	8,566	0.7%
5. Waste generated in operations	3,956	0.3%
6. Business travel	3,313	0.3%
7. Employee commuting	18,482	1.6%
9. Downstream transportation and distribution	N/A	-

EMISSIONS REPORTING - FY22 & FY23

Emissions - FY22	Total (tCO ₂ e)
Scope 1	3,907
Scope 2	1,145
Scope 3	1,107,210
Total Emissions	1,112,262

Scope 3 subset emissions – FY22	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	8,566	0.8%
5. Waste generated in operations	3,956	0.4%
6. Business travel	3,313	0.3%
7. Employee commuting	18,482	1.7%
9. Downstream transportation and distribution	N/A	-

Emissions - FY23	Total (tCO ₂ e)
Scope 1	2,870
Scope 2	671
Scope 3	1,073,761
Total Emissions	1,077,302

Scope 3 subset emissions – FY23	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	Included in 3.1	Included in 3.1
5. Waste generated in operations	1,817	0.2%
6. Business travel	3,841	0.4%
7. Employee commuting	13,469	1.3%
9. Downstream transportation and distribution	N/A	-

We have disclosed our full methodology for all emissions included above in our climate impact report and transition plan. Links for both can be found at the end of this document.

EMISSIONS REDUCTION TARGETS

FY21

Compass UK&I had the following absolute emissions reduction targets, validated by the SBTi in September 2021.

1. To reduce Scope 1, 2 & 3 GHG emissions 69% by 2030 from a 2019 baseline year.
2. Increase annual sourcing of renewable electricity from 2% in 2019 to 100% by 2022.

FY22

We reported our progress against our SBTs in our 2021-2022 Climate Impact Report and welcomed the release of the SBTi's FLAG sector guidance in its call for:

- -72% reduction of FLAG emissions.
- -90% reduction of non-FLAG emissions.

FY23

SBTi approved our request to defer the revalidation of our science-based targets to FY24, recognising the merits of:

- Increasing the granularity of our Scope 3 data.
- Ensuring emissions from businesses acquired are included in the new targets, given considerable and continued M&A activity.

FY24 / FY25

On 31st January 2024 our original SBTs expired and will be updated following the final GHG Protocol Land Sector and Removals Guidance.

CARBON REDUCTION PROJECTS

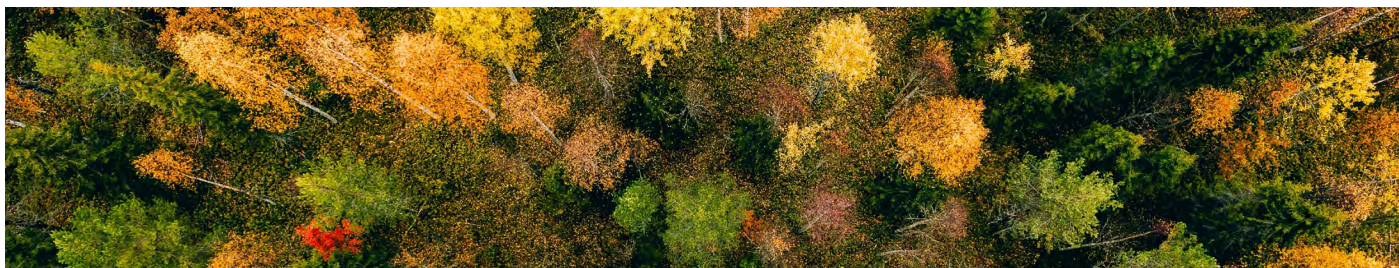
We are committed to managing Compass UK&I's environmental impacts through our Environmental Management System, which is certified to ISO 14001:2015 for catering and support services. This forms part of our suite of certifications that include:

- **ISO 9001:2015** - Quality Management
- **ISO 14001:2015** - Environmental Management
- **ISO 45001:2018** - Occupational Health and Safety Management

We also recognise the importance of developing a well-rounded strategy that isn't blinkered by carbon impacts alone, acknowledging that environmental issues are interconnected.

Making progress towards our Climate Net Zero commitment Compass has implemented a number of measures and projects.

We have included some examples on the following page.



COMPLETED PROJECTS

- Encouraged chefs to reformulate menus; creating lower carbon options that draw on local, seasonal and plant-based ingredients and consciously look to reduce food waste.
- 25% of 8,004 centrally analysed recipes now have A-B rated footprints (<2.90 kg CO₂e).
- This is part of Compass' commitment to rationalise its library of 111,000+ recipes to a smaller bank aligned as closely to 1.5°C as possible through its strategic partnership with UK sustainability tech company, Foodsteps.
- Banned the air freight of fresh fruit and vegetable produce in October 2021.
- Launched an electric vehicle policy to reach 100% electric fleet cars by 2024 at the latest. As of February 2024, 81% are electric, 7% are hybrid and 100% cars on order are EV.
- Sustained efforts to reduce linear consumption, improve circularity and prevent waste resulted in the removal of 48.8mn pieces of cutlery, 6.3mn plastic bottles, 1.4mn cans and 3.9mn sauce sachets between FY19 to FY23.
- Joined a pilot, run by the Soil Association Exchange in February 2022. This pilot is ongoing, and is designed to support us in the undertaking of an ecological baseline for five of our supplying farms.
- All embedded soy is covered by RTRS sustainable soya credits.
- We continue to work with grass roots movement, Incredible Edible (IE); a group of international volunteers who grow food for their local communities and identify unused land that can be used to grow more.
- Over 500 individuals are now supported across over 40 different types of Apprenticeship and Early Careers Programmes. The team are focused on ensuring these align to our climate and wider environmental strategy.
- Partnered the Future Food Movement (FFM) to scale support and upskilling opportunities across our 50,000-strong team. The objective is to help activate change with targeted educational programmes available to a wide variety of roles across Compass UK&I's six sectors.

FUTURE PROJECTS

In FY24 we will build on the 9.4% absolute reduction in total GHG emissions (Scope 1, 2 and 3) achieved between FY19 and FY23 - developing our initiatives, with an increased focus on eight key areas of transition: food and dietary health, food waste, packaging, non-food, water, animal welfare, biodiversity and deforestation.

More detail on each of these areas can be found in Compass UK&I's Transition Plan. Our first iteration was publicly disclosed on 28th February 2024.

This is aligned to the UK government-backed Final Disclosure Framework, released by the Transition Plan Taskforce (TPT) in October 2023.

Compass UK&I engaged EcoAct to provide independent third-party verification of its Scope 3 greenhouse gas (GHG) emissions for FY23.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Carolyn Ball

Director for Delivery of Net Zero
Compass UK&I

Climate Impact Report
Released February 2023

Transition Plan
Released February 2024

Verification Statement
Issued February 2024