

ENVIRONMENTAL POLICY | JANUARY 2025

PURPOSE

Compass Group UK & Ireland's climate and wider environmental strategy is shaped by the five disclosure and 19 sub-disclosure elements recommended by the UK government's Transition Plan Taskforce (TPT) in its Final Disclosure Framework. This follows our commitment to reach climate net zero across our own operations and value chain (GHG Protocol Scope 1/2/3).

Environmental impacts are managed through our Environmental Management System. We recognise eight transition areas (i) Water (ii) Animal Welfare (iii) Biodiversity (iv) Deforestation (v) Food & Dietary Health (vi) Food waste (vii) Packaging (viii) Non-Food. Specific commitments are highlighted against each area below. Further detail can be found in our Transition Plan and on our [Compass UK&I website](#).

We are also committed to meeting and, wherever possible, exceeding the requirements of ISO 14001:2015 and will comply with all relevant environmental legislation and compliance obligations.

COMMITMENTS

Water

- Continue to support WRAPs Courtauld Commitment 2030 targets.
- Determine our water footprint and identify opportunities to reduce our impact and control the release of wastewater into the environment.
- Prevent pollution to air, land and water (e.g. oil/chemical spillages, air emissions, litter/fly tipping, statutory nuisances, and damage to biodiversity).

Animal Welfare

- Targeting 100% UK eggs cage free (shell and liquid).
- Enhancing standards to meet the Better Chicken Commitment.

Biodiversity

- Support suppliers' transition to nature-based solutions.
- Contribute to work developing measurement capability for farmers' impact on biodiversity.
- Improve sourcing mandates using guidance from the Marine Conservation Society.

Deforestation

- Commit to no deforestation for deforestation-linked commodities (directly sourced) in line with EU and Compass Group Policy.
- Prioritise our focus on the top agricultural and forest-risk commodities: cattle (beef, leather, soya-based feed), cocoa, coffee, palm oil, soya and wood.

Food & Dietary Health

- Enable recipe-level carbon footprinting to reduce the embodied carbon on every plate, without compromising its nutritional profile.
- Improve data granularity and accuracy to help reduce the environmental impact of our operations across our value chain.

Food Waste

- Continue to design out avoidable food waste.
- Continue to update our systems to give our teams greater granularity of measurement for targeted and impactful reduction.

Packaging

- Remove and continue to reject single use plastics and packaging.
- Provide sustainable, commercially viable alternatives to single-use packaging.
- Increase business-wide knowledge on the class of materials being used to accurately advise our operators and our clients.

Non-Food

- Apply the waste hierarchy through interventions to prevent, reuse, recycle, or recover energy from all waste generated by the business' activities, moving towards a circular economy.
- Increase our recycling rate for all non-food activity.

COLLABORATION

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

- Work closely with our clients in locations where utilities, equipment and infrastructure are not managed by Compass UK & Ireland, providing environmental advice and support and adopt client goals where reasonably practicable.
- Increase environmental awareness with creative campaigns designed to foster collective action among employees, suppliers, clients, customers, and other stakeholders by providing the right tools, training, communication.
- Recognise that the success of our 'Climate Promise' and wider environmental work is dependent on how successfully we collaborate with Compass' interlinked Social Promise strategy in the delivery of a comprehensive, demonstrably holistic approach.
- Set specific, measurable, achievable, realistic, time-bound (SMART) objectives, assessing, and reporting the impacts of each. We will monitor and report internally and externally on our progress.



Robin Mills

Managing Director, Compass Group UK & Ireland