

ENVIRONMENTAL POLICY | JANUARY 2023

PURPOSE

Compass Group UK & Ireland is committed to ensuring our decisions are guided by climate science; focusing on service delivery that supports environmental regeneration and recovery. Our 'Climate Promise' outlines the principles directing our roadmap to achieve a Climate Net Zero position by 2030 across our value chain.

Environmental impacts are managed through our Environmental Management System. We recognise six key areas of focus: (i) Climate (ii) Biodiversity (iii) Deforestation (iv) Plastics & Packaging (v) Waste (vi) Water & Pollution Prevention. Specific commitments are highlighted against each aspect below. Further detail can be found in our Roadmap to Climate Net Zero and Climate Charter.

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

Climate

- Minimise as far as possible the consumption of all energy, advocate sustainable business travel, maximise the efficiency of our extensive logistics network for deliveries and use renewable energy across our managed sites.
- Enable recipe-level carbon footprinting to reduce the embodied carbon on every plate.
- Improve data accuracy to help reduce our carbon footprint across our operations and value chain.

Biodiversity

- Support suppliers' transition to nature-based solutions.
- Contribute to work developing measurement capability for farmers' impact on biodiversity (net gain and loss).
- Improve sourcing mandates using guidance from the Marine Conservation Society and Sustainable Seafood Coalition.

Deforestation

- Commit to no deforestation for deforestation-linked commodities (directly sourced) by 2025 in line with latest SBTi guidance released September 2022.
- Prioritise our focus on the top agricultural and forest-risk commodities: beef, leather, cocoa, palm oil, maize, paper, rubber, soy, timber.
- Raising awareness on the impact of agricultural expansion from Board level to frontline.

Plastics & Packaging

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

Waste

- 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.
- Commit to designing out avoidable food and non-food waste.
- Update our systems to give our teams greater granularity of measurement for targeted and impactful reduction.

Water & Pollution Prevention

- 50% of fresh food sourced from areas with sustainable water management in line with The Courtauld Commitment 2030.
- 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).

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.



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