Compass Group

PLATING UP PROGRESS — THE FOOD FOUNDATION

Topic	Metric	Score	Product or Supply	Food Foundation analysis	Evidence and links to sources
Healthy & Nutrition					
Healthy & sustainable food sales		1.67			
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach.	1	P	Group KPI: 87% of our sites offer at least one healthy option at every meal occasion (up from 83% in 2019). UK: dedicated website https://nourishedlife.co.uk/ At every meal occasion, we make sure there is a healthy choice designed around what our consumers tell us they like.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	P	Group KPI: Spend on fruit and vegetables of total food spend 13% (15% in2019). UK target: Peas Please 15% increase in sales of veg. Our 'Life at Sea' project is helping remote oil sector employees to access more plant-based foods, and encouraging them to eat less meat and foods that are high in salt and sugar.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	2	P	Group KPI: Carbon footprint of beef and eggs purchased, tCO2e 1.3 million (2020) (2.1 million in 2019). UK: By end of 2020 all our sites will provide and actively promote at least one plant-forward meal every day. Introduced and promoted more plant-forward dishes through chef training programmes. Won a SEAL Environmental Initiative Award for our Carbon Foodprint tool, used to reduce carbon emissions in kitchens in the USA. Bon Appetit brand: now purchase an average of 19g of beef per guest per meal company wide, and 97g for all meat, poultry, and seafood. We have beaten the target we set ourselves in 2015 (which was less than 28g for beef and less than 100g for total meat, poultry and seafood).	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
Encouraging healthy & sustainable diets		1.67			
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	P	Group KPI: 87% of our sites offer at least one healthy option at every meal occasion (up from 83% in 2019). UK: dedicated website https://nourishedlife.co.uk/ At every meal occasion, we make sure there is a healthy choice designed around what our consumers tell us they like.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2		Group KPI: 87% of our sites offer at least one healthy option at every meal occasion (up from 83% in 2019). Eat Live Do Well website into a virtual 'wellness hub', offering wellness and sustainability advice. We launched the Super Yummy Kitchen on Facebook, Instagram, Twitter and YouTube. We teamed up with celebrity chefs for a series of fun and educational cook-a-long videos. UK dedicated website Nourished Life.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	2		Covid reponse: Our larger markets collectively donated more than 1,100 tonnes of food, equivalent to over two million meals. Case studies: Singapore meals for migrant workers. Our kitchens in Delhi, Bangalore, Mumbai, Hyderabad and Chennai were operational with the chefs and staff working tirelessly for this important cause. As a result, Compass India has served over three million meals to those in need. Eat Live Do Well website into a virtual 'wellness hub', offering wellness and sustainability advice. We launched the Super Yummy Kitchen on Facebook, Instagram, Twitter and YouTube. We teamed up with celebrity chefs for a series of fun and educational cook-a-long videos.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/sustainability/
Environment					
Climate change		2.50			
E1	Company has a target for, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3		Global: We aim to reduce our carbon emissions and are setting Science Based Targets. Scope 1 & 2 data fully reported. UK: Compass Group UK & Ireland has announced its commitment to reach Net Zero greenhouse gas emissions across its own operations and its value chain (GHG protocol Scope 1/2/3) by 2030. The UK's largest foodservice provider has aligned its climate ambitions by committing to develop science-based targets to limit global temperature rises to 1.5°C above pre-industrial level in line with the Science-Based Targets Initiative (SBTi) criteria.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/media/news/compass-group-uk-ireland-announces-commitment-to-reach-net-zero-by-2030/
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	S	Global: We aim to reduce our carbon emissions and are setting Science Based Targets. We are working hard to reduce our indirect (Scope 3) greenhouse gas emissions through reducing food waste and increasing plant-based diets. UK: UK: Compass Group UK & Ireland has announced its commitment to reach Net Zero greenhouse gas emissions across its own operations and its value chain (GHG protocol Scope 1/2/3) by 2030. The UK's largest foodservice provider has aligned its climate ambitions by committing to develop science-based targets to limit global temperature rises to 1.5°C above pre-industrial level in line with the Science-Based Targets Initiative (SBTi) criteria. Won a SEAL Environmental Initiative Award for our Carbon Foodprint tool, used to reduce carbon emissions in kitchens in the USA.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.co.uk/media/news/compass-group-uk-ireland-announces-commitment-to-reach-net-zero-by-2030/
Biodiversity		1.67			
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	2	S	The palm oil used to prepare food in our kitchens will be 100% certified sustainable from physical sources by 2022 (currently 57%, up from 37% in 2019, 36% in 2018). In the UK, this has already been achieved.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf CDP
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	1	S	Our UK business joined with the Roundtable on Sustainable Soya and EFECA (experts in sustainable forests and agriculture) to urge the UK government to do more against deforestation. Our ultimate goal is to achieve a physically traceable supply of soy from deforestation and conversion free sources. In 2021, we plan to reassess our global soy footprint and publish a policy on soy. We continue to encourage our key suppliers of soy products to source soy responsibly and, where possible, investigate the feasibility of using alternatives to soy	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf CDP
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	2	S	All of our in scope approved suppliers must meet a set of criteria for sustainable sourcing of beef and beef containing products. This includes not sourcing beef from endangered forests such as in the Amazon Biome, as well as sourcing locally wherever possible. CDP: collect beef product consumption data in 23 of it's top operating counties by revenue, this is collected in our sustainability data management system. We aim to expand the scope of consumption data collection in the future. Our recently updated Supply Chain Integrity Standards adopted by 90% of our top 20 countries in 2019 reflect an increased focus on product testing, supply chain traceability and ensuring that our global sourcing practices do not contribute to deforestation. In some countries, such as Germany, beef is already certified as organic or OHSAS. In Australia, all beef is sourced locally from sustainable sources. In the UK last year, we launched a data capture tool which keeps track of all purchased food items containing palm oil, soy and beef.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf CDP
Sustainable food production practices		1.50			
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	S	Our goal is for 50% of our fish and seafood to be certified sustainable (currently 45%). In our top 10 countries, we reached our goal and are now working to achieve the same across our top 20 countries. A number of restaurants certified sustainable by the Marine Stewardship Council. Our policy is not to serve fish from the Marine Conservation Society 'fish to avoid' list. KPIs:Certified sustainable fish and seafood, of total fish and seafood spend: Top 10 countries: 2020 - 50%, 2019 - N/A Top 25 countries: 2020 - 45%, 2019 - 42%	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	S	Plant-based menus, animal welfare engagement but no data on actual engagement on recognised environmental management for on-farm practices. We encourage local sourcing. In the USA, we surpassed our target of purchasing 20% of our produce from local sources, meaning we contribute more than US$75.5 million annually to American family farms. We encourage sustainable agricultural practices through initiatives like Farm to Fork in the USA; and our award-winning Buy Social Corporate programme in the UK. 100% of our shell eggs and liquid egg products will be cage-free by 2025, and 100% of our chicken in North America and Europe will meet	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
Water use		2.00			

E8	Company has a target for, and reports on, water use reduction in operations	2		CDP: Water withrdrawals, discharge and consumption reported. Lack target for reduced usage in operations. In the USA, we won a SEAL Environmental Initiative Award for our Carbon Foodprint tool to help reduce carbon emissions, water and waste. It tracks data needed to reduce water in the kitchen. In 2019 it helped users to reduce water use by 41,000 gallons in US market. We have systems in place to monitor the environmental impacts of our owned and operated sites. In particular we collect data related to energy consumption, water consumption and waste production of our sites. In the metrics section of this report, we provide an update on our progress against a set of clear environmental objectives.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	2	S	CDP: 1-25% of suppliers engaged with on water management. All suppliers in the UK that supply to Foodbuy, the procurement division of Compass Group, must be assessed as part of the Foodbuy Supplier Approval Process. In this process, suppliers must report on their water management processes. This proportion of overall suppliers is covered because this approval process is only operative in the UK, and managed by the UK Foodbuy procurement team.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
Food loss & waste		1.67			
E10	Company demonstrates strategies to engage with customers on food waste and contributes to collaborative initiatives (in UK: Food Waste Action Week).	2	P	Stop Food Waste Day High profile social media engagements included the World Wildlife Fund, FAO, The Vegan Society, Danielle Nierenberg (Food Tank), Silverstone and Google UK, generating 2,500 tweets in a single day. Despite the pandemic, 12 North American cities and two US states declared 29 April as Stop Food Waste Day. Different countries using apps such as Too Good To Go.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
E11	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	P	Committed to reducing food waste by 50% by 2030. We are actively reducing food waste through measurement and targeted actions in every region. We donated more than 1,100 tonnes of food in 2020. As well as avoiding food waste, this provided the equivalent of more than two million meals for people in our local communities. Food waste management system reduced 650 tonnes of food in 2020, equivalent of 1.6million meals. USA: In 2020, Compass Group joined the US Food Loss and Waste Champions. We use environmental management systems at client sites, as well as education and toolkits to help reduce waste through prevention, recycling and reuse. From 2019 to 2020, sites using US waste management system have reduced food waste by 12%. In 2019, we launched our comprehensive sustainability reporting system, gathering thousands of data points across our business to measure and report on our sustainability efforts. Re: actual reported data: Compass Group does not currently collect this information with the level of detail set out in the standard. Compass Group is improving data collection to be able to report this information in the future	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
E12	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	S	UK from 2019: In 2019, we signed the UK government's Step Up to the Plate pledge to help halve food waste by 2030 and to adopt WRAP and IGD's Food Waste Reduction Roadmap. As part of this, we commit to reporting food waste from all our sites by 2022. We have invited our suppliers to do the same and are engaging our consumers to help reduce food waste front-of-house too.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
Plastics		2.00			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	2	P	We use environmental management systems at client sites, as well as education and toolkits to help reduce waste through prevention, recycling and reuse. In 2019, we launched our comprehensive sustainability reporting system, gathering thousands of data points across our business to measure and report on our sustainability efforts. Various initiatives across markets, partial data provided on reductions in use of plastics & increase in recycling, but lack overal data.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
E14	Company has a target for, and reports on, reducing single-use plastics without creating a food waste risk	2	P	Due to employee and consumer concerns regarding hygiene and safety during the pandemic, demand for disposables has temporarily increased. Despite this, we remain committed to eliminating unnecessary single-use plastics in the long term. Introduced reusable meal containers in several markets to help reduce use of single-use plastics. Various initiatives across markets, partial data provided on reductions in use of plastics but lack overal data.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
Animal welfare & antibiotics		1.00			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	1	S	Tier 3 in BBFAW	BBFAW
E16	Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as "medically important antimicrobials".	1	S	We believe that the use of growth promoting substances must be avoided. Our suppliers are required to fully comply with all applicable legislation that prohibits the use of growth promoting substances. We are committed to the avoidance of their use globally and will work closely with our suppliers to phase them out. We believe that the routine prophylactic use of antibiotics must be avoided. Whilst antibiotics are an important element of human and animal medicine our approach is to encourage our producers to optimise welfare, health, hygiene, husbandry and biosecurity of animals. This helps to avoid the use of antibiotic (prophylactic or reactive) treatment unless the welfare of an animal is compromised.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.com/content/dam/compass-group/corporate/Who-we-are/Policies/SCI%20Policy%20Statement%202019.pdf
Social inclusion					
Human rights		2.50			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	3		On 1 October 2020, Compass officially became a Living Wage Recognised Service Provider, as recognised by the Living Wage Foundation. We have committed to paying all our direct workers (those who don't work on client contracts) the Real Living Wage or above, which is an important pillar in our strategy to improve social mobility.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	2	S	Formed a human rights working group and improved in the Corporate Human Rights benchmark annual rankings. To promote work for all, we run diversity and inclusion programmes and action councils and provide skills training to disadvantaged people in our communities. We also work hard throughout our operations and with our suppliers to address any human rights and modern slavery risks, conducting audits and providing training. Our UK business requires potential suppliers to present their compliance programmes and controls for modern slavery as part of the due diligence tender process. The UK risk questionnaire is now being developed into a global purchasing blueprint which will, in due course, be implemented around the Group. We use the Supplier Ethical Data Exchange (SEDEX) tool to assess, track and share information on our suppliers in the areas of social compliance and human rights topics and remain committed to rolling out SEDEX across several other countries in the Group. Within our UK business, 59% of direct food vendors are linked to us on SEDEX. We expect suppliers to comply with our CBC and we are in the process of creating a Supplier Code of Conduct to be introduced in 2021.	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/updates/Compass_sustainability_report_2020.pdf https://www.compass-group.com/content/dam/compass-group/corporate/Who-we-are/Policies/Human_Rights_Policy_June_2020_final.pdf https://www.compass-group.com/content/dam/compass-group/corporate/Who-we-are/Policies/CGPLC_modern_slavery_act_statement_2020_FINAL.pdf https://www.compass-group.com/content/dam/compass-group/corporate/Who-we-are/Policies/SCI%20Policy%20Statement%202019.pdf