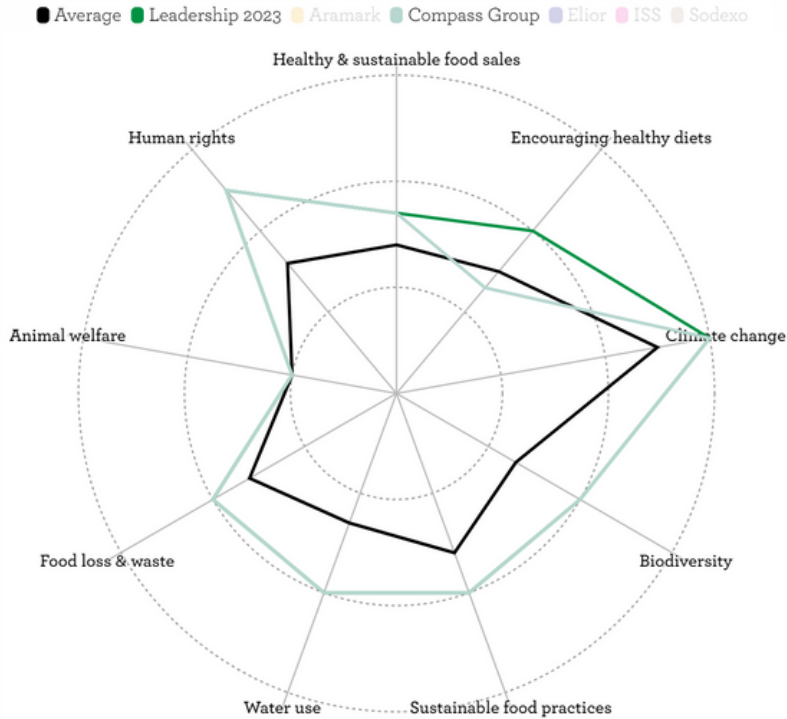


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This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.



SPIDER DIAGRAM ▲

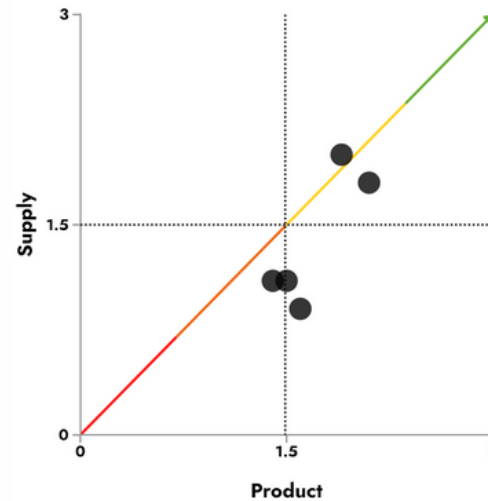
The summary profile comparing Compass Group, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer edge of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	●	●	●	●	●	●	●	●	●
Aramark	●	●	●	●	●	●	●	●	●
Compass Group	●	●	●	●	●	●	●	●	●
Elior	●	●	●	●	●	●	●	●	●
ISS	●	●	●	●	●	●	●	●	●
Sodexo	●	●	●	●	●	●	●	●	●

TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

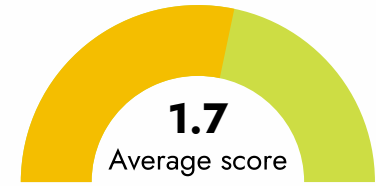


PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



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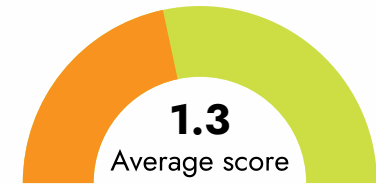


Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
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	2	<ul style="list-style-type: none"> The food business which produces over 180.9m meals a year, has carried out an initial reformulation programme of 36,000 recipes focussing on reducing the levels of fat, saturated fat, sugar, and salt. The outcome of this work has resulted in: <ul style="list-style-type: none"> <6% of recipes are high in sugar <7% of recipes are high in salt <13% of recipes are high in fat <17% of recipes are high in saturated fat 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	<ul style="list-style-type: none"> Measures include banning air freight of fresh fruit and vegetable produce and committing to source 70% of fresh meat, dairy and vegetables from regenerative agriculture sources by 2030. We pledge to increase procurement volumes of vegetables across all sectors of Compass Group UK and Ireland by 20% by the end of 2022. 	https://www.compass-group.com/content/dam/compass-group/corporate/oar-2022/2022-annual-report-compass-group.pdf.downloadasset.pdf https://foodfoundation.org.uk/veg-pledges
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	<ul style="list-style-type: none"> Animal protein - 25% reduction by 2025, 40% by 2030, net zero by 2030. Progress: Reduction of meat by 40% across the top 12 best-selling dishes in our business and industry sector ESS added 70 new plant-forward recipes to its defence food offer meaning 30% of the core lunch and dinner menu served in military messes is plant forward 	https://www.compass-group.co.uk/media/Ofobchip/compassuk_i_climatereport_final_2022023.pdf https://www.compass-group.com/en/sustainability/planet/plant-forward-meals.html



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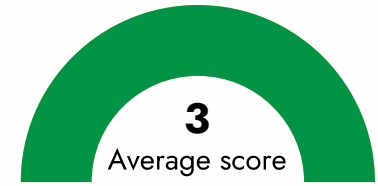


Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
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%)	2	<ul style="list-style-type: none"> PUP 2021: Labelling projects in various markets, eg UK & Ireland, Belgium & Switzerland. Healthy option labelling across 87% of sites 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability-updates2022/com_sustainability_report_2021_Final.pdf
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	1	<ul style="list-style-type: none"> We already provide healthy menu options globally in at least 90% of our locations. Our businesses are working hard to meet this target whilst using nudging strategies to make healthy meal choices easy for consumers. In all our markets, we oversee many initiatives that provide access to healthpromoting meals, promote food 'farmacy', and produce prescription programmes and community and onsite vegetable gardens. Alongside reformulating recipes, our businesses work with their clients to help consumers make more informed decisions through evidence-based tools. These include nudging behavioural change through choice design, menu labelling, communications campaigns and canteen layouts. 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf
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.	1	<ul style="list-style-type: none"> All around the world, we have formed partnerships with local projects, charities and organisations which pass on our surplus unsold food to the people who need it. 1.3m meals donated to local communities. We support local community food banks and food pantries, donate excess food items, participate in child meal programmes, promote food 'farmacy' and produce prescription programmes, and support community and on-site vegetable gardens. In Switzerland, we are supporting our local communities through a focus on sourcing from local farmers Across Australia, we continue to invest in social purpose partnerships, supporting several different organisations including OzHarvest, Social Traders, Stop Food Waste Australia (SFWA) and Supply Nation. As part of our latest Reconciliation Action Plan (RAP), we are developing our supply chains to provide healthy food at an affordable price to remote First Nations communities. In Italy, we support a project called 'No More Hunger: from emergency to autonomy', which provides underprivileged individuals with training and employment opportunities. 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf https://www.compass-group.com/en/sustainability/people/supporting-local-communities.html



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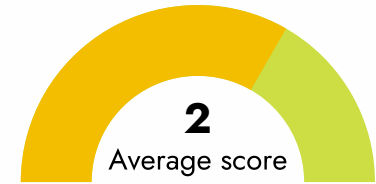


Climate change

	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3	<ul style="list-style-type: none"> • Global: target for net zero across entire value chain by 2050. • 46% reduction in our absolute Scope 1 and 2 GHG emissions by 2030, from a 2019 base year; in line with an ambition to limit future warming to 1.5°C above pre-industrial levels • Carbon neutral worldwide in our Group operations by 2030 (Scopes 1 and 2) 	https://www.compass-group.com/en/sustainability/planet/climate-net-zero-2050.html
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	3	<ul style="list-style-type: none"> • Target: 28% reduction in our absolute Scope 3 GHG emissions from all food and drink purchased by 2030, from a 2019 base year; aligned with a Well Below 2°C trajectory • At the beginning of 2023, Compass Group UK & Ireland published its first in-depth climate impact report, reporting a 36% reduction in emissions from animal proteins following 18 months of targeted climate action. This achievement contributed to a significant 187,084 tCO₂e absolute reduction in emissions (-20.37%) reported in its food and drink emissions alone (Scope 3, Category 1) between FY19 (its baseline year) and FY22. 	https://www.compass-group.com/en/sustainability/planet/climate-net-zero-2050.html https://www.compass-group.com/en/sustainability/planet/climate-net-zero-2050.html#tabbedcontentitem_3



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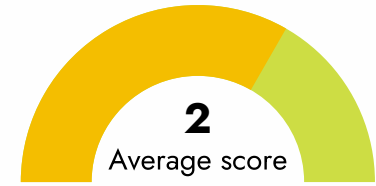


Biodiversity

	Metric	Score	The Food Foundation analysis	Evidence
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	<ul style="list-style-type: none"> • Target: 100% certified sustainable palm oil in our kitchens by March 2023 • Managed to achieve 73% Roundtable on Sustainable Palm Oil (RSPO) certified, across our total global operations within the financial year. We are targeting to report that by March 2023, 100% of the palm oil used in our kitchens, across our global supply chain will be RSPO certified sustainable. • 2021-22 EcoAct performance verification: For palm oil data specifically, which is reported on a group wide basis, more than two thirds of total palm oil purchases for the top 25 countries were verified. Final calculations for all operating countries were also checked, however the verification of the underlying data source and supporting evidence used to aggregate the reported figures and associated with palm oil origin for the additional 15 countries were outside the scope of work and therefore not verified by EcoAct 	<p>https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/Compass%20Group%20plc%202021-22%20Sustainability%20KPIs%20verification%20statement_Final_230124.pdf</p> <p>https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf</p>
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	2	<ul style="list-style-type: none"> • We are a member of the Round Table on Responsible Soy Association. • We are committing to achieving no deforestation for deforestation-linked commodities (directly sourced) by 2025. Ensuring all soya in the supply chain is verified deforestation-free. We will continue to purchase Responsible Soy (RTRS) credits for our entire footprint in the meantime. Currently 100% of our soy footprint is either deforestation-free (20%) or covered by RTRS credits (80%). 	<p>https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf</p> <p>https://www.compass-group.co.uk/media/Ofobchip/compassuk_i_climatereport_final_2022023.pdf</p>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	2	<ul style="list-style-type: none"> • One of the actions towards net zero is to deliver a global deforestation-free and land conversion-free supply chain strategy. We are striving to achieve this through the increased use of sustainable palm oil, soy, beef, timber and paper materials in the products we source globally, and by reviewing and taking action on additional high-risk commodities. • 100% of our fresh beef is UK sourced, 89% frozen beef is UK/ EU sourced 	<p>https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf</p> <p>https://www.compass-group.co.uk/media/Ofobchip/compassuk_i_climatereport_final_2022023.pdf</p>



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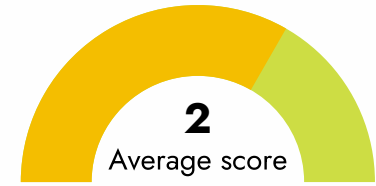


Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	<ul style="list-style-type: none"> In our top 25 markets, 51% of our fish and seafood is sourced sustainably – rising to over 54% in our top 10 markets (Goal - 50%) 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	2	<ul style="list-style-type: none"> 72% cage-free liquid eggs (Goal - 100% by 2025) 31% cage-free shell eggs (Goal - 100% by 2025) Global: Healthier soil means more nutritious crops and more delicious, saleable food. That's why we strongly advocate for regenerative agriculture: a range of farming and grazing practices that help to rebuild soil structure, such as cover crops which increase the financial viability of regenerative farming by managing soil erosion, improving water retention, managing weeds and diseases, and increasing biodiversity. Group-wide, our businesses are working with their suppliers to create more sustainable practices in regenerative agriculture, responsible sourcing and animal welfare. This year, Restaurant Associates (RA) in the UK&I was awarded an outstanding three-star accreditation in the Sustainable Restaurant Association's Food Made Good programme. The award recognises RA's efforts in three key areas: Sourcing, Society and Environment. UK: 70% fresh meat, vegetables and dairy sourced from regenerative agriculture sources by 2030 The Defence, Marine and Aerospace sector of ESS, part of Compass Group UK & Ireland, has created a one-acre organic garden on site at the Defence Academy. The garden was created by converting previously unused land, which now grows a range of vegetables and herbs. The site is managed by two gardeners and incorporates ground and raised beds and polytunnels housing crops including tomatoes, courgettes, beans, leeks, spring onions, beetroots and pumpkins. The techniques in use include inter-planting, creating appealing environments for beneficial species and incorporating plants to attract pollinators. 	https://www.compass-group.co.uk/what-we-do/ https://www.compass-group.co.uk/media/Ofobchip/compassuk_i_climate-report_final_2022023.pdf https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/Group-SR2022-FactsheetScorecard.pdf



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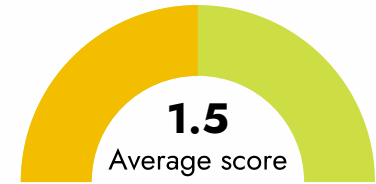


Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	2	<ul style="list-style-type: none"> • Determine our water footprint and identify opportunities to reduce our impact • Develop an integrated water stewardship strategy for the sustainable management of our water usage • Following the above, we will set a clear target in 2023 • In the Netherlands, Compass operates a circular clothing supply for staff uniforms, which over a period of 12 months, has saved approximately 68 million litres of water 	https://www.compass-group.co.uk/media/Ofobchip/compassuk_i_climatereport_final_2022023.pdf
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	2	<ul style="list-style-type: none"> • Determine our water footprint and identify opportunities to reduce our impact • Develop an integrated water stewardship strategy for the sustainable management of our water usage • Following the above, we will set a clear target in 2023 	https://www.compass-group.com/en/sustainability/people/supporting-local-communities.html https://www.compass-group.com/content/dam/compassgroup/corporate/sustainability-updates2022/com_sustainability_report_2021_Final.pdf https://www.compass-group.com/content/dam/compassgroup/corporate/ar-updates-2021/annual-reportpdf/CompassGroupPLC_AnnualReport2021.pdf.downloadasset.pdf



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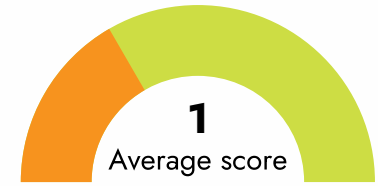


Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	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	<ul style="list-style-type: none"> • Target: Goal - 50% reduction of food waste by 2030 • Reduced food waste by 28% in over 2,650 sites recording food waste across 28 countries • In North America, Compass partnered with Do Good Foods, which reduces food waste by taking unused groceries, which otherwise would go to landfill and emit greenhouse gasses (GHGs), and turning surplus food into highly nutritious feed for their chickens. 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	<ul style="list-style-type: none"> • Reduced food waste by 28% in over 2,650 sites recording food waste across 28 countries • In total, we have deployed Waste Not to more than 2,000 sites worldwide and also have a large-scale launch underway in Canada. • 33% increase in sites that deployed technology to measure food waste e.g., waste not 2.0 • This year, the stop food waste campaign accomplished record engagement with clients in over 40 countries, alongside an accompanying social media campaign which achieved over 33 million impressions worldwide 	https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports-statements/CG-Sustainability-Report-2022-Med-Res.pdf



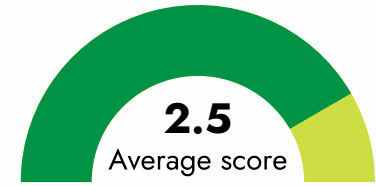
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Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: 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”.</p>	1	<ul style="list-style-type: none"> 2021: Tier 3 in BBFAW 	BBFAW

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Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	3	<ul style="list-style-type: none"> Compass in the UK is a Living Wage service provider as recognised by the Living Wage Foundation 	<p>https://www.compass-group.com/en/sustainability/people/caring-for-our-people.html</p>
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	<ul style="list-style-type: none"> While all suppliers in our extended value chain play a role and can be engaged in the fight against modern slavery and human rights violations, focusing and partnering with direct suppliers in our countries will achieve a greater impact. The Group's new Global Supplier Code of Conduct (SCOC) was launched in August 2022, and applies to all the Group's supply chain partners globally. As part of the launch activities, suppliers are required, on a risk basis, to provide acknowledgements and undertakings across all markets where we operate. Under the section entitled 'Human rights and labour standards', the SCOC reinforces, amongst other things, Compass' opposition to all forms of human rights violations or abuse, our commitment to working towards the eradication of modern slavery and human trafficking and specify the minimum requirements we expect from our suppliers. In the 12 months to September 2022 there were 3,176 reports received through the Speak Up programme, of which 32.5% of the reports were substantiated. Of those reports, 68 (representing 2.1% of the total number of cases received globally) were categorised as concerns related to the human rights agenda Our Human Rights Policy states the importance and responsibility of respecting the human rights of all workers within Compass' operations, throughout our businesses' supply chains and in the communities where they operate 46% certified ethnically traded coffee and tea 	<p>https://www.compass-group.com/content/dam/compass-group/corporate/Who-we-are/Policies/Compass%20Group%20Modern%20Slavery%20Act%20Statement%202022.pdf</p>

