Welcome to your CDP Climate Change Questionnaire 2023

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Compass Group PLC is a world leading food and support services company, which generated annual revenues of £25.8billion in the year 1st October 2021 to 30 September 2022. At the last financial year end, it operated across c. 40 countries across 3 geographic locations and 5 sectors.

The company specialises in providing food and a range of support services across the core sectors of Business & Industry, Defence, offshore & remote, Healthcare & Senior Living, Education, Sports & Leisure with an established brand portfolio.

Compass Group operates in circa 55,000 client 'host' locations which means that in the majority of locations, our clients are responsible for the sourcing, contracting and payment of bills relating to energy, water and waste. Whilst we work hard to influence the behaviour of our customers to adopt responsible environmental practices, we do not have direct control of their operations.

We create value for our clients and consumers by providing them with a range of dining solutions that are innovative, healthy and sustainable.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

October 1, 2021

End date

September 30, 2022

Indicate if you are providing emissions data for past reporting years

No

C0.3

(C0.3) Select the countries/areas in which you operate.

Argentina
Australia
Belgium
Brazil
Canada
Chile
China
Colombia
Denmark
Finland
France
Germany
India
Ireland
Italy
Japan
Kazakhstan
Luxembourg
Netherlands
New Zealand
Norway
Portugal
Spain
Sweden
Switzerland
Turkey
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

GBP

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	GB 00BLNN3L44

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	Our Corporate Responsibility (CR) Committee reviews and has oversight over the implementation and effectiveness of the Group's policies and strategy supporting sustainability activities, including the Group's climate net zero commitments published in October 2021. The CR Committee meets three times year and reviews the implementation of the Group's sustainability strategies, policies and procedures including those relating to environmental processes, climate change, human rights and modern slavery. We believe that Board level responsibility is required for climate related issues in line with our ethos of being a responsible business and driving sustainable growth. The CR Committee comprises all of the non-executive directors of the Board, together with the Chair of the Board, Group Chief Executive Officer and Group Chief Financial Officer. The CR Committee receives reports at every meeting from the Group Chief Commercial Officer, the Global Director of Sustainability and other senior managers to ensure that progress is being made towards meeting the Group's specific CR KPIs and ongoing CR commitments.. Additionally, during the year, the Committee received briefings from management in relation to its approach to TCFD reporting and from external advisers in relation to developments in the broader climate disclosure landscape. To help it to perform its role effectively, along with above the Committee also

	receives reports from Group General Counsel and Company Secretary, Group Chief People Officer, Group Head of E&I, and other senior managers. These reports ensure that progress is being made towards meeting the Group's specific CR KPIs and commitments. The Committee also receives reports from the Group General Counsel and Company Secretary to ensure the Board is appropriately prepared for legislative, regulatory and best practice changes. The CR Committee Chairman attends the AGM to meet with shareholders and to answer any questions on the Committee's activities. One example of a climate-related decision in the last year is the approval by the Remuneration Committee to include an additional ESG related measure relating to food waste in the short term incentive arrangements for the Executive Directors and other Executive Committee members. In the future, the CR Committee will continue to monitor progress against the Group's net zero commitments.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Please explain
Scheduled – all meetings	Overseeing and guiding employee incentives Reviewing and guiding strategy Monitoring progress towards corporate targets Reviewing and guiding the risk management process	The CR Committee meets at least three times a year and has a rolling agenda with reports received from the Chief Sustainability Officer (Group Director of Sustainability) and other senior managers to ensure that progress is being made towards meeting the Group's specific corporate responsibility KPIs and in our ongoing corporate responsibility commitments. As we increase our focus on climate impact, the oversight, remit, and responsibilities of the CR Committee are also likely to increase. The Committee continued its focus on environmental matters. In particular, the Committee received briefings from internal subject matter experts including an update on the key outcomes from the COP26 climate change conference held in Glasgow. The Committee considered the key outcomes from COP26 in the context of Compass' own road map to climate net zero and its Task Force on Climate related Financial Disclosures (TCFD) reporting obligations. The Committee also monitored the emerging TCFD reporting environment and

		received reports from management on progress being made by the Group to implement these requirements. The Committee reviewed the Company's TCFD disclosures, which are set out in our Annual Report. The Company recognises that food waste is a key contributor towards climate change and therefore has committed to halving food waste across the Group by 2030. To assist in building a robust basis for measurement, the Group is deploying technology to understand its food waste footprint. This will help the Company measure, monitor and reduce food waste, and to develop an accurate and consistent measurement of progress. At its meeting held in September 2022, the Committee reviewed and approved the target for the year to 30 September 2023 increasing the number of sites deploying technology to accurately measure and report food waste. Each year, the Committee reviews our Environmental Policy Statement which outlines our strategic commitments. It is supported by Group and local level systems to monitor environmental impacts on energy, water and waste at our owned and operated sites. Climate related risks are considered as part of our biannual material risk assessment process. The Board has delegated responsibility to the Committee to oversee and to make recommendations to the Board on the development, implementation and effectiveness of the Group's People, Corporate Responsibility, Health, Safety, Sustainability and climate change, Ethics and Integrity, and Stakeholder engagement strategies.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence	Criteria used to assess competence of board member(s) on climate-related issues

	on climate-related issues	
Row 1	Yes	Three members of the Board are considered to have competence in this area- see page 22 of our 2022 Annual Report. Training has been delivered to the Executive Committee by a third party as part of the net zero strategy development. Further in-depth training on climate change, supported by a third-party expert is planned to be delivered for members of the Corporate Responsibility Committee.

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Executive Officer (CEO)

Climate-related responsibilities of this position

Providing climate-related employee incentives
Integrating climate-related issues into the strategy
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities
Managing climate-related risks and opportunities

Coverage of responsibilities

Reporting line

Reports to the board directly

Frequency of reporting to the board on climate-related issues via this reporting line

Quarterly

Please explain

The CR Committee comprises all of the non-executive directors of the Board, together with the Chair of the Board, Group Chief Executive Officer and Group Chief Financial Officer.

Our Corporate Responsibility (CR) Committee reviews and has oversight over the implementation and effectiveness of the policies and strategy supporting sustainability activities, including the Group's climate net zero commitments published in October 2021. The CR Committee meets three times year and reviews the implementation of the Group's sustainability strategies, policies and procedures including those relating to environmental processes, climate change, human rights and modern slavery. We believe that Board level responsibility is required for climate related issues in line with

our ethos of being a responsible business and driving sustainable growth.

The CR Committee receives reports at every meeting from the Group Chief Commercial Officer, the Global Director of Sustainability and other senior managers to ensure that progress is being made towards meeting the Group's specific CR KPIs and ongoing CR commitments., including our GHG emissions targets. Additionally, during the year, the Committee received briefings from management in relation to its approach to TCFD reporting and from external advisers in relation to developments in the broader climate disclosure landscape.
To help it to perform its role effectively, along with above the Committee also receives reports from Group General Counsel and Company Secretary, Group Chief People Officer, Group Head of E&I, and other senior managers. These reports ensure that progress is being made towards meeting the Group's specific CR KPIs and commitments.
The Committee also receives reports from the Group General Counsel and Company Secretary to ensure the Board is appropriately prepared for legislative, regulatory and best practice changes.
The CR Committee Chairman attends the AGM to meet with shareholders and to answer any questions on the Committee's activities.
One example of a climate-related decision in the last year is the approval by the Remuneration Committee to include an additional ESG related measure relating to food waste in the short term incentive arrangements for the Executive Directors and other Executive Committee members. In the future, the CR Committee will continue monitoring our progress against Group's net zero commitments.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	To further strengthen our targets and commitments, the Remuneration Committee has introduced an additional ESG measure to the short term incentive plan for 2022-2023 to support our sustainability priorities. This will focus on further reducing food waste across our operations, targeting an annual increase in the number of sites recording food waste using industry leading technology. We will prioritise deployment of this technology in our largest sites where we can have the most material impact.

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Chief Executive Officer (CEO)

Type of incentive

Monetary reward

Incentive(s)

Bonus - % of salary

Performance indicator(s)

Achievement of a climate-related target
Implementation of an emissions reduction initiative

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

To further strengthen our targets and commitments, the Remuneration Committee has introduced an additional ESG measure to the short term incentive plan for 2022-2023 to support our sustainability priorities.
This will focus on further reducing food waste across our operations, targeting an annual increase in the number of sites recording food waste using industry leading technology. We will prioritise deployment of this technology in our largest sites where we can have the most material impact.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

The Company recognises that food waste is a key contributor towards climate change and therefore has committed to halving food waste across the Group by 2030. To assist in building a robust basis for measurement, the Group is deploying technology to understand its food waste footprint. This will help the Company measure, monitor and reduce food waste, and to develop an accurate and consistent measurement of progress. At its meeting held in September 2022, the CR Committee reviewed and approved the target for the year to 30 September 2023 of increasing the number of sites deploying technology to accurately measure and report food waste.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	3	In current financial year.
Medium-term	3	10	Following 18 months from end of current financial year.
Long-term	10		

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

As part the Risk Management framework the Group runs a structured biannual bottom up and top-down material risks assessment as part of which the Group's principal risks are identified assessed and prioritised, with the Board having overall responsibility for risks.
The Board interprets appetite for risk as the level of risk that the Company is willing to take in order to meet its strategic goals.
As per our risk management framework, substantive financial or strategic impact is defined as when a risk or opportunity, including climate-related risks and opportunities, incurs a one off or recurring annual profit impact of more than 4% of our PBIT.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

Climate change risks are considered using our Major Risk Assessment (MRA) process that considers all risks as categorised within our Group Risk Category Matrix. Climate change was identified as an emerging risk in 2020 and subsequently added as a principal risk by the Board in 2021 to recognise the potential impacts it can have on our businesses in the medium and long term.

The Board has overall responsibility for oversight of the management of the risks and opportunities presented by climate change, which it exercises through two of its principal committees: the Corporate Responsibility (CR) Committee and the Audit Committee.

Our Corporate Responsibility (CR) Committee reviews and has oversight over the implementation and effectiveness of the Group's policies and strategy supporting sustainability activities, including the Group's climate net zero commitments published in October 2021.The CR Committee receives reports at every meeting from the Group Chief Commercial Officer, the Global Director of Sustainability and other senior managers to ensure that progress is being made towards meeting the Group's specific CR KPIs and ongoing CR commitments, including our GHG emissions targets. Additionally, during the year, the Committee received briefings from management relation to its approach to climate risks and from external advisers in relation to developments in the broader TCFD and climate risk disclosure landscape.

The CR Committee meets at least three times a year and comprises all of the non-executive directors of the Board, together with the Chair of the Board, Group Chief Executive Officer and Group Chief Financial Officer.

The Audit Committee is responsible for reviewing the adequacy and effectiveness of the Group's risk management and internal control systems, together with the going concern and viability statements. It monitors, reviews and reports to the Board on any significant financial reporting issues and judgements made in connection with the preparation of the financial statements. This includes the potential impact of climate change, the output of the Group's scenario
analyses, costs to achieve our climate net zero commitments, and their impact on the financial statements and related disclosures.

The Audit Committee reviews the effectiveness of the risk management and internal

control processes and considers the potential financial impact of climate change on the financial statements at the half-year and full-year.The Audit Committee meets three times a year and comprises all the independent non-executive directors of the Board.

The Group Chief Executive Officer and Group Chief Commercial Officer have the highest management-level responsibility for climate-related issues and have the responsibility to form, review and communicate the Company's climate-related global strategy, policies, and standards to the CR Committee. This includes setting and reviewing progress towards targeted KPIs, assessing the climate-related risks and managing and monitoring the associated opportunities. They are supported in this regard by the Global Director of Sustainability who leads the Group Sustainability function, which also provides support to the regions and countries to ensure sustainability strategies are implemented and climate-related risks and corresponding controls and mitigations are reviewed on an ongoing basis.

At Executive Committee level, the regional managing directors are responsible for managing climate-related risks and opportunities for their respective regions. At country level, the country managing directors are responsible for managing climate-related risks and opportunities for their respective countries.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Climate-related regulation is assessed within the Regulatory Investigation and Environmental Impact and Reporting sections of the Major Risk Assessment (MRA). This is relevant and always included as ineffective compliance management with current laws and regulations could have an adverse effect on the Group's reputation and could result in an adverse impact on the Group's performance if significant financial penalties are levied. Compass Group is already subject to current climate-related regulation. For example, Compass Group plc is subject to Mandatory Greenhouse Gas Reporting (MGHG), and the UK business is subject to Streamlined Energy and Carbon Reporting (SECR), and the Energy Savings Opportunity Scheme (ESOS).
Emerging regulation	Relevant, always included	Emerging climate related regulation is assessed within the Regulatory Investigation and Environmental Impact and Reporting sections of the MRA. This is relevant to Compass and always included as ineffective compliance management with emerging laws and regulations could

		have an adverse effect on the Group's reputation and could result in an adverse impact on the Group's performance if significant financial penalties are levied. Emerging regulation within our operational territories represents a transitional risk to Compass Group. We are monitoring the evolution of the regulatory reporting landscape across our markets, particularly in the EU and US. An example of emerging climate-related regulation is increased levies on energy use that have the potential to increase our operational costs and result in higher energy bills and administration costs, and the introduction of SECR in our Annual Report and Accounts. From 2021, Compass Group started implementing the recommendations of the Taskforce on Climate related Financial Disclosures.
Technology	Relevant, always included	Technology related risks are assessed within the Disruptive Innovation section of the MRA. This is relevant to Compass and always included within our assessments as disruptive innovation within our sector represents an emerging risk within Compass Group. An example of the risks considered is the risk of new industry entrants that threaten to change the business model via the introduction of revolutionary new technologies or concepts has the potential to impact Compass Group's contracts and revenues. This includes new technologies that emerge as the sector transitions to a low-carbon economy. A further example is the costs included within transitioning to new low carbon technologies within our fleet to realise long-term carbon reduction. As Scope 1 emissions originating from our fleet represent a material proportion of our total Scope 1 & 2 emissions, investment into new and emerging technologies has the potential to impact our operational costs. Also, we recognise that risks posed to the world from climate change represent an emergency, with experts predicting unthinkable impacts on the food system, natural disasters and infectious diseases if no action is taken. Compass UK & Ireland's climate Net Zero target includes the launch of a seed investment fund of £1 million to support the development of carbon reduction and sustainable food production innovation. The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025 and at least 65% across its operations and value chain by 2030 from a 2019 baseline. They launched an electric vehicle policy to reach 100% electric fleet cars by 2024 at the latest. As of December 2022, 33% are electric, 18% are now hybrid and 100% cars on order are EV.

		They are also working with their suppliers to introduce more clean technology products into their operations.
Legal	Relevant, always included	Legal risks are assessed within the Litigation, Regulatory Investigations and section of the MRA. This is relevant and always included as ineffective compliance with laws and regulation can have an adverse effect on the Group through financial and/or reputational damage from legal actions taken against us by private parties or government agencies. As part of this process we are monitoring the evolution of the regulatory reporting landscape across our markets and in particular in EU and US. We are also monitoring which governments have pledged to legally binding net-zero emissions targets and/or set GHG reduction targets.
Market	Relevant, always included	Market risks are assessed within the Contract Retention and Increased Competition sections of the MRA. These sections are relevant to Compass and always included as increased competition and lower contract retention rates could lead to slower growth and lower profitability in an ever-increasing competitive market. Our customers are increasingly displaying a preference for selecting suppliers that have demonstrable sustainability credentials. Sustainability is more and more emerging as differentiator to win new business and retain existing clients with increasing questions in tenders and bids. As this trend continues there is a risk of being less competitive in winning new contracts if Compass cannot clearly communicate our high levels of activity and competence in managing our business sustainably. For example, our collaborations with global clients on shared sustainability challenges have been acknowledged by these clients as a strong indicator as to why we have retained commercial contracts with them. Furthermore, in UK and Ireland, we intend to offer all new and existing clients carbon neutral and carbon reduction offers.
Reputation	Relevant, always included	Reputation is assessed in multiple sections in the MRA. As Compass operates in an ever-increasing competitive market, reputational risk is extremely relevant and always included within our risk assessments. Compass is publicly committed to making a positive contribution to the world in which we live and reducing our impact on the environment. In order to focus our efforts we prioritised three initiatives (i) reducing food waste by rolling out food waste management tools and training to progress towards our goal to halve food waste by 2030; (ii) targeting our environmental impact including taking actions against climate change including reducing carbon emissions; and (iii) responsible sourcing through resilient and sustainable supply chains, including increasing our purchases of sustainable ingredients such as palm oil

		and fish and seafood, as well as high welfare animal products including cage free eggs and higher welfare chicken. Our ability to retain contracts and win new work depends in part on our reputation and on our ability to demonstrate actions taken to achieve our commitments and to meet the targets we set ourselves. Failure to meet our obligations with regards to climate change or failure to meet targets and objectives set may impact our reputation, reducing our ability to retain and win work and may negatively impact our share price.
Acute physical	Relevant, always included	Acute physical risks are included within our Supply Chain Integrity and Business Continuity sections of the MRA and TCFD reporting in our Annual Report. This is relevant and always included due to the risk to our supply chain (increased cost of food across the Group impacts our costs that cannot be recovered) and risk to our infrastructure (failure or catastrophic events that would stop the business from continuing to operate and from which full operational recovery would be time and resource-intensive). Our TCFD reporting found that acute physical risks include the following: crop stress, reducing yields and/or catastrophic crop failure may lead to raw materials being harder to procure and increased operating costs. We are working to mitigate these through flexible menu planning arrangements with clients that allow us to select local, seasonal and readily available ingredients, and reduce reliance on single-source ingredients.
Chronic physical	Relevant, always included	Chronic physical risks are included within our Supply Chain Integrity and Business Continuity sections of the MRA and TCFD reporting in our Annual Report. This is relevant and always included due to the risk to our supply chain (increased cost of food across the Group impacts our costs that cannot be recovered) and risk to our infrastructure (failure that would stop the business from continuing to operate and from which full operational recovery would be time and resource-intensive). Our TCFD reporting found that chronic physical risk include the following: Heavy impact on potential yields and quality may lead to raw materials being harder to procure and increased operating costs. We are working to mitigate these through flexible menu planning arrangements with clients that allow us to select local, seasonal and readily available ingredients, and reduce reliance

		on single-source ingredients.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

No

C2.3b

(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	Climate change risks are assessed using our Major Risk Assessment (MRA) process that considers all risks as categorised within our Group Risk Category Matrix. This covers all the key risks categories that are affecting the Group and are linked to the Group principal risks as described in our Annual Report. As part of the assessment process, each identified risk is assessed against potential impact, probability and exposure with each risk being defined an Overall Risk Rating. Risks are identified and assessed within each country and are reported to the Board bi-annually at the half and full year. Following the assessment for the period covered in this response, climate-related risks have been identified but none with the potential to have a material impact on Compass Group. Within our assessment the most significant climate-related risks that have the potential to have an impact on Compass Group are related to the induced changes in natural resources due to acute physical risks. An increase in the frequency of severe weather events could lead to reduced yields and crop failures. However, we work closely with our supply chain through our Global Supplier Assurance Standard programme. This gives us access to a wide range of resilient suppliers removing reliance on single commodity or supplier sources. We have flexible menu planning arrangements with clients that allow us to select ingredients that are local, seasonal and readily available, reducing the reliance on single source ingredients. We have contracts with clients that allow us to renegotiate through cost indexation in our contracts. We are also seeking and realising operating efficiencies through menu planning and waste reduction activities. We have taken action in our kitchens to measure, monitor and reduce food waste and our teams around the world have also

		demonstrated creative ways to address waste along the value chain. Each year, food waste measurement technology is introduced in additional units as we continue the global roll out of our strategy. We use different systems in different markets, all of which are driving down food waste and improving our oversight. In 2022, Compass' range of food waste management systems tracked waste in kitchens across 28 countries, leading to a 28% reduction in food waste across 2,650 sites.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Use of recycling

Primary potential financial impact

Reduced direct costs

Company-specific description

Reduced operating costs (e.g. through efficiency gains and cost reductions); increased production capacity resulting in increased revenues. Application of technology to understand our food waste footprint, and working in partnership to halve it by 2030; exploring solutions that allow us to move away from single-use and fossil fuel-based plastics towards reusable packaging.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact figure

Although Compass Group is currently unable to calculate this financial impact figure, this reflects shifting consumer preferences, resulting in increased revenues and a better competitive position.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

We recognise that food waste is not only a moral issue, but a key contributor to climate change too. Wasting food is a waste of the energy to grow, harvest, process and cook and food waste in landfill can cause methane emissions, a potent greenhouse gas. We're making good use of technology to understand our food waste footprint and are working in partnership to halve it by 2030.

All over the world, we are looking for solutions that allow us to move away from single-use and fossil fuel-based plastics, towards reusable packaging. We work hard to test and scale packaging innovations that avoid plastic and virgin materials, while keeping food safe and with a sustainable shelf life.

Comment

No further comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

Our SBTi targets aligned with a 1.5C world were approved in 2021. Since then, we have embarked on building our transition plan which we are looking to publish in the 2024 calendar year. Since the validation of our target, we have increased our efforts to map out and assess the feasibility of projects as well as the investment required to achieve net zero.

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy
Row 1	Yes, qualitative and quantitative

C3.2a

(C3.2a) Provide details of your organization's use of climate-related scenario analysis.

Climate-related scenario	Scenario analysis coverage	Temperature alignment of scenario	Parameters, assumptions, analytical choices
Physical climate scenarios RCP 8.5	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 63% of Group revenues in FY22) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP8.5, physical risks impacts were considered across all the animal protein, vegetables and fruits in scope. The pathway assumed that a loss in production led to higher procurement costs (due to costs involved in switching sourcing).

Transition scenarios IEA 2DS	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 63% of Group revenues in FY22) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP2.6, transition risks were considered across all animal protein, vegetable and fruit lines in scope and the pathway focused on the increase in sourcing costs due to carbon pricing on agricultural (farm to farm-gate) and freight emissions. Also, transition risks were considered across the Compass scope1 and 2 emissions for the United States market only. The pathway looked at the increase in compliance cost as a result of a carbon tax in 2030.
Transition scenarios IEA B2DS	Business division		Compass USA has been chosen as the focus for the first year due to its magnitude (representing 63% of Group revenues in FY22) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact. We have used a climate risk / financial materiality assessment to identify product categories for scenario analysis the areas selected are protein (pork, beef, dairy, and poultry), fruits and vegetables. Under RCP1.9, transition risks were considered across all animal protein, vegetable and fruit lines in scope and the pathway focused on the increase in sourcing costs due to carbon pricing on agricultural (farm to farm-gate) and freight emissions.

C3.2b

(C3.2b) Provide details of the focal questions your organization seeks to address by using climate-related scenario analysis, and summarize the results with respect to these questions.

Row 1

Focal questions

The analysis helps Compass Group understand the material climate risks in different future scenarios associated with carbon emissions. The analysis was conducted with the following objectives:
1) Understand the potential scale of climate risks' impact on Compass Group's financial performance in 2030
2) Evaluate the impacts of different climate risks on Compass Group's value chain and identify potential risk hotspots
3) Improve Compass Group's disclosure on risks and opportunities associated with climate change in line with the TCFD recommendations
4) Analyse the results of the scenario analysis to understand longer term implications of climate change on Compass Group's business and inform strategic decisions to mitigate and manage these risks
5) Compass USA has been chosen as the focus for the first year due to its magnitude (representing 63% of Group revenues in FY22) and its dependency on domestic production exposing it to immediate or direct risk of supply chain disruption from climate impact

Results of the climate-related scenario analysis with respect to the focal questions

The assessment showed that the key risks for Compass Group mainly arise from carbon pricing under the two low-carbon transition scenarios. This led to ensuring client contracts include price adjustments to incorporate any future carbon pricing impacts. Furthermore, Compass Group has begun to explore initiatives to reduce operational emissions such as moving to an electric fleet and purchasing renewable energy certificates.
The impacts from chronic climate change and acute climate events on animal protein, vegetables and fruits studied were not found to be material for Compass Group.
Overall, given our adaptability and innovation, our flexible, decentralised business model, our embedded purpose culture and focus on sustainability, our scale in procurement and industry influence, we believe that the Group is well placed to significantly mitigate forecasted risks from climate change, while maximising the benefits of forecasted opportunities.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	Risks and opportunities related to the growing demand from our clients and customers for food and drinks with a low carbon footprint have influenced our products and services-related strategy. This has impacted both our short and medium-term product strategies. Eating less meat is generally agreed to be better for our bodies and for the planet, and our consumers and clients are demanding more plant-based choices and meat alternatives. Compass Group is helping to raise awareness of the impact of eating less meat, and partner with EAT to explore ways to transform our global food system. Across Group we are offering more delicious vegan and plant-forward options for consumers, and helping our chefs and clients to incorporate plant-based meals into their menus, as well as bring them to consumers in innovative ways to encourage greater take up of these options. For example, Compass USA have partnered with Arizona State University and Google Food to train our chefs to be more plant-forward in their menu planning. We have created a virtual series – RePlant Your Menu – which focuses on sustainability, nutrition, and connecting our food choices to planetary health. Also, in Belgium we added eco-scores to point of purchase labels, backed up with QR codes linking to more detailed information. The eco-scores are also used by our Head Dietician in menu planning, giving transparent and accurate oversights of the proportion of plant-based ingredients in any meal. In Sweden, we use the RISE climate database to plan our menus and proactively communicate the carbon footprint to consumers. Inspired by WWF's One Planet Plate, we have challenged ourselves to cut the carbon footprint of our meals to an average of just 500 grammes CO2e.

Supply chain and/or value chain	Yes	Climate-related risks and opportunities are incorporated into our procurement strategy over the short, medium and long-term. At Compass, we know that sourcing specific food products, such as beef or soy from the Amazon biome or palm oil, can lead to deforestation and desertification. We are committed to preventing this and actively seek to reduce our sourcing of products from the Amazon biome region such as soy or beef. Our goal is for the palm oil used to prepare food in our kitchens to be 100% certified sustainable from physical sources, currently we have achieved 73%. . As the world's largest food services group, operating at the heart of the global food supply chain, we are in a unique position to influence real change both with the people we serve and the suppliers with whom we work. As part of our Global Net Zero strategy, we will use our scale and international reach to promote the benefits of sustainable consumption on a global scale, collaborating with clients, industry associations, governments and suppliers to reduce our combined GHG emissions and help set their own Net Zero and Science Based Targets, so that together we can create a more sustainable global food system for future generations. For example, the UK & Ireland business (Compass Group UK&I), as part of its commitment to reach Net Zero green-house gas emissions by 2030, will use its size and reach to influence clients, employees and suppliers - through Foodbuy, to reduce greenhouse gas emissions and help create a more sustainable food system. Local and seasonal ingredients will be key. Compass UK & I aim to achieve a 25% switch from animal to plant-based proteins by 2025 and a 40% switch by 2030. Moreover, 70% of the top food categories (fresh meat, vegetables and dairy) are to be sourced from regenerative agriculture by 2030.
Investment in R&D	Yes	Climate-related risks and opportunities have impacted our current and long-term investment in R&D. Compass partners with the EAT Forum to explore ways to transform our global food system. EAT connects scientists, politicians,

		business leaders, chefs, innovators and change makers to create a healthy and sustainable global food system. Together, we are working to move the world to healthy and sustainable diets; realign food system priorities for people and the planet; produce more of the right food, from less; safeguard our land and oceans; and radically reduce food losses and waste. Group's UK & Ireland business (Compass Group UK&I), as part of its commitment to reach Net Zero green-house gas emissions by 2030, launched a seed investment fund of £1 million to support the development of carbon reduction and sustainable food production innovation. Compass is looking to achieve a reduction in carbon emissions of at least 55% by 2025, ,,, 72% reduction in FLAG emissions by 2030 and 90% reduction in non-FLAG emissions by 2030, in accordance with SBTi Corporate Net Zero Standard.. Through innovations, Compass Group is helping customers meet their carbon reduction goals. For example, in Denmark and the USA, we are developing customised dashboards for our clients, giving them access to data on relevant environmental parameters which is helping us reduce energy, water and waste in their kitchens. Using our Carbon FoodPrint Tool, in Compass USA the FLIK team at a multinational food company achieved to lower their carbon emissions. In just seven months, reduced emissions from beef 47% per guest and reduced the cafe's carbon footprint per guest from 12.51 lbs CO2e to 10.46 lbs CO2e. Regarding food waste, we aim to halve food waste across the Group by 2030. Delivering on our sustainability strategy starts by understanding why food is being wasted. Each year, measurement technology is introduced in new units as we continue the global roll out of our strategy helping our kitchen teams measure, monitor and reduce food waste. We use different systems in different markets, all of which are driving down food waste and improving our oversight. In 2022, we reduced food waste by 28% in over 2,650 sites recording food waste across 28 countries.
Operations	Yes	Management of climate related risk and opportunities is embedded in our daily operations and impacts our

		operations strategy in the short, medium and long-term. As well as monitoring energy usage in our offices and working closely with clients to improve energy efficiency at their sites, Compass Group has implemented environmental management systems to reduce our impact on the environment, including water conservation. Several of our countries and a number of individual operating sites are ISO 14001 certified (71% of our owned and operated sites certified ISO 14001 in our Top 23 countries in APAC, Europe, Middle East and South America). We are continuously seeking to improve operational efficiency. In the UK for example, we developed an environment toolkit, mandatory for all sites, to help reduce our environmental impact across energy, transport, water, materials, pollution and waste. The toolkit allows us to comply with environmental legislation, support clients with their environmental activities and reduce operational costs. Through the use of the toolkit we require that energy intensive machinery and kitchen equipment are used efficiently on site. Also in UK, we began introducing hybrid and electric vehicles and in 2021 we set the objective for all fleet cars to be 100% plug-in electric by May 2024. Compass Group is also working with our suppliers to introduce more clean technology products into our operations. This includes favouring energy efficient products with energy labels over lower performing products.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence

Row 1	Revenues Direct costs Access to capital	Climate-related risks and opportunities have influenced Compass Group's revenues since customers around the world are demanding more ethically sourced and low carbon food options (e.g. plant-based choices and meat alternatives). Furthermore, an increasing number of clients (both public and private organisations) ask about sustainability and climate change data and performance in bids and tenders. This has impacted our financial planning and revenue forecasts over the short-term. Access to capital has been influenced and this has informed our medium and long-term planning as investors now routinely analyse information on ESG performance alongside other financial information. Our supply chain costs are also impacted in the short, medium and long-term by climate-related risks and opportunities. We have taken steps to reduce air freighted products in some of our markets and are actively working with our supply chain partners for lower carbon options. In our UK business, we have a seed investment fund to invest in low carbon technologies. At Compass, we know that sourcing specific food products, such as beef or soy from the Amazon biome or palm oil, can lead to deforestation and desertification. We are focused on achieving zero net deforestation through the increased use of sustainable palm oil, soy, beef and timber & paper materials in the products that we source globally. Our global goal is for the palm oil used to prepare food in our kitchens to be 100% certified sustainable from physical sources by 2022 . So far, 73% of our palm oil is certified sustainable and we are working to increase this throughout our business. Compass Group are active members of the Roundtable on Sustainable Palm Oil (RSPO) and the Round Table for Responsible Soy (RTRS). In October 2020, we calculated the soya footprint of our operations in the UK and Ireland. This allowed us to identify supply chain 'hot-spots' for deforestation risk. We began by contacting our meat and poultry suppliers to brief them on our sustainable soya sourcing policy and to establish which of their lines were either deforestation free or soya free. We then hosted a workshop for them in July 2021, supported by EFECA (Experts in Sustainable Forest & Agricultural Advice), the facilitators of the UK Roundtable on Sustainable Soya to encourage them to develop policies and strategies of their own. Following this, we repeated the process with our core suppliers of dairy products and farmed fish. We now understand our soya footprint across all categories which will serve as the baseline for a long-term transition to sources of deforestation free

		soya. As a first step, we now purchase Roundtable for Responsible Soy (RTRS) credits for any soya in our supply chain associated with deforestation risk or of unknown origin, thereby supporting sustainable soya producers in developing countries and guaranteeing the production of deforestation free soya . 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 given the need to transition to regenerative agricultural principles and practices .

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
Row 1	No, but we plan to in the next two years

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set
2021

Target coverage
Company-wide

Scope(s)
Scope 1
Scope 2

Scope 2 accounting method
Market-based

Scope 3 category(ies)

Base year
2019

Base year Scope 1 emissions covered by target (metric tons CO2e)
174,627

Base year Scope 2 emissions covered by target (metric tons CO2e)
44,968

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

219,595

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

46.2

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

118,142.11

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

100,000

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

47,071

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

147,071

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

71.4853958325

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

Compass Group PLC commits to reduce absolute Scope 1 and 2 GHG emissions by 46.2 % by 2030 from a 2019 base year. This target has been validated by the Science Based Targets initiative (SBTi). We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050. The Net Zero goal includes interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels.

Plan for achieving target, and progress made to the end of the reporting year

Compass Group's Net Zero target will be delivered through collaboration, innovation, and investment across our global operations. We will continue our programmes to promote plant forward diets, cut waste and innovate around packaging. In addition, we will switch to renewable energy for our operations and invest in plug-in electric fleet vehicles. We will work with our supply base to move towards more regenerative forms of agriculture and increase the proportion of produce we buy seasonally. And we will work towards our commitment to a supply chain that is free from deforestation and land-conversion. Using our scale and global reach we will influence and work collaboratively with clients, industry associates, governments and suppliers to reduce their direct GHG emissions, set their own Net Zero and Science Based Targets and help create a more sustainable global food system for all.

In 2022, Compass Group UK&I introduced its 100% electric company car policy, enabling over 550 employees to order an electric vehicle. Additionally, to help their colleagues and clients on their climate net zero journey, in May 2022, they launched their mandatory Climate Net Zero Toolkit and Net Zero Hub, to improve their operational, commercial and environmental performance.
Compass Group France switched to using 100% renewable energy in their direct operations from January 2022.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 2

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

Well-below 2°C aligned

Year target was set

2021

Target coverage

Company-wide

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 1: Purchased goods and services

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

9,924,859

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

9,924,859

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

9,924,859

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

81

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

28

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

7,145,898.48

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

6,983,952

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

6,983,952

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

6,983,952

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

105.8275919659

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

Compass Group PLC commits to reduce absolute Scope 3 GHG emissions from purchased goods and services by 28% by 2030 from a 2019 base year. This target has been validated by the Science Based Targets initiative (SBTi). We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050. The Net Zero goal includes interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels For FY22, Compass Group has focused on increasing data quality for 3.1 Purchased Goods, the most significant source of emissions from baseline. This increase in data quality has enabled more granular estimates of food-related emissions, which has resulted in lower emissions estimates for FY22, and, more importantly, will enable Compass Group to continue driving emissions reductions based on product mix and sourcing opportunities.

FY 22 emissions are calculated based on countries constituting 78% of revenue and extrapolated to smaller markets.

Plan for achieving target, and progress made to the end of the reporting year

Compass Group's Net Zero target will be delivered through collaboration, innovation, and investment across our global operations. We will continue our programmes to promote plant forward diets, cut waste and innovate around packaging. In addition, we will switch to renewable energy for our operations and invest in plug-in electric fleet vehicles. We will work with our supply base to move towards more regenerative forms of agriculture and increase the proportion of produce we buy seasonally. And we will work towards our commitment to a supply chain that is free from deforestation and land-conversion. Using our scale and global reach we will influence and work collaboratively with clients, industry associates, governments and suppliers to reduce their direct GHG

emissions, set their own Net Zero and Science Based Targets and help create a more sustainable global food system for all.

For FY22, Compass Group has focused on increasing data quality for 3.1 Purchased Goods, the most significant source of emissions from baseline. This increase in data quality has enabled more granular estimates of food-related emissions, which has resulted in lower emissions estimates for FY22, and, more importantly, will enable Compass Group to continue driving emissions reductions based on product mix and sourcing opportunities.
FY 22 emissions are calculated based on countries constituting 78% of revenue and extrapolated to smaller markets.

After transitioning from spend-based emissions calculations to volume-based emissions calculations in 2023, Compass Group will now look to align the more granular estimates of food related emissions in a recalculation of its baselines and disclose in the coming year.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 3

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Country/area/region

Scope(s)

Scope 1
Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

9,200

Base year Scope 2 emissions covered by target (metric tons CO2e)

6,238

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

15,438

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

69

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

4,785.78

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3,907

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

1,145

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5,052

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

97.5008026496

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

Compass Group UK&I and Ireland Limited since September 2021 has The Science Based Targets initiative (SBTi) validated emissions reduction targets to reduce absolute Scope 1, 2 and 3 GHG emissions by 69% by 2030 from a 2019 baseline year (inclusive of growth).

Plan for achieving target, and progress made to the end of the reporting year

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. The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025, 72% reduction in FLAG emissions by 2030 and 90% reduction in all non-FLAG emissions by 2030, in accordance with SBTi Corporate Net Zero Standard . Compass UK & I are aware of the now confirmed (as of 28th September 2022) FLAG sector guidance from the SBTi which applies to Compass and which calls for - Reduction of emissions from forestry, land use and agriculture (FLAG) by 72% by 2030 and reduction of all non-FLAG emissions by 90% by 2030. They will re validate their targets, in line with this new guidance next year.

So far Compass UK &I have increased annual sourcing of renewable electricity from 2% in 2019 to 100% by 2022; target achieved.
Furthermore, launched an electric vehicle policy to reach 100% electric fleet cars by 2024 at the latest. As of December 2022, 33% are electric, 18% are now hybrid and 100% cars on order are EV.

List the emissions reduction initiatives which contributed most to achieving this target

Target reference number

Abs 4

Is this a science-based target?

Yes, and this target has been approved by the Science Based Targets initiative

Target ambition

1.5°C aligned

Year target was set

2021

Target coverage

Country/area/region

Scope(s)

Scope 3

Scope 2 accounting method

Scope 3 category(ies)

Category 1: Purchased goods and services

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)

Base year Scope 2 emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

1,033,647

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)

Base year total Scope 3 emissions covered by target (metric tons CO2e)

1,033,647

Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

1,033,647

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)

Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

88.5

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

69

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

320,430.57

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

666,613

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)

Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

666,613

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

666,613

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

51.461798209

Target status in reporting year

Underway

Please explain target coverage and identify any exclusions

Compass Group UK&I since September 2021 has The Science Based Targets initiative (SBTi) validated emissions reduction targets to reduce absolute Scope 1, 2 and 3 GHG emissions by 69% by 2030 from a 2019 baseline year (inclusive of growth).

Plan for achieving target, and progress made to the end of the reporting year

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. The company is looking to achieve a reduction in carbon emissions of at least 55% by 2025, 72% reduction in FLAG emissions by 2030 and 90% reduction in non-FLAG emissions by 2030, in accordance with SBTi Corporate Net Zero Standard. Compass UK & I are aware of the now confirmed (as of 28th September 2022) FLAG sector guidance from the SBTi which applies to Compass and which calls for - Reduction of emissions from forestry, land use and agriculture (FLAG) by 72% by 2030 and reduction of all non-FLAG emissions by 90% by 2030. They will re validate their targets, in line with this new guidance next year.

As well as driving significant reductions in its own operations, Compass UK&I will use its size and reach to influence clients, employees and suppliers - through Foodbuy, to reduce greenhouse gas emissions and help create a more sustainable food system. Successful reformulations have seen an increased focus on local, seasonal, and plant-based ingredients, in pursuit of a 25% switch from animal to plant-based proteins by 2025, and a 40% switch by 2030. In 2022, they reported 36% reduction in Animal protein emissions.
Moreover, 70% of the top food categories (fresh meat, dairy and vegetables) is to be sourced from regenerative agriculture by 2030. They will continue to focus on the sourcing of local and seasonal ingredients. Committed to No deforestation for deforestation linked commodities (directly sourced) by 2025.

List the emissions reduction initiatives which contributed most to achieving this target

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)
Other climate-related target(s)

C4.2b

(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.

Target reference number

Oth 1

Year target was set

2017

Target coverage

Company-wide

Target type: absolute or intensity

Absolute

Target type: category & Metric (target numerator if reporting an intensity target)

Land use change

Other, please specify

All palm oil used in kitchen to be certified sustainable by 2022

Target denominator (intensity targets only)

Base year

2017

Figure or percentage in base year

36

Target year

2022

Figure or percentage in target year

100

Figure or percentage in reporting year

73

% of target achieved relative to base year [auto-calculated]

57.8125

Target status in reporting year

Underway

Is this target part of an emissions target?

No, this target is not part of an emissions target. We set a separate 'Science Based Target' and this target on palm oil certification will contribute to reduce the carbon footprint of our operations.

Is this target part of an overarching initiative?

Remove deforestation

Please explain target coverage and identify any exclusions

The target covers all the palm oil (within frying oil and margarine) being used back of house (i.e., in our kitchens) across our global supply chain, in all 40 countries Compass operates in. We recognize that some of the products we source (margarine/vegetable oil-based spreads, for example) may contain a smaller volume of other palm oil derivatives such as palm kernel oil. Although our data capture system does not currently capture this separately to the crude and refined palm oil, we are continuing to explore options in terms of how we might split this volume out in the near future.
In line with our sustainability strategy, we have also set the following additional sustainability global commitments: - reduce food waste by 50% by 2030 - source 100% of eggs cage free by 2025 - source 50% of seafood certified sustainable by 2020.

Plan for achieving target, and progress made to the end of the reporting year

Compass Group started using RSPO certified palm oil in 2017, with a target of achieving 100% by the end of 2022 and using credits to off-set the areas where we weren't able to access certified palm oil directly. We were unable to reach our target. However, Compass Group still managed to achieve 73% RSPO certified, across our total global operations within the financial year.
We experienced global issues in meeting our goal of purchasing 100% sustainable palm oil by the end of 2022. Supply chain shortages played a roll, mainly related to the Ukraine/Russia war and Indonesia stopping exports to keep for domestic consumption. We also identified some country specific supply issues, e.g., in one country we identified a supplier that had certification issues, and in another a key supplier stopped producing a core margarine product with no suitable alternatives available to switch to.
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. Our annual update is publicly available in our annual sustainability report. We continue to work closely with countries that did not reach 100% in 2022 to ensure they solve their last remaining supply issues.

List the actions which contributed most to achieving this target

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Company-wide

Absolute/intensity emission target(s) linked to this net-zero target

Abs1

Abs2

Target year for achieving net zero

2050

Is this a science-based target?

No, but we are reporting another target that is science-based

Please explain target coverage and identify any exclusions

Compass Group PLC has committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050.The Net Zero goal includes interim 2030 targets which are in line with an ambition to limit future warming to 1.5°C above pre-industrial levels. This target will build off the validated SBTi trajectories to 2030, ensuring that these continue and align to achieving Net Zero by 2050. Our approach to doing so is in process, with a priority around data accuracy, transparency and consistent reporting. For FY22, Compass Group has focused on increasing data quality for 3.1 Purchased Goods, the most significant source of emissions from baseline. This increase in data quality has enabled more granular estimates of food-related emissions, which has resulted in lower emissions estimates for FY22, and, more importantly, will enable Compass Group to continue driving emissions reductions based on product mix and sourcing opportunities.

FY 22 emissions are calculated based on countries constituting 78% of revenue and extrapolated to smaller markets.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

Whilst decarbonising is our main focus, we will compensate and later neutralise any remaining direct Scope 1 and 2 GHG emissions through high quality carbon removal projects (such as reforestation and wetland rehabilitation) to ensure we are carbon neutral worldwide in our own operations by 2030. Post that, we aim to work towards driving down our scope 3 emissions.

Planned actions to mitigate emissions beyond your value chain (optional)

Target reference number

NZ2

Target coverage

Country/area/region

Absolute/intensity emission target(s) linked to this net-zero target

Abs3
Abs4

Target year for achieving net zero

2030

Is this a science-based target?

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

Please explain target coverage and identify any exclusions

Compass UK&I has the following absolute emissions reduction targets, as validated by the SBTi in September 2021.
• To reduce Scope 1, 2 & 3 GHG emissions 69% by 2030 from a 2019 baseline year; to be revalidated in accordance with FLAG guidance, see below.
• 2.Increase annual sourcing of renewable electricity from 2% in 2019 to 100% by 2022; target achieved.
We are aware of the now confirmed (as of 28th September 2022) FLAG sector guidance from the SBTi which applies to Compass and which calls for:
• Reduction of emissions from forestry, land use and agriculture (FLAG) by 72% by 2030.
• Reduction of all non-FLAG emissions by 90% by 2030.
As referenced above, we will revalidate our targets, in line with this new guidance.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Yes

Planned milestones and/or near-term investments for neutralization at target year

Aiming to achieve a reduction in carbon emissions of at least 55%reduction in carbon footprint by 2025.
Some major milestones are -
100% renewable energy by 2022; 100% renewable gas by 2022, 100% reusable or recyclable packaging by 2023; 100% electric car policy by 2024; 25% switch from animal proteins by 2025, 70% fresh meat, vegetables and dairy sourced from regenerative agriculture sources by 2030, 40% switch from animal proteins by 2030 and 50% reduction in food waste by 2030 amongst other things.

Even after deeply decarbonising our business, we will continue to produce unavoidable emissions in 2030 and beyond. To take responsibility for these emissions and to maintain our Climate Net Zero position, we will neutralise these residual emissions by building a portfolio of high-quality, certified carbon credits. This is in line with the requirements of the Science Based Targets Initiative's Corporate Net Zero Standard. In 2023 we will develop our Neutralisation Action Plan. This Plan will include:
o defining key carbon credit concepts and definitions
o agreeing principles and standards
o exploring carbon removal projects

Planned actions to mitigate emissions beyond your value chain (optional)

Next steps - Select and prioritise which carbon projects we will support, by focusing on the below key factors:
• Type: considering business-relevant projects, e.g. that restore and reforest habitats, build soil carbon, and technologies that capture and store carbon
• Additionality and permanence: supporting projects that deliver carbon removals in response to mitigation efforts, rather than projects where these removals would have occurred otherwise
• Location: where possible, sourcing projects that connect to the countries and landscapes which produce the foods we buy
• Investment model: diversify our investment approaches, exploring multi-year agreements, and opportunities to co-invest in large-scale projects

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation		
To be implemented*	2	100,000
Implementation commenced*		
Implemented*	3	28,736

Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Waste reduction and material circularity
Waste reduction

Estimated annual CO2e savings (metric tonnes CO2e)

944.2

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

716,550

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

We continue to invest in metering technology, such as Winnow, to help our kitchen teams measure, monitor and reduce food waste. In FY 22, we use the system in over 163 sites in nine countries. In the year ahead, we intend to introduce measurement technology solutions to more of our sites across the globe. We estimate that in 2022 Winnow has helped us: - avoid 944.2 tonnes of carbon emissions - saving more about 219.6tonnes of food - enough to create 548,927meals

Initiative category & Initiative type

Waste reduction and material circularity
Waste reduction

Estimated annual CO2e savings (metric tonnes CO2e)

25,327

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

6,522,234

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

<1 year

Comment

Each year, measurement technology is introduced in new units as we continue the global roll out of our strategy helping our kitchen teams measure, monitor and reduce food waste. We use different systems, such as Leanpath, in different markets, all of which are driving down food waste and improving our oversight to help our kitchen teams measure, monitor and reduce food waste. In FY 22, we use Leanpath in over 233 sites in 23 countries. In the year ahead, we intend to introduce measurement technology solutions to more of our sites across the globe. We estimate that in 2022 Leanpath has helped us: - avoid 25,327 tonnes of carbon emissions - saving more than 3,635 tonnes of food - enough to create 6.7 million meals

Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

Estimated annual CO2e savings (metric tonnes CO2e)

2,464.6

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

0

Investment required (unit currency – as specified in C0.4)

89,214

Payback period

No payback

Estimated lifetime of the initiative

6-10 years

Comment

This accounts for the UK market purchasing 100% renewably sourced electricity.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Compliance with regulatory requirements/standards	We use regulatory requirements such as SECR and ESOS in the UK to drive emissions reductions through energy efficiency. A number of our sites are certified to the ISO 14001:2015 standard. ISO 14001 audits and other environmental or energy audits schemes (e.g. ESOS or EMAS) identified a number of energy saving opportunities across Compass Group sites. In UK, our EMS is delivered into every contract using our award-winning Environment Toolkit and our colleagues have access to training, videos, case studies and posters via our intranet. In the UK, we developed an environment toolkit, mandatory for all sites, to help reduce our environmental impact across energy, transport, water, materials, pollution and waste. The toolkit allows us to comply with environmental legislation, support clients with their environmental activities and reduce operational costs
Employee engagement	We actively engage with our employees in all our operating countries to identify and implement resource efficiency and energy efficiency initiatives. In the UK, we have an award winning environmental toolkit provided at unit level that has step by step process for units to reduce their environmental impact such as reducing energy consumption and increasing efficiency
Dedicated budget for other emissions reduction activities	Carbon Foodprint is Compass USA's online environmental dashboard, enabling us to provide clients with cost-effective solutions to lower the environmental impact of food service. Our Carbon Foodprint toolkit tracks data needed to reduce energy, water, and waste in the kitchen, while identifying opportunities for chefs to re-engineer their menus to lower greenhouse gas emissions. A monthly report communicates results to the client, associates, and guests. Users can help their clients track progress towards Science-

	Based Targets and other reporting (such as CDP). Using our Carbon Foodprint Tool, in Compass USA the FLIK team at a multinational food company achieved to lower their carbon emissions. In just seven months, reduced emissions from beef 47% per guest and reduced the cafe's carbon footprint per guest from 12.51 lbs CO2e to 10.46 lbs CO2e. In the USA, we relaunched Waste Not 2.0, a new and improved, proprietary tablet-based waste-tracking program, making it easy to achieve a meaningful difference in reducing food waste. Built by chefs for chefs, Waste Not 2.0 is a state-of-the-art tool that helps kitchen team members identify waste reduction opportunities that go beyond standard trim, bones, core, and peel waste. The digital platform is user-friendly, giving managers intuitive tools to analyse data, identify problems and find long-lasting solutions.

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Product or service

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Systems integration

Smart meter

Description of product(s) or service(s)

In the USA, we relaunched Waste Not 2.0, a new and improved, proprietary tablet-based waste-tracking program, making it easy to achieve a meaningful difference in reducing food waste. Built by chefs for chefs, Waste Not 2.0 is a state-of-the-art tool that helps kitchen team members identify waste reduction opportunities that go beyond standard trim, bones, core, and peel waste. The digital platform is user-friendly, giving

managers intuitive tools to analyse data, identify problems and find long-lasting solutions.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

Level of aggregation

Product or service

Taxonomy used to classify product(s) or service(s) as low-carbon

No taxonomy used to classify product(s) or service(s) as low carbon

Type of product(s) or service(s)

Systems integration

Other, please specify

Data dashboard

Description of product(s) or service(s)

Carbon Foodprint is Compass USA's online environmental dashboard, enabling us to provide clients with cost-effective solutions to lower the environmental impact of food

service. Our Carbon Foodprint toolkit tracks data needed to reduce energy, water, and waste in the kitchen, while identifying opportunities for chefs to re-engineer their menus to lower greenhouse gas emissions.
A monthly report communicates results to the client, associates, and guests. Users can help their clients track progress towards Science-Based Targets and other reporting (such as CDP). Using our Carbon Foodprint Tool, in Compass USA the FLIK team at a multinational food company achieved to lower their carbon emissions. In just seven months, reduced emissions from beef 47% per guest and reduced the cafe's carbon footprint per guest from 12.51 lbs CO2e to 10.46 lbs CO2e.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Functional unit used

Reference product/service or baseline scenario used

Life cycle stage(s) covered for the reference product/service or baseline scenario

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

Explain your calculation of avoided emissions, including any assumptions

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in boundary	In FY 22, we identified changes in the boundary for Scope 3 emissions within the following categories, now identifying them as relevant: • 3.11 Use of Sold Products: Compass Group's use of sold products primarily constitutes energy usage in client kitchens. Energy use calculations were estimated using factors based on electrical and natural gas usage in commercial kitchens by revenue. Differences in food cost and consumer price across countries were normalized using food indices from FAOSTAT. Energy usage in client kitchens was previously represented in category 3.8 Upstream Leased Assets. • 3.12 End-of-life treatment of sold products: Estimates were made for both end-of-life food waste and packaging waste. Food waste rates are country specific. All packaging is assumed to end up as waste, and quantity of packaging is estimated according to average packaging mass:product ratios based on submitted food weights. These emissions were previously treated as 3.5 Waste in Operations. • 3.15 Investments: Calculated based on revenue data and EEIO emissions factors for relevant sectors. For partially owned investments, revenue is allocated to Compass by % of ownership or time period of ownership, and only this portion is used for emissions estimates. This category was previously not relevant.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	No, because we do not have the data yet and plan to recalculate next year	Following SBTi guidelines, we have a re-baseline policy of a 5% significance threshold. Compass Group will now look to re-calculation of its baseline and disclose in the coming year.	No

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

174,627

Comment

Scope 2 (location-based)

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

45,875

Comment

Scope 2 (market-based)

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

44,968

Comment

Scope 3 category 1: Purchased goods and services

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

9,924,859

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 2: Capital goods

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

62,320

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

45,167

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 4: Upstream transportation and distribution

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
95,594

Comment
Scope 3 data relates to all operating countries.

Scope 3 category 5: Waste generated in operations

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
44,417

Comment
Scope 3 data relates to all operating countries.

Scope 3 category 6: Business travel

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
61,369

Comment
Scope 3 data relates to all operating countries.

Scope 3 category 7: Employee commuting

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
374,238

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 8: Upstream leased assets

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

1,568,554

Comment

Scope 3 data relates to all operating countries.

Scope 3 category 9: Downstream transportation and distribution

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

Scope 3 category 10: Processing of sold products

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

Scope 3 category 11: Use of sold products

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Relevant, not calculated
Compass Group's use of sold products primarily constitutes energy usage in client kitchens. Energy use calculations were estimated using factors based on electrical and natural gas usage in commercial kitchens by revenue. Differences in food cost and consumer price across countries were normalized using food indices from FAOSTAT. In baseline, Energy usage in client kitchens was previously represented in category 3.8 Upstream Leased Assets.

Scope 3 category 12: End of life treatment of sold products

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Relevant, not calculated
In FY22, estimates were made for both end-of-life food waste and packaging waste. Food waste rates are country-specific. All packaging is assumed to end up as waste, and quantity of packaging is estimated according to average packaging mass: product ratios based on submitted food weights. In baselines, these emissions were previously treated as 3.5 Waste in Operations

Scope 3 category 13: Downstream leased assets

Base year start

October 1, 2018

Base year end

September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

Scope 3 category 14: Franchises

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3 category 15: Investments

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Relevant, not calculated
In FY22, calculated based on revenue data and EEIO emissions factors for relevant sectors. For partially owned investments, revenue is allocated to Compass by % of ownership or time period of ownership, and only this portion is used for emissions estimates. This category was previously not relevant.

Scope 3: Other (upstream)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)
0

Comment
Not relevant

Scope 3: Other (downstream)

Base year start
October 1, 2018

Base year end
September 30, 2019

Base year emissions (metric tons CO2e)

0

Comment

Not relevant

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

100,000

Comment

Scope 1 - Emissions from the combustion of fuel or the operation of any facility including fugitive emissions from refrigerants use / tCO2e

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

46,807

Scope 2, market-based (if applicable)

47,071

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

6,983,952

Emissions calculation methodology

Hybrid method
Average data method
Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Purchased Goods and Services are Compass Group's most significant source of emissions. For FY2022, Compass Group invested in collecting mass data for product categories comprising 94% of food spend in the USA, 95% in Australia, and a significant portion in the UK. Planet FWD provided technical assistance for calculating emissions for these categories by multiplying mass data for product categories by industry average cradle-to-gate emissions factors from Planet FWD's CarbonScope Database.

All other purchased goods and services were calculated using spend data. Planet FWD

uses emissions factors from its environmentally extended input-output life-cycle inventory (EEIOLCI) database, which is based on the US EPA's US EEIO data set. The implementation enhances this model to cover purchaser price, inflation, and other necessary extensions in order to make it usable for product life cycle assessments and corporate GHG inventory analyses. The structure of the distribution channel is used to determine the profit margins at retail and distribution in order to calculate the price actually paid to the producer. The producer price is mapped to the environmental flows and life-cycle impact categories associated with the production of a good or service. The system boundary is cradle-to-gate. Underlying data is from US BEA: Price Indexes, Gross Domestic Purchases and NYU Operating and Net Margins by Sector (US). Activity data is provided by the company and inflation-adjusted to USD amounts for the reporting period.

These emissions factors include upstream transportation for purchased goods and services, unless upstream transportation is separately purchased by Compass Group. Transport emissions were calculated using an emissions factor for semi-trailer truck transportation in conjunction with weight data and an estimated item transport distance. France with a similar methodology using mass data and physical emissions factors for food and monetary emissions factors for non-food purchases..

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

145,195

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Capital goods emissions were calculating using EEIO emissions factors.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

33,565

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Primary data for Scope 1 and 2 emissions are used to calculate the upstream portion of these activities using US LCI data for most countries. France was calculated using energy usage per meal and per fuel usage.

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

20,278

Emissions calculation methodology

Spend-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Upstream transportation emissions are included in emissions for 3.1 Purchased Goods and Services unless purchased separately. Transportation represented in 3.4 is calculated using spend data and EEIO emissions factors. France was extrapolated based on data from freight providers.

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

53,857

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Waste studies for each country were used to approximate food waste based on purchased food. France was calculated based on estimated waste per meal.

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

50,355

Emissions calculation methodology

Spend-based method

Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Air travel was calculated with total miles travelled, taking into account country-specific domestic vs international flights to determine average emissions load. In countries with primary data available, ground travel was also calculated based on total miles travelled by mode of transportation, using each country's government-published emissions factors. In other countries, ground travel emissions were estimated based on total spend for travel.

Employee commuting

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

825,064

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Employee commuting is calculated using total # of employees commuting, commuting days in a year, assumed commute distances, assumed vehicle types, and emissions factors from each country's government-published emissions factors.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Compass Group does not lease upstream assets. Energy usage in client kitchens was previously included in this category, but is now included in 3.11 Use of Sold products because these assets are not leased from customers

Downstream transportation and distribution

Evaluation status

Not relevant, explanation provided

Please explain

Compass Group services are provided on site, with no downstream distribution

Processing of sold products

Evaluation status

Not relevant, explanation provided

Please explain

Compass Group products (food services) are not further processed .

Use of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2,857,584

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Compass Group's use of sold products primarily constitutes energy usage in client kitchens. Energy use calculations were estimated using factors based on electrical and natural gas usage in commercial kitchens by revenue. Differences in food cost and consumer price across countries were normalized using food indices from FAOSTAT. Energy usage in client kitchens was previously represented in category 3.8 Upstream Leased Assets

End of life treatment of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

152,695

Emissions calculation methodology

Average data method
Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Estimates were made for both end-of-life food waste and packaging waste. Food waste rates are country-specific. All packaging is assumed to end up as waste, and quantity of packaging is estimated according to average packaging mass:product ratios based on submitted food weights. These emissions were previously treated as 3.5 Waste in Operations

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Please explain

Compass Group does not have downstream leased assets

Franchises

Evaluation status

Not relevant, explanation provided

Please explain

Compass Group does not have a franchise business model

Investments

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

17,294

Emissions calculation methodology

Average data method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

Calculated based on revenue data and EEIO emissions factors for relevant sectors. For partially owned investments, revenue is allocated to Compass by % of ownership or

time period of ownership, and only this portion is used for emissions estimates. This category was previously not relevant.

Other (upstream)

Evaluation status

Not relevant, explanation provided

Please explain

No other upstream activities are relevant

Other (downstream)

Evaluation status

Not relevant, explanation provided

Please explain

No other downstream activities are relevant

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

5.8

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

146,807

Metric denominator

unit total revenue

Metric denominator: Unit total

25,237,091,900

Scope 2 figure used

Location-based

% change from previous year

19

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption
Other emissions reduction activities

Please explain

When normalised by revenue we have seen a 19% year-on-year reduction in our greenhouse gas (GHG) emissions ratio for Scope 1 & 2.
In 2022, Compass Group UK&I introduced its 100% electric company car policy, enabling over 550 employees to order an electric vehicle. Additionally, to help their colleagues and clients on their climate net zero journey, in May 2022, they launched their mandatory Climate Net Zero Toolkit and Net Zero Hub, to improve their operational, commercial and environmental performance.
Compass Group France switched to using 100% renewable energy in their direct operations from January 2022.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Australia	103.96
Belgium	1,239.35
Brazil	1,564.25
Canada	5,046.09
Chile	171.06
Denmark	378.27
France	6,222.2
Germany	2,621.97
Italy	545.42
Japan	31.93

Netherlands	729.2
Norway	44.12
Portugal	792.2
Spain	2,644.14
Switzerland	95.14
Turkey	7,269.73
United Arab Emirates	7,902.08
United Kingdom of Great Britain and Northern Ireland	3,880.85
United States of America	52,477.26
Argentina	267.01
China	0
Colombia	532.65
India	1,737.99
New Zealand	306.62
Sweden	532.26
Kazakhstan	1,537.25
Ireland	26.23
Finland	194.48
Luxembourg	1,102.98

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Stationary combustion	19,619.79
Mobile combustion (transport)	78,883.92
Refrigerants	1,496.5

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Australia	8,298.18	8,298.18
Belgium	30.03	37.02
Canada	596.16	596.16
Chile	327.3	327.3
Denmark	9.96	41.74
France	342.16	240.68
Germany	2,502.6	3,918.69
Italy	30.25	48.48
Japan	144.98	144.98
Netherlands	280.01	342.41
Norway	8.85	113.8
Portugal	30.76	48.63
Spain	666.96	669.3
Switzerland	4.21	5.26
Turkey	2,130.32	2,130.32
United Arab Emirates	512.75	512.75
United Kingdom of Great Britain and Northern Ireland	2,385.34	1,047.14
United States of America	20,217.51	20,217.51
Brazil	14.43	14.43
Argentina	157.48	157.48
China	62.41	62.41
Colombia	337.59	337.59
India	1,998.52	1,998.52
New Zealand	33.77	33.77
Sweden	365.29	317.94
Kazakhstan	4,583.82	4,583.82
Ireland	64.68	97.75
Finland	459.97	727.34
Luxembourg	210.72	0

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Office electricity	46,091	46,355
Office heating from district heating	642	642
Cooling consumption	1.08	1.08
Steam for processes	35.9	35.9

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	2,935	Decreased	0.0199	During the year Compass Group moved to Green Tariffs for sites in three new countries (United Kingdom, France & Luxembourg), while keeping Renewable Energy contracts in place where they already existed, resulting in an increase in renewable energy consumption. Change in renewable energy

				consumption = 2,935 tCO2e Total Scope 1 and 2 (MB) emissions = 147,072 tCO2e 0.02% = 2,935/147,072
Other emissions reduction activities				
Divestment				
Acquisitions				
Mergers				
Change in output	17,931	Increased	0.1388	Compass Group's total emissions increased during the year due to an increase of output following the easing of Covid-19 lockdown restrictions. This meant that energy usage across the Group increased in the year. This resulted in an increase in emissions at a global level, despite the ongoing implementation of emissions reduction initiatives.
Change in methodology				
Change in boundary				
Change in physical operating conditions				
Unidentified				
Other				

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	Yes
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	443,830	443,830
Consumption of purchased or acquired electricity		18,145	110,663	128,808

Consumption of purchased or acquired heat		0	2,900	2,900
Consumption of purchased or acquired steam		0	210	210
Consumption of purchased or acquired cooling		0	46	46
Total energy consumption		18,145	557,649	575,794

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

Comment

Coal

Heating value

LHV

Total fuel MWh consumed by the organization

218

Comment

Oil

Heating value

LHV

Total fuel MWh consumed by the organization

483

Comment

Gas

Heating value

HHV

Total fuel MWh consumed by the organization

94,894

Comment

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

348,177

Comment

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

443,772

Comment

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

Finland

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

191.02

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Finland

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

France

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2,247

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

France

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Germany

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify
100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
304

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
Germany

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
Luxembourg

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,496

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Luxembourg

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Spain

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1,012

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Spain

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption

Sweden

Sourcing method

Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify

100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3,874

Tracking instrument used

Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute

Sweden

Are you able to report the commissioning or re-powering year of the energy generation facility?

No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

Country/area of low-carbon energy consumption
United Kingdom of Great Britain and Northern Ireland

Sourcing method
Retail supply contract with an electricity supplier (retail green electricity)

Energy carrier
Electricity

Low-carbon technology type
Renewable energy mix, please specify
100% Renewable

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
9,021

Tracking instrument used
Contract

Country/area of origin (generation) of the low-carbon energy or energy attribute
United Kingdom of Great Britain and Northern Ireland

Are you able to report the commissioning or re-powering year of the energy generation facility?
No

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area
Australia

Consumption of purchased electricity (MWh)
12,065

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

12,065

Country/area

China

Consumption of purchased electricity (MWh)

100

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

100

Country/area

India

Consumption of purchased electricity (MWh)

2,752

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2,752

Country/area

Japan

Consumption of purchased electricity (MWh)

297

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

297

Country/area

Kazakhstan

Consumption of purchased electricity (MWh)

7,162

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

7,162

Country/area

New Zealand

Consumption of purchased electricity (MWh)

275

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

275

Country/area

United Arab Emirates

Consumption of purchased electricity (MWh)

1,015

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,015

Country/area

Argentina

Consumption of purchased electricity (MWh)

547

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

547

Country/area

Brazil

Consumption of purchased electricity (MWh)

138

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

138

Country/area

Chile

Consumption of purchased electricity (MWh)

738

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

738

Country/area

Colombia

Consumption of purchased electricity (MWh)

1,752

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,752

Country/area

Belgium

Consumption of purchased electricity (MWh)

181

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

181

Country/area

Denmark

Consumption of purchased electricity (MWh)

96

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

96

Country/area

Finland

Consumption of purchased electricity (MWh)

4,025

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,025

Country/area

France

Consumption of purchased electricity (MWh)

6,360

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

6,360

Country/area

Germany

Consumption of purchased electricity (MWh)

6,577

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

6,577

Country/area

Ireland

Consumption of purchased electricity (MWh)

219

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

219

Country/area

Italy

Consumption of purchased electricity (MWh)

106

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

106

Country/area

Luxembourg

Consumption of purchased electricity (MWh)

1,496

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1,496

Country/area

Netherlands

Consumption of purchased electricity (MWh)

758

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

758

Country/area

Norway

Consumption of purchased electricity (MWh)

268

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

268

Country/area

Portugal

Consumption of purchased electricity (MWh)

130

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

130

Country/area

Spain

Consumption of purchased electricity (MWh)

3,348

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3,348

Country/area

Sweden

Consumption of purchased electricity (MWh)

4,989

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,989

Country/area

Switzerland

Consumption of purchased electricity (MWh)

173

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

173

Country/area

Turkey

Consumption of purchased electricity (MWh)

4,919

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,919

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)

12,335

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

12,335

Country/area

Canada

Consumption of purchased electricity (MWh)

4,225

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4,225

Country/area

United States of America

Consumption of purchased electricity (MWh)

52,663

Consumption of self-generated electricity (MWh)

0

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

52,663

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	Third-party verification or assurance process in place
Scope 3	Third-party verification or assurance process in place

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Compass Group plc 2021-22 Carbon Footprint Verification Statement_v1.0 (2).pdf

Page/ section reference

All

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

Compass Group plc 2021-22 Carbon Footprint Verification Statement_v1.0 (2).pdf

Page/ section reference

All

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Purchased goods and services
Scope 3: Capital goods
Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
Scope 3: Upstream transportation and distribution
Scope 3: Waste generated in operations
Scope 3: Business travel
Scope 3: Employee commuting
Scope 3: Investments
Scope 3: Use of sold products
Scope 3: End-of-life treatment of sold products

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Underway but not complete for current reporting year – first year it has taken place

Type of verification or assurance

Limited assurance

Attach the statement

Page/section reference

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

Yes

C10.2a

(C10.2a) Which data points within your CDP disclosure have been verified, and which verification standards were used?

Disclosure module verification relates to	Data verified	Verification standard	Please explain
C4. Targets and performance	Product footprint verification	EcoAct used a methodology developed with Compass to conduct limited verification of its 2021-2022 sustainability data. The organisational boundary of the sustainability data verification was defined by Compass as its top 25 countries of operation by revenue (September 2022). Sustainability data is collated by country rather than by site. 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.	Compass Group's Sustainable palm oil of total palm oil has been verified & disclosed in our Global Sustainability Report. Verification statement attached [1]

[1] Compass Group plc 2021-22 Sustainability KPIs verification statement_Final_230124 (1).pdf

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, but we anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect other climate related information at least annually from suppliers

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5

9

Rationale for the coverage of your engagement

"% of suppliers by number" and "% total procurement spend" refers to the Group's UK &Ireland business (Compass Group UK&I).
"% of supplier-related Scope 3 emissions" is the percentage of Compass Group UK&I scope 3 emissions compared to the total scope 3 emissions of Compass Group.

Impact of engagement, including measures of success

We continue to incorporate environmental, social and ethical criteria into our procurement decisions around the world. In Compass UK and Ireland, for example, all our food suppliers are required to complete a questionnaire which assesses their approach to ethical trade, employment and the environment, while during tenders, strategic suppliers are asked to meet non-financial KPIs. Compass UK & I mandated that all new contracts require suppliers to set Science Based Targets (SBTs) within 12 months of contract start date.

Comment

Type of engagement

Innovation & collaboration (changing markets)

Details of engagement

Run a campaign to encourage innovation to reduce climate impacts on products and services
Collaborate with suppliers on innovative business models to source renewable energy

% of suppliers by number

0.1

% total procurement spend (direct and indirect)

20

% of supplier-related Scope 3 emissions as reported in C6.5

20

Rationale for the coverage of your engagement

In 2021, we directly engaged with our top 10 global suppliers by spend/emissions and they account for roughly 20% of our emissions and in 2022 we have expanded our engagement further . The aim of the engagement was to communicate our Net Zero commitment, understand if they set a carbon reduction target and discuss how they can help us to deliver on our Science-based target. During the engagement we also shared best practices about scope 3 reporting and key enablers to deliver net zero.

We will continue this engagement during the next years.

Impact of engagement, including measures of success

As a part of our strategic engagement, Compass Group conducted a thorough analysis to identify suppliers who have already made climate commitments that align with our own decarbonization approach. This analysis helped us identify the most significant suppliers who have not yet made climate commitments. As a result, we have initiated efforts to encourage these suppliers to prioritize climate-related initiatives and support our own climate goals. Given our status as a large business and significant buyer, we are using our influence to drive positive change.

Therefore, as part of our Net Zero Strategy, we continue using our scale and international reach to promote the benefits of sustainable consumption on a global scale, collaborating with suppliers to reduce our combined GHG emissions and working to reduce food waste and reformulate menus, so that together we can create a more sustainable global food system for all

Comment

Type of engagement

Other, please specify

Compliance & onboarding

Details of engagement

Other, please specify

Code of business conduct featuring climate change information

% of suppliers by number

100

% total procurement spend (direct and indirect)

100

% of supplier-related Scope 3 emissions as reported in C6.5

100

Rationale for the coverage of your engagement

All our suppliers are expected to sign our Code of Business Conduct, and to meet the standards and principles of this Code.
One section of the Code of Business Conduct is dedicated to the Environment and Sustainability. As one of the largest food service companies in the world, Compass recognises that it has an impact on the local environments in which it operates and the global environment in general. In addition to complying with all relevant environmental legislation, Compass has developed its own common set of behaviours that are being introduced into all our operations.

Basic rules Compass asks suppliers to follow:
• comply with all applicable laws, regulations and Group Policies, standards and procedures in relation to environmental matters
– help safeguard the environment and minimise the impact of our operations – ensure energy efficiency and carbon emissions are considered in all aspects of our work and take steps to save energy and reduce our carbon footprint wherever possible
– work to reduce food waste in our operations and where possible, support the redistribution of surplus food in the community
– actively reduce unnecessary packaging and work to introduce sustainable alternatives over single-use products and fossil fuel based plastics
– ensure that we are equipped with the right information, training, and tools necessary to implement responsible environmental practice
– strive to support local communities, minority groups' businesses and organisations including helping to developlocaldevelop local skills and capabilities

Failure to address material issues will lead to termination of the relationship. In the UK, we send further requests to selected suppliers throughout the year, allowing us to obtain information on initiatives relating to areas such as food waste, single-use plastics

Impact of engagement, including measures of success

Suppliers may be audited against it. Where third party audit reveal issues, Compass requires our suppliers to remedy them.
In the UK, we send further requests to selected suppliers throughout the year, allowing us to obtain information on initiatives relating to areas such as food waste, single-use plastics.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing
Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

90

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

Compass Group are helping clients and customers to raise awareness of the impact of eating less meat on our health and that of the planet. We are engaging, educating and exciting consumers to make positive choices, as well as nudging behavioural change through choice design techniques.
The % of customers by number reported above has been estimated based on the number of sites offering at least one healthy meal choice.

Impact of engagement, including measures of success

Adopting a plant-forward diet, where plant based products are the principal ingredients, is one of the simplest steps an individual can take to lower their personal carbon footprint.
Our strategy is guided globally but implemented according to local consumer preferences and value chain approaches.

Compass USA have created a virtual series – RePlant Your Menu – which focuses on sustainability, nutrition, and connecting our food choices to planetary health.
Compass are helping clients to incorporate plant-forward meals into their menus. For example, In USA for efforts to enhance Restaurant Associate's commitment to the environment and make a greater impact, our sustainability team, with input from the field, announced our first company-specific sustainability goals in Q1 2023. This included a Carbon Friendly Week once a month in cafes. Carbon Friendly Week includes plant forward and "better for you" menuing, diverse and underutilized ingredients, and components of our wellness programming. To support locations in developing the carbon friendly menus, Restaurant Associates created Global Grains, a retail concept that is inspired by the unique way different cultures enjoy meals through grain bowls. Grain bowls are one of the most popular food trends and provides us a platform to incorporate underutilized ingredients, proven to reduce environmental impact, based on The Future 50 Foods report. Ingredients are broken down into 11 categories – beans, cereals & grains, leafy greens, nuts & seeds, tubers, fruit vegetables, root vegetables, sprouts, mushrooms, algae & cacti. Guests will be introduced to a more sustainable and diverse selection of grains and ingredients, focusing on local produce & Future 50 Foods.

An example of how their business took it a step further, was through the thoughtful design and creation of a station program called the "Green Grill", a delicious plant-forward menu available at the grill station. Green Grill highlights flavourful and savoury vegetarian & vegan recipes like a Buffalo 'Shroom Wrap or Lekka Guacamole Burger. This station also provides the opportunity for guests who prefer meat to reduce their beef consumption through a 50/50 burger which is a blend of ground beef and portobello mushrooms. The 50/50 burger saves over 100 gallons of water and 3kg of

carbon for every sale compared to a traditional burger.

Type of engagement & Details of engagement

Education/information sharing

Run an engagement campaign to educate customers about the climate change impacts of (using) your products, goods, and/or services

% of customers by number

95

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

Our annual Stop Food Waste Day raises awareness around the issue of food waste and encourages reductions in the amount of food thrown away.

In 2017, our US business created a dedicated day of action, Stop Food Waste Day™. Our aim was to increase awareness of the crisis and empower employees and consumers to reduce waste in both professional and home kitchens. It has now become an annual, global event for us.

The percentage of customers by number reported above has been estimated based on the countries that participated in the initiative.

Impact of engagement, including measures of success

In 2022, nearly 40 Compass countries collaborating with suppliers, clients, and customers to raise awareness and inspire change. Compass businesses around the world took creative steps to prevent food waste in our kitchens and inspire wider action. We reached a media audience of over 93 million people and our content was seen more than 26 million times on Twitter alone. Other highlights in several countries - Compass USA hosted a SFWD Live event, globally created cookbook with recipes & suggestions to reduce food waste and country case studies shared from Group's LinkedIn.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

At Compass Group, we want to help address some of the biggest global challenges today. As a responsible business, we understand the importance of partnering with our

clients, suppliers, NGOs and other stakeholders to improve our impact. Since 2004, we have been committed to the UN Global Compact. We are a member of the World Business Council for Sustainable Development. Our Vice President of Nutrition and Wellness for North America co-chairs the Positive Consumption workstream of WBCSD's Food and Nature, Food Reform for Sustainability and Health (FReSH) programme which seeks to identify concrete solutions to help deliver healthy and sustainable diets for everyone.
We are supporting the Terra Carta, a sustainable markets initiative launched by the former Prince of Wales., and its roadmap to 2030 for businesses to move towards an ambitious and sustainable future. We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources. Since 2021, we are a strategic partner of the Global Sustainable Seafood Initiative.
Also, Compass works with online food redistribution charities, as well as local charities and community groups, to help our sites donate surplus food and ensure it is not wasted. In 2022, we donated circa 1.3m meals donated to local communities across some of our largest markets
In September 2022, Compass Group joined the International Food Waste Coalition (IFWC) to strengthen our fight on food waste with our Sustainability Director, joining their board.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

No, but we plan to introduce climate-related requirements within the next two years

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, we fund organizations or individuals whose activities could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

See attached our Roadmap to Net Zero.

We have a commitment to reach Climate Net Zero greenhouse gas (GHG) emissions

across our global operations and value chain by 2050.
Our Global Net Zero strategy includes ambitious carbon emissions reduction targets over the next decade to 2030 which have been validated by the Science Based Targets initiative (SBTi).

See further details here - https://www.compass-group.com/en/sustainability/planet/climate-net-zero-2050.html
Planet_Promise_Roadmap_1021.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

Our strategic partnerships make us stronger. To create the most impactful change, we collaborate with key industry bodies, NGOs, governments and other global organisations to address food-related impacts that support our client commitments and broader sustainability strategy.

Since 2004, we have been committed to the UN Global Compact. We are a member of the World Business Council for Sustainable Development. We are one of the companies supporting the Terra Carta, a sustainable markets initiative launched by the former Prince of Wales to 2030 for businesses to move towards an ambitious and sustainable future. We continue to be a committed partner of the EAT Forum, a non-profit organisation focused on transformation to protect the planet and its resources. Since 2021, we are a became a strategic partner of the Global Sustainable Seafood Initiative. Also, we work with online food redistribution charities, as well as local charities and community groups, to help our sites donate surplus food and ensure reducing food waste. In September 2022, we joined the International Food Waste Coalition IFWC Coalition (IFWC) to strengthen our fight on food waste with our Sustainability Director, joining their board.

C12.3c

(C12.3c) Provide details of the funding you provided to other organizations or individuals in the reporting year whose activities could influence policy, law, or regulation that may impact the climate.

Type of organization or individual

Non-Governmental Organization (NGO) or charitable organization

State the organization or individual to which you provided funding

UN Global Compact

Funding figure your organization provided to this organization or individual in the reporting year (currency as selected in C0.4)

18,750

Describe the aim of this funding and how it could influence policy, law or regulation that may impact the climate

Since 2004, we have been committed to the UN Global Compact. As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with Ten Principles in the areas of human rights, labour, environment and anti-corruption. The ambition is to accelerate and scale the global collective impact of business by upholding the Ten Principles and delivering the Sustainable Development Goals through accountable companies and ecosystems that enable change.

Have you evaluated whether this funding is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary sustainability report

Status

Complete

Attach the document

CG-Sustainability-Report-2022-Med-Res.pdf

Page/Section reference

All

Content elements

Governance
Strategy
Emission targets
Other metrics

Comment

We are aligned to Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) - https://www.compass-group.com/en/sustainability/performance-and-reports.html

Publication

In mainstream reports, incorporating the TCFD recommendations

Status

Complete

Attach the document

2022-annual-report-compass-group.pdf

Page/Section reference

9
36-51

Content elements

Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	Global Reporting Initiative (GRI) Community Member Task Force on Climate-related Financial Disclosures (TCFD) UN Global Compact World Business Council for Sustainable Development (WBCSD)	Since 2004, we have been committed to the UN Global Compact. Every year we report on UNGC COP about company's ongoing commitment to the Ten Principles of the UN Global Compact at the highest level. We report on our climate-related financial disclosures, which are consistent with all of the TCFD recommendations each year in our Annual Report Since 2019, we have been a member of the World Business Council for Sustainable Development. In 2021, we signed the 'Vision 2050: Time to Transform' initiative We are aligned to Global Reporting Initiative (GRI) and

		Sustainability Accounting Standards Board (SASB)

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity
Row 1	Yes, executive management-level responsibility	

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Initiatives endorsed
Row 1	Yes, we have endorsed initiatives only	SDG Other, please specify We are a member of the Roundtable on Sustainable Palm Oil.We are also a member of the Round Table on Responsible Soy Association.

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No, but we plan to within the next two years

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No, but we plan to within the next two years

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity-sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity-related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Education & awareness Livelihood, economic & other incentives Other, please specify We have a global commitment to achieve 100% sustainable palm oil, despite the global challenges last year, we managed to attain 73% Roundtable on Sustainable Palm Oil (RSPO) certified.

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	Yes, we use indicators	Other, please specify Sustainable Palm Oil

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications		See our sustainability report with our strategy and initiatives. Also attached our response to RSPO on Annual Communication of Progress (ACOP) 1, 2

[1]CG-Sustainability-Report-2022-Med-Res.pdf

[2]RSPO 2023.pdf

C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Group Chief Commercial Officer (CCO) that is part of the Executive Committee	Board/Executive board

Submit your response.

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms