

OUR PLANET PROMISE

Compass Group UK & Ireland is strengthening its commitment to creating a healthier, more sustainable future through Our Planet Promise—our integrated approach to sustainability built around four interconnected pillars: climate, waste, nature and health. This updated strategy reflects both our significant progress to date and our ambition to accelerate meaningful, system wide change across the food sector and support services.

Along the way, we've gained clarity on what's directly within our control and where we need to use our size and influence to push for wider change. We're clearer on where investment is needed, what we know - and just as crucially, where the gaps still are. The systems thinking approach behind Our Planet Promise gives us a stronger foundation to prioritise and to go further, faster.

OUR PLANET PROMISE FOCUS AREAS



CLIMATE

With food systems being the second biggest contributor to greenhouse gas emissions, we are driving meaningful change within our operations and across the wider value chain to decarbonise the sector.

Our key levers for change are:

- **Supply Chain:** Driving sustainable sourcing and supplier accountability
- **Operations:** Enhancing energy efficiency and electrification
- **Ingredients:** Prioritising low-carbon sourcing and menu innovation
- **Culture:** Embedding climate awareness and accountability across our teams



WASTE

Reducing waste across the value chain is key to minimising our footprint and driving the sustainable use of resources.

Our key levers for change are:

- **Food waste:** Using technology to measure and track waste, creatively repurposing ingredients and donating edible surplus to local charities and partners
- **Packaging:** Providing and encouraging the use of reusable packaging options and reducing the impacts of single use through the selection of widely recycled and innovative material types
- **Waste management:** Partnering with waste suppliers and engaging our teams to improve segregation, boost recycling, and reduce overall waste



NATURE

As climate change and environmental pressures threaten water, forests, and biodiversity, we are protecting and restoring nature by embedding stewardship into our operations and sourcing practices.

Our key levers for change are:

- **Deforestation-free:** preventing deforestation linked to agricultural commodities
- **Water stewardship:** embedding water-stewardship criteria into procurement processes and decision-making for high water-risk commodities
- **Regenerative agriculture:** prioritising farming methods that enhance biodiversity, carbon sequestration, and space for nature, tailored to key commodities we source



HEALTH

As society faces growing health and nutrition needs, we are shaping a food environment that makes healthy, sustainable choices easier.

Our key levers for change are:

- **Transparency:** providing clear nutrition information on our menus
- **Recipe reformulation:** reducing high fat, sugar and salt content and increasing fibre
- **Plant-based:** increasing plant-based ingredients across our menu

OUR 2025 IMPACT HIGHLIGHTS

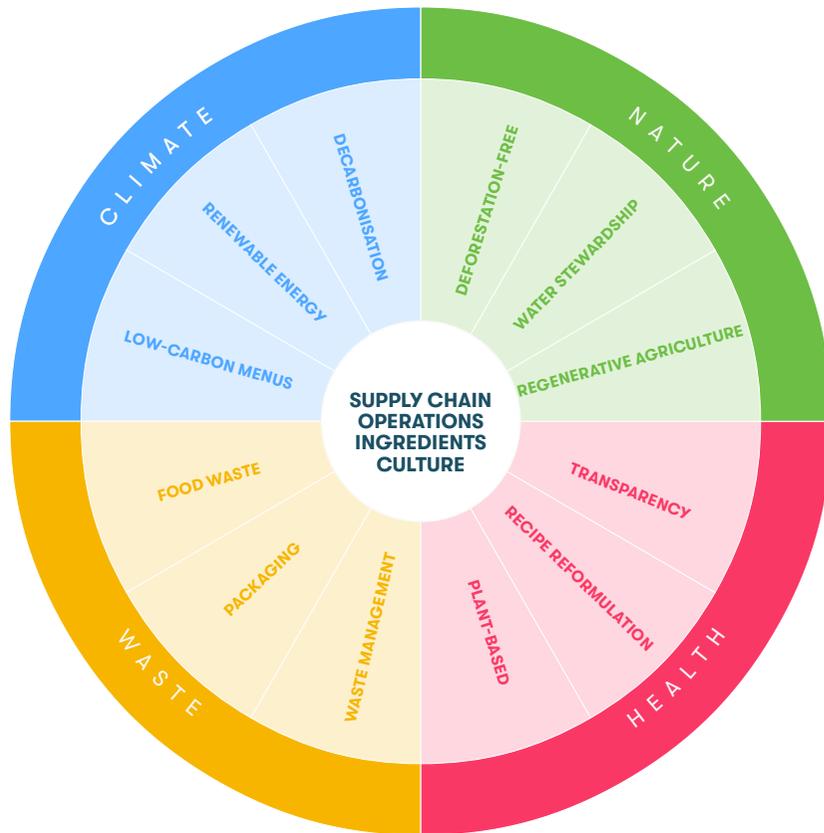
<p>+53% business revenue growth (FY19-25)</p> <p>Emissions intensity 39% (FY19-25)</p>	<p>4m+ rows of data analysed</p>	<p>Over 5,400 recipes carbon labelled</p> <p>A B C D E</p>	<p>1m litres of waste cooking oil repurposed as biofuels</p>	<p>36,000+ employees completed sustainability training</p>	 <p>Over 254,000 meals equivalent donated to charity</p>
<p>8% reduction in food waste in 12 months</p>	<p>100% EV policy (electric vehicle)</p>	<p>CO₂e 7.5% reduction in total emissions</p> <p>84% reduction in Scope 1 emissions</p> <p>81% reduction in Scope 2 emissions</p> <p>6.5% reduction in Scope 3 emissions <small>FY19-FY25</small></p>	<p>120m portions of vegetables served to children</p>	<p>12,000+ tonnes increase in veg procurement</p>	<p>Nearly 100% deforestation- free in beef, palm oil, wood and soy</p> <p>ACT <small>ACCELERATING COMPASS' TRANSITION</small> Launched new Sustainability Academy (ACT)</p>
<p>reduction in food waste in 12 months</p>	<p>Proud to be the 1st foodservice company to meet 30kg sqm chicken stocking density with main supplier</p>	<p>Switching to 100% renewable energy <small>(On Demand & Operational Sites)</small></p>	<p>84% single use foodservice products - recyclable, reusable or fibre based compostable</p>	<p>100% deforestation- free in beef, palm oil, wood and soy</p>	<p>Ongoing airfreight ban for all fresh fruit & veg</p>

PROGRESS TO DATE

We are proud of what we have achieved to date.

We've reduced food waste, scaled up deforestation free sourcing, expanded plant forward menus across our business and are transitioning our owned sites to 100% renewable energy. We've invested heavily in data and analytics, and we've built sustainability knowledge and confidence across our teams. Importantly, we've reduced emissions across our operations and supply chain during a period of major growth—an accomplishment that really shouldn't be underestimated.

OUR AREAS OF FOCUS



OUR TARGETS

CLIMATE

- An SBTi-aligned net zero by 2040 target supported by scope 1, 2, 3 and FLAG targets
- Scope 1 and 2: Near-term (2035) 63% emissions reduction; Long term (2040) 90% emissions reduction
- Scope 3 (Energy & Industrial): Near-term (2035) 63% emissions reduction; Long term (2040) 90% emissions reduction
- Scope 3 (FLAG): Near-term (2035) 46% emissions reduction; Long term (2040) 72% emissions reduction
- 100% Renewable energy by 2027 across our owned and operated sites where we control energy procurement¹
- 70% of dishes on menus carbon rated A-B by 2040²

WASTE

- Achieve a 5% reduction in food waste in FY26 against FY25 baseline³
- Increase recycling and anaerobic digestion to 65% by 2035⁴
- Reduce single use foodservice packaging by 30% by 2035⁵

NATURE

- We will collaborate with our suppliers through our Future Farm framework to drive the transition to regenerative agriculture, funding innovation and supporting farmers to adopt genuinely sustainable methods
- Maintain commitment of no deforestation for deforestation-linked commodities (directly sourced)

HEALTH

- Delivering healthier meals, focussed on reduced levels of high fats, salt and sugars (HFSS) and increased fibre through vegetables, beans, pulses and lentils
- Maintain progress in managing HFSS on our menus (88% of live recipes are low or medium in fat; over 93% of recipes are low or medium in salt and 94% of dishes remain low or medium in sugar)
- 20% increase in vegetable procurement by 2030 (measured from a 2019 baseline)
- 15% increase in beans, pulses and lentils procurement by 2028 (measured from a 2026 baseline)

A NEW PATHWAY TO NET ZERO

Five years into our climate journey, we have taken a considered decision to reset our baseline to reflect the exceptional growth of our business. This ensures our net zero pathway is firmly aligned with the organisation we are today and positions us to deliver long term, credible sustainability progress through to 2040.

Our goals remain ambitious and have been created to align with Science Based Targets.

We know that we can't do this alone. Building a sustainable food system requires collaboration - across our teams, clients, suppliers, innovators and policymakers. We look forward to working with you to support you with your own sustainability ambitions and remain committed to sharing our learnings, as we all address the challenge of climate change together.

To find out more about sustainability plans please read our full report [here](#).