

## ENVIRONMENTAL POLICY | JANUARY 2022

### PURPOSE

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

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

We are also committed to meeting and, wherever possible, exceeding the requirements of ISO 14001:2015 and will comply with all relevant environmental legislation and compliance obligations.

### COMMITMENTS

#### Climate

- Minimise as far as possible the consumption of all energy, advocate sustainable business travel and maximise the efficiency of our extensive logistics network for deliveries.
- Use renewable electricity across our managed sites.
- Develop an in-house carbon accounting and reporting tool.

#### Biodiversity

- Increase the sourcing of fresh meat, dairy and vegetables from regenerative agriculture practices.
- Enlist specialist expertise to support the development of ecosystem design.
- Invest in nature-based solutions.

#### Deforestation

- Develop a clear deforestation policy for our top forest risk commodities e.g. coffee, cocoa, soy and palm oil.
- Identify and target the key deforestation risk commodities across our supply chain, that we can influence the most.
- Engage and score suppliers on their deforestation policies.

#### Plastics & Packaging

- Remove and continue to reject single use plastics.
- Work towards all packaging being reusable or recyclable.
- Support and enable trials for new packaging innovations.

#### Waste

- Apply the waste hierarchy through interventions to prevent, reuse, recycle, or recover energy from all waste generated by the business' activities moving towards a circular economy.
- Avoid disposal to landfill or incineration unless outside of Compass' control.
- Support emerging waste innovations and technologies.

#### Water & Pollution Prevention

- Prevent pollution to air, land and water (e.g. oil/chemical spillages, air emissions, litter/fly tipping, statutory nuisances, and damage to biodiversity).
- Investigate the sourcing of fresh produce from areas with sustainable water management practises.
- Reduce water consumption and control the release of wastewater into the environment.

### COLLABORATION

In addition to all the commitments above, we will continue to:

- Work closely with our clients in locations where utilities, equipment and infrastructure are not managed by Compass UK & Ireland, providing environmental advice and support.
- Increase environmental awareness with creative campaigns designed to foster collective action among employees, suppliers, clients, customers, and other stakeholders by providing the right tools, training, communication.
- Recognise that the success of our 'Climate Promise' and wider environmental work is dependent on how successfully we collaborate with Compass' interlinked Social Promise and Wellbeing Promise strategies in the delivery of a comprehensive, demonstrably holistic approach.
- Set specific, measurable, achievable, realistic, time-bound (SMART) objectives, assessing, and reporting the impacts of each. We will monitor and report internally and externally on our progress.



**Robin Mills**

Managing Director, Compass Group UK & Ireland