



CARBON REDUCTION PLAN

TO COMPLY WITH PPN 006

This Carbon Reduction Plan follows the structure and guidance from the Cabinet Office for the Crown Commercial Services (CCS).

COMMITMENT

Compass Group UK & Ireland is committed to achieving net zero emissions by 2040.

COMPASS GROUP FINANCIAL YEAR: OCTOBER – SEPTEMBER

HISTORIC BASELINE EMISSIONS FOOTPRINT – FY19

Emissions - FY19	Total (tCO ₂ e)	
Scope 1	9,200	
Scope 2	6,238	
Scope 3	1,173,698	
Total Emissions	1,189,136	
Scope 3 subset emissions – FY19	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	8,566	0.7%
5. Waste generated in operations	3,956	0.3%
6. Business travel	3,313	0.3%
7. Employee commuting	18,482	1.6%
9. Downstream transportation and distribution	These downstream transportation and distribution operations are not relevant to Compass Group.	

EMISSIONS REPORTING - FY24

Emissions - FY24	Total (tCO ₂ e)	
Scope 1	1,695	
Scope 2	804	
Scope 3	1,160,544 [△]	
Total Emissions	1,163,043	
Scope 3 subset emissions – FY24	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	Upstream transport is accounted for in 3.1.	
5. Waste generated in operations	2,086	0.2%
6. Business travel	6,274	0.5%
7. Employee commuting	20,400	1.8%
9. Downstream transportation and distribution	These downstream transportation and distribution operations are not relevant to Compass Group.	

△ KPMG LLP has issued independent limited assurance over the selected data indicated, using assurance standard ISAE(UK)3000 and ISAE 3410. KPMG's assurance statement and Compass' Reporting Methodology are available [here](#).

Disaggregated Emissions: Scope 3.1 (Food) - FY24	Total (tCO ₂ e)
Carbon Dioxide	394,943 ^Δ
Methane	141,912 ^Δ
Nitrous Oxide	121,559 ^Δ
Other GHG	6,116
Total	664,530

BASELINE EMISSIONS FOOTPRINT & CURRENT EMISSIONS REPORTING - FY25

Emissions - FY25	Total (tCO ₂ e)
Scope 1	1,442
Scope 2	1,196
Scope 3	1,097,636 ^Δ
Total Emissions	1,100,274

Scope 3 subset emissions – FY25	Total (tCO ₂ e)	% overall footprint (S1,2,3)
4. Upstream transportation and distribution	Upstream transport is accounted for in 3.1.	
5. Waste generated in operations	1,714	0.2%
6. Business travel	8,211	0.7%
7. Employee commuting	14,021	1.3%
9. Downstream transportation and distribution	These downstream transportation and distribution operations are not relevant to Compass Group.	

Disaggregated Emissions: Scope 3.1 (Food) - FY25	Total (tCO ₂ e)
Carbon Dioxide	362,899 ^Δ
Methane	137,389 ^Δ
Nitrous Oxide	116,497 ^Δ
Other GHG	4,859
Total	621,644

The reduction in emissions since the FY19 baseline and from FY24 to FY25 is driven by a combination of emissions-factor evolution, changes in product mix as lower-emitting products are promoted across the business, and methodological enhancements, including the adoption of mass-based emissions calculations. Since FY19, we have progressively improved our approach, moving from a solely spend-based method to a hybrid volume- and spend-based methodology from FY23 onwards. As different methodologies have been applied to FY19, FY24 and FY25 data, emissions for these periods are not directly comparable. [Refer to Methodology section on page 80, linked [here](#)].

To ensure future reporting reflects both the current scale of the business and our enhanced methodology, Compass Group UK & Ireland is adopting FY25 as its new baseline year.

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OUR CARBON REDUCTION PATHWAY

Additional Details Relating To The Baseline Emissions Calculations

Our approach to sustainability has always been rooted in learning through doing: test, measure, adapt and move forward. This philosophy remains unchanged, but our business has evolved significantly since we launched our climate commitment. Recent acquisitions and organic growth have increased our scale and complexity, deepening both our responsibility and our understanding of environmental challenges.

When we set our original net zero target in 2021, we aligned our baseline to FY19 (Oct 2018 – Sept 2019), reflecting the business as it was then. This historic baseline has been critical for tracking long-term progress and driving early action. Since that time, our business has grown substantially, and our operations have expanded considerably. While this growth is something we are proud of, it has also complicated our path to net zero.

Having tracked our progress for five years, we believe now is the right time to set a new baseline that reflects the business of today. This decision ensures our targets remain credible and aligned with our current scale and operational footprint. Our new baseline year is FY25 (Oct 2024 – Sept 2025), which will serve as the foundation for future reporting and performance management under [PPN 006](#).

Both baselines are presented in this Carbon Reduction Plan:

- Historic baseline (FY19) for continuity and long-term performance tracking.
- New baseline (FY25) for future reporting consistency and to reflect our current business size and complexity.

This approach provides transparency and accountability while recognising that decarbonisation is only one part of a broader sustainability challenge. Alongside reducing emissions, we are committed to tackling waste, protecting nature, and promoting health through our integrated Planet Promise.

EMISSIONS REDUCTION TARGETS FOR COMPASS GROUP UK & IRELAND

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

An SBTi-aligned net zero by 2040 target, supported by near-term scope 1, 2, 3 and FLAG targets, measured against our new FY25 baseline.

We project that carbon emissions will decrease over the coming years as follows:



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.

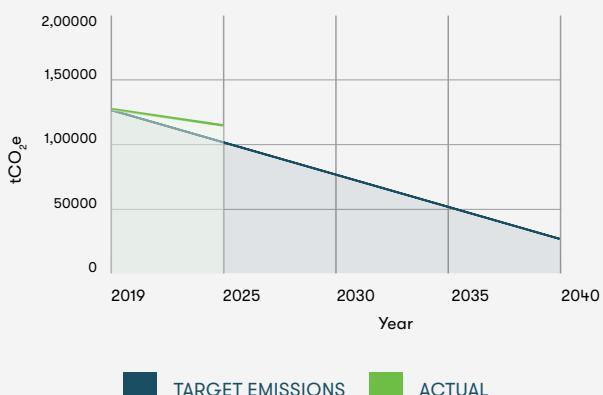


Scope 3 (FLAG):

Near-term (2035) 46% emissions reduction;
Long term (2040) 72% emissions reduction.

PROGRESS AGAINST THESE TARGETS CAN BE SEEN IN THE GRAPH BELOW:

CARBON REDUCTION: PROJECTED VS. ACTUAL



For more information on our Planet Promise commitments, please visit: <https://www.compass-group.co.uk/our-impact/our-planet-promise/>

CARBON REDUCTION PROJECTS & AREAS OF FOCUS FOR COMPASS GROUP UK & IRELAND

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the historic FY19 baseline. The carbon emission reduction achieved by these schemes equates to -88,862 tCO₂e, a 7.5% reduction against the FY19 baseline, and the measures will be in effect when performing the contract.

Our FY25 emissions reduction reflects the continued evolution of our climate strategy, shaped by business growth, improved measurement, and targeted interventions to decarbonise our services and operations.

We are committed to managing Compass UK and Ireland's environmental impacts through our Environmental Management System, which is certified to ISO 14001:2015 for catering and support services. This forms part of our suite of certifications that include:

1. ISO 9001:2015 - Quality Management
2. ISO 14001:2015 - Environmental Management
3. ISO 45001:2018 - Occupational Health and Safety Management

Within our direct control, we have focused on:

- **Data Quality & Transparency:** Strengthening emissions data to identify priority areas for reduction.
- **Capability Building:** Training teams to embed climate-conscious practices.
- **Menu Reformulation:** Reducing the impact of high-carbon ingredients.
- **Supply Chain Decarbonisation:** Launching the Net Zero Pipeline and embedding sustainability into procurement decisions.
- **Operational Efficiency:** Accelerating electrification of fleet vehicles and kitchens, sourcing renewable energy, and improving energy efficiency.
- **Waste Reduction:** Introducing food waste KPIs, achieving an 8% reduction in FY25, and advancing packaging and recycling initiatives.

These actions, combined with collaboration with suppliers and clients, enable us to deliver high-quality services and value for money while driving meaningful progress toward our climate goals.

Decarbonisation requires innovation, partnership, and systemic change across industries. We are committed to using our scale and influence to advocate for change within the wider food system, working with suppliers, clients, and industry partners to accelerate progress against climate change.

FUTURE CARBON REDUCTION INITIATIVES

In the future we hope to implement further measures to accelerate progress toward our 2040 net zero goal, we will continue to implement the framework set out in our Transition Plan. Our focus remains on the following strategic levers:

Supply Chain: Driving sustainable sourcing and supplier accountability.

- We are leveraging our scale and procurement expertise to decarbonise the supply chain through two key initiatives:
 - **Net Zero Pipeline:** Launched in FY25, this programme identifies and verifies carbon reduction opportunities within our supply base, enabling targeted interventions to reduce Scope 3 emissions. By partnering with suppliers and embedding sustainability into buying decisions, we aim to drive systemic change and accelerate progress toward net zero.
 - **Data & Supplier Collaboration:** Accurate data is the foundation of effective decarbonisation. We are refining our greenhouse gas inventory using mass-based emissions factors and enhanced supplier data to improve transparency and reporting quality. Through Joint Business Plans, we align sustainability objectives with procurement strategies, fostering collaboration and accountability across the value chain.

Operations: Enhancing energy efficiency and electrification.

- We will accelerate electrification of fleet vehicles and client kitchens while sourcing renewable energy to reduce Scope 1 and 2 emissions. Energy efficiency improvements will complement these efforts, laying the foundation for long-term operational decarbonisation and supporting our transition toward a low-carbon future across all Compass Group UK & Ireland sites.

Ingredients:

Prioritising low carbon sourcing and menu innovation.

- Menu innovation remains a key lever for reducing emissions. Through our partnership with Foodsteps, we provide recipe-level carbon analysis to operational teams, enabling informed ingredient choices. By prioritising low-carbon sourcing and reformulating menus, we aim to align our offerings with a 1.5°C pathway while maintaining quality and client satisfaction.

Culture:

Embedding climate awareness and accountability across our teams.

- Embedding climate awareness across our workforce is critical for lasting impact. Our Planet Promise Toolkit (currently the Climate Net Zero Toolkit, scheduled for refresh in 2026), refreshed biennially, provides practical resources to integrate sustainability into daily operations and ensures compliance with our ISO 14001:2015-certified Environmental Management System. Mandatory e-learning with a net zero module for front line Compass UK & Ireland staff, completed initiatives such as Carbon Literacy Training, accredited by The Carbon Literacy Project, and our ACT Sustainability Academy equip colleagues with knowledge and skills to champion sustainability, influence supply chains, and deliver systemic change.

Waste:

Reducing Food Waste and Single-Use Packaging

- Building on three years of rolling out bespoke food waste tracking technology, we introduced a food waste reduction KPI linked to remuneration in FY25. Within one year, Compass Group UK & Ireland achieved an 8% reduction in food waste* and donated 114 tonnes of food, equivalent to over 254,000 meals. Data insights have enabled us to better understand waste patterns and develop targeted interventions.
- On packaging, 84% of single-use foodservice products were recyclable, reusable, or fibre-based compostable in FY25. Moving into FY26, we are shifting focus to reduction-led goals that prioritise eliminating unnecessary single-use packaging and increasing reuse systems.

Looking ahead, we aim to:

- Achieve a 5% reduction in food waste by FY26 against a FY25 baseline*.
- Deliver a 30% reduction in single-use foodservice packaging by 2035 by eliminating unnecessary single-use items and expanding reuse systems**.
- Increase recycling and anaerobic digestion to 65% by 2035*** through waste audits, targeted training, and practical solutions such as reuse hubs and improved segregation.

Together these efforts will help us deliver change more effectively, driving measurable impact while addressing the climate crisis and promoting circular practices across everything we do.

*Reduction in the cost of food waste as a percentage of food purchased

** Measured as packaging items per £10m turnover

*** Where waste services fall under Compass' contractual remit



DECLARATION AND SIGN OFF

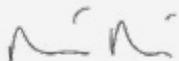
This Carbon Reduction Plan has been completed in accordance with PPN006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas (GHG) Reporting Protocol corporate standard. This Plan also uses the appropriate UK Government emission conversion factors, US EPA EEIO factors, as well as emissions factors generated by Foodsteps, based on peer-reviewed academic literature and industry data from over 3,000 sources.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR (Streamlined Energy and Carbon Reporting) requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



Robin Mills

Chief Executive Officer

Compass Group UK & Ireland

Sign off date: 10 February 2026

[OUR PLANET PROMISE REPORT](#)

