



I'm **Sophie Smith**

Chief People Officer, Compass Group UK & Ireland

Sophie leads Compass Group UK & Ireland's strategic people agenda, shaping the organisation's approach to talent, culture and capability in support of business performance and long-term growth. She also oversees delivery of the company's social value agenda, with responsibility for 'Our Social Promise' – a commitment to positively impact one million lives by 2030 through job creation, education, training, and community and charitable engagement; along with 'Our Planet Promise' – which sets out the company's sustainability strategy that takes a systems led approach to Climate, waste, nature and human health.

Sophie joined Compass in 2025 from the position of Chief Human Resources Officer, leading the People function for BW Group, a global maritime and sustainable technology company, based in Singapore. Prior to that, she spent time at Experian as HR Director for Asia Pacific and Europe, and held leadership roles at Rolls Royce, 3i, and NatWest. Originally from Newcastle, she has lived in China and Singapore and now resides in Kent with her husband and two children.

When Sophie isn't spending time with her family, she likes to be active, whether that be running, taking part in fitness events, or walking in the Lake District. Her favourite meal is a tasty lasagna followed by a sticky toffee pudding!

