

COMPASS GROUP UK

RESPONSIBLE SOURCING OF ANIMAL AND FISH PRODUCTS

KEY COMMITMENTS AND ACHIEVEMENTS



100% UK eggs cage free (shell and liquid).



Tinned tuna sourced using pole and line, trolling and handline (hook and lines) methods only to minimise risk of bycatch since 2022



Removing MCS' 'Good Fish Guide' 4 and 5 rated fish and seafood products since 2021



70% of meat and dairy will come from regenerative agriculture sources by 2030



Better Chicken Commitment standards met by 2026



All soya based fish and animal feed covered by RTRS sustainable soy credits since 2021



No routine euthanasia of calves in milk supply chain by 2023



25% switch from animal proteins by 2025 and 40% switch by 2030

OUR ETHOS

The welfare of all animals within our supply chain is an integral part of our responsible sourcing strategy. We strongly believe that all sentient beings share common rights, and we specifically endorse the 'Five Freedoms' concept:

- **Freedom from hunger and thirst** - access to fresh water and a diet for full health and vigour
- **Freedom from discomfort** - an appropriate environment with shelter and comfortable rest area
- **Freedom from pain, injury and disease** - prevention or rapid treatment
- **Freedom to express normal behaviour** - adequate space and facilities, company of the animal's own kind
- **Freedom from fear and distress** - conditions and treatment which avoid mental sufferings

These are minimum standards which must be met by all suppliers of animal and fish products.

We are committed to continuously enhancing and harmonising animal welfare standards throughout our supply chain. This strategy is supported by ongoing efforts to increase the visibility of our complex supply chain and make more informed procurement decisions.

Recognising that improving farm animal welfare standards is increasingly a collective issue for our industry, Compass Group Plc became a founding member of the Global Coalition for Animal Welfare (GCAW) in 2018. GCAW is the world's first industry-led initiative aimed at advancing animal welfare globally. We work with other major companies to improve animal welfare standards at scale and to meet consumer demand for food products from animals reared in systems that promote good welfare.

The responsible sourcing of animal products goes beyond welfare considerations, with industrial farming and overfishing posing two of the largest threats to global biodiversity. We have a duty to help ensure the preservation of all species, including the 40,000 animal and plant species threatened with extinction today. Healthy ecosystems sequester carbon from the atmosphere, provide water and regulate temperature, so biodiversity-related sourcing requirements also form a key part of our journey to Climate Net Zero by 2030.

In 2022 our animal welfare commitments were recognised with the following awards:

- Foodbuy received the **Higher Animal Welfare in Foodservice Award** from Footprint for our transition to cage-free eggs.
- Compassion in World Farming recognised Compass Group UK&I's animal protein reduction commitment with a gold level **Planet Friendly Award**.

| | ANIMAL PRODUCTS | FISH PRODUCTS |
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| <p>WELFARE REQUIREMENTS</p> | <ul style="list-style-type: none"> • Foie Gras is not permitted. • Veal will only be sourced from the UK. • Milk supplying farms require a written breeding plan and a bull calf management plan to help ensure the dairy industry eliminates routine euthanasia of calves by 2023. • Liquid Milk (whole or fat reduced) for UK markets shall be of British origin from farms working to the Red Tractor Farm Assurance Dairy Standard (Red Tractor). • Only cage-free eggs will be purchased. • Non-pre stunned slaughtered meat is not permitted. • Fresh chicken shall be sourced from within the UK/EU from suppliers who are managing the stocking density of housed chickens to a maximum of 39kg/m². | <ul style="list-style-type: none"> • In 2022 we will work with farmed fish suppliers to evaluate welfare practices and improve standards on stocking density and slaughter. • Eyestalk ablation of crustaceans will be banned by 1 January 2024. Suppliers must change procedures in preparation of this deadline. |
| <p>BIODIVERSITY REQUIREMENTS</p> | <ul style="list-style-type: none"> • Compass UK & Ireland is a member of the UK Roundtable on Sustainable Soya and we are working with our suppliers to improve traceability and visibility of our soy supply chain. This includes both direct and indirect soy products (animal products from animals fed on soy based feed). Our goal is to transition to more sustainable sources and to help us achieve this, suppliers are required to share details on the supply chain and sourcing origins of all soy and soy derivatives used in the production of Compass products. • 70% of meat and dairy will come from regenerative agriculture sources by 2030. • Prophylactic use of antibiotics shall be restricted and only used under direction from the appointed veterinarian and documented in the veterinary health plan. • In 2023 we will release a phased commitment to ban prophylactic use of antibiotic entirely. | <ul style="list-style-type: none"> • Only MCS rated 1-3 fish and seafood is permitted. • Sustainability risk assessments will be undertaken for all fish and seafood products in 2022. • Tinned tuna will be sourced using pole and line, trolling and handline (hook and lines) methods only to minimise risk of bycatch. • Aquaculture (farmed) fish and shellfish will be sourced from farms that operate to recognised certification standards such as The Aquaculture Stewardship Council (ASC) or Global GAP Aquaculture, Best Aquaculture Practice (BAP) or a recognised equivalent. • Prophylactic use of antibiotics shall be restricted and only used under direction from the appointed veterinarian and documented in the veterinary health plan. • In 2023 we will release a phased commitment to ban prophylactic use of antibiotic entirely. |

