

# PEOPLE & COMMUNITY

## SOCIAL IMPACT REPORT 2025





# WELCOME

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This is our fourth year of officially recording our Social Value impact. While there has been lots of change during this period, with a new UK Government, geo-political backdrop and the post-pandemic rebuild, our commitment to being a responsible business remains steadfast.

Our teams work at thousands of sites across the country every day, providing essential food and support services. Social mobility, sustainability, health and wellbeing have been central to our business for many years. I have always believed that you can run both a successful business with an ambitious growth agenda, while also doing the right thing.

The measurement through the Social Value Portal's TOM System™ Framework, provides useful insights, to enable us to continue to define and shape our Social Value strategy moving forward, ensuring we are making as much of a positive impact as possible.

This year, we have measured against three of the themes - work, community and economy. I am delighted to see that as a result of our positive interventions and targeted programmes we have put in place, we have significantly grown our Social Value this year.

Following the acquisition of CH&CO in April 2024, we have included within our report an update on their Social Value measurement too. It's great to see they have generated £115m of Social Value. There are opportunities for us to learn from one another and look at where we can introduce high impact programmes to reach a wider audience.

Social Value isn't a standalone activity, I believe it's in our DNA. I see it every day through our people – helping others, supporting the communities in which we work;

serving healthy and nutritious food to our customers; demanding high standards of produce and products; supporting SMEs and VCSEs; and providing opportunities regardless of background – whether it's through employment or within our supply chain.

These values are important to our clients too and by working in partnership we can grow the impact we have together. It's been heartening to see more joint initiatives come to fruition. For instance, introducing Notpla – an alternative to plastic food packaging across our sports stadia and it is now being rolled out in other parts of our business. There has been an increase in successful work experience and supported internships within Restaurant Associates and Compass One in particular. CH&CO's partnerships with Well Grounded and Luminary Bakery that helps people with barriers to employment into training, plus our Chartwells colleagues have been running brilliant programmes to support young people and families.

The ongoing work of our Foodbuy colleagues delivers Social Value through our supply chain. This has seen an increase in our annual spend with Voluntary, Community and Social Enterprises (VCSEs) to £7.4m (an increase from £4.4m in 2023). We remain committed to seeking increasingly higher animal welfare standards across our supply chain; supporting British producers and ensuring we are doing all that we can to identify and eradicate modern slavery in supply chains.

I am incredibly proud to work in an organisation that actively encourages interventions and initiatives which generate Social Value. I would like to thank all our colleagues, as well as our clients and suppliers, for their support in delivering such great outcomes. By working together we are powering transformative change.

**Robin Mills**

Chief Executive Officer, Compass Group UK & Ireland



# THE IMPORTANCE OF SOCIAL VALUE

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Having been with Compass Group UK & Ireland for just a few months, I have enjoyed getting to know the business and our people. What has struck me is the positive culture and the drive our people have to do a great job, but in the right way.

I am delighted to be leading Our Social Promise commitment – to support one million people by 2030. Our business has the size and scale to not only deliver socioeconomic value as an employer but also provide meaningful jobs and fulfilling career opportunities for many.

I am passionate about investing in people and providing opportunities to upskill. Working in an industry where you can learn on the job, means we have the ability to positively change people's lives. With the right support and programmes in place, we can make a real difference.

Social Value is important because it goes beyond financial outcomes to measure the broader impact we have on people, communities and society. This year's Social Value impact report allows us to analyse our impact so we can make future decisions and investments.

The progress we're making is creating ripple effects – enriching not only our workforce but the communities we serve. We are excited to share some of our qualitative evaluations alongside our quantitative data, for example in the form of a Social Return on Investment study undertaken by Compass One.

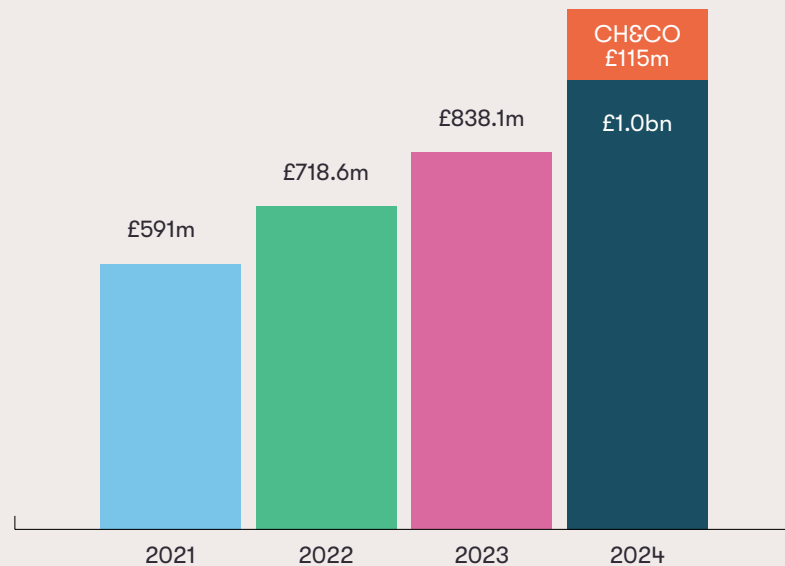
This report captures the tangible outcomes of our efforts and brings to life the Social Value we create. I'm proud to be part of an organisation that doesn't just lead the industry, but leads with heart – setting the standard for doing business the right way.

**Sophie Smith**

Chief People Officer, Compass Group UK & Ireland

# OUR SOCIAL VALUE IN NUMBERS

We have measured our Social Value using the TOM System Framework across themes – Work, Economy, Community.



\* NT1 is locally employed people  
(within 15 miles from where they live)

Overall Social Value (Excluding NT1 and CH&CO)	<b>£12.1m</b>
Increase ↑ 86% from £6.5m in 2023	
Overall Social Value (Including CH&CO, excluding NT1)	<b>£13.8m</b>
Overall Social Value (Including NT1, excluding CH&CO)	<b>£1.0bn</b>
Increase ↑ 20% from £838.1m in 2023	
Overall Social Value (Including NT1 and CH&CO)	<b>£1.1bn</b>



# SOCIAL VALUE DELIVERED BY COMPASS



This relates to Compass Group UK & Ireland, CH&CO information is featured later in the report.

**We are a large employer of 55,000 employees.**

**60% of our employees live locally to where they work.**



\* Excluding NT1



## Economy

**£7.7m**



## Work

**£996m**

(Including NT1 jobs)



## Community

**£1.2m**



## Offering opportunities

**220** long term unemployed into work

**1,000** supported with job interview training and guidance

**3,500** people trained at Xcelerate with Edgbaston



## Real Living Wage

**400** clients now moved to Living Wage contracts



## Voluntary, Community and Social Enterprise

Almost **40%** spend with SMEs in 2024

**£ 7.4m** spend with VCSEs

**£550,000** donated to charities across the country



## Education

**250 14-16 year olds** supported via Junior Chef Academy since it began

Over **98,000 young people & families** provided with food, nutrition, wellbeing and sustainability workshops

# ABOUT THE SOCIAL VALUE MEASUREMENT

This report explores the Social Value generated by Compass Group UK & Ireland through direct corporate initiatives and activities in 2024. This includes the Social Value delivered by CH&CO who joined Compass in April 2024. Compass has made the decision to transparently report the CH&CO figures separately, to more easily track progress made to date.

The data has been collected retrospectively and reported using the updated Social Value TOM System™ released in 2024. While implementing new, more robust proxy values and enhanced social impact measurement, the new TOM System has been streamlined to four main themes, with our report focussing on Work, Economy and Community. Measures from the Innovation Theme have been assimilated into the remaining four Themes, while certain other Measures have been retired to reduce duplication and enhance user friendliness. These changes are reflected in the updated TOM System™ framework.

\* Compass Group UK & Ireland will be releasing a separate environmental update therefore the Planet theme is not included in this report.

Theme	Outcome	NT Ref	Measure
Work	Creating local employment opportunities Providing skills and experience for good work Providing good work opportunities Pioneering approaches to increasing local skills and employment	NT1	Local people employed or retained
		NT6	Unemployed individuals with disabilities recruited
		NT3	Long-term unemployed people recruited
		NT4	Employees recruited who are Not in Education Employment or Training (16-24 y.o.)
		NT10	Employment of new apprentices
		NT81	Upskilling of existing employees through apprenticeships
		NT11	Personalised support to help unemployed people into work
		NT13a	Meaningful paid work placements paying the Real Living Wage+
		NT12	Meaningful unpaid work placements while Not in Employment Education or Training
		NT50	Initiatives to promote local skills and employment
Economy	Building diverse and sustainable supply chains Promoting wellbeing and diversity in the workplace Promoting fair work Eradicating bad work in the supply chain	NT14	Spend with VCSEs in the supply chain
		NT16	Support for VCSEs through donations
		NT39	Support for mental health awareness campaigns for staff
		NT20	Multidimensional wellbeing programme access for staff
		NT106	Contributions to programmes which promote gender equity
Community	Building resilient communities Building community wellbeing Pioneering approaches to building resilient communities	NT43	Support to mitigate modern slavery risks in supply chain
		NT28	Support for local community projects through donations
		NT29	Support for local community projects through volunteering
		NT26	Support for community health or wellbeing interventions
		NT52	Initiatives to promote more resilient communities

# ABOUT COMPASS GROUP UK & IRELAND



**Compass Group UK & Ireland is a vibrant group of companies that work across a variety of sectors, providing food, events, hospitality and support services.**

It's our people who truly make the magic happen. Their creativity and passion bring to life the experiences that delight our clients and their customers.

We take real pride in giving back, supporting local communities and making a positive impact wherever we can.

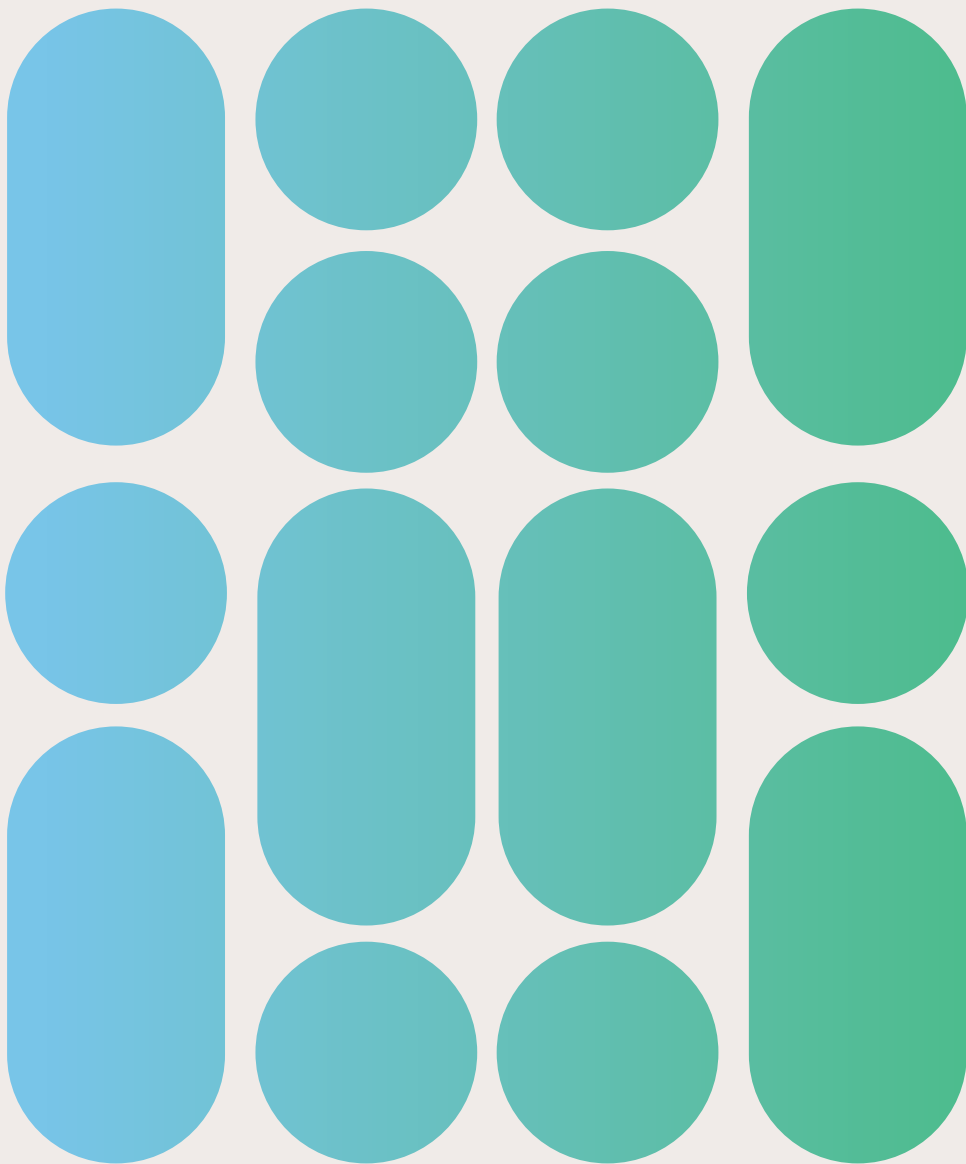


***"Compass Group UK & Ireland continues to raise the bar on Social Value delivery, grounded in transparent reporting through the TOM System™."***

***Compass is setting a clear benchmark for what responsible business looks like. We're proud to support their journey and the meaningful impact it's making in communities across the UK."***

**Guy Battle**

CEO and Founder of Social Value Portal



# WORK

Providing opportunities

Social Value

**£996m**  
(excluding CH&CO)



## SOCIAL PARTNER HUB

Launched in August 2023, the Social Partner Hub was developed to support those who have traditionally faced barriers to entering the job market, such as long term unemployed and people with disabilities. This is part of Our Social Promise commitment.

The work of the Social Partner Hub has now resulted in paid employment for **220 people, while over 1,000 people have received help with job interview training and guidance.** To achieve this we have formed and evolved our strategic partnerships working with organisations such as Ingeus, The Growth Company and Shaw Trust.

***“I was struggling financially before I started the job and the salary I am receiving now has helped me a lot in so many ways. The job offer has definitely changed my life.”***

**Adama Bangura**, works within Medirest part of Compass Group UK & Ireland

## APPRENTICESHIPS

Our Social Promise helps us focus on learning and development opportunities for our people, but also supporting people with that first rung on the ladder to enter into the workforce. One route for this is through apprenticeships.

We have over **600 people on our apprenticeship programmes** and our offer continues to evolve – ranging from a level 2 up to Degree level 6. Through programmes such as Sector Work Based Academies and Pathway to Apprenticeships, we are able to offer people a route into more formal and long term, paid careers.

***“Before joining the programme, I had no real understanding of what the hospitality industry entailed.***

***Pathway to Apprenticeships helped to guide me through that process and understand what skills I needed to become a chef. The programme linked me up with the team at Compass and Xcelerate which has meant I’ve secured the role of Apprentice Commis Chef. I now have the chance to be right at the heart of the kitchen - where I belong.”***

**Kundai Nzare**, Apprentice Commis Chef B&I, part of Compass Group UK & Ireland

Our apprenticeships include our award winning ‘Forward with Marcus Wareing’ programme. Around 50 chefs have taken part in four cohorts so far and later this year our fifth programme will begin. It was launched in 2021, with a vision to support more senior culinary talent.

## GIFTING OUR APPRENTICESHIP LEVY

In the last two years we have gifted **£3m of our apprenticeship levy to over 170 SMEs**, to support a further 170 apprenticeships.

## XCELERATE WITH EDGBASTON

Our Xcelerate with Edgbaston Regional Community Skills and Learning Hub brings this work to life.

Since launch we have:

- Facilitated the training of 3,500 people.
- Hosted events including careers fairs, culinary and industry competitions and business team meetings.
- Enabled programmes including Culinary, Barista and Bar Excellence training.
- Events with partners including HIT Training, Lifetime Training, The Ladder Greater Birmingham, Pathway Group, DWP, WMCA, Springboard, Innovate Awarding, DFN Project Search and Change Please.

**Hear more about Xcelerate and from apprentice Kundai and Forward with Marcus Wareing participant Nicola Harper**

## REAL LIVING WAGE

Since becoming a Living Wage Recognised Service Provider in October 2020, we have made significant progress tackling low pay across the UK, with almost 70% of colleagues receiving the Real Living Wage or above, at 30 September 2024, compared to 37% in 2020.

This has seen us working with over **400 clients to move to Living Wage contracts, resulting in an extra 23,600 colleagues** being paid the Real Living Wage or above.

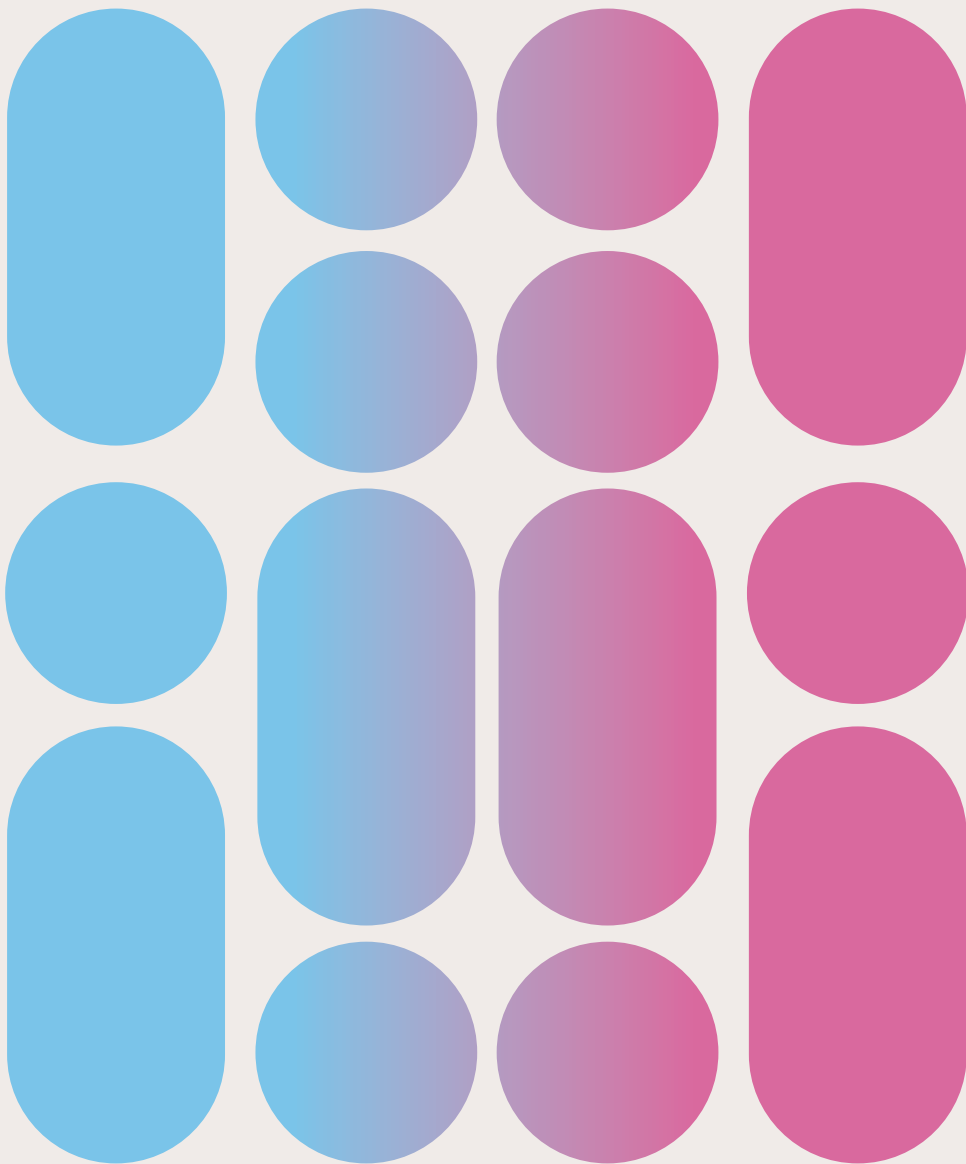
## SUPPORTING PEOPLE INTO WORK

One route to help people into work is through Sector Work Based Academies, that give jobseekers who are 16 and over, and claiming benefits, the opportunity to apply for jobs.

We work with partners such as Pathway Group and Change Please to deliver these within our Xcelerate with Edgbaston hub.

The Compass Group Foundation awarded almost £50,000 to The Ladder Foundation to run the ‘Xcelerate your Future’ programme, aiming to inspire, engage, and equip individuals from Birmingham’s most deprived areas with the skills and motivation needed to pursue careers in the hospitality sector. A group of ten were selected to take part in the ‘Xcelerate Your Future’ programme, offered pro bono by Compass Group UK & Ireland. The programme offered sessions covering culinary, barista and front of house roles.

**Hear from Eden who kick started her career with Xcelerate you Future**



# ECONOMY

Doing good through our supply chain

Social Value

**£7.7m**  
(excluding CH&CO)





## SUPPORTING SOCIAL ENTERPRISES

Our procurement business, Foodbuy Group, successfully launched their Pitch Social initiative in 2022. Designed to deliver Social Value and diversify Foodbuy Group's supplier base, the event gives social enterprises, B-corps, and minority owned businesses with a high social and environmental value agenda a chance to pitch their business, providing an opportunity to access our multibillion-pound supply chain.

Its first event was held in London, and the larger 2024 event took place in Leeds, with the aim to now hold these annually.

Examples of some of the suppliers that have joined our supply chain with strong social and environmental values include:

- **The Uncommon**, an English winemaker known for pioneering sustainable formats in award-winning sparkling wine production;
- **One Water**, supporting sustainable clean water and sanitation services in impoverished regions;
- **Tap Social**, a craft brewery that employs prisoners and prison leavers.

In order to enhance this initiative to drive more positive change, Foodbuy Group has launched a mentoring programme for suppliers that attended the event but were not chosen to be listed.

***"Since the Pitch Social event we have agreed a commercial framework with Foodbuy and have begun to roll out to Compass sites."***

***Along with the Compass venues that we now have access to, we have also begun discussions with other Foodbuy clients and really feel that this is the tip of the iceberg. Pitch Social is a very worthwhile event which has kickstarted our journey with Foodbuy and Compass."***

**Ben Williams, General Manager at the Uncommon,**  
one of Pitch Social suppliers from the 2022 event

## BUY SOCIAL CORPORATE CHALLENGE

We are proud that Foodbuy Group has been a member of the Buy Social Corporate Challenge since 2019 and Compass joined in 2020. We are now at £16m spend with VCSEs, with an overall aim of £30m. The Pitch Social events have played a huge part in making this happen.

This spend has increased year on year, **reaching £7.4m throughout 2024, a 60% increase from 2023.**

## SPOTLIGHT ON SOCIAL ENTERPRISES

**Life Water** - A social enterprise where profits from their sales go directly to drop4drop, their sister charity providing clean water to communities across the globe. We have just celebrated 10 years of partnership with Life Water resulting in **400 clean water wells opened in eight countries and 380,000 people supported with access to clean water.**

Watch the decade celebration video [here](#).

**WildHearts** – We have been working with WildHearts Group since 2020. An office supplies and print supplier using profits to deliver social and environmental projects.

## WORKING WITH SMEs

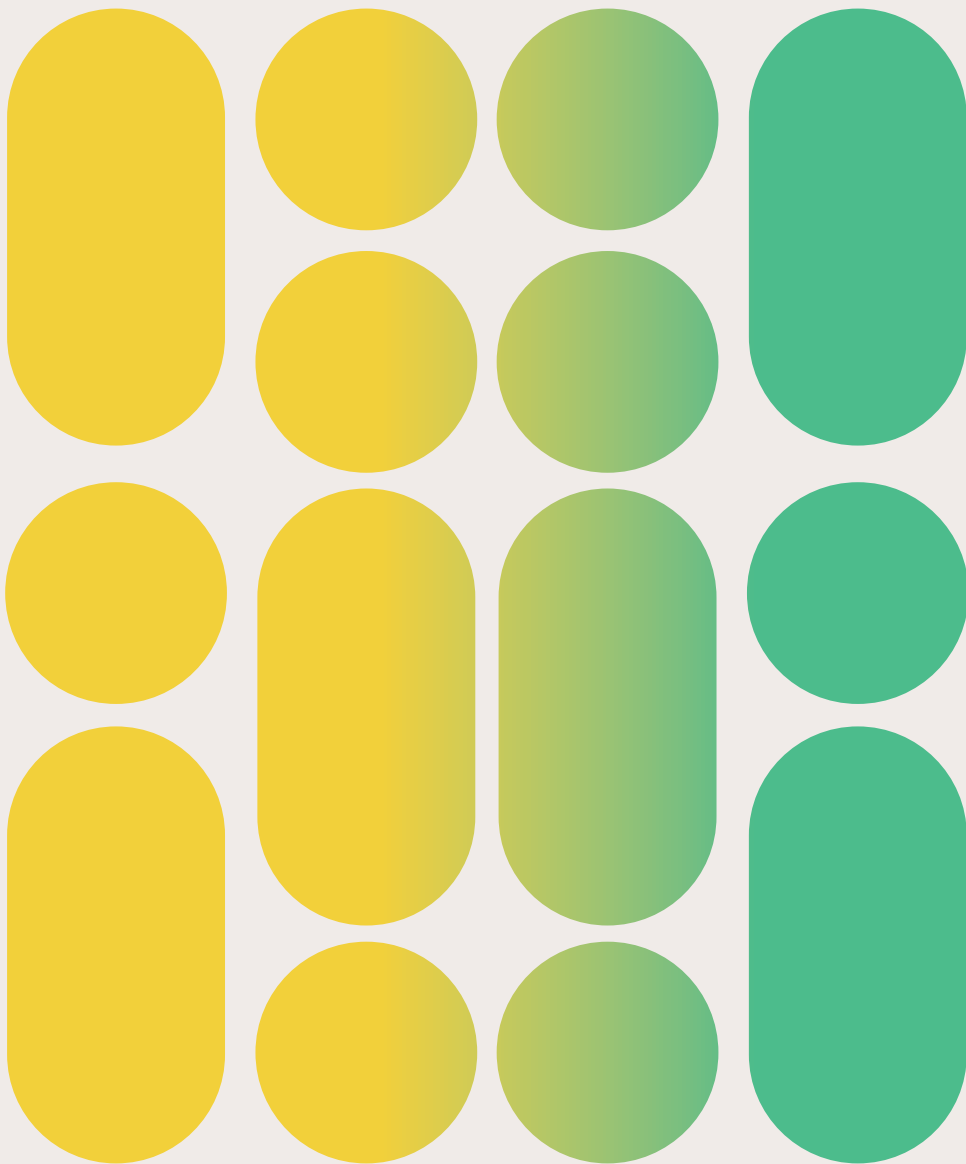
In 2024, we worked with over 900 SMEs, making up approximately **40% of our £2bn spend**. We are continually growing this to support more businesses that do good for people and planet.

## MODERN SLAVERY

We remain steadfast in our mission to play our part in eliminating modern slavery. We have an extensive auditing process in place. This includes both internal and external audits of our supply chain. We are deeply committed to upholding human rights, ensuring that all individuals are treated fairly, with dignity and respect.

We expect the suppliers and partners of our businesses to maintain these same high standards throughout their value chains. Our efforts focus on understanding both our individual and collective responsibilities. We work to identify and address areas of concern, implementing transparent corrective actions, and work closely with our partners to build stronger, more responsible supply chains. We do this with SEDEX, which are our due diligence process system.

The full measures we take are outlined in our Modern Slavery statement [here](#).



# COMMUNITY

Empowering communities

Social Value

**£1.2m**  
(excluding CH&CO)



## COMPASS GROUP FOUNDATION

Launched in 2023, the Compass Group Foundation mission is to improve the lives of people through education and innovation, empowering them to play a key role in the future of food for their communities. Our priorities are:

- Creating inclusive job opportunities
- Empowering local suppliers

We have supported a further **21 transformative initiatives** throughout 2024, building on the success of our inaugural year. Our grants have now helped nearly **40 SMEs and benefited over 3,500 people around the world.**

In the UK, we have been proud to support organisations such as - Street League, The Carbon Literacy Trust, Equal Brewkey, Luminary Bakery, FoodCycle and Mahaba Cafe.

The grants have enabled these organisations to provide people with better access to opportunities in the food and hospitality sector around the world.

***“I have a lot to thank both Compass and Street League for. I am grateful that after a tough time, Street League helped me access this opportunity with Compass. It has been a perfect job fit for me and allowed me to re-enter employment at my own pace in a job that I enjoy at some really cool venues. I am hopeful that my positive start here can continue.”***

**Salim, 21**, who has found employment through the partnership with Street League.

## VOLUNTEERING

Volunteering is an important part of Our Social Promise and we are proud that many of our people across the business give up their time in this way. **Overall this has achieved a Social Value of £152,333.**

In their first official year of volunteering, the Foodbuy Group team is proud to announce they have reached 644 hours of volunteering with FareShare, this year they aim to reach 1000 hours.

In 2024, Compass One launched its partnership with Royal Voluntary Service, including a pledge for colleagues to give their time. So far they have had around 40 people volunteer within our defence sites.

## BEYOND THE CHARTWELLS KITCHEN

**Our work to support community health or wellbeing interventions has been valued at £445,400.**

We support **over 98,000 young people and families** every year, through our fantastic Beyond the Chartwells Kitchen programme, which sees our chefs, nutritionists and sustainability experts provide educational workshops across the country.

You can read about our main programme in this area from our Chartwells sector spotlight on page 22.

## CHARITY DONATION TO WASTE AID

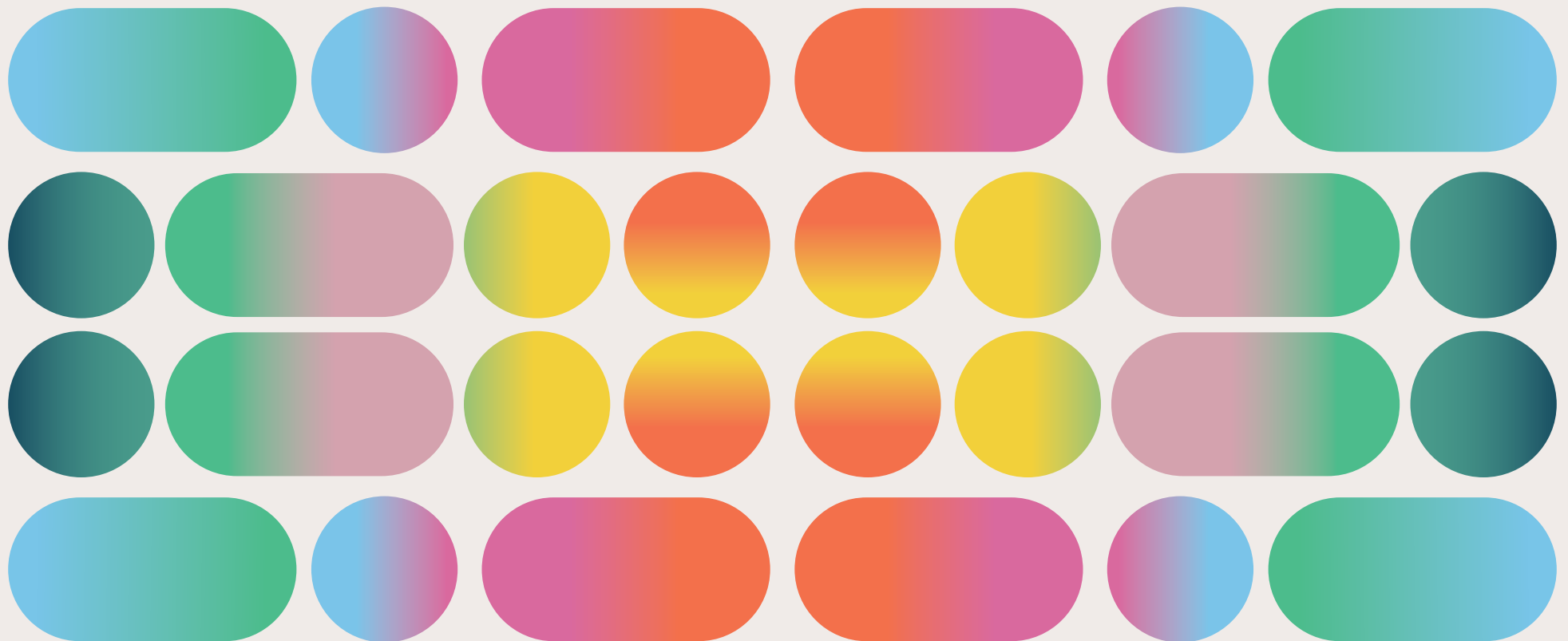
We donate the money from plastic bag sales across our estate to charity. One of the recipients was WasteAid - the charity envisions a world where waste causes no harm and people are empowered to recover its value. Operating in low- and middle-income countries, WasteAid tackles the growing waste crisis, where limited disposal resources lead to pollution, greenhouse gas emissions, and severe health risks.

By implementing waste recovery and circular economy programmes where they are most needed, WasteAid reduces pollution, conserves resources, and fosters environmental sustainability. Its work empowers local communities to embed sustainable waste management practices, ensuring long-term social and economic benefits, including green job creation in recycling and waste recovery.

In 2024 WasteAid positively impacted 1,285,531 people across The Gambia, India, South Africa, Uganda and South Sudan through 13 programme interventions. **Compass donated over £23,000.**



# SECTOR SPOTLIGHTS



## FOODCYCLE

Our business and industry brands proudly partner with Foodcycle, a charity dedicated to providing meals that bring communities together, combat loneliness, and alleviate food poverty, all while reducing food waste. We support Foodcycle in various meaningful ways:

- **Volunteering:** Many of our team members volunteer at their local Foodcycle locations, contributing both behind the scenes and on the front lines.
- **Training:** Our chefs offer training days for Foodcycle volunteers, sharing their expertise to enhance the quality of meals served and to share tips for using some of the more unusual vegetables that they get donated.
- **Donations:** We donate used equipment to help Foodcycle continue their valuable work.

In a special event just before Christmas 2024, our team cooked and served a festive meal at Parklands for the regional Foodcycle volunteers, who tirelessly organise, cook, and serve their communities every week.

## SOCIAL IMPACT COFFEE

We are proud to be the first contract caterer to partner with Social Impact Coffee. Their mission is clear - great coffee should do good. Their vision aligns perfectly with our commitment to delivering catering services that create positive change for the environment and our local communities. Here's the best part - **65% of the profit**

**from the coffee beans we purchase will be donated to charity.** Even better, our clients get to choose which charities to support.

## STEADYCHEFS SUPPORTING LOCAL FAMILIES IN NEED

Dine Contract Catering was delighted to support our partner charity, SteadyChefs, in assembling over **50 festive hampers for local families in need** across Liverpool during the Christmas period. In addition, plenty of leftover food was donated to local food banks, ensuring nothing went to waste. This effort reflects Dine's ongoing commitment to making a positive impact in our local communities - especially during a time of year when support is needed most.

## MENTAL HEALTH UK

We are proud to support Mental Health UK by donating 5p from every cup of Coffee by Eurest or Peak Street. **Over the past four years, we have contributed £80,000** to this vital cause. These funds have provided essential support, including tailored assistance for individuals facing mental health and financial challenges, and personalised guidance from Employment Specialists to help people return to work.

## WORKING WITH JAGUAR LAND ROVER ON SOCIAL IMPACT INITIATIVES

Collaboration is at the heart of our relationship with JLR, and we focus on making a positive social impact in various ways. From enhancing employee health and wellness

to supporting social enterprise suppliers, our efforts are wide-ranging and impactful.

In the first three months of 2025, we've achieved the following milestones:

**Health Initiatives:** We've sold over **115,000 Good Stuff dishes**, with JLR offering a 50% discount to promote healthier choices.

**Plant-Based Innovation:** Partnering with superstars the BOSH! BOYS, we're thrilled to be the first contract caterer to bring their bold, plant-based flavours to the JLR contract. BOSH! Smokehouse dishes are currently a core part of our offering (2025).

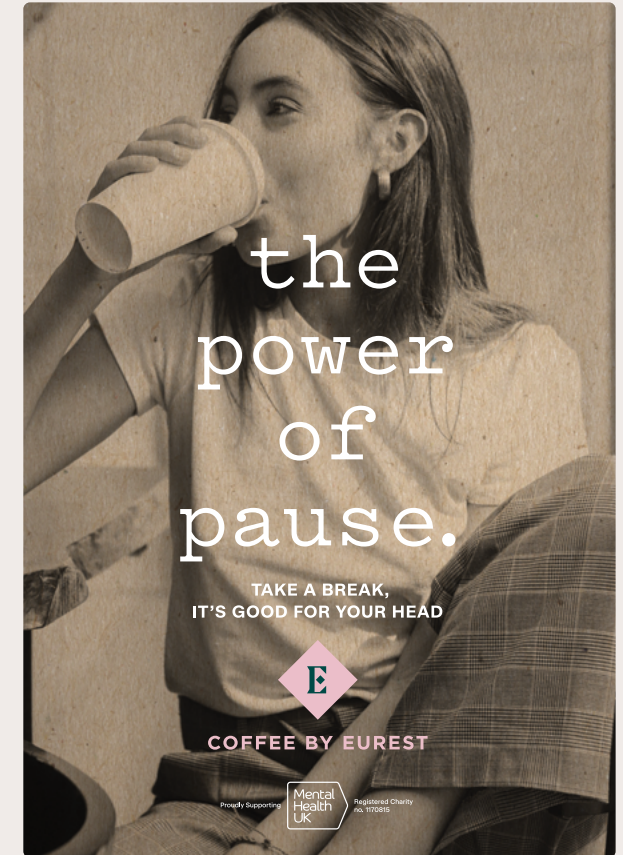
**Supporting Social Enterprises:** We've sold over **55,000 products from social enterprises**, including Half the Story biscuits, which employ individuals facing significant barriers to work, such as homelessness.

**Waste Reduction:** Through our Grounds to Grow scheme, we share used coffee grounds with employees and repurpose food waste via Olio. Additionally, we've **donated £4,000 worth of food** that would have otherwise gone to waste to local organisations.

**Employee Engagement:** Nearly **2,000 employees have participated in our monthly healthy eating pop-ups**, hosted by our in-house contract nutritionist, Chloe Mann.

These initiatives reflect our commitment to making a meaningful difference in collaboration with JLR.





Overall Social Value (Excluding NT1)	£1.7m
Overall Social Value (Including NT1)	£115m

CH&CO is a collection of specialist businesses and market-leading brands whose specialism, inspiration and enthusiasm span the hospitality sectors in the UK and Ireland, from workplaces, schools and healthcare to venues, visitor attractions, stadia and events. We're always innovating and pushing boundaries, and our talented teams of chefs and hospitality professionals are continually looking for ways to create magic and make a difference. Exceptional food and service is everything to our team members and we're incredibly proud to be Royal Warrant holders. We're committed to doing the right thing by our people, communities and planet.

We are proud that in 2024 we generated over **£115 million of Social Value** (including local employment). This is testament to our continued commitment to having a positive impact on the communities that we work with and making a real difference. A significant part of this represents the creation of local employment opportunities, which totals over **£113 million in positive outcomes**.

Putting this significant employment figure aside, we're proud that our valued partnerships with Well Grounded and Luminary Bakery support people with barriers to employment into training and jobs in hospitality, and projects that help deliver climate and nature related change.



**Work**  
**£114m**  
(Including NT1 jobs)



**Work**  
**£794k**  
(Excluding NT1 jobs)



**Economy**  
**£910k**



**Community**  
**£17k**

## VOLUNTEERING FOR NATURE AND WELLBEING

Throughout the year, team members made good use of their **volunteering days, contributing over £7,600 in Social Value**. This included 46 days at Woodoaks, a farm that connects community with nature, food and farming, where our enthusiastic volunteers helped to plant hedgerows and coppice trees for sustainable woodland management. This was a win for the planet and our team, who learned about food systems and farming in harmony with nature, and benefitted from the boost to their mental wellbeing that being out in nature can bring.

## NATURE-FRIENDLY FARMING

**We also invested over £2 million in organic and regenerative produce** confirming our commitment to farmers that are investing in environmentally beneficial practices. On average, plant, insect and bird life are 50% more abundant on organic farms than conventional ones, so in 2022, CH&CO set a target to source 10% of our food and beverage from organic or regenerative producers by 2025. Vacherin smashed this target in 2024 alone, reaching 18%.

## ACCELERATING THROUGH THE APPRENTICESHIP ACADEMY

Across our business, **224 people seized the opportunity to grow with us through apprenticeships, completing a total of 8,370 weeks of training, worth over £250,000 in Social Value**. Within this, we welcomed **104 new apprentices and celebrated 49 graduations**.

Our most popular apprenticeships are in Hospitality, Operations or Culinary, however, ensuring opportunity and accessibility for all, we also supported apprenticeships in data analysis, AI and ecology.

***“The data speaks for itself. Apprenticeships are an unsung hero for development. They have allowed people to grow in confidence, take the next steps in their career and in some cases, secure a promotion. We’re thrilled that people have signed up for their second or third apprenticeship, showing how valuable they are to the individual, as well as our business.”***

**Robyn Smith, Apprenticeship Academy Manager, CH&CO**

## CREATING CAREERS IN COFFEE

CH&CO has a longstanding partnership with Well Grounded, an award-winning social enterprise that supports people with barriers to employment into careers in coffee/hospitality. **In 2024, our Company of Cooks, Gather & Gather and Vacherin brands funded 12 traineeships and work placements, totalling 184 days and £10,000 in Social Value**. It was a privilege to support the cohort to gain industry-recognised barista qualifications and into paid work at sites across our business.

***“Vacherin, Company of Cooks and Gather & Gather have empowered us to deliver our mission. This isn’t just support, this is a partnership. A relationship built on a commitment to people and purpose, and we see the impact every day; not just in the numbers but also in the lives supported.”***

**Eve Wagg, CEO & Founder, Well Grounded**

## COFFEE THAT MAKES A DIFFERENCE

We also support Well Grounded through our Community Blend coffee, a shared vision of Company of Cooks, Union Hand-Roasted Coffee and Well Grounded. £2 per kilo sold in our sites helps fund Well Grounded’s day-to-day activities, enabling them to focus on supporting people into meaningful work. **From its launch in July 2023 until December 2024, £134,000 was donated - a number that continues to rise.**

## SUPPORTING SOCIAL ENTERPRISES

Since 2015, Vacherin has championed the vital work of Luminary Bakery, a social enterprise that empowers women who have experienced homelessness, domestic abuse, violence or sexual exploitation, to rebuild their lives through training, employment and community support. Their support includes fun and creative fundraising (from sports events with a twist to interactive quizzes), as well as donating equipment and skills. In 2024, they supported the expansion of Luminary’s retail business which helps fund the charity, as well as work placements at client sites.

Social enterprises are also endorsed through our supply chain. In 2024 we spent over **£1.5 million on products supplied by VCSEs (voluntary community social enterprises)**, generating over **£186,000 in Social Value**.











## CHARTWELLS SOCIAL VALUE ACTION PLAN

2024 was a strong year for social value at Chartwells. We delivered **nutrition and sustainability workshops to over 98,000 young people and families. Our Nutrition in the Community programme reached 2,482 people. 121 students took part in our Junior Culinary Skills Programme. We increased spend with social enterprise suppliers by 85% to £607,990. We saw a 45% rise in career pathway uptake and helped 65 individuals facing employment barriers into work.** These achievements have shaped our new Chartwells Social Value Action Plan 2025, which sets measurable goals to continue growing our impact. We also invested in two new national roles: a Social Value Manager and a Sustainability Manager.

## SUPPORTING PEOPLE WITH BARRIERS TO EMPLOYMENT INTO WORK

In 2024, Chartwells employed 65 people across the UK who had either experienced long-term unemployment or are living with a disability. Chartwells teams in Leicester and Greenwich worked with employment charities such as the Shaw Trust and Maximus to connect hiring managers to candidates.

***“One successful candidate shared that working with Chartwells has transformed her life, after spending years in fear due to her turbulent home life. She has since been supported to take on an apprenticeship to develop her skills, which is something she didn’t believe was an option for her before joining Chartwells.”***

**Olivia Pitt**, Employment Engagement Specialist,  
Shaw Trust

## INSPIRING FUTURE CULINARY STARS

The Chartwells Junior Culinary Skills Programme is inspiring future generations into culinary careers. The five week programme sees Chartwells chefs teach secondary school students culinary skills, such as making bread or fresh pasta dishes.

**121 students participated in 2024, with 18 students entered into the local finals of the biggest school culinary competition in the UK - Springboard FutureChef - three progressed to regional finals and one made it to the national finals.**

## EMPOWERING YOUNG PEOPLE WITH INFORMATION ABOUT FOOD

Chartwells run the award-winning Beyond the Chartwells Kitchen education programme, covering all areas of food, nutrition, wellbeing, and sustainability. Through the programme we aim to empower the next generation to make healthier choices through developing their understanding of nutrition and wellbeing, whilst providing fun foodie experiences to reinforce their new knowledge.

**In the 2023 to 2024 academic year, we hosted 2,419 sessions that educated over 98,000 young people and families.** A key highlight was the launch of our new spotlight sessions, aimed at key stage two pupils, exploring the crucial role that bumblebees have in our food chain. Additionally, we observed a **74.5% increase in uptake of our “Love your Gut” session and an uptake increase of 38% for our ‘Food Waste’ session.**

## NUTRITION IN THE COMMUNITY

For young people that have access to free school meals during term time, the government funded programme Holiday Activities Food Programme (HAF) ensures children still have access to nutritious meals in the school holidays. The Chartwells Nutrition and Culinary Teams support in the holidays, by running food and nutrition workshops across HAF providers. **In total, 2,482 young people and family members attended workshops across 2024.**

## ALLERGEN EDUCATION

We also partnered with the Natasha Allergy Research Foundation to launch **“Allergy School” and encourage implementation across almost 1,300 partner primary and preparatory schools.** With recent research revealing that the number of people in England with a food allergy more than doubled between 2008 and 2018, these free educational resources aimed at children aged 3 to 11 will help to teach children the importance of allergies, ensuring every child feels safe, included, and empowered.

Additionally, we are leading a Food Allergy Safety in Education working group, bringing together other caterers in the sector to share best practices and develop a standardised approach to managing food allergies in schools.

## SOCIAL ENTERPRISE SUPPLIER GROWTH

Social enterprises (SEs) lead in creating social value by reinvesting profits into charitable projects. In 2024, we increased our spend with SE suppliers by **85% to £607,990.** This included purchasing Life Water, helping fund **10** clean water projects globally, and buying office supplies from WildHearts, supporting **224** students through its school entrepreneurship programme.





**Nichola McAvoy**, Social Value Manager, Chartwells

Nichola McAvoy joined Chartwells in August 2024 as the national Social Value Manager. Since then she has supported the education sector of Compass Group UK & Ireland to launch their 2025 Social Value Action Plan and is responsible for supporting the teams across Chartwells to roll out the plan across 2,000 education establishments.

Prior to this, Nichola was the Senior Partnerships Manager at Social Enterprise UK, where she worked with organisations to create Social Value through their supply chains.

In 2017, Nichola also founded the tech start-up: Ally, an app and online community for people living with the hair loss condition: alopecia, a condition she has had since the age of 11.



## FETTERCAIRN GROW DOME

In 2024, Compass Ireland continued to deepen its Social Value commitment by progressing one of its most promising community-focused sustainability projects to date: the Fettercairn Grow Dome located in Tallaght, South Dublin.

Although the dome itself is still under construction, its influence is already being felt across the local area. From meaningful employment opportunities to food donations and education outreach, this initiative is shaping lives while laying the foundation for a more inclusive and sustainable future.

The Grow Dome was created to transform an underused green space in Fettercairn into a vibrant hub for sustainability initiatives and community connection.

**Backed by €30,000 in funding from the Compass Foundation**, the project is rooted in a simple idea: grow good food locally and use it to fuel learning, employment and wellbeing.

Compass Ireland has committed to buying 100% of the produce grown, providing a guaranteed local market and reinforcing a circular approach to food.

## CREATING OPPORTUNITY THROUGH INCLUSIVE EMPLOYMENT

One of the most meaningful outcomes to date has been the placement of James, a candidate from Cheeverstown House, an organisation that supports people with disabilities, into permanent employment at Compass Ireland's Copper Pan Kitchen (CPK).

This hire represents the wider ambition of the Grow Dome to remove barriers and create real opportunities for people. The focus is on nurturing talent, building confidence and opening long-term pathways into work.

## BRIDGING EDUCATION AND OPPORTUNITY

In parallel, the team has been developing outreach programmes with local schools to help ease the transition from education into the world of work. These initiatives will focus on building confidence in CV writing and interview skills, offering practical support for students who may not pursue further education. The goal is to ensure every student feels seen, supported, and empowered to take their next step with confidence.

Alongside this, our Chefs have been supporting the Cheeverstown LifeSkills Programme, which aims to give students the practical skills required to succeed in a culinary environment.

For many, it is their first taste of what it means to be a Chef, helping them to build the life skills, confidence and motivation needed to move forward in the industry.

From September 2025, Transition Year (TY) students will be welcomed to the Grow Dome for food-focused sessions and an introduction to the diverse career pathways available across Compass Ireland, including roles in culinary, finance, and front-of-house operations.

The initiative aims to showcase opportunities beyond traditional kitchen roles and support future talent through internships as a credible alternative to conventional college routes.

## REDUCING FOOD WASTE

Compass Ireland's support for the community extends beyond the Grow Dome, with weekly surplus food donations from the Copper Pan Kitchen to the Fettercairn food bank.

**Since October, over 1,000 meals have been redirected to families in need, supporting both food security and waste reduction amid rising living costs.**

## STAKEHOLDER IMPACT AND MOMENTUM

The Fettercairn project is already reshaping local perceptions of what a sustainability project can achieve. What began as a plan for an innovative food-growing dome has evolved into a broader platform for inclusion, skill-building and community resilience.

As the Grow Dome nears completion, the infrastructure will unlock even more opportunities for skill-based volunteering, community classes, and deeper integration with the local supply chain.

Plans are already in motion to use the dome as an educational space, showcasing sustainable food practices and enabling residents to engage with everything from planting and harvesting to nutrition and cooking.

We will be using this project as a live case study in how community-led design, inclusive hiring, and circular food practices can come together to deliver measurable Social Value.

Fettercairn isn't just growing food, it's growing futures.





## SOCIAL VALUE MANAGEMENT CERTIFICATE

Compass One has long been committed to doing the right thing for our communities and the environment, and with a dedicated team that fully formed in 2024, we intensified our drive around Social Value across several key areas.

In December 2024, we achieved Level One of the Social Value Management Certificate, becoming the first catering and facilities management provider to meet this standard. This certification, awarded by Social Value International, acknowledges our effective systems and processes for measuring, managing, and maximising Social Value.

Achievement of the Social Value Management Certificate underlines Compass One's commitment to working with stakeholders, beneficiaries and end users to clearly understand the effects its Social Value actions and programmes are having.

## JUNIOR CHEF ACADEMY (JCA)

For the past four years, we've delivered the JCA, a ten-week cookery course provided by our chefs as an after-school club. It teaches cooking as an essential life skill, encourages an interest in food at an early age and educates young people on hospitality careers.

Students learn fundamental cookery skills, how to create appetising dishes and participants then host a graduation event, where they showcase their new skills to families, teachers and ESS team members.

Nine young people have joined ESS as apprentices having completed the JCA. Feedback is overwhelmingly positive,

with all attendees from a recent course stating they enjoyed participating and 100% of parents reporting their children learned new skills and had cooked or helped to cook meals since.

2024 saw us increase our focus on the programme:

- **We celebrated our 100th graduate.**
- **In the academic year 2023-24, we delivered four courses to 44 students.**
- **In the academic year 2024/25, we've delivered five courses.**

We partnered with independent Accredited SROI Practitioners and Impact Management Specialists to evaluate the Social Value created by the JCA programme during the academic year from September 2023 to August 2024. The evaluation was based on interviews and surveys with students, parents/carers, and chefs.

Key to the findings were five main wellbeing outcomes for stakeholders, around increased ability, cooking skills, confidence, speaking up in a workplace and understanding career preferences. Interestingly other benefits were reported, such as parents saying it had improved relationships with the children taking part and chefs delivering the programme stating enhanced job satisfaction.

**The SROI ratio was calculated as £1 : £7.25, meaning that for every £1 invested in the JCA programme, £7.25 of Social Value was created.**

***"I've learnt so much since completing the Junior Chef Academy and joining ESS as an apprentice. In addition to my training which has covered a range of cookery***

***skills and techniques, I've grown as a person and am now much more confident. I've now completed my Level 2 apprenticeship and competed in several competitions which are great for getting out of your comfort zone."***

**Jacob Banting, Commis Chef, ESS**

## MENOPAUSE AWARENESS PROGRAMME

ESS Energy delivers catering and facilities management services to a variety of offshore facilities, as well as client offices onshore and the airport lounge at Aberdeen Airport.

Our Energy sector employee forum members requested help to support colleagues, family and friends being impacted by menopause. Our HR team collaborated with our HSSE and Wellbeing teams to create a menopause awareness event which featured a diverse panel of experts and stakeholders, who led an engaging and informative discussion on various menopause-related topics.

The event hosted 65 attendees who explored the challenges that menopausal and perimenopausal women and their family, friends and colleagues can face, potential impacts of these in the workplace and helpful support strategies for everyone affected. A highlight of the day was a nutrition session delivered by Dr Laura Wyness, Registered Nutritionist and author of 'Eating Well for Menopause', who shared her expert insights on dietary strategies for menopause.

The event is part of a wider menopause awareness programme being delivered by the ESS Energy team, including line manager training, eating well for menopause resources and a menopause friendly menu competition.





## SUPPORTING SOPHIE'S LEGACY

In 2024, our Medirest teams announced our support for Sophie's Legacy. The charity was founded in memorial of Sophie Fairall and the legacy of change she wanted to create. Her time being treated for cancer led Sophie to want several things in healthcare updated and feeding the parents of children in hospitals was a priority.

**As part of our support we now offer free meals to the parents and carers of unwell children in hospitals** (paediatric patients on extended clinical care plans) across over 20 NHS Trusts.

As the first hospital caterer to make the commitment, the Medirest team is now working to ensure that parents and carers can access free food on the ward 24 hours a day, seven days a week.

Food includes meals from the Steamplicity menus, across breakfast, lunch and dinner. The provision is funded by Medirest and follows a trial in partner hospital, Royal Surrey County Hospital.

Sophie understood the importance of parents and carers not having to leave an unwell child if they need to get a meal and stressed the challenge of the cost associated with this issue (estimated at £15-18 a day for a parent). The Sophie's Legacy organisation now works to highlight the importance of eating a balanced diet, to give parents the stamina to deal with the stress of having a sick child in hospital.

***"I am thrilled that Medirest is leading the way as the first hospital caterer to provide meals for parents across all the hospitals they support. This initiative will make a meaningful difference to countless families who are navigating the challenges of caring for a child in the hospital. Seeing Sophie's wish come to life in so many hospitals is a dream come true, and I am hopeful that this step inspires even more hospitals to follow suit and ensure that parents receive the nourishment they need during these difficult times."***

**Charlotte Fairall**, Sophie's mother, founder and CEO, Sophie's Legacy

***"Sophie's bravery shone a light on the importance and availability of good food for parents and carers whilst their children are in hospital. This led to the pilot project between NHS England and Sophie's Legacy to provide food for parents and carers. I am pleased to see Medirest build on this with care and authority."***

**Phil Shelley**, Senior Operational & Policy Manager, NHS England / Chair of the NHS Review of Hospital Food



## SUPPORTED INTERNSHIPS

In 2024 we expanded our Supported Internship programmes to further build the relationship with partners including DFN Project SEARCH and Forward2Employment. The latest cohort started in September 2024, with Compass One hosting 34 students across various client contracts within ESS and Medirest - many more interns are supported through rotations within our business.

Students complete placements in departments including catering, retail and cleaning. They're fully embedded within their teams, given comprehensive training and empowered to develop their skills and confidence. The placements give a broad range of experiences and interns also complete classroom-based activities, including CV writing and interview techniques.



Aidan Knights joined Bradford Royal Infirmary's supported internship programme seven years ago and gained work experience in One Retail. He subsequently secured a permanent role with Compass and recently helped raise awareness of Compass One's supported internship programme by starring in a video aimed at the Senior Leadership team. Aidan won a 'Be A Star' internal recognition award for his contribution. Aidan benefitted from a Supported Internships route, due to having autism and learning difficulties.

***"The video that Aidan proudly did for us will help transform the lives of other adults with learning disabilities and autism, with more and more internships being signed up to every year."***

**Jess Payne**, Director of Social Value, Compass One



**Jess Payne**, Director of Social Value, Compass One

Jess Payne is Director of Social Value at Compass One, where she leads a team to embed Social Value across operations and deliver meaningful impact for colleagues, clients, and communities. With a background in HR and business management, Jess brings a strategic focus to building inclusive, values-led cultures.

A Chartered Fellow of the CIPD, Associate Practitioner with the Institute for Social Value, and a Social Value Doctoral student, Jess combines academic insight with practical expertise. Her work is grounded in a commitment to equity and sustainability, ensuring social outcomes are central to organisational success.





## LEVY UK'S INSPIRING CHALLENGE FUELS PARALYMPICSGB TO PARIS

In 2024, we set out to raise fifty thousand pounds to contribute to ParalympicsGB's preparations as they set their sights on the Paris Paralympics.

**Our incredible 1,000-mile relay challenge, spanning five weeks and 50 Levy venues across Scotland, England, and Wales, saw nearly 250 Levy colleagues who cycled, ran, or walked a staggering 6,351 collective miles.** This unbelievable journey wasn't just about the distance; it was about our extraordinary teamwork and collective commitment across Levy teams to raising vital funds – and we smashed our target, **reaching over £61,000!**

Our partnership with ParalympicsGB is something we deeply value, and we're thrilled to play a part in fuelling their dreams on the world stage. This challenge embodies our commitment to creating a positive social impact, and we couldn't be prouder of what we've achieved together.

## CULTIVATING WELLBEING AND POSITIVE IMPACT WITH 'LEVY LIFESTYLE'

Levy's commitment to employee wellbeing shines through in our annual 12-week health and wellness initiative – Levy Lifestyle – now in its second year. Building on the resounding success of our initial 2024 cohort, the programme equips participants with the knowledge and skills for informed nutritional choices and sustainable

healthy habits, positively impacting both their professional and personal lives. In conjunction with Nourished Life, Levy Lifestyle delivers engaging virtual modules covering everything from sustainable eating to sleep hygiene, complemented by invaluable access to a life coach and nutritionist throughout.

Feedback from the first cohort highlights the programme's effectiveness, with 100% of participants reporting improved overall wellbeing and expressing strong satisfaction and a willingness to recommend it to colleagues. By investing in the health and wellbeing of 10 more Levy people in this second cohort, the initiative fosters a more engaged, healthier, and potentially more productive workforce.

## A SUSTAINABLE PARTNERSHIP FOR A GREENER FUTURE

Our partnership with Earthshot Prize Winner and certified B-corp, Notpla, marks a significant step towards reducing plastic waste in the sports and entertainment industry. By implementing Notpla's innovative seaweed-based biodegradable packaging across Levy partner venues, **we're aiming to replace almost 75 million pieces of single-use plastic packaging over the next three years.**

As Earthshot Prize Founder and President, Prince William was keen to show his support for the groundbreaking partnership in-person, and met with Co-Founder of Notpla, Pierre Paslier, and Levy CEO, Jon Davies in March 2024 at the Kia Oval to see Notpla's fully scaled sustainability solution in action.

Notpla's packaging is a game-changer, offering a natural and compostable alternative to conventional plastics. Our partnership not only minimises waste but also contributes to a circular economy, showcasing how businesses can work together to create a more sustainable future.

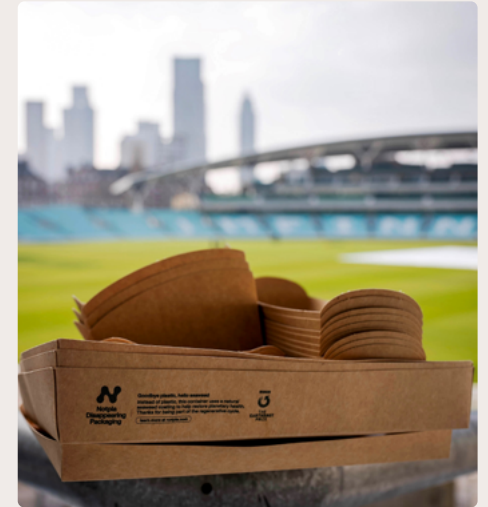
## LEVY IRELAND'S SOCIAL COMMITTEE CELEBRATES CONNECTION

Levy Ireland's Social Committee, working together with our You Matter Ambassadors, is dedicated to cultivating a vibrant and supportive workplace culture where wellbeing thrives. Through company-wide events like our annual Christmas and summer parties, we foster connections and camaraderie beyond the daily work routine.

Our monthly 'Levy Legend Awards' shine a spotlight on outstanding contributions, boosting team morale and motivation across all venues. We actively champion physical and mental wellness through initiatives like team hikes, the annual Staff Relay Series, and participation in National Workplace Wellbeing Day, encouraging daily movement with our "Mental Mile."

Recognising the importance of personal time, every team member enjoys an extra day off for their birthday. Furthermore, we provide access to yoga, Pilates, and boxing classes across our venues, promoting both physical and mental resilience. The Social Committee's efforts ensure our people feel valued, connected, and truly supported, making wellbeing a cornerstone of Levy Ireland.





# RESTAURANT ASSOCIATES GROUP

## RESTAURANT ASSOCIATES

We are committed to making a positive impact on clients, guests and employees, with a strong focus on well-being, inclusivity, diversity and doing the right thing for the planet.

Our dedication to Social Value goes beyond financial metrics and focuses on creating meaningful opportunities for individuals and communities. We partner with organisations that aim to find routes into employment for people who may otherwise struggle to find the perfect job.

### SUPPORTED INTERNSHIPS WITH WEST LEA

West Lea School caters for students with special educational needs and disabilities, equipping them with a suite of skills to help them flourish. They come in and do a 12-18-month supported internship, alongside a job coach and the aspiration is they then take on a permanent role through an apprenticeship route.

**Since the partnership began in 2022, we've worked together on 13 internships, resulting in 5 job placements, with 2 of those individuals joining our award-winning Rapport Guest Services team.**

***"Only 5.7% of adults with a learning disability are in any form of paid employment and Restaurant Associates are doing their part to help address this, not only because they recognise the benefit to their business, but also to the individuals and to wider society."***

**Jack Kelley**, Independence, Business & Partnerships Manager, West Lea School

### SPRINGBOARD PARTNERSHIP

We are equally proud of our partnership with Springboard. We work together to provide access to work for candidates who have potentially experienced a barrier to employment, either through education or an additional need, be that a disability or an additional learning need. Springboard provides the tools, support and guidance to help us to make simple adjustments in the workplace, enabling us to make our vacancies work for their candidates.

There are so many heartwarming stories that come through this partnership, and Springboard candidates are now working with some of our most high-profile banking clients.

### TOYIN'S STORY

Working predominantly in the kitchen, Toyin joined Restaurant Associates through Springboard 3 years ago and hasn't looked back. With a supportive team around her, including a dedicated mentor she is incredibly positive about her experience.

***"I love my job and have learned a lot from my colleagues. What I like most is the teamwork and helping customers with their food. My Sous Chef, helps me with my e-learning and any day-to-day struggles and during work my colleagues also help me. I have learned so much, especially around allergens, hygiene and making labels."***

**Oluwatoyin (Toyin's) Oni**, Commis Chef, Restaurant Associates

### MENTORING FOR SUCCESS

Casper, Sous Chef and mentor to Toyin, has found her progress both inspiring and valuable -not only to himself but also to the wider team.

***"Toyin has become a vital member of our team. I always try to make sure she works alongside patient team members who understand her capabilities. Before joining Restaurant Associates, I completed a degree specialising in working with people with disabilities, which helps me to tailor the support Toyin needs. Toyin and I work closely together, with a clear daily structure and prep lists to help her feel included and organised. One moment I felt especially proud was when she passed her Level 2 Food Hygiene."***

**Casper Horn**, Sous Chef, Restaurant Associates

**Over the past year, we received 28 applications, resulting in 12 candidates securing full-time employment.**

**Through the Springboard programme, 13 out of 18 candidates completed a 2-week placement at a Restaurant Associates site.**

### INVESTING IN COMMUNITY

At Restaurant Associates, creating strong partnerships with forward-thinking organisations is a priority, but just as important is our commitment to building meaningful connections within our local communities.



## CREATING OPPORTUNITIES FOR YOUNG PEOPLE

Unity Place and Milton Keynes College are united by a shared vision: empowering young people in the local area to thrive.

In early 2024, Unity Place proudly welcomed three aspiring culinary professionals. As part of a one-year apprenticeship programme, designed to blend hands-on experience with academic learning, the structure included 40 working hours each week: 32 hours spent gaining practical skills at Unity Place and 8 hours dedicated to their studies at Milton Keynes College.

By the start of 2025, all three apprentices successfully completed the programme and transitioned into full-time roles at Unity Place.

## WORK EXPERIENCE PLACEMENTS

In addition, we also collaborate with various organisations to offer work experience placements - support internships. These include:

- **DFN Project Search** – One internship provided through Rapport.
- **Towergate Project** – Work placements at our banking clients.
- **Westminster Capital City College** – Partnering since 2020, with 60 students gaining placement experience.
- **Cook for Good** – Training at their cooking school, where brigades consist of individuals from the local community seeking opportunities.
- **Our in-house Level 4 Collaborate Apprenticeship** – The first programme where front- and back-of-house teams train alongside each other.

These partnerships dovetail with our employee-driven Ability network to promote awareness and education for people with additional needs. Our goal is to build a workforce that reflects the rich diversity of customers and clients we serve. **To support this, we aim to retain 50 team members from our Social Value partners over the next three years.**





## LOOKING AHEAD

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It's great to see our Social Value impact is increasing year on year. However, numbers are only part of the picture. Through measuring the impact of the activity that is being undertaken, we are able to more easily identify what is working, what we need to change and where there may be other opportunities to do more.

It's wonderful to be able to shine a spotlight on the incredible work of our dedicated teams up and down the country. It's truly inspiring to see the many different ways our people are helping others, whether it's in the communities in which we work, or providing upskilling to fellow colleagues, fundraising, giving up their precious time for causes they are passionate about, or identifying and listing a new social enterprise that we want to support and bring to a wider market.

We don't see Social Value as an additional activity in Compass - it is embedded in our culture and day to day work. Our three promises – Our Social Promise, Our Climate Promise and Our Wellbeing Promise, provide a great framework to deliver change and positive impact, whether it's for individuals, in our day-to-day operations or among local communities.

Having CH&CO join our business has meant we have identified areas where we can learn from each other's progress. In the past year, it has been interesting to see how CH&CO has further developed its partnerships, which support people with barriers to employment into training and jobs in hospitality.

We are always learning through doing and we always want to do more. We never stand still and in the coming months, we will be launching new opportunities for upskilling. We are continuing to invest in our people programmes and our Social Partner Hub is supporting more and more long term unemployed and disabled people into job roles. We have launched our mentoring programme for VCSEs and will be holding another Pitch Social to identify new VCSEs to join our supply chain. We are also due to launch a new ambitious approach to animal welfare.

We can't do any of this on our own. Our clients and our suppliers are critical partners to support any acceleration in the Social Value impact we can deliver. We would like to thank them for their continued support.

### **Lucy Hunt**

Director of Corporate Affairs and Social Value,  
Compass Group UK & Ireland



### Our Memberships

To further demonstrate our commitment to delivering on our company promises, Compass UK & Ireland is an active member of task forces and professional bodies that are focused on corporate initiatives that bring about Social Value.



**INSTITUTE FOR  
SOCIAL VALUE**

