



Sophie Smith, Chief People Officer, Compass Group UK & Ireland

Sophie leads on Compass Group UK & Ireland's people agenda with a focus on delivering the company's 'Our Social Promise' – a commitment to support a million people with opportunities and change their lives through job creation, education, training, community and charitable engagement by 2030.

Sophie joined Compass 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 now lives 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!