

Our 2023

Gender and Ethnic Minority

Pay Gap Report

COMPASS GROUP UK
MARCH 2023



WELCOME

In the summer of 2022, we launched Our Social Promise - an aspiration to positively impact one million lives by 2030, from both within and outside the organisation through job creation, education, training, community and charitable engagement.

Underpinning our Social Promise is representation. We are addressing the barriers to progression – particularly in relation to gender, race, and those from less advantaged and under-represented backgrounds. Our target is to be representative of society* at all levels of the organisation, from a gender, ethnicity and socio-economic perspective by 2030.

We will report our progress annually to ensure complete transparency and enable us to understand what interventions and programmes make a difference and where we need to do better still. This report is the first time we have reported on our ethnicity pay gap.

We have a clear plan and Roadmap of how we will achieve greater equality and improve representation - providing our employees with skills and progression opportunities, offering the first rung on the ladder to many thousands of people, supporting the communities in which we work, helping the next generation and advocating fairer pay for all.

PROGRESS TO DATE

I am pleased to note in 2022, we have seen some positive progress.

Our median gender pay gap has reduced by a quarter from 16.6% to 12.6%, which is below the national average of 14.9%. In addition, our median bonus gap has dropped by three quarters from – 29.4% to 7.1%. It's the first year for two years we are reporting without furlough being included, so it's helpful having a clearer picture and this figure represents a new baseline for us to build on.

GENDER PAY GAP

When addressing our gender pay gap - we have two clear areas of focus;

- To continue increasing female representation in leadership, management and culinary roles - which will increase females in roles within our upper quartile pay range. It's great to see that the representation of our women in our senior levels has increased by 7% since 2019.
- Pay - Part-time frontline roles are typically lower paid than full-time roles. As 75% of our part-time workforce is made up of women increasing pay for the lowest paid roles remains a priority. That's why we have been working with our clients to pay the Real Living Wage (RLW). We became a Recognised Service Provider in October 2021 and have been paying our direct employees the RLW since then. We continue to advocate for RLW with our clients and are pleased that to date over 300 have moved across to RLW.

ETHNICITY PAY GAP

Our first ethnicity pay gap recording sees us starting with a median pay gap at -7.9%. This reflects that we have higher representation of ethnic minorities working in locations and roles which are higher paid. However, we recognise there is more work to do, as ethnic minorities are under-represented at our senior leadership and management levels.

ACTION WE HAVE TAKEN

In recognition of the work that needs to be done in relation to both gender and ethnicity pay, we have continued to invest in and support our people, develop our talent and enhance our training, mentoring and awareness initiatives, continued to develop our graduate scheme and are supporting progression through our industry leading Career Pathways. It was encouraging to see that our recent employee survey indicated that the vast majority of our colleagues believe that they have equal opportunity to develop their career with us. Our employee D&I networks have continued to grow and significantly contribute towards our work to create an inclusive culture, where everyone can be themselves at work.

Our current cohort of graduates is 73% female and 29% come from minority backgrounds, our apprentices are over 50% female including in culinary, which is historically under-represented and almost 20% come from a minority background.

We are building a strong pipeline and have laid solid foundations upon which we can put in place the building blocks for continued success. In doing so, we are on our journey to create more diversity and ensure equal opportunities for all.

I am very proud of this work and our people that come together to support each other and drive diversity and equality forward. We are moving in the right direction, but we all know there is much more we can and will do and this remains a priority for me and my executive team.

Robin Mills



**Managing Director
Compass Group UK & Ireland**

March 2023



Women in our senior levels increased by

7% since
2019

73%

of our graduates are female

600

apprentices in our business:

50%

of our apprentices are female

29%

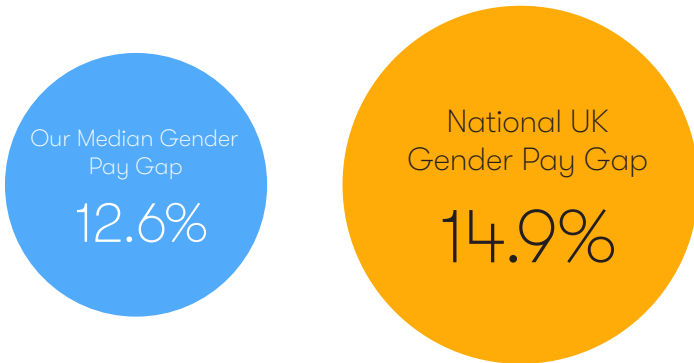
of our graduates are from ethnic minority backgrounds

20%

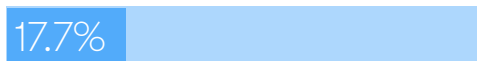
of our apprentices are from ethnic minority backgrounds

SECTION 1 OUR GENDER PAY GAP

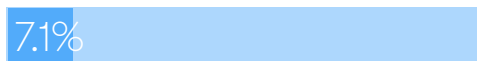
Figures below are consolidated across all Compass Group UK entities (circa 45,000 colleagues*) and include Compass Group PLC UK based employees.



Mean Gender Pay Gap



Median Bonus Gap



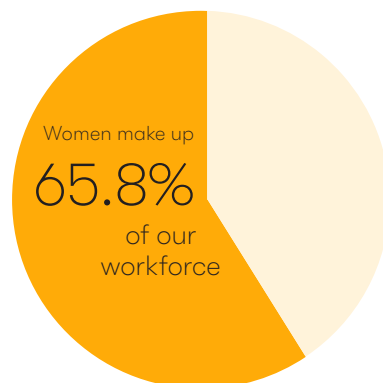
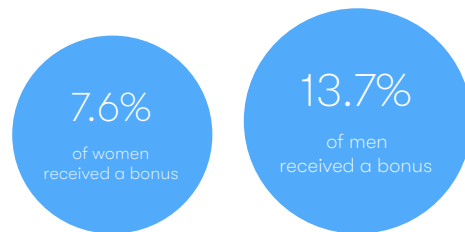
Mean Bonus Gap



Pay Distribution

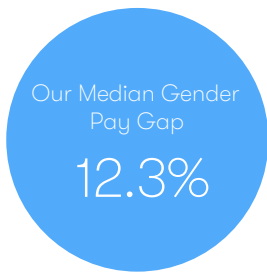
| | Women | Men |
|-----------------------|-------|-------|
| Upper Quartile | 48.5% | 51.5% |
| Upper Middle Quartile | 61.1% | 38.9% |
| Lower Middle Quartile | 68.5% | 31.5% |
| Lower Quartile | 85.5% | 14.5% |

| | Women | Men |
|----------------------|-------|-------|
| Part-Time colleagues | 76.2% | 23.8% |
| Full-Time colleagues | 50% | 50% |

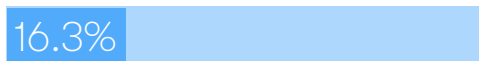


SECTION 2 DIVISIONAL REPORTING

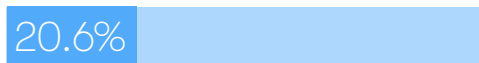
The below reflects the data for Compass Contract Services (UK) Ltd



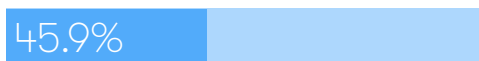
Mean Gender Pay Gap



Median Bonus Gap

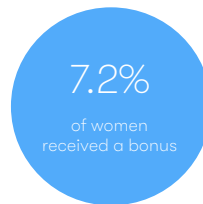


Mean Bonus Gap



| Pay Distribution | Women | Men |
|-----------------------|-------|-------|
| Upper Quartile | 50.4% | 49.6% |
| Upper Middle Quartile | 61.4% | 38.6% |
| Lower Middle Quartile | 68.5% | 31.5% |
| Lower Quartile | 85.7% | 14.3% |

| | Women | Men |
|----------------------|-------|-------|
| Part-Time colleagues | 76.2% | 23.8% |
| Full-Time colleagues | 49.9% | 50.1% |



SECTION 1 OUR ETHNIC MINORITY PAY GAP

Figures below are consolidated across all Compass Group UK entities (circa 32,000 colleagues*) and includes Compass Group PLC UK based employees. Our representation in Compass is 22.5% reflecting the UK average of 18.3% (which includes the category 'Other')*



Mean Ethnic Minority Pay Gap



Median Bonus Gap

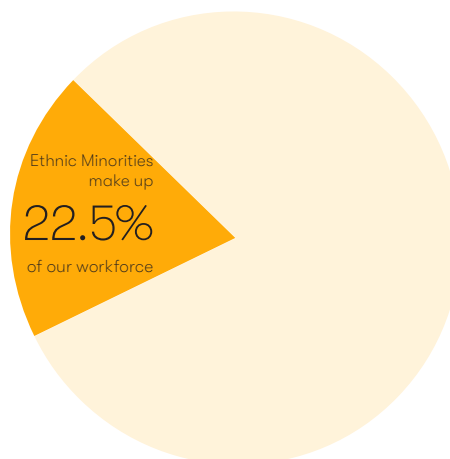


Mean Bonus Gap



| Pay Distribution | White/Eur | Ethnic Minority |
|-----------------------|-----------|-----------------|
| Upper Quartile | 75.4% | 24.5% |
| Upper Middle Quartile | 68.8% | 31.2% |
| Lower Middle Quartile | 77.9% | 22.1% |
| Lower Quartile | 85.9% | 14.1% |

| | White/Eur | Ethnic Minority |
|----------------------|-----------|-----------------|
| Part-Time colleagues | 78.3% | 21.7% |
| Full-Time colleagues | 75.7% | 24.3% |



SECTION 2 DIVISIONAL REPORTING

The below reflects the data for Compass Contract Services (UK) Ltd



Mean Ethnic Minority Pay Gap



Median Bonus Gap

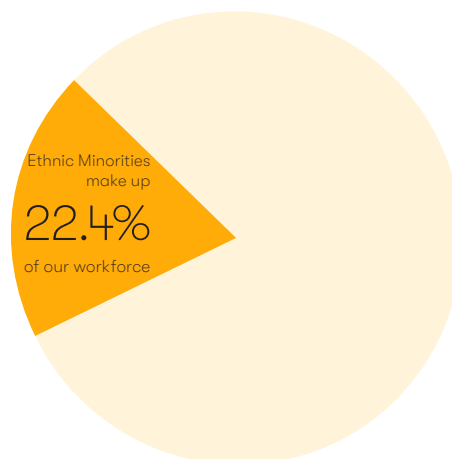


Mean Bonus Gap



| Pay Distribution | White/Eur | Ethnic Minority |
|-----------------------|-----------|-----------------|
| Upper Quartile | 73.6% | 26.3% |
| Upper Middle Quartile | 68.8% | 31.2% |
| Lower Middle Quartile | 77.5% | 22.5% |
| Lower Quartile | 83.3% | 16.7% |

| | White/Eur | Ethnic Minority |
|----------------------|-----------|-----------------|
| Part-Time colleagues | 78.5% | 21.5% |
| Full-Time colleagues | 75.8% | 24.2% |



ROLE MODELS AND MENTORING

“You can’t be what you can’t see”

We know that having role models is key to igniting aspirations and in turn representation. Similarly, having a mentor, increases networks and knowledge of the organisation which helps to open up opportunity. These messages have been consistent from women in the organisation and those from minority backgrounds and is well supported by research. That is why we are proud to be able to develop and showcase some of our female and ethnic minority colleagues across a range of programmes. This is important not only for those at the early stages of their career - our graduates and apprentices - but for everyone who wants to reach their potential.

WiHTL

As the market leader we recognise not only the role we have to play internally but also that leadership across the industry is needed to promote inclusivity. This is why we're proud to partner with WiHTL. Our Group CEO, Dominic Blakemore is a member of the advisory board of WiHTL and Rak Kalidas, Managing Director of Built by Levy; Amanda Scott, Talent and Learning Director; and Melanie Aston, Compass Group UK & Ireland's Diversity and Inclusion Manager sit on WiHTL's HR Committee and Race & Ethnicity HTL Committee. Together they are working to support companies across the industry to create diverse and inclusive environments for all and we are proud to take part in several of their programmes.

WiHTL Women to Watch 2022

Gemma Evans-Hurley, Culinary Lead Projects B&I, Levy and Chair of Women in Food

Gemma initially joined Compass over 12 years ago as a Sous Chef and within 18 months moved into a Head Chef position at 21 years old. She progressed to an Executive Chef position looking after a national client and now is the Culinary Lead Projects supporting two diverse sectors for Compass Group UK & I - Sports and Leisure, Business and Industry. Gemma has competed in three Culinary Olympics, winning two gold medals and being the only woman in the UK to do so.

In 2022 Gemma was named on The Women to Watch & Role Models for Inclusion in Hospitality, Travel & Leisure Index 2022. Created by WiHTL, the Women to Watch list is created to inspire the next generation of leaders. Now in its fourth year, the publication highlights the depth and breadth of female talent – demonstrating that inspiring individuals can be found in all parts of the sector, across all disciplines and functions.

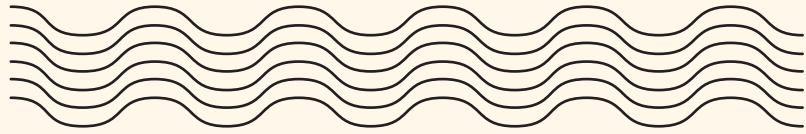


“I’m truly humbled to have been selected for the WiHTL and MBS Group Women to Watch 2022 index. Being able to be my authentic self, create behavioural changes for a business and my peers is just the start. I hope we continue to attract talent into our phenomenal industry via this recognition and inspire others at all levels!”

WIHTL Global Female Leader Programme

We are also fortunate to benefit from some fantastic development programmes run by WIHTL and in June we saw the Graduation of two of our colleagues from the Global Female Leader Programme.

The programme aims to identify the challenges faced by women who wish to progress to the highest levels of leadership and provides practical strategies and advice to overcome them. The importance of role models and hearing real-life experiences is at the core of the learning.



“It was such an honour to take part in the Global Female Leader Programme in 2022. After working in our Healthcare sector throughout Covid, it has left little time for self-reflection - to review successes and development areas, and this programme really provided that opportunity.

The programme was a great combination of sessions that forced me to look at my leadership style and how it had developed; roundtables with inspiring, passionate leaders; and practical activities that encouraged me to look at future development and opportunities.

For me, the most positive aspect of the programme was an external mentor and a fantastic group of professional peers to network with - because nobody should underestimate the benefits of supportive talking and idea sharing.”

**Lauren Fitzpatrick, Head of HR,
Central Functions, Compass Group UK & Ireland**



“I absolutely loved the course. It was informative and so great to meet lots of peers, but also hear from inspirational women about their own career paths.

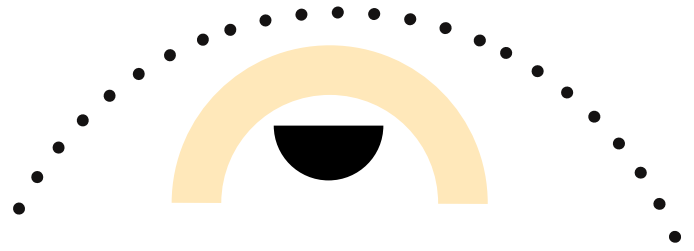
It was a really good discipline to have to make time for the course to fully engage with it. It provided practical tips, advice and guidance and makes you look at your own skills set and equips you with information on how you can develop further.

I was hugely grateful for the wonderful mentor I was given, who has provided me with fantastic support and advice over the past 12 months.”

**Lucy Hunt, Communications Director,
Compass Group UK & Ireland**

WiHTL Ethnic Minority Future Leaders Programme

The Ethnic Minority Future Leaders Programme, is aimed at identifying and investing in high potential ethnic minority employees and supporting their progression in senior roles. We were proud to have our colleagues Taks Ndewere and Balbinder Seni on the programme during 2022.



“My career really started when an opportunity was presented to me and I had a mentor who sponsored my early career and progression. Fast forward, my growth allowed me to position myself to successfully get employed by Compass - into a new industry and sector which catapulted my experience and knowledge to new heights. The programme was empowering, eye opening and offered guidance to using my full potential.”

Taks Ndewere, Group Diversity, Equity and Inclusion Project Lead



“It has been a great opportunity to engage in two-way conversations in a safe environment on a topic that is very difficult. I enjoyed the opportunity to connect with professionals from other businesses, to hear their experiences and, in some cases, the challenges they are facing. The mentoring and reverse mentoring sessions give a great chance to explore your thoughts and to be open to discussing your feelings and learnings.”

Balbinder Seni, Head of HR, Business and Industry

WiHTL Ethnic Senior Leaders - Get Board Ready

This programme is designed to support and prepare ethnic senior leaders for promotion to Executive Board level. It is aimed at ethnic leaders preparing to take on increasing levels of responsibility and greater challenges as they move into more senior leadership and management roles. Rak Kalidas, Managing Director of Built by Levy & Chair of the Within Network took part in the programme last year. The course included live online sessions, peer accountability groups and two-way mentoring.



“During the pandemic I was fortunate to pivot my role to head up the D&I strategy for Compass UK & I, during which I set up the first Ethnic Minority Network, Within, which I also Chair. Within is close to my heart, being an ethnic minority leader in the business with lived experiences, this network allowed me to bring together a diverse team to have a voice, share experiences and discuss initiatives to enact positive cultural change in the workplace. Overall, I found the programme to be an insightful, thought provoking and stimulating experience which has allowed me to broaden (and stretch) my thinking on my personal career roadmap.”

**Rak Kalidas, Managing Director of Built
by Levy & Chair of Within Network**



Reverse mentoring

We launched a 'Mentor Up' programme to help create a shared understanding of the barriers, challenges and opportunities for colleagues from ethnic minority groups. The lived experience and feedback from colleagues from a minority background via our Within Employee Network initiated this programme and they were closely involved in the design and implementation. The programme partners senior leaders (mentees) with individuals from ethnic minority groups (mentors). Participants share their experiences, perspectives and knowledge to broaden and deepen their awareness of themselves and others.

This helps to inform education and actions to support the further enhancement of diversity and inclusion in Compass, to create an environment where everyone can thrive. The programme provides a safe space for open conversations between participants focused on mutual learning, respect and creating a way forward together. The first group of participants who trialled this initiative included 13 people and the feedback was really positive, we now have another nine people taking part.

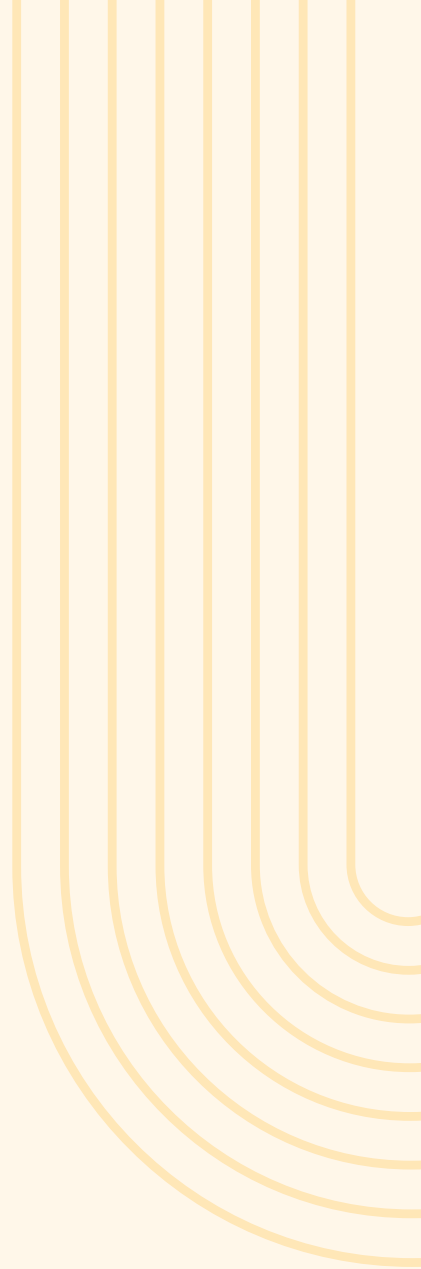
"I found the programme very useful and loved engaging with my mentee. We discussed our current roles and career pathways, and I was able to talk openly about the future. It was helpful for us both to get a different perspective and great to be part of something that will shape the future of the business."

Mentor – Sawmia Iqbal, Location Accountant, Sports

"My mentor and I have been able to build a relationship based on trust and have had many in depth conversations in a safe space. This has given me a deeper understanding of the challenges faced by ethnic minority colleagues and an insight into the steps we must take to continue our momentum in building an organisation that provides an environment where everyone can thrive."

Mentee – Ronnie Kelman, Managing Director, ESS Energy, Government & Infrastructure

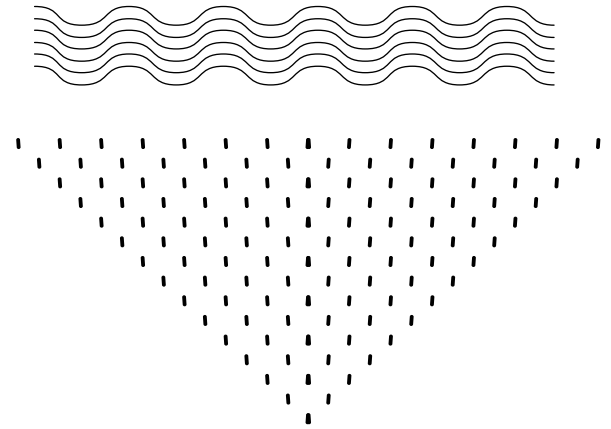




30% Club

This initiative aims to achieve at least 30% representation of women on all boards and C-suites globally. We joined forces in 2021 and are now active contributors on their mentoring programme. This is a global and cross industry programme, in which participants help each other to grow and build on their career for the future, while sharing ideas and experiences.

In 2021 we successfully had 14 Compass Group women and men participating and supporting in the scheme, as both mentors and mentees. The most recent cohort started in November 2022.



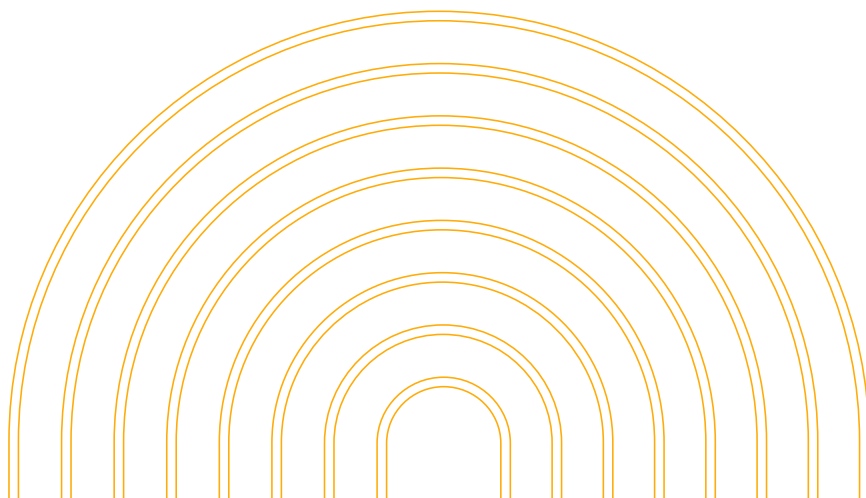
“I am finding the value in networking with colleagues at a similar place in their career to myself and gaining experience and encouragement from a new mentor. I am hoping to improve my confidence to navigate networking opportunities and receive constructive feedback on self-improvement in my professional career.”

Lauren Davidge-Stringer, Head of Marketing, Healthcare



“I’m enjoying expanding my network both within and outside of Compass and to leverage others’ perspectives to develop in areas I find challenging. I’m also very proud being part of a programme focused on developing women and to contribute to the continuation of more equality within Compass.”

Mikaela Hedin - Associate Director Corporate Strategy (Group)



OUR COLLEAGUE NETWORKS

Employee Networks are critical in elevating the voices of our colleagues, understanding lived experiences and creating a sense of belonging. Involving Networks in designing solutions to diversity and inclusion challenges results in more effective outcomes in both representation and inclusion. Employee Networks support the education of others and play a key role in celebrating the rich diversity of our employee base.

Our recent employee survey saw an increase in diversity related themes which tells us that our colleagues feel engaged and a sense of belonging which supports retention and attraction of staff. We have several networks operating across our business, run by colleagues and for colleagues that each support our diversity and inclusion agenda. They create their own framework and objectives to operate by. They include Women in Food, Pride in Food, Within and the newly launched Ability.



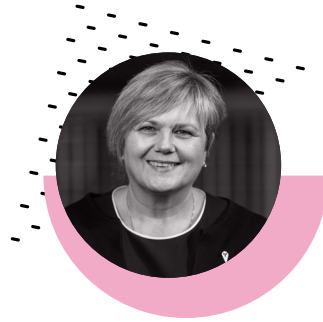
Women in Food

Initially launched in 2017, the group started with the aim of supporting female chefs. Over the past year this remit has expanded beyond its initial culinary focus to represent all our female talent. Now, with over 200 members we have representation that includes all genders, from frontline to senior leadership positions.

The objectives of the group are to:

- Attract Diversity
- Support development at all levels
- Create a safe and supportive environment where everyone can thrive

Over the past year, we have been proud to continue driving this agenda. Some of the successes of the group include welcoming a new Lead Sponsor: Noelle Jones, Managing Director, Chartwells Independents; holding International Women's Day events and having a female led Chef brigade to cater at some of the Women's Euros match events.



"I have been with Compass Group UK & Ireland for almost 12 years, starting as Business Director within ESS Government Services. I started my current role in 2020 for Chartwells Independent supporting clients within the private education sector and leading a team to provide innovation and great quality food and services. As Lead Sponsor for the network I see it as my job to make sure the Women in Food network has the focus and the attention that it quite rightly deserves. I want people to join and support, so we can help our female talent thrive and develop more.

To me it's about making sure we celebrate successes and bring the achievements of women in the business to the forefront. We also need to create a credible succession plan, to make sure that women within our communities are given opportunities to develop, in whichever direction they want their careers to take.

I am genuinely passionate about helping others in their career and I have seen how our network can make a difference. It's my responsibility to make sure people have the exposure to the industry they need, so they can pursue careers with nothing stopping their progress. It's also important that people know they have someone who can support and mentor them, passing on important advice and knowledge at key points along the career ladder."

**Lead Sponsor, Noelle Jones,
Managing Director, Chartwells Independents**



EMBRACING INCLUSION

Within

The Within Network launched in 2021, with an ambition to promote cultural diversity in a work environment and inspire others to do the same. The Within Network aims to share common D&I practises, to generate new ideas and initiatives and to make inclusion a reality. The group is made up of ambassadors from around the business, with representation of many cultures.



Russell joined Compass in 1999 in Euresst, with his first role being the mobilisation and management of a state-of-the-art greenfield site for a tech client. He has since worked his way through various roles within the business and across various sectors.

Russell joined Compass' Healthcare team as Business Director for White Oaks, focussing on care homes and residential living and developed our Medirest Signature brand, for private healthcare in 2014, before being promoted to Managing Director of Hospitals and Senior Living in October 2019. He is now the MD for Compass' overall healthcare division.

“My goal as the Lead Sponsor for the Within Network is to understand the challenges faced by some, in terms of reaching their full career potential. It’s an absolute privilege leading the Within network, helping everyone in our business thrive and raise awareness and appreciation of the different cultures. We also celebrate different cultures and events throughout the year, we often have special menus in place to mark cultural or religious occasions, host webinars and share information and resources.”

**Lead Sponsor, Russell Blake,
Managing Director - Healthcare**

RAISING AWARENESS & CELEBRATING EVENTS

Educating and engaging our colleagues on diversity and inclusion is a key pillar of our strategy and helps to ensure we create an environment where everyone can be themselves at work. As well as our online training modules – a requirement for all colleagues – celebrating different cultural and social events is a core part of engaging colleagues in a positive way.

International Women’s Day 2022

Our teams got involved with International Women’s Day on Tuesday 8th March, which celebrates the achievements of women and reinforces the fact that everyone has a role to play to #BreakTheBias (the theme for 2022).

We saw lots of activity across our entire business, with just some of the highlights including colleagues “striking the pose”, sharing their “pledges” and creating a podcast. Our Compass Cymru division marked International Women’s Day with a breakfast event at Principality Stadium, hosted in partnership with the WRU. Compass Ireland hosted an event in Dublin and Compass Scotland celebrated its female talent as part of Scottish Apprenticeship Week.

In London, our Women in Food Network hosted a celebratory event at the Imperial War Museum for over 200 people including clients, suppliers, industry leaders and colleagues from our frontline to our Executive Team– with the aim of showcasing initiatives to support female talent.

The event featured a chat with British former Olympic boxer, Nicola Adams OBE, discussing how she overcame adversity in her own life to pursue her ambitions. This was alongside several panel discussions with the likes of Allegra McEvedy MBE, Chef, WiF Board member, LEON co-founder and Patron of the Fairtrade Foundation and Rosie Ginday MBE, CEO and Founder of Miss Macaroon.

The event was supported by female chefs from across Compass, who served food that was predominantly plant forward in line with Compass’ Net Zero commitments. Along with a female supplier showcase including local wine makers.





“International Women’s Day is a great day to celebrate our brilliant female role models – from frontline to leadership. Our work to encourage diversity takes place all year round and that’s why this event was a way for us to bring some of it together, meet and celebrate our achievements – but also share insights and experiences.”

Amanda Scott, Director of Talent, Learning & D&I, Compass Group UK & Ireland



2022 UEFA European Women's Football Championship

Our sports and entertainment sector, Levy UK + Ireland, brought a female-led team together at two of the 2022 UEFA European Women's Football Championship venues to cater at Brentford Community Stadium and Sheffield United's Bramall Lane. At these events they provided world-class catering and hospitality to eight matches at the tournament.

Both sites catered for four games, including the England v Sweden semi-final (Bramall Lane). Across the eight matches the Levy UK+I team was made up of almost 800 women and were joined by colleagues from Compass Healthcare and Chartwells, to support. These teams included chefs, nutritionists, operations, front of house and Compass and Chartwells chef partner, Allegra McEvedy MBE, was also cooking with our teams at several matches at both stadiums.



“Cooking at the Euros was incredible... even more so when the Lionesses brought it home! There's a simple parallel between Women in Food and our great team on the pitch: both taking on traditionally male environments and making their mark.

I've always been an avid footie fan so being asked to be a part of the WiF brigade at the Euros was literally like all my Christmas's coming at once. I'll treasure this forever.”

Allegra McEvedy MBE



Black Future Month

During Black History Month (October 2022), our teams re-imagined the initiative to focus on 'Black Future Month'. Led by our network, Within, the focus was to take what we have experienced and learnt over the generations and change the narrative through meaningful tangible actions, towards a more inclusive and diverse society.

A project group was created made up of likeminded individuals around the business, that all worked together on specific topics throughout the month, related to black history and culture.

The themes were:

- Black Women in Leadership
- Recognising Mental Health in Black Communities
- UK Black Pride
- Diversity in recruitment and progression

To kick the month off we held a launch event at our Chertsey Head Office on Monday 3rd October. It was a true celebration of the learnings from our past and the work of activists that have helped create a platform for the future. There was great engagement from our colleagues who attended and a spotlight shone on our talent.

We also held a series of internal InclusiviTEA events, that were held throughout the month. These were well attended and instrumental in raising awareness, educating and driving the conversation.

A Board engagement discussion led by Arlene Isaacs-Lowe (Non-Exec Director, Compass Group PLC), was also held with members of the Within network.



“It was great to be able to take the lead on organising our Black Future Month Inclusivi-TEA for the whole of Compass Group UK&I and to have the opportunity to get involved!

These sessions were put together to give our teams the opportunity to discuss and address some difficult topics, which sought to open up everyone's minds to new ideas, as well as support everyone with their personal learning journeys.”

Emily Abbam, D&I Business Partner, Rapport

Race Equality Week

February 2022 welcomed Race Equality Week, with teams across Compass coming together to celebrate with various activity taking place. From people sharing stories and experiences on our internal platform about what Race Equality means to them, sharing the theme Action Not Just Words and an insightful live Podcast about 'Why voices matter-inclusive leadership' with some of the participants from Compass's Reverse Mentoring Programme.



“Events like Race Equality Week are so important, fundamentally to raise awareness and untie colleagues and teams to have the opportunity to have the safe place, to have discussions on race equality and the barriers still faced within the workplace. We all have a part to play and by continuous communication with others, actively building self-awareness, around our own actions is a positive step forward in making a difference. The key is to ensure it's not a once-a-week action and with the work done by the Within network, I'm proud that at Compass we continue these conversation all year round with other initiatives that continue the conversation.”

**Melanie Aston, Diversity and Inclusion
Manager, Compass Group UK & Ireland**

DEVELOPING OUR TALENT

Mission to a Million continues to build the focus we have on developing our people to ensure they reach their potential. We have a continued emphasis on making sure that representation is a factor in all development and the programmes we offer.

Forward with Marcus Wareing

As a food business we are investing in our future culinary leaders. Female representation in the chef community nationally continues to be less than 20% and even lower at senior levels. We are pleased that our community is almost double that number (36%) and we aim to improve representation at senior culinary levels too through targeted development.

In the Summer of 2021, we announced the 'Forward with Marcus Wareing programme' a culinary leadership programme, which runs alongside a Level 4 Senior Culinary Chef or Level 5 Operations Departmental Manager apprenticeship standard - delivered in partnership with national hospitality training provider, HIT Training. The best-in-class apprenticeship equips chefs with exceptional culinary skills and is brought to life through extracurricular enrichment activities, delivering practical experiences to the group.

The evolution and progression of the programme means the first cohort of graduates will go on to mentor the second cohort, who have recently embarked on the programme.



“I am excited to be part of such a sought-after programme and am looking forward to working with some of the top chefs in our business. I always strive to expand my knowledge of food and to constantly improve as both a chef and mentor, so this is a perfect opportunity for me.”

Fern Mansfield, Head Chef for a Levy UK+1 site and a cohort two candidate

APPRENTICESHIPS

Our apprenticeship programmes offer a structured, visible roadmap to enable individuals to progress, while allowing us to develop and retain great people. We have introduced around 60 different apprenticeships that cover everything from Culinary, Facilities, Business Management, Events, HR, Finance, IT/Digital, Sales and Procurement. Our apprenticeships have been developed to take candidates from level 2 up to level 6 and 7, degree equivalent.

We currently have over 600 apprentices in our business, over 50% are female, with almost 20% coming from ethnic minority backgrounds. In the past year we have also launched our distinct programme in Ireland and Northern Ireland.

Multicultural Apprenticeship Alliance

To support our ambition of creating and attracting greater diversity and opportunities for different cultures across our business, we work closely with the Multicultural Apprenticeship Alliance. At their 2022 awards we were very proud to have Dylan Patel, named as Apprentice of the Year winner and Bally Purewal was Highly Commended within the Retail, Hospitality & Tourism category. Dylan is currently in the role of Chef De Partie, for Restaurant Associates, based at Compass' head office in Chertsey, whilst working towards a Level 3 qualification with Westminster Kingsway College.





Bally Purewal is working towards a Level 7 Senior Leadership Apprenticeship, in partnership with Aston University. He took on this course having been with Compass for 24 years, to further develop his skills.

“I want to develop my skills, knowledge and behaviours to be able to obtain a senior leadership role and this apprenticeship is supporting my development in the right direction. One of the things I love most about the course, is the empowerment to have conversations through the networking opportunities, to express myself and draw on other people’s experiences.”

Bally Purewal, Operations Director, 14Forty

Graduates

We have several Graduate schemes, which aim to develop our next generation of leaders covering core disciplines of Operations, Procurement and Nutrition. They provide structured development and real job experience across our sectors. We currently have 39 graduates on these programmes, 73% of whom are women and 29% are from an ethnic minority background.



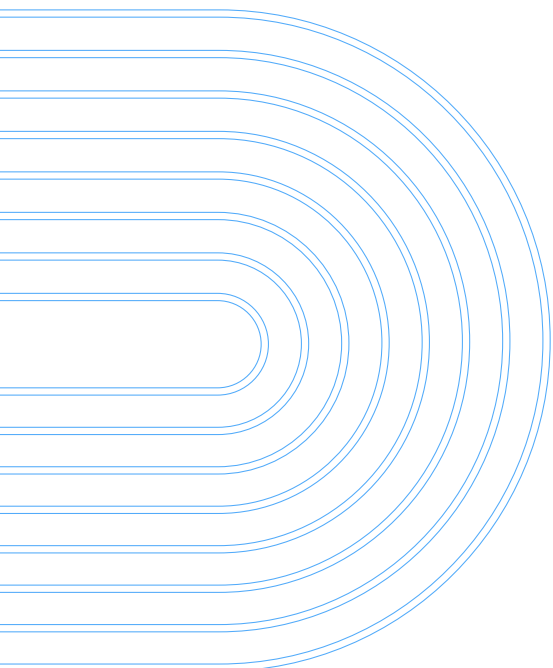
“Being on the Compass graduate scheme was a great developmental journey for myself and opened my eyes up to many great opportunities I doubt I would have received at another company so early on in my career. The exposure given to graduates was amazing and really allowed us to carefully think about the best career direction for us through extensive training sessions, six monthly rotational job roles and many networking opportunities with colleagues at all levels. It was a challenging, dynamic, enjoyable and rewarding journey all at once with the best outcome of landing a role I truly enjoy!”

Ayomide Ajayi, D&I Lead, Levy UK&I



“I was so humbled and proud to be named the winner of this award. Taking on an apprenticeship has allowed me to follow my passion, balancing learning with practical work whilst getting paid. I love being part of the team here and learning from others around me. There is always something new to uncover and that’s what I enjoy most about being a chef and I hope to build my knowledge further, as I continue this exciting journey.”

Dylan Patel, Chef De Partie, Restaurant Associates



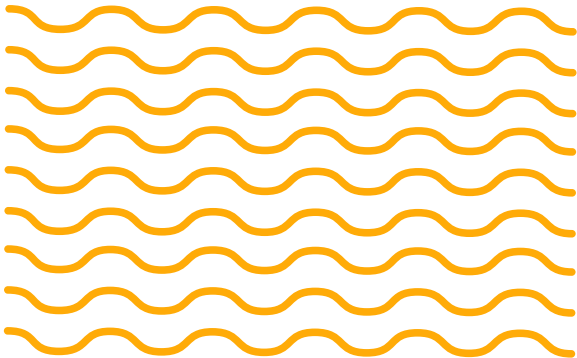


LOOKING TO THE FUTURE

This report outlines the breadth and depth of our work in closing our existing pay gaps, creating opportunities and providing an environment where we value the voices of our people.

Changing lives for the better is still an ongoing and key part of our strategy. We know our industry is an exciting place to be. We know that we can provide unique career progression, training and experiences and I would personally encourage anyone to look at the various roles and options we can provide.

Looking to the year ahead I am excited about delivering our Social Promise and making a positive difference to many lives.



**Laraine Kemp, acting Chief People Officer,
Compass Group UK & Ireland**



