



# Together, creating a better world

Sustainability report 2023

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Compass Group Belgium is part of the international Compass Group, the largest player worldwide in the field of foodservice and catering. A conglomerate active in 45 countries, employing 550,000 staff, and catering at an impressive 55,000 locations globally.

The headquarters in Belgium is situated in Diegem, though its 1,732 employees assist clients throughout the country. Each year, they prepare over 6 million meals in Belgium for diverse sectors: through Eurest for businesses and the industrial sector, Scolarest for the education sector, and Medirest for the healthcare sector. Moreover, Compass Group Belgium has its own event catering segment featuring 5 top caterers, including Amalthea, Fruy Catering, Gourmet Invent, J&M Catering, and Silverspoon. At the end of March 2024, Compass Group Belgium also opened its first restaurant, Taste Silt, in the SILT hotel and casino in Middelkerke.

## Key figures in 2023

- 51.85% of our staff are **women**.  
48.15% are men.
- Compass Group Belgium has **2 women** in the Leadership Team and **4 women** in the Management Team.
- In 2023, Compass Group Belgium was recognized as a **Top Employer** for the **6th consecutive** year.
- In 2023, Compass Group Belgium saved **76,432 kg of food waste**.
- 95%** of our eggs come from **free-range hens**.
- In 2023, we saved **7,500 meals** through redistribution platforms such as **Too Good To Go**.



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## Our food should not only promote our health but also focus on the future of our planet



Compass Group strives to provide the most sustainable catering services focused on social responsibility and environmental awareness.

In doing so, we aim for a balanced, sustainable diet that not only promotes our health but also focuses on the future of our planet. That's what our Planet Promise stands for. We contribute to the general goal of being climate neutral by 2050. Our commitment to the well-being of people and the planet is deeply rooted in our corporate culture.

We face numerous challenges with regard to sustainability. We can apply our expertise and passion to find effective solutions to key issues in

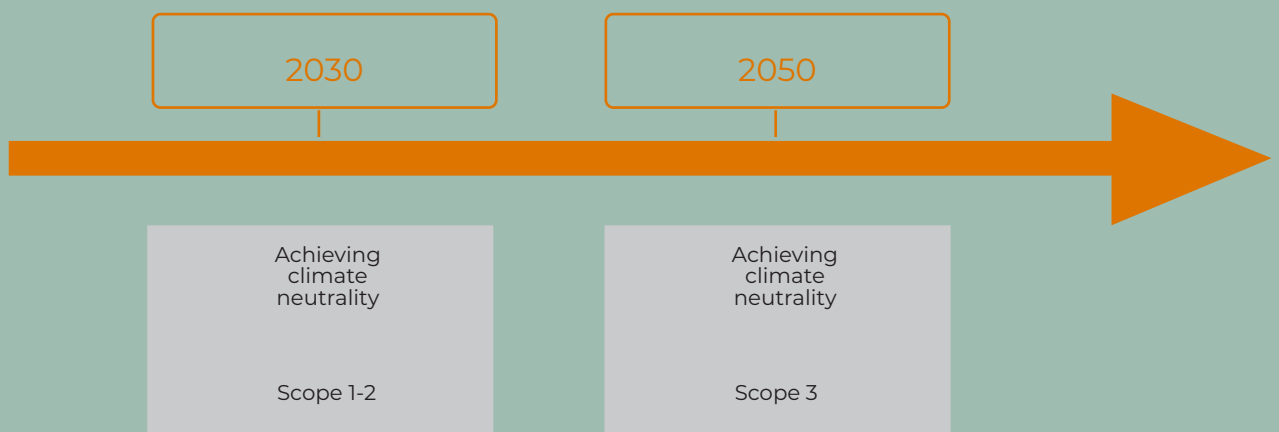
 Our goal:  
To provide a balanced, sustainable catering service.

food service. This includes redefining our menus and supporting our chefs in the fight against food loss.

We source food responsibly from suppliers who, like us, are also committed to sustainability. We raise awareness among our consumers so they can make healthy, plant-based choices and we engage in socially responsible partnerships. Together with our partners, customers, suppliers and consumers, we are building a more sustainable food system for everyone.

In this report, we outline our approach, our recent progress and the next steps we will take towards a sustainable future.

**Wendy De Munter**  
Food & Sustainability Manager Belgium





## Our strategy: To focus on CO<sub>2</sub>, animal welfare, food waste, plant-based meals and green transport

Our sustainability strategy is consistent with the United Nations Sustainable Development Goals (SDGs) to create a more sustainable world by 2030. Of the 17 general goals, there are nine on which we can have an impact as a caterer. These include CO<sub>2</sub>, animal welfare, food waste, more plant-based meals and greener transport.

This strategy will continue to define our actions to work towards the overall goal of being climate neutral by 2050.

### Compass Group Belgium focuses on the following 9 Sustainable Development Goals (SDGs):



We address food insecurity within our local communities by donating surplus food to people in need. This is done through partnerships with local charities and organizations.



We collaborate with our customers to assist consumers in making informed and healthier meal choices by incorporating more nutritious ingredients into the menus.



We encourage women to work at Compass Group Belgium. We invest in our female colleagues through development and training programmes. Lastly, we actively seek suppliers with female representation on their boards.



Our people are crucial to the success of our business. They are our greatest asset. We collaborate with local communities worldwide to ensure fair and safe working conditions and provide promising career opportunities.



We are committed to halving our food waste by 2030. We focus on prevention, recycling, and reuse. We utilise educational materials, various toolkits, and environmental management systems to reduce waste.



With our global commitment to Net Zero emissions by 2050, we aim for ambitious climate-related goals. Additionally, we aim to be carbon neutral in our own operations (Scope 1 & 2) by 2030, validated by the SBTi.



We pledge to reduce packaging while considering food safety and freshness. We collaborate with our suppliers to explore sustainable alternatives to single-use plastic and fossil fuel-based plastics.



We contribute to a deforestation-free and land conversion-free chain. We are increasing the use of sustainable sourcing and taking action on additional high-risk raw materials. These actions are continuously evaluated.



To address some of the greatest global challenges, as a responsible business, we value collaboration with our customers, suppliers, NGOs, and other stakeholders to reduce our ecological footprint.



# Our sustainability roadmap







## Planet people

People are the backbone of our business. Without them, we wouldn't be able to function.

In our catering segments, we serve everyone: rich and poor, young and old, healthy individuals and those in need of care and support.

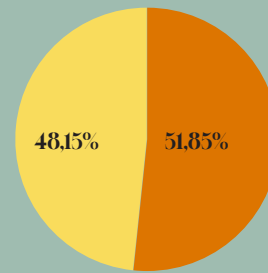
We promote diversity and social inclusion, not only in our hiring practices but also in our daily work. We inform people about what our company does and how they, as individuals, can support us in making the world a better place.

Many of our colleagues are very active in supporting charities or volunteering in their communities. In various ways, they make a difference every day!

### Supporting communities

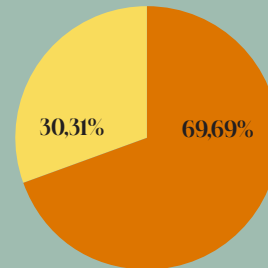
We not only create jobs but also invest in local sourcing and social enterprises, working with their customers, suppliers, and other stakeholders.

We aim for quality food so that it doesn't go to waste and we can help people in food poverty by donating good food to local food banks and organisations such as the Belgian Red Cross.



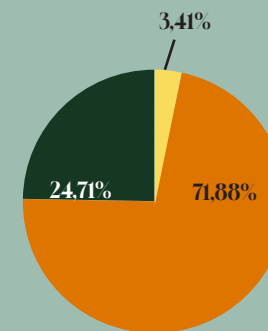
### 1,732 staff members

- 898 women (51,85%)
- 834 men (48,15%)



### Full time/Part time

- Part time 525 (30,31%)
- Full time 1.208 (69,69%)



### Age group

- up to 24 years: 59 (3,41%)
- 25 to 54 years: 1,245 (71,88%)
- 55 years and older: 428 (24,71%)

### Health and well-being

To create healthy menus, our team of dietitians takes into account scientifically based criteria, including World Health Organisation (WHO) guidelines. As a result, we have ensured our food supports personal health for many years.

We also take initiatives to make healthy meal choices easy for consumers.

### Fair trade

Every year, we include more and more fair trade products in our range. This gives small producers in the South the chance of a better life. Fair trade not only offers producers a fair price for their product, but also ensures good trade terms, respect for workers' rights, and better market access, among other things.

## Diversity

With more than 550,000 employees worldwide and more than 1,700 in Belgium, our strength comes from an inclusive and welcoming environment in which we recognise that the experiences and perspectives that make us unique come together in our shared vision and values.

It is no coincidence that our guiding principles are founded on developing our people and valuing diversity. We are convinced that the more our people reflect the diversity of our customers and consumers, the better we are able to meet everyone's needs. We offer a wide range of learning opportunities at all levels; those who excel can achieve their career goals so we can continue to live up to our high standards.

We base our relationship with employees on respect for the dignity of the individual and strive to create a positive, open working environment

### For more inclusivity in the workplace

In 2022, we were certified by the Brussels government as a Diverse and Inclusive Organisation. This means that together with Actiris, the regional employment office in the Brussels Capital Region,

wherever we operate. This approach leads to greater organisational efficiency and highly committed teams.

We want all our relationships to be based on honesty, respect and fairness and we strive for open dialogue and transparency. We do not tolerate discrimination or harassment and this is an integral part of our Global Code of Conduct, which is everyone's responsibility without exception or compromise.

 **Compass Group Belgium** places great importance on diversity. For example, our Leadership Team includes 2 women.

we drew up an action plan in which we defined several actions. The actions are listed below by theme. The plan is closely monitored by a working group.



### Women and over-50s

We collaborate with Nestor. Nestor is the very first temporary employment agency in Belgium for people aged 50 and over and retirees. Its mission is to create a springboard for this target group so they can continue to work in the modern labour market.

Additional training modules were included in our annual training plan to familiarise both management and operational staff with various aspects of diversity.

Women make up 58% of our workforce. We want to implement a package of measures to focus more on integrating women into management positions.

A large proportion of the workforce consists of people with low education and qualifications. We always aim to provide additional opportunities for internal development, and we are focusing more on internal development with a revamped internal training plan that is aligned to our workforce and operations even more effectively.



## Our action plan for greater inclusion

### Selection and recruitment

- **Action 1:** Expand recruitment channels.
- **Action 2:** In job vacancies, state that the Compass Group has an active diversity policy
- **Action 3:** Ask whether the candidate requires certain adjustments during the interview.
- **Action 4:** Prepare a job description of the position in terms of physical capabilities
- **Action 5:** Analyse the recruitment and selection process in relation to equal opportunities.
- **Action 6:** Train recruiters in anti-discrimination legislation and unbiased recruitment.

### Staff management

- **Action 1:** Promote career opportunities for target groups in positions of responsibility and leadership roles.
- **Action 2:** Implement a development tool to ensure equal opportunities in internal mobility.
- **Action 3:** Train managers in dealing with diversity in their teams.
- **Action 4:** Participate in DUODay.
- **Action 5:** Provide training, where necessary, in how to support an employee with a disability.

### Internal communication

- **Action 1:** Communicate about diversity within Compass Group, the results of action to promote diversity, create a diversity group and develop a diversity plan.
- **Action 2:** Make communication accessible and understandable for all staff members.
- **Action 3:** Create a space for gathering information and ideas on diversity.
- **Action 4:** Conduct a campaign to raise awareness about different aspects of diversity and anti-discrimination.
- **Action 5:** Create a diversity charter
- **Action 6:** Train confidential counsellors in the specific aspects of anti-discrimination and diversity management.

### External positioning

- **Action 1:** Communicate the diversity charter to customers.
- **Action 2:** Communicate our position on diversity externally.

## Cooperation with local communities and organisations

We already engage in structural and long-term cooperation with the following organisations:

- **Atelier Groot Eiland:** a recognised training institute offering assistance in finding suitable internships and employment measures.
- **Bright Future:** a mentoring programme to help students in the transition from studying to the corporate world.
- **Emino:** supports people in overcoming barriers in their careers or their search for work on the Flemish and Brussels labour market.
- **JES:** a youth organisation active in Brussels, Antwerp and Ghent.
- **Styrka:** provides tailored education and care for children and young people with mild to severe intellectual disabilities and any additional behavioural and emotional disorders and with an autism spectrum disorder.
- **Poverello:** is committed to helping people living in poverty. We worked with them on an event with 450 guests for which Compass Group Belgium provided the catering.
- **Be.Face:** a business network that pools resources to put Corporate Social Responsibility (CSR) into practice. Its main mission is to bring companies and their social environment closer together and promote equal opportunities, a social mix

and the integration of disadvantaged groups within companies. Be.Face is growing thanks to the contributions of its member companies, the voluntary work of its member employees and its collaboration with various social actors. As an active member of Be.Face, we sponsor many young adults from disadvantaged backgrounds and/or political refugees every year. In practice, this means that we provide them with individual guidance by offering support in administrative matters or in actively looking for work.

- **Manus:** a reintegration company, aiming to reintegrate individuals into society. While the primary focus is on jobs in landscaping, cleaning, and renovation tasks/handyman work, at Compass Group Belgium, they are also deployed in the kitchen.



## SpeakUp

Multiple channels exist for employees and third parties to report potential violations. We want to maintain a culture of engagement in which everyone feels confident enough to voice their concerns. We promote our whistleblower helpline and the 'SpeakUp' programme to provide the support to ensure this continues.

'SpeakUp' allows Compass Group employees to raise concerns in complete confidence about any action or behaviour they consider inappropriate, unsafe, unethical or even illegal. This often involves issues they cannot discuss with their direct manager or via the usual procedures. Employees can do so using a confidential telephone helpline and website, operated by an independent specialist provider, available 7 days a week, 24 hours a day.

Our reputation is based on the standards we set for the quality of the services we provide, our operational controls and practices, and our ethics and integrity. If these standards are undermined, we undermine our reputation and jeopardise the safety and future success of our business. We cannot allow that. We all share the responsibility to conduct our business in a professional, safe, ethical and legal manner.



Our relationship with our employees is built on honesty, respect, and fairness, aiming for an open dialogue and transparency.



## Internships

Young people without any qualifications struggle in the labour market. Every year, we organise training courses and internships for them. To this end, we work closely with various bodies responsible for vocational training such as VDAB, Actiris, Le Forem and other organisations specialised in socio-professional integration. We have established contacts at lots of schools for organising internships, participating in job days and fairs at schools and

in graduation juries at schools. Former students contacted their educational institutions to set up a collaboration. We work with Actiris for the initial internships. Internships related to sandwich courses take place at large companies.

Besides integration/reintegration courses, we organise kitchen-based traineeships for schools and training centres to familiarise their students

with the practical side. Not just at schools offering specific cookery or hotel training, or care & logistics, but also institutions that want to offer opportunities to people with disabilities.

We regularly support young people following the ABO track, vocational education for special secondary school students, which alternates school-based education with work experience in a company. We also offer internships as part of an IBO, an individual vocational training programme.

Every year, we offer several dozen internships to dietitians from AP University of Applied Sciences and Arts Antwerp and Erasmus Brussels University of Applied Sciences and Arts.

Together with Public Welfare Centres (OCMW), we also develop support and employment plans for people with Article 60 status. For example, we provide supervision of people performing community service and the reintegration of ex-prisoners, always in consultation with the OCMW.

Internships aimed at reintegration are organised every year for a number of young people. Together with organisations such as Bruxelles Formation or Mire, we organise training courses and provide

internships to integrate young people without specific vocational qualifications into the workplace.

Employing people with disabilities is not always straightforward. In one operation we integrated an employee with a hearing impairment into the team. We also have employees with physical disabilities in other operations who are perfectly capable of working in the kitchen or serving food.

Besides this kind of work, we support social cohesion projects. For administrative support, such as large-scale communication by letter to our 2,000 employees, we work with Mivavil, a sheltered workshop in Vilvoorde.

## Teamtalk

Our annual action plan is drawn up and approved by the prevention committee. The latter consists of several employee representatives.

At least once a month, communication must take place in each location. Safety on the workplace is always the first agenda item. Moreover, the team talk addresses topics that are centrally determined through the action plan and specific topics for each location can be discussed as well.



We regularly visit the kitchens at our sites.

During these safety walks, we discuss all aspects of health and safety.







## Planet safety

We have safety instructions, LMRA quick guides, training courses, checklists and procedures on every safety and health topic.

Ongoing communication and training on HSE awareness is important, as is our safety walks. During the safety walks, management visits the sites and raises safety and health aspects for discussion.

### Risk prevention

Health and safety are paramount in everything we do. Working with an effective safety culture is important for our customers and crucial for protecting the well-being of our colleagues and consumers.

What does that mean in practice? Everyone at Compass Group Belgium has a responsibility to behave safely and actively seek opportunities to create safer working conditions and processes. Reducing the number of incidents is not only a moral obligation but also makes commercial sense. By improving our incident and absenteeism rates, we can reduce the cost to our business.

The Group's HSE team provides support and advice on all key aspects of occupational health and safety, food safety, supply chain security and environmental issues, including policy and standards coordination, on behalf of Compass Group on a global basis.

### Suppliers

We recognise that our commercial activities affect our customers, consumers, suppliers and those working in our supply chain. By acting responsibly and professionally in our purchasing and supply processes, we aim to provide our customers with safe, legal and quality food. At the same time, we want to protect and support our suppliers and their employees. There are lots of factors that can impact the integrity of our supply chain. The key elements we have identified that affect both our suppliers and our customers are included in our policy statement. We also have other supporting policies that are referred to within the company.

Our purchasing processes are designed to select and retain suppliers through a non-discriminatory bidding and tendering process. Our purchasing activities at least comply with relevant food safety and personal health and safety standards, codes of practice, company regulations and standards in the countries in which we operate and reflect our ongoing commitment to the sustainable purchasing of food and corporate social responsibility (CSR).

We aim to build mutually beneficial relationships with our suppliers. To achieve this and to ensure that our requirements are clear to our suppliers, we

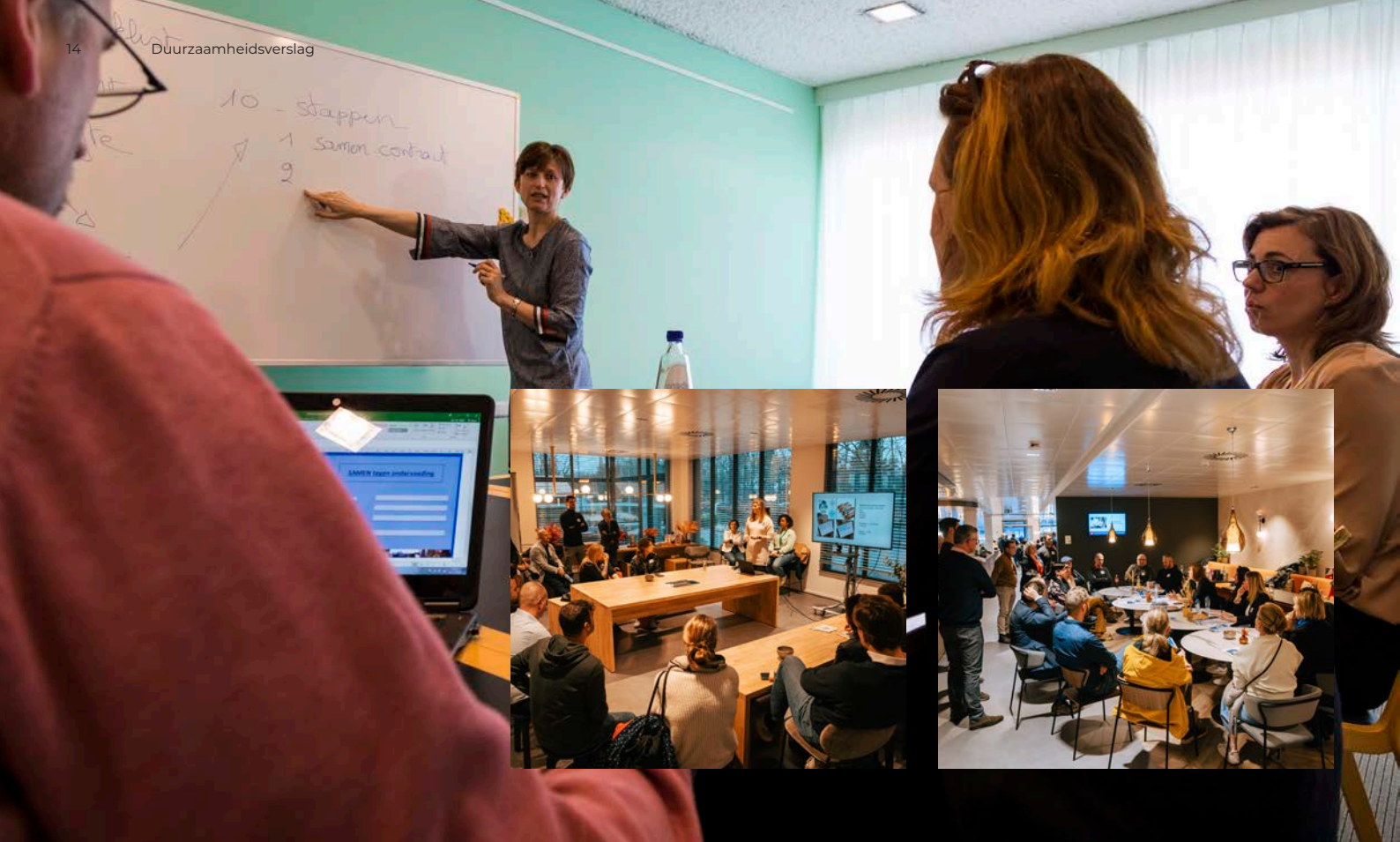


The following policies apply to all Compass Group companies:

- Environmental policy statement
- Food safety policy statement
- Human rights policy statement
- Supply chain integrity policy statement
- Occupational health and safety policy statement







use our Supplier Code of Conduct. Consent to this Code forms part of our terms for the purchase of goods. We work to identify and share best practices and knowledge and are members of several trade associations, collaborate with a number of partner organisations and are involved in several forums with government departments, agencies and non-governmental organisations (NGOs).

Our commitment to upholding integrity also means that we have a procedure in place to address issues where it is lacking, either in our own operations or in our supply chain. SpeakUp is a programme for Compass Group employees and suppliers to confidentially raise concerns about any action or behaviour they consider inappropriate, unsafe, unethical or illegal.

Every supplier, including our suppliers of temporary staff, must respect and sign the Global Supplier Code of Conduct. We want to do business with suppliers who share our values. This Code of Conduct promotes Compass Group's high ethical standards and principles in our supply chain and describes our ambitions in terms of the sustainability and responsibility of our suppliers. These are the minimum standards we expect from suppliers. Nothing in the Code prevents suppliers from exceeding these standards.

Our five focus areas for working with our suppliers are:

- Corporate integrity and ethical principles
- Human rights and labour standards
- Health and safety
- Sustainability
- Talk to us, we are listening

We expect all suppliers to communicate the principles and commitments in this Code to their relevant stakeholders and encourage responsible business practices in their supply chains. From time to time, we may ask them to openly share required information or participate in an audit or review (as needed) relating to business dealings with Compass Group. In the event of unsatisfactory progress or non-compliance with the Code, Compass Group may refuse to work with a supplier or take steps to terminate an agreement with the supplier concerned.

### Some examples of training modules

- Five Golden Rules
- Ethics discussion: anti-bribery and corruption – Gifts
- Ethics discussion: anti-bribery and corruption – Valuable items
- Competing, not colluding
- Data privacy
- Striving for a fairer world
- Conflict of interest
- Code of Business Conduct
- Corporate integrity dilemma
- Code of Business Conduct
- Global competition law – Jensen's experience in Geneva
- European Union market abuse regulation
- Transparency: a vignette on fair competition
- Privacy and data protection: a European perspective under GDPR
- GDPR: what you need to know
- Labour and human rights



## Compass Group Ethics & Integrity Learning Portal

We believe the best way to ensure that we maintain a strong culture of ethics and integrity is to learn about the standards, behaviour and expectations set out in our Code of Conduct and Compass Group values. As part of our ethics and integrity programme, we require all our managers and executives to complete their assigned modules and demonstrate their commitment to doing the right thing.

### Human rights

At Compass Group, we have a clear, simple and effective strategy: Performance, People and Purpose. Our vision and values guide our decisions, actions and behaviour and we are passionately committed to doing the right thing. We are a market leader in food service and our people around the world are at the core of our business. We are committed to the dignity, well-being and human rights of all our employees, the communities in which we operate and those affected by our activities. We approach human rights in the same way as we conduct our business activities (as set out in our Code of Conduct) and Compass Group's values that capture and reflect our expectations and the spirit of how we work and what we stand for.

We believe that everyone is entitled to fundamental rights and freedoms, whoever they are and wherever they live. We are fully committed to the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights and the core conventions of the International Labour Organisation (ILO) and the Ethical Trading Initiative. We fully respect the principles of the United Nations Global Compact. Compass Group is specifically committed to the



ILO's four core conventions:

- Freedom of association.
- The right to collective bargaining.
- Abolition of forced or compulsory labour and the abolition of child labour.
- Elimination of discrimination in respect of employment and occupation.

Based on this approach, we adopt a broad scope for respecting human rights, including:

- Zero tolerance towards discrimination and inappropriate behaviour, especially towards vulnerable groups, such as minority groups, migrant workers, children and women.
- Promoting diversity and inclusion, including gender equality and encouraging the role of women and people from a broad ethnic background.
- Civil and political rights.
- Economic, social and cultural rights.
- Fundamental principles and rights at work.









## Planet sustainability

We work with suppliers who comply with our high standards for food safety, quality, corporate integrity, ethical trade, protection of human rights, animal welfare and sustainability.

We aim for 100% cage-free eggs. 60% of our fish and seafood is sustainable. 100% of the palm oil in our kitchens has the Roundtable on Sustainable Palm Oil (RSPO) label. Our goal is to source products for our main ingredients that are certified as ethically traded.

 In 2023, Compass Group Belgium saved 76,432 kg of food waste.



### Figures in 2023



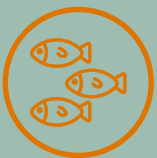
**95%**

liquid eggs from free-range hens



**-18%**

food waste (g/covert)



**60%**

certified sustainable fish and seafood



**100%**

sustainable palm oil





## The road to net zero emissions

Our goal is to be climate neutral by 2050. We want to achieve this gradually, with the first measurable intermediate step being CO<sub>2</sub> neutral for scope 1 and 2 greenhouse gas emissions as early as 2030. Both scopes include direct emissions originating from our business activities as well as indirect emissions resulting from energy consumption. The efforts are in line with the criteria of the Paris Agreement. The latter aims to limit the global temperature rise to 1.5°C above pre-industrial levels.

We developed a roadmap (see [page 5](#)) in order to achieve our objective. We always focus on creating climate-friendly menus and reducing food waste during our discussions with our suppliers, customers and consumers.



Approved scientific objectives until 2030



Reduce direct greenhouse gas emissions in Scope 1 and 2 by **46%** by 2030



Reduce indirect greenhouse gas emissions in Scope 3 by **28%** by 2030



Achieve carbon-neutral emissions in our operations (Scope 1 & 2) by 2030



Attain a climate-neutral chain by 2050 (Scope 1, 2, and 3)



Reduce waste by **50%** by 2030

Balanced choices: healthy climate-friendly menus  
 Plant-based protein has a much lower carbon footprint than meat. As a result, plant-based meals contribute significantly to a more environmentally conscious diet.

With our Balanced Choices programme, we aim to use (red) meat and dairy less frequently, as well as to offer smaller portions of meat. Our chefs and their teams are dedicated to creating tasty plant-based meals. We also train our team of dieticians to apply this new balance to menu planning, which results in healthy sustainable menus. This not only allows us to reduce our CO<sub>2</sub> emissions, but also to promote employee health. Making employees more productive and reducing absenteeism due to illness as a result. The CO<sub>2</sub> reduction is calculated using our calculation programme, Youmeal.

We encourage consumers to make more sustainable meal choices through our communication campaigns.

### Reducing food loss and upcycling to produce bioenergy

Worldwide, a third of all food is wasted every year. For this reason, we want to halve food loss in our kitchens by 2030. Accordingly, our chefs do their utmost to combat food waste in their kitchens. We have already made a lot of progress thanks to Winnow - an AI-based food waste management system. In 2023, we recorded an average of 18% less food waste at our participating Belgian sites.



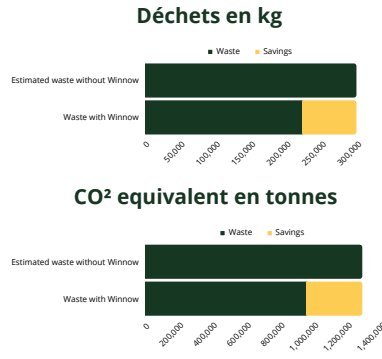
### En 2023 nous avons économisé

**76.432 kg = 328 t CO<sub>2</sub>eq**

En réduisant les déchets alimentaires de 76.432 kg, plus de 328 tonnes de CO<sub>2</sub>eq ont été économisées en 2023. En d'autres mots, le nombre de grammes par couvert a diminué **en moyenne de 18 %**.

Nous remercions tous les sites Winnow pour leurs efforts

### 🎯 Objectif pour 2024: 25 %



Il y a encore de la marge. Dans l'optique de réduire de moitié nos déchets alimentaires d'ici 2030, nous visons une diminution de 25% en 2024



During discussions with customers, suppliers, and consumers, we always focus on the composition of climate-friendly menus and the reduction of food waste.





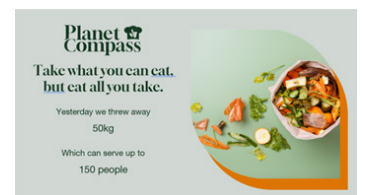






## Sensitisation campaigns

We launch campaigns to create awareness and combat food waste in all our segments. We help mitigate climate change by ultimately reducing food waste.



## We converted 20,000 litres of frying fat into biogas

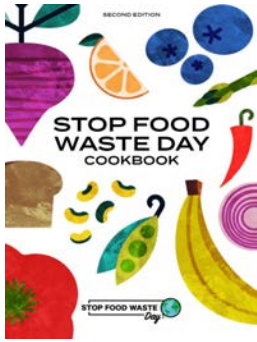
Finally, in 2023, we had over 20,000 litres of used cooking oil collected by an aviation biogas plant. Additionally, all remaining food waste was also converted into biogas. Bio-energy plays a crucial role in our circular plan.



Our food waste gets collected and converted into biogas  
Our used frying oils get collected and transformed into biodiesel.

## Stop Food Waste Day

Every year, we roll out a Stop Food Waste Day, a global campaign run by Compass Group. The aim is to make people aware of the impact of food loss. Compass Group also launched an inspiring digital cookbook in which 45 Compass chefs from 30 countries provide handy tips and recipes made from ingredients that are often wasted.



## Climate friendly, ethical purchasing, resource consumption and circular economy

### Towards zero deforestation

Our Planet Promise aims for a global supply chain with zero deforestation and no land conversion by sourcing sustainable palm oil, soy, beef, timber and paper materials. This is why, in 2023, we used 100% sustainable palm oil in our kitchens and FSC label paper, among other things.

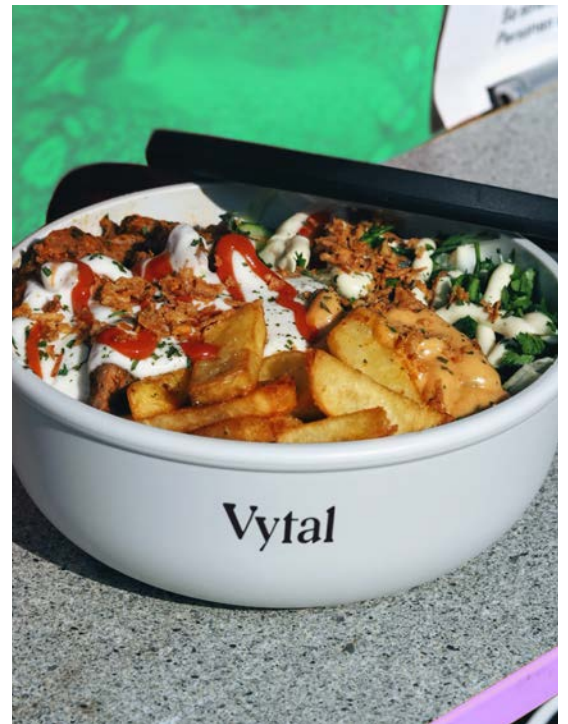


## Redistributing food

In our fight against food loss and hunger, we donate to various initiatives such as food banks and the Belgian Red Cross. This means our food safely becomes a nutritious meal for people in need. We also collaborate with Waste Warrior Brands, an initiative of the environmentally conscious organisation Too Good To Go. Their app helps us combat food waste by selling surpluses to consumers. We have saved more than 7,500 meals so far as a result.

## Packaging and plastic

Where necessary, we replace plastic packaging with sustainable alternatives. We take food safety into account when doing so. We encourage customers to choose our reusable packaging solutions. Compass Group aims to serve as a model of circularity by purchasing recyclable and environmentally friendly items. We constantly look for innovative solutions to eliminate single-use plastic.





## Monitoring the impact on the climate

From 2024, customers of Compass Group Belgium will be provided with an insight into their carbon footprint. Based on collected data, we will report on CO<sub>2</sub> emissions (carbon labelling) and food waste. It will allow decisive action to be taken and together we can fulfil our customers' sustainability ambitions. For example, by reducing (food) waste in their kitchens or obtaining a clearer picture of how consumers can make more plant-based choices.

## Promoting animal welfare

The health and well-being of our consumers is paramount. We want to extend that to our food chain. For example, we are also making progress on farm animal welfare by, among other things, committing to 100% cage-free eggs and buying higher welfare chicken.



## Greening transport

Not only will we exclusively purchase electric cars from now on. We are also using electric cargo bikes more often to transport our food. In addition, we have reduced the number of delivery platforms so that there are fewer drops per site.



“THE TIME FOR  
ACTION IS NOW.”

AS A  
**PARTNER**  
WITH  
**PURPOSE,**  
COMPASS IS MAKING  
REAL  
**PROGRESS**  
TOWARDS REACHING  
**NET ZERO BY 2050**  
AND HELPING OUR CLIENTS  
MEET THEIR **ENVIRONMENTAL**  
AND **SOCIAL COMMITMENTS.”**

