

Particulars**About Your Organisation****Organisation Name**Compass Group PLC

Corporate Website Address<http://www.compass-group.com>

Primary Activity or Product

- Wholesaler and/or Retailer
-

Related Company(ies)No

Membership

| Membership Number | Membership Category | Membership Sector |
|-------------------|---------------------|-------------------|
| 3-0033-10-000-00 | Ordinary | Retailers |

Retailers

Operational Profile

1.1 Please state what your main activities are within retailing

- Food Goods
- Home & Personal Care Goods
- Other:

Provider of foodservice and support services to clients in around 50 markets globally. It is important to note that we do not manufacture any products or have any own label products and do not purchase palm oil directly. This means that whilst we can help to influence the product specifications that we purchase from suppliers, we do not have direct control of their composition / ingredients sourcing.

Operations and Certification Progress

2.1 Do you have a system for calculating how much palm oil and palm oil products you use?

Under Development

2.2.1 Total volume of Crude Palm Oil processed and/or traded in the year:

700.00

2.2.2 Total volume of Palm Kernel Oil processed and/or traded in the year:

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2.2.3 Total volume of other Palm Oil Derivatives and Fractions processed and/or traded in the year:

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2.2.4 Total volume of all palm oil and palm oil derived products you processed and/or traded in the year:

700.00

2.3 Palm Oil volume used in the year in your own brand products that is RSPO certified

| No | Description | Crude Palm Oil (Tonnes) | Palm Kernel Oil (Tonnes) | All other palm-based derivatives and fractions (Tonnes) |
|-------|---|-------------------------|--------------------------|---|
| 2.3.1 | Book & Claim | | | |
| 2.3.2 | Mass Balance | | | |
| 2.3.3 | Segregated | | | |
| 2.3.4 | Identity Preserved | | | |
| 2.3.5 | Total volume of palm oil used that is RSPO-certified: | | | |

2.4 Volume of all other palm-based derivatives and fractions covered by Book & Claim

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Time-Bound Plan

3.1 Date expected to start (or year started) using RSPO-certified palm oil products - own brand

2011

Comment:

It is important to note that the commitments from the Time Bound Plan cannot be fully applied to Compass Group as we do not produce any own brand products. Therefore the dates provided are only based on when Compass Group joined the RSPO and do not reflect any major milestones. However, we remain fully committed to promoting the use of CSPO across our global operations.

3.2 Date expected to be (or already) using 100% RSPO certified palm oil products from any supply chain option - own brand

2020

Comment:

It is important to note that the commitments from the Time Bound Plan cannot be fully applied to Compass Group as we do not produce any own brand products. Therefore the dates provided are only based on when Compass Group joined the RSPO and do not reflect any major milestones. However, we remain fully committed to promoting the use of CSPO across our global operations. We have now aligned this commitment date with our Group Sustainable Palm Oil Commitment Standards which reach to 2020.

3.3 Date expected to be using 100% RSPO certified oil palm from physical supply chains (Identity Preserved, Segregated and/or Mass Balance) - own brand products

2022

Comment:

It is important to note that the commitments from the Time Bound Plan cannot be fully applied to Compass Group as we do not produce any own brand products. Therefore the dates provided are only based on when Compass Group joined the RSPO and do not reflect any major milestones. However, we remain fully committed to promoting the use of CSPO across our global operations.

3.4 Does your company use palm oil in products you sell on behalf of other companies?

No

3.5 Do your (own brand) commitments cover your companies global use of palm oil?

Yes

3.6 Which countries that your organization operates in do the above own-brand commitments cover?

- Australia
 - Brazil
 - Canada
 - France
 - Germany
 - Japan
 - Spain
 - Turkey
 - United Kingdom
 - United States
-

3.7 What are your interim milestones towards achieving these RSPO certification commitment to your own-brands (year and progressive CSPO%) - please state annual targets/strategies

Compass Group has several KPIs in place to promote CSPO use along its supply chain and continues to make steady progress towards achieving our commitments surrounding the sustainable procurement of palm oil. 1) By 2020, we aim to approve all in-scope suppliers dealing with our top ten global markets (covering 86% of our global revenue) through our Compass Palm Oil Supplier Questionnaire. We commit to having full transparency on products with palm oil, its quantities, and the identification of the split of sustainable and non-sustainable palm oil including the supply chain method in place. We are passionate about increasing visibility and recently have successfully fully implemented data capture systems in the UK to record the classification of palm oil contained in purchased products and the specific RSPO supply chain method used to certify. These data capture systems will be rolled out across our other major markets on an ongoing basis. 2) By 2017, we aim to approve all in-scope suppliers dealing with our 19 European markets (34% of Group revenue) through our Compass Palm Oil Supplier Questionnaire. 3) By 2017, we will have provided a detailed palm oil policy brief to all of our 50 global markets to increase awareness on environmental issues and specifically the impact of sourcing non sustainable palm oil; 4) Compass Group commits to continue to improve palm oil reporting processes for subsequent years. In reference to the responses provided in questions 3.1 to 3.3, it is important to note that the commitments from the Time Bound Plan cannot be fully applied to Compass Group as we do not produce any own brand products. Therefore the dates provided are only based on when Compass Group joined the RSPO and do not reflect any major milestones. However, we remain fully committed to promoting the use of CSPO across our global operations.

3.8 Does your company have a Time-Bound Plan for the use of palm oil in the products you sell on behalf of other companies?

No

Trademark Related**4.1 Do you use or plan to use the RSPO Trademark on your own brand products?**

- End-product manufacturer
- Ingredient manufacturer
- Food Goods
- Home & Personal Care Goods
- Own-brand
- Manufacturing on behalf of other third party brands
- Biofuels
- Adhesives
- Manufacturer of candles
- Trade Association
- Other:

Actions for Next Reporting Period**5.1 Outline actions that you will take in the coming year to promote CSPO use along the supply chain**

As outlined in 3.7, we remain committed to working towards achieving our 2017 and 2020 KPIs. As we do not manufacture any products or have any own label products, we are focused and committed to influencing the product specifications that we purchase from suppliers. We are rolling out ever increasing standards across our supply chain and are working to implement systems to track and report data to back up our palm oil commitments.

Reasons for Non-Disclosure of Information**6.1 If you have not disclosed any of the above information, please indicate the reasons why****Application of Principles & Criteria for all members sectors**

7.1 Do you have (a) policy/ies, that are in line with RSPO P&C such as:

- Water, land, energy and carbon footprints
Uploaded file: [R-Policies-to-PNC-waterland.pdf](#)
- Ethical conduct and human rights
Uploaded file: [R-Policies-to-PNC-ethicalconducthr.pdf](#)
- Labour rights
Uploaded file: [R-Policies-to-PNC-laborrights.pdf](#)
- Stakeholder engagement
Uploaded file: [R-Policies-to-PNC-stakeholderengagement.pdf](#)
- None of the above

7.2 What steps will/has your organization taken to support these policies?

Since 2007, Compass has taken a proactive approach to Corporate Responsibility performance reporting. Based on our policy documents, we have established a number of KPIs and have demonstrated year-on-year improvements in areas such as reducing waste, making workplaces safer, and reducing GHG emissions. Our policy in respect of slavery and human trafficking is to eliminate it both from our business and from our supply chains. Compass Group recognises the importance of maintaining both visibility and transparency within its supply chain in order to continue to protect those who work within it from potential abuse and exploitation and to this end, we take great care in selecting the companies who supply us. Our Human Rights Policy, our Code of Business Conduct and our Code of Ethics can be found in our annual and corporate responsibility reports for 2015 at www.compass-group.com/ar15 and www.compass-group.com/cr15. We continue to review and revise our KPIs for improvements.

Commitments to CSPO uptake**8 As you don't source 100% CSPO through physical supply chains (IP/SG/MB), please answer the following questions: Do you have plans to?**

Yes

Please specify:

Per 3.7, our initial milestone is to work towards transparency within our supply chain per the stated KPIs. However, we do intend to work towards sourcing 100% CSPO through physical supply chains in the long term.

8.1 Do you have plans to immediately cover the differences/gap using Book & Claim?

Yes

We have limited visibility over our supply chains and no own brand goods as indicated in previous questions. However, in line with our KPIs and our palm oil policy we encourage our suppliers to source sustainable palm oil which includes the use of Book & Claim when CSPO is not available via physical methods.

Concession Map**GHG Emissions****10.1 Are you currently assessing the GHG emissions from your operations?**

Yes

10.2 Do you publicly report the GHG emissions of your operations?

Yes

Please upload related report:

Related report: [R-GHG-Retailer-Emissions-Report.pdf](#)

URL: --

Challenges

1 What significant economic, social or environmental obstacles have you encountered in the production, procurement, use and/or promotion of CSPO and what efforts did you make to mitigate or resolve them?

Compass group operates at around 50,000 client locations and has a complex multi-tiered supply chain through which it sources the ingredients required to service our clients. Within our supply chain we procure a wide range of commodities from raw ingredients to processed food and drink, but not palm oil directly. Due to such complexities and our widespread support of SME suppliers, we are on a 'journey' of improving the visibility of those products identified with a material level of palm oil content. We are developing data capture systems to gather information on the sustainability standards applied to the palm oil contained in purchased products, this has been successfully implemented in the UK. We plan to roll such systems out to other global markets. As use of palm oil is limited within Compass our ability to roll out such systems is dependent on other drivers. We continue to develop and roll out expansive IT systems in wider geographies although the rate of deployment has been a challenge. We have developed a range of sustainable procurement standards, along with training materials on the issues around palm oil. The process of implementation includes a requirement for each country to identify suppliers where risks may exist and to begin to challenge those suppliers to provide products containing sustainably sourced commodities. We actively support the more proactive of our suppliers who are opting for CSPO such as Unilever, and our European French fries suppliers (100% of the contracted volume we purchase is from RSPO members, with over 95% of the constituent palm oil being RSPO certified). The need for increased resources is another major hurdle in the use and/or promotion of CSPO. Especially in relation to our complex supply chains, increased administration burden will lead to a significant rise in costs. Although we are happy to devote more resources to promote and use CSPO, it should be noted that although Palm Oil containing products play a role in the Compass Group value chain, they do not constitute a significant proportion of revenue. Furthermore, it is possible to replace palm oil containing products with substitutes that do not contain palm oil. This means that the proportion of revenue directly dependent on palm oil use is very low. We also remain disappointed by the slow rate of CSPO adoption in the wider marketplace.

2 How would you qualify RSPO standards as compared to other parallel standards?

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Cost Effective:

Yes

Robust:

Yes

Simpler to Comply to:

Yes

3 How has your organization supported the vision of RSPO to transform markets? (e.g. Funding; Engagement with key stakeholders; Business to business education/outreach)

Compass Group recently (late 2015), launched a refreshed version of its Supply Chain Integrity Standards. These standards comprehensively address the safety and integrity attributes of the products we source across the globe and are designed to initially increase awareness within the supply base of our requirements around many new and emerging issues in Food Safety, Quality and Sustainability. The Sustainability element references 8 individual topics, one of which is CSPO.

4 Other information on palm oil (sustainability reports, policies, other public information)

Compass Group has responded to the CDP Forests program for a number of years and will continue to do so in 2016.