

## Particulars

### About Your Organisation

#### 1.1 Member Name

Compass Group PLC

#### 1.2 Membership Number

3-0033-10-000-00

#### 1.3 Membership Sector

Retailers

#### 1.4 Membership Category

Ordinary

#### 1.5 Country

United Kingdom

### 2.0 Does your company or organisation produce, process, consume or sell any palm oil or any products containing derivatives of palm oil?

Yes

### 2.1 Please select all description(s) that describe the palm oil-related activities of your company or organisation. Multiple selections are allowed, and not limited to the primary sector of the member's RSPO membership. You will be required to complete the relevant ACOP section based on your selection(s).

- I own and operate oil palm estate(s) and/or palm oil mill(s)
- I represent a palm oil Independent Smallholder farmer Group
- I own and operate independent palm oil mills
- I own and operate independent palm kernel crushing plants - Processors and/or Traders
- I trade or broker palm oil, palm kernel oil or related products - Processors and/or Traders
- I am a refiner of palm oil or palm kernel oil - Processors and/or Traders
- I am a processor of intermediate (B2B) palm oil, palm kernel oil or related fractions/derivatives - Processors and/or Traders
- I am a B2B distributor or wholesaler of palm oil, palm kernel oil or related products - Processors and/or Traders
- I manufacture final consumer (B2C) products containing palm oil, palm kernel oil or related products. This includes products manufactured by 3rd party contractors - Consumer Goods Manufacturers
- I retail final consumer (B2C) products containing palm oil, palm kernel oil or related products - Retailers
- I operate food retail outlets that use palm oil, palm kernel oil or related products - Retailers
- I am a conservation and environmental NGO supporting the sustainable development of the palm oil industry
- I am a social and human development NGO supporting the sustainable development of the palm oil industry

## Retailers

### 1. Operational Profile

**1.1 Please state your company's main activity(ies) within the palm oil supply chain. Please select all options that apply to your operations.**

- Retail - with own brand products
- Retail - without own brand products
- Food service providers
- Retail wholesalers
- Other

Other

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### 2. Palm Oil and Certified Sustainable Palm Oil Consumption

*Information in Section 2.0 - Palm Oil and Certified Sustainable Palm Oil Consumption - is a mandatory declaration in your ACOP. This includes volume data on palm oil, palm kernel oil and related products consumed, to enable the RSPO to accurately calculate uptake of individual members, sectors and RSPO members as a whole. ACOP reports without reported volume data will be considered as incomplete and will not be accepted. Incomplete ACOP reports may lead to suspension or termination of RSPO membership.*

**2.1 Please list down all operations and subsidiaries using palm oil, palm kernel oil and related products that are owned and/or managed by the member, including those under Group Membership**

We use palm oil across our entire business. Compass provides food and support services to millions of people every day. We have a global footprint, with some 500,000 colleagues working in around 40 countries across 55,000 client locations. We manage the business in three geographic regions: North America, Europe and Rest of World.

**2.1.1 In which markets does your company sell goods with palm oil and oil palm products?**

Europe °,North America °,China,India,Africa °,Latin America °,Rest of the World °

**DL.2.0 In order to facilitate ease of reporting and transparency, RSPO members operating within the palm oil demand supply chain can now choose to report palm oil and palm oil product volumes on:**

an aggregate level (as in previous ACOP reporting cycles)

**2.2 Total volume of uncertified and certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.**

<b>Description</b>	<b>Tonnes</b>
Total volume of crude palm oil (tonnes)	2608.00
Total volume of crude palm kernel oil (tonnes)	0.00
Total volume of palm kernel expeller (tonnes)	0.00
Total volume of crude palm oil/palm kernel oil-based derivatives and fractions (tonnes)	0.00
Total	2608.00

**2.2.1 Please estimate the percentage of derivatives and fractions (reported in Question RT.2.2) derived from palm oil or from palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based derivatives.**

<b>Description</b>	<b>Percentage</b>
Palm oil-based derivatives and fractions	0
Palm kernel oil-based derivatives and fractions	0

**2.3 Please estimate the regional distribution of your company's uncertified and certified palm oil, palm kernel oil and related products sales (as declared in Question 2.2) in the following countries/regions.**

<b>Countries/Regions</b>	<b>Percentage</b>
Europe	36
North America	14
Malaysia	0
Indonesia	0
China	0
India	1
Latin America	24
Africa	0
Rest of World	25

**2.4 Total volume of RSPO-certified palm oil, palm kernel oil and related products purchased for use in your company's own-brand products. Third-party brand products containing palm oil should be excluded.**

Description	Crude/Refined Palm Oil (CSPO)	Crude/Refined Palm Kernel Oil (CSPKO)	Palm Kernel Expeller (CSPKE)	Certified Derivatives and Fractions
RSPO Credits from Mill / Crusher	0.00	0.00	0.00	0.00
RSPO Credits from Independent Smallholder	788.00	0.00	0.00	0.00
Mass Balance (MB)	1657.60	0.00	0.00	0.00
Segregated (SG)	156.70	0.00	0.00	0.00
Identity Preserved (IP)	5.70	0.00	0.00	0.00
Total	2608.00	0.00	0.00	0.00

**2.4.1 Please estimate the percentage of RSPO-certified derivatives and fractions (reported in Question RT.2.4) derived from RSPO-certified palm oil or from RSPO-certified palm kernel oil. The default split for volumes is assumed to be 80% palm oil-based derivatives and 20% palm kernel oil-based**

Description	Percentage
Certified Palm oil-based derivatives and fractions	0
Certified Palm kernel oil-based derivatives and fractions	0

**2.5 According to the volume information you have provided in Question 2.2 and Question 2.4, your company's Certified Sustainable Palm Oil uptake is:**

100.00%

**2.5.1 Please provide additional information on your certified palm oil, palm kernel oil and related products uptake. This may include your usage of RSPO Credits to cover gaps in certified uptake, changes due to business environment, variations due to stock positions or efforts to support independent smallholders beyond volume commitments.**

This year and annually since 2018, we purchased PalmTrace credits to cover the uncertified volume of palm oil (within frying oil and margarine) being used back of house (i.e. in our kitchens). 100% of the credits we purchased this year were from Independent Smallholders.

**2.6 Please estimate the regional distribution of your company's RSPO certified palm oil, palm kernel oil and related products (as declared in Question RT.2.4) in the following countries/regions:**

<b>Countries/Regions</b>	<b>Percentage</b>
Europe	35
North America	19
Malaysia	0
Indonesia	0
China	0
India	0
Latin America	13
Africa	0
Rest of World	33

### 3. TimeBound Plan

**3.1 Which year did your company begin (or expects to begin) using RSPO-certified sustainable palm oil and palm oil products in own-brand products**

2017

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**3.1.1 If the previous target year has not been met, please explain why.**

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**3.2 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil, palm kernel oil and related products from any supply chain option in own-brand products.**

2017

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**3.2.1 If the previous target year has not been met, please explain why.**

In 2018, we took the landmark step of purchasing PalmTrace credits to cover the uncertified volume of palm oil (within frying oil and margarine) being used back of house (i.e. in our kitchens). We did the same last year and expect to do the same later this year until we achieve our 100% RSPO commitment.

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**3.3 Which year did your company begin (or expects to begin) using only RSPO-certified sustainable palm oil and palm oil products from physical supply chain options (Identity Preserved, Segregated and/or Mass Balance) in own-brand products.**

2023

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**3.3.1 If the previous target year has not been met, please explain why.**

We started using RSPO certified palm oil in 2017, with a target of achieving 100% by the end of 2022 and using credits to off-set the areas where we weren't able to access certified palm oil directly. We were unable to reach our targets. However, Compass Group still managed to achieve 73% RSPO certified, across our total global operations within the financial year (ending in September 2022).

We experienced global issues in meeting our goal of purchasing 100% sustainable palm oil by the end of 2022. Supply chain shortages played a role, mainly related to the Ukraine/Russia war and Indonesia stopping exports to keep for domestic consumption. We also identified some country specific supply issues, e.g. in one country we identified a supplier that had certification issues, and in another a key supplier stopped producing a core margarine product with no suitable alternatives available to switch to.

We are targeting to report that by March 2023, 100% of the palm oil used in our kitchens, across our global supply chain will be RSPO certified sustainable. Our annual update is publicly available in our annual sustainability report (<https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports---statements/CG-Sustainability-Report-2022-Med-Res.pdf>)

We continue to work closely with countries that did not reach 100% in 2022 to ensure they solve their last remaining supply issues.

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**3.4 If the TimeBound Plan commitments declared above do not cover all countries in which the member operates, please explain why**

They cover all 40 countries we operate in.

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#### 4. Trademark Use

##### 4.1 Does your company use or plan to use the RSPO Trademark in own-brand products?

No

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##### 4.3 Please explain why your company does not plan to use the RSPO Trademark in own-brand products

- Challenging reputation of palm oil
- Confusion among end-consumers
- Costs of changing labels
- Difficulty of applying for RSPO Trademark
- Lack of customer demand
- Limited label space
- Low consumer awareness
- Low usage of palm oil
- Risk of supply disruption
- Others

Others

We do not sell own brand products

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## 5. Actions for Next Reporting Period

### 5.1 Please outline activities that your company will take in the coming year to promote the production or consumption of certified sustainable palm oil (CSPO)

- Participation in RSPO Working Group or Task Forces
- Support Independent Smallholders (ISH)
- Contribute to the RSPO Smallholder Trainer Academy
- Financial contribution to the RSPO Smallholder Support Fund
- Direct investments in Smallholder Certification projects
- Involvement/direct investments in Jurisdictional/Landscape approach
- Direct/collective investments in conservation and restoration initiatives
- Financial contribution to support members with Remediation and Compensation (RaCP) process, direct/collective investments in conservation and restoration initiatives
- Allocating FTE to promote the production or consumption of certified sustainable oil palm products
- Specific policies and action plans by the member to promote CSPO production or consumption in the upstream or downstream supply chain, including target dates or broader policies that include such efforts
- No activities planned
- Others

#### Other

In 2022 we collected Palm Oil data from all the 40 markets we operate in. We also gathered evidence of certifications and we can split the data for the type of certification. The data for the top 25 countries (representing 97% of group revenue) is also independently verified by a third party annually (EcoAct), whilst we verify internally the rest of the data. Finally, the data gets published annually in our sustainability and annual reports.

We recognize that some of the products we source (margarine/vegetable oil based spreads, for example) may contain a smaller volume of other palm oil derivatives such as palm kernel oil. Although our data capture system does not currently capture this separately to the crude and refined palm oil, we are continuing to explore options in terms of how we might split this volume out in the near future.

Over the last few years we have actively engaged our procurement teams in all markets to further drive the agenda and transition remaining volumes of palm oil into certified sustainable sources. This includes running monthly calls with the EME and APAC teams. This activity promotes awareness and keeps palm oil high on the agenda.

Compass will continue to raise awareness among suppliers and work with them towards the sustainable sourcing of palm oil, including promoting the use of certified sustainable palm oil in other manufacturer's brands. In 2021, we rolled out and upgraded Compass Palm Oil Supplier Questionnaire across our key suppliers, however our complex supply chain structure continues to make this process challenging.

In the UK, we have now committed to 100% sustainable palm oil in food by the end of 2023 having 95% in 2022 (see: p.32 [https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports--statements/compassuk\\_i\\_climatereport\\_final\\_2021-22.pdf](https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports--statements/compassuk_i_climatereport_final_2021-22.pdf)).

## Shared Responsibility

*The Board of Governors of the Roundtable on Sustainable Palm Oil approved new Shared Responsibility rules on 31 October 2019, requiring all members to share sustainability requirements and obligations. Reporting of Shared Responsibility (SR) requirements will be done through ACOP and MyRSPO. As the process of verification of the reports is in development, the Shared Responsibility section in ACOP may change in future ACOP cycles. Evidence to show compliance to the SR requirements shall be uploaded via your membership profile in MyRSPO. Please login to your MyRSPO account and upload the relevant policies, plans and relevant reports there. If you do not have a policy or your policy does not cover all items, you will be required to provide a Declaration of Support for the relevant policy items in your MyRSPO profile. Additional information on the required policies and plans applicable to all sectors as well as the annual uptake targets for supply chain actors can be found on <https://rspo.org/members/shared-responsibility> or email the Shared Responsibility team at [sharedresponsibility@rspo.org](mailto:sharedresponsibility@rspo.org).*

### Information & Public Availability

**1.1 Does your organisation have organisational management documents publicly-available?**

No

### Ethical Conduct & Human Rights

**1.2 Does your organisation have a publicly-available Policy covering Ethical Conduct & Human Rights?**

Yes

**1.2.1 Does the policy cover:**

- Ethical conduct for contractors
- Ethical conduct for recruitment
- Respect of human rights, including for suppliers and sub-Contractors

### Legal Compliance

**1.3 Does your organisation comply with all applicable legal requirements?**

Yes

**1.4 Does your organisation require its third party contractors to comply with legal requirements, i.e. including a clause on legal compliance in the contracts?**

Yes

### Complaints & Grievances

**1.5 Does your organisation have a Grievance Mechanism that is accessible to all affected parties?**

Yes

**1.5.1 Is your Grievance mechanism in line with the principles of the RSPO's Complaints System?**

Yes

**Land Use & FPIC**

**1.6 Does your organisation have a publicly-available policy covering Commitment to respect Free Prior and Informed Consent (FPIC) in the Palm Oil Supply chain?**

No

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**Smallholders**

**1.7 Does your organisation support oil palm smallholders (groups)?**

No

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**Labour & Labour Rights**

**1.8 Does your organisation have a publicly-available policy covering Labour & Labour Rights?**

Yes

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**1.8.1 Does the policy cover:**

- No discrimination and equal opportunities
- Pay and working conditions at least at legal or industry minimum standards and are sufficient to provide decent living wages (DLW)
- Freedom of association and Collective bargaining
- Protection of children, as well as the workforce of suppliers and third-party contractors
- Prevention of all forms of harassment, including sexual harassment
- No forced or trafficked labour

**Occupational Health & Safety**

**1.9 Does your organisation have a publicly-available Policy covering Occupational Health & Safety?**

Yes

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**1.9.1 Does your organisation have a Standard Operating Procedure (SOP) for Occupational Health & Safety?**

Yes

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**Waste Management**

**1.10a Does your organisation have a waste management plan that includes reduction, recycling, reusing and disposal based on the hazardous characteristics?**

Yes

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**1.10a.1 Is this plan implemented?**

Yes

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**Water Management**

**1.11 Does your organisation have a water management plan to promote efficient use and continued availability of water sources?**

No

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**Energy Use**

**1.12 Does your organisation have an energy use plan to improve the efficiency of the fossil fuels used and to optimise renewable energy?**

Yes

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**1.12.1 Are there records of implementation of the plan ie. monitoring and reporting?**

Yes

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**Climate Change & Greenhouse Gas (GHG)**

**1.13 Does your organisation have a publicly-available policy covering Climate Change & Greenhouse Gas (GHG) including identification and assessment of GHG emissions and implementation of a plan to reduce or minimise them?**

Yes

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**Claims and labels**

**1.15 Does your organisation promote the use of off-product RSPO claims and labels?**

Yes \_\_\_\_\_

## Challenges and Support

### 1.1 What significant obstacles or challenges has your company encountered in the promotion of certified sustainable palm oil (CSPO)? What efforts has your company taken to address these obstacles or challenges?

- Awareness of RSPO in the market
- Difficulties in the certification process
- Certification of smallholders
- Competition with non-RSPO members
- High costs in achieving or adhering to certification
- Human rights issues
- Insufficient demand for RSPO-certified palm oil
- Low usage of palm oil
- Reputation of palm oil in the market
- Reputation of RSPO in the market
- Supply issues
- Traceability issues
- No challenges faced
- Others

Others

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### 1.2 In addition to the actions already reported in this ACOP report, what other ways has your company supported the vision of the RSPO to transform markets to make sustainable palm oil the norm?

- Communication and/or engagement to transform the negative perception of palm oil
- Engagement with business partners or consumers on the use of CSPO
- Engagement with government agencies
- Engagement with peers and clients
- Promotion of CSPO through off product claims
- Promotion of CSPO outside of RSPO venues such as trade workshops or industry associations
- Promotion of physical CSPO
- Providing funding or support for CSPO development efforts
- Research & Development support
- Stakeholder engagement
- No actions taken
- Others

Others

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**1.3 If your company has any other publicly-available reports or information regarding its palm oil-related policies and activities, please provide the links here**

<https://www.compass-group.com/en/sustainability/performance-and-reports.html>

[https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports--statements/Compass%20Group%20plc%202021-22%20Sustainability%20KPIs%20verification%20statement\\_Final\\_230124.pdf](https://www.compass-group.com/content/dam/compass-group/corporate/sustainability/sustainability-updates-2023/reports--statements/Compass%20Group%20plc%202021-22%20Sustainability%20KPIs%20verification%20statement_Final_230124.pdf)

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