

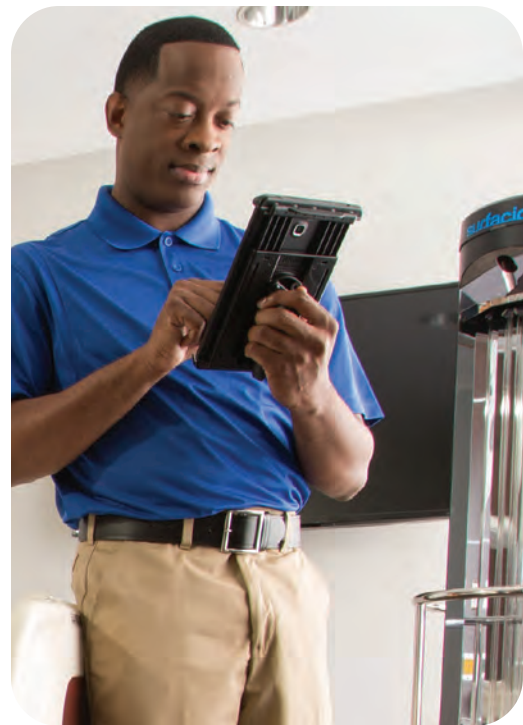
2023

OUR STORY

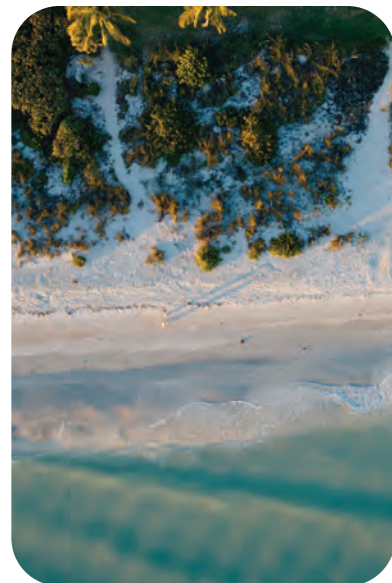
Sustainability Report



Compass Group USA



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Welcome

Food possesses remarkable power; it has the ability to unite, nourish, and bridge divides. Just like breaking bread together forms connections and fosters understanding, our culinary experts leverage their expertise and sustainable practices to craft a better world — one meal at a time.

At the heart of our organization, our chefs infuse every dish with passion and creativity, driving innovation and setting industry standards. Their steadfast commitment to culinary mastery inspires us to continually elevate our offerings, ensuring that taste, quality, and sustainability are intertwined. Initiatives like Waste Not 2.0 and Stop Food Waste Day underscore our dedication to reducing food waste and utilizing each ingredient to its fullest potential.

Recognizing the importance of collective action in achieving net-zero objectives, we are deeply committed to decarbonizing our supply chain. Working tirelessly with our partners, we strive to minimize our environmental footprint. We aim to cultivate a more sustainable food ecosystem through innovative collaborations, responsible sourcing, and waste reduction. Our emphasis on minimizing unnecessary single-use packaging highlights our dedication to environmental stewardship, aligning our packaging and processes with our sustainability goals.

Additionally, our focus extends beyond the food we serve to encompass water conservation, energy efficiency, and green cleaning in the spaces we inhabit. At the core of our commitment, we extend our expertise to actively support clients in achieving their sustainability goals. By sharing insights and collaborating on initiatives, we help them navigate the path toward a more sustainable future, fostering

a shared dedication to environmental responsibility and collective progress. Embedded in our ethos is an unyielding commitment to uplifting local communities.

We believe in effecting positive change by actively engaging with local BIPOC farmers and fostering fair partnerships that drive economic growth. Recognizing the significance of food security, we contribute surplus food to those in need, collaborating with local organizations to combat hunger and promote nutritional well-being in the cities and towns we serve.

As we navigate the complexities of today's world, we remain dedicated to the principles that define us—hospitality excellence, sustainability, and community. Let's cherish the shared experience of savoring good food while safeguarding our planet, supporting local communities, and creating a more inclusive, sustainable future for generations to come.

Lastly, our efforts are only possible with our dedicated associates, the driving force behind our shared vision. To our associates: your unwavering commitment and passion fuel our mission, inspiring us to reach new heights of sustainability and social impact.

Thank you for joining us on this transformative journey.

Amy Keister
Global Director of Sustainability

OUR Sustainability JOURNEY

2007

Commits to purchasing 100% Certified Humane cage free shell eggs

Commits to using oils and other products free from artificial trans-fat

Commits to reduce sodium by 10% by 2010

2009

Implements the 'Be a Flexitarian' campaign

2010

Creates Carbon Footprint

Signs agreement with Coalition of Immokalee Workers

2005

Forms partnership with Monterey Bay Aquarium's Seafood Watch Program

1995

Flik & Bon Appetit Management Company commit to zero trans-fat frying oil

2011

Receives Goldie Award for Best Healthy Menu Concept for Whole + Sum

2016

Receives the Good Egg Award in honor of our cage-free egg commitment

2013

Joins Menus of Change

2015

Starts the Imperfectly Delicious Produce program

Joins the Seafood Roundtable to accelerate positive change for our oceans

2022

Releases the SFWD Cookbook

Becomes first foodservice company to issue a Sustainable Bond

Participates in the UN Forum on Business and Human Rights

2021

Sets Net Zero Targets

Transitions 100% of our liquid eggs to Certified Humane cage free

Partners with FoodTank for Stop Food Waste Day Virtual Event

Joins the Single Use Materials Decelerator Group

Implements Regenerative Agriculture program

Creates the Supplier Diversity Accelerator

2018

Restaurant Associates and Bon Appetit Management Company commit to ban plastic straws

Implements Chef Appreciation Week

2017

Creates first Annual Stop Food Waste Day

Transitions ground turkey to No Antibiotics Ever

Develops Waste Not

2023

Partners with Planet FWD

Removes PFAS from our disposables catalog

Joins the Pacific Coast Food Waste Commitment

2020

Develops Waste Not 2.0

Partners with Google Food and Arizona State University to launch RePlant Your Menus Culinary Training

2019

Receives the Sustainability, Environmental, Achievement and Leadership (SEAL) Award for Carbon Footprint

Joins the U.S. Food Loss & Waste Champions 2030 Group

Commits to reducing food waste by 50% by 2030

About Compass Group

Serving premier healthcare systems, respected educational institutions, world-renowned cultural centers, popular sporting and entertainment venues, and Fortune 500 organizations, Compass Group is the nation's largest food and facility services company, every day serving 11 million meals and maintaining 1.9 billion square feet.

Redefining the landscape through the lens of what's next takes passion, commitment and partnership. Part of what makes us the global leader in hospitality services is our dedication to innovating richer, fuller customer experiences. Every client we serve has a unique culture, goals and approach, just like our 28 specialized operating companies. Because of our size and reach, we understand our obligation and responsibility to do good and create change. Our people, our partners and our clients are vital to this mission.



Awards & Accolades

Newsweek: America's Greatest Workplaces for Diversity

Forbes: America's Best Large Employers

Newsweek: America's Most Trustworthy Companies

Fortune: World's Most Admired Companies, Compass Group PLC

Food Management: Top 50-Ranked No. 1

Business Group on Health: Best Employer for Excellence in Health & Well-Being

Springbuk: Healthiest Employers Hall of Fame

International Association for Food Protection (IAFP): Black Pearl Award

Newsweek: America's Greatest Workplaces

Springbuk: Healthiest 100 Workplaces in America

ESFM wins the 2023 Sheila Sheridan Award for Sustainable Facility Operations and Management

Bon Appétit Wins Produce Business Most Innovative Dining Outlet Award

Morrison Healthcare at Mount Sinai wins Practice Greenhealth's 2023 System for Change Award

Levy Restaurants and the Portland Trailblazers team up to launch the first ever large-scale reusable system in U.S. pro sports venues, Rip City Reuse

Canteen unveils its first ever carbon neutral warehouse

2023

Celebrating Practice Greenhealth Honorees

Practice Greenhealth – the nation’s leading organization dedicated to sustainability in healthcare – recognized top hospitals and health systems across the country that achieved environmental and food excellence in the last year. Morrison Healthcare was proud to see many clients recognized in the Top 25 Environmental Award Honorees, as well as listed in the prestigious Food Circle list, which is part of the Circles of Excellence Awards and celebrates hospitals that have not only earned an award for all-around sustainability achievement but have also been identified as the top scoring programs for each sustainability category.

Practice Greenhealth Top 25 Environmental Award Honorees included the following Morrison Healthcare clients:

Boston Medical Center

Recognized as a Top 25 Environmental Excellence Award Honoree, Boston Medical Center (BMC) is focused on local and sustainable purchasing and reduction of food waste.

“On our mission to ensure that our community is nourished, and that we have a food resilient infrastructure within our community, we have created our rooftop garden which supports patients in the medical center, as well as our food pantry,” said David Maffeo, Senior Director of Support Services at Boston Medical Center (BMC).

Cleveland Clinic

Recognized as a Top 25 Environmental Excellence Award Honoree and Food Circle, Cleveland Clinic has invested in a structure for environmental stewardship, whether it’s in supporting local community and championing sustainable sourcing and purchasing with its popular community Farmers Market program or seeking out ways to stop waste at its source.

“At Cleveland Clinic, we have strategized around sustainability to impact both environmental and community health,” said Jon Utech, Senior Director of the Office for a Healthy Environment at Cleveland Clinic. “I’m proud of our teams, leadership and the overall commitment our organization has made to keep the connection between environmental and human health top of mind, as well as the achievements we’ve made so far on our climate goals and reporting.”

Hackensack Meridian Health

Three Hackensack Meridian Health hospitals received a Top 25 Environmental Excellence Award, including: Hackensack University Medical Center, Jersey Shore University Medical Center and Ocean University Medical Center.

“By addressing environmental problems today, such as antibiotic resistance, Hackensack Meridian Health is creating a safer, healthier future for generations to come,” said Kyle Tafuri, Vice President, Sustainability, Hackensack Meridian Health. “We are focused on sustainability on many levels – over half of the meat throughout the system is antibiotic-free and as a system we are 25 percent sustainable. We are committed to increasing our commitment to environmental responsibility, while decreasing our environmental impact.”

Mayo Clinic Rochester

Recognized by Practice Greenhealth as a Top 25 Environmental Excellence Award Honoree and included in the Food Circle of Excellence, Mayo Clinic Rochester has invested in reducing food waste and investing in local sourcing, emphasizing more plant-based concepts. Mayo Clinic has made concerted efforts to reduce waste produced in daily operations and find new ways to recycle. More than 31% of Mayo Clinic’s overall waste stream is currently recycled. Food waste at Mayo Clinic is also repurposed for composting or animal feed at local farms.

“At Mayo Clinic, we recognize that the link between environmental health and public health means we have the ability to further influence the health of our patients, staff and community,” said Amanda Holloway, Director, Office of Sustainability at Mayo Clinic. “Our sustainability commitment is energized by our employees, and we’re so proud of this recognition and many others over the years in our journey to reduce healthcare’s impact on the environment.”

Providence

With two hospitals recognized as Top 25 Environmental Excellence Award Honorees (Providence St. Patrick Hospital and Providence St. Vincent Medical Center), Providence’s decades-long mission around environmental stewardship emphasizes the work being done to address and reduce climate impact, or carbon footprint, from its food and kitchen operators. Providence created the WE ACT scorecard focused on waste, energy and water efficiency, agriculture, chemicals, and transportation, to help reach its carbon negative goal.

“As health care providers we know the health of the environment directly impacts the health of our communities,” said Beth Schenk, Associate Vice President of Environmental Stewardship for Providence. “We also know to improve the health of all our patients, we must take accountability and address health care’s role in climate crisis. That is our commitment and why we launched WE ACT, to play a role in improving the environmental conditions harming our planet.”





PLANET PROMISE **CHANGE** **MAKERS**

One of the greatest parts of the Compass community is our outstanding associates. Our chefs, front-line associates, and managers who operate our business daily are some of the most inspiring and talented individuals in the industry. The Planet Promise Change-Makers are Compass associates from across the world who are “making it happen” regarding sustainability, creating true change in our operations.



Talisha Thomas

Waste Tracking Coordinator | Envision Group NA

Talisha Thomas started working for our Waste Not 2.0 team last year as a Waste Tracking Coordinator. Her goal was to ensure the tool was running smoothly for all users and to assist on the support help desk. Since starting, she has gone above and beyond to expand her role and to handle things such as technical issues with the waste tracking tablets, Wi-Fi support, day-to-day tracking assistance and even leading multiple deployments of the tool across the company.

She has helped roll out Waste Not 2.0 to 3000+ kitchens and has handled 1500+ tickets in our help desk. We are so proud of Talisha and all her amazing efforts to assist Compass towards its food waste reduction goals!

Emily weaves Eurest's wellness and sustainability platform, Food with Purpose, into everything that she does. She prioritizes the platform's four initiatives – BETTER NUTRITION CHOICES, SOURCING SUSTAINABLE INGREDIENTS, LESSENING CARBON EMISSIONS and REDUCING WASTE – to create a positive change in the food system for the health and wellbeing of people and the planet, and customizes programming for her sustainability-conscious client at SAP.

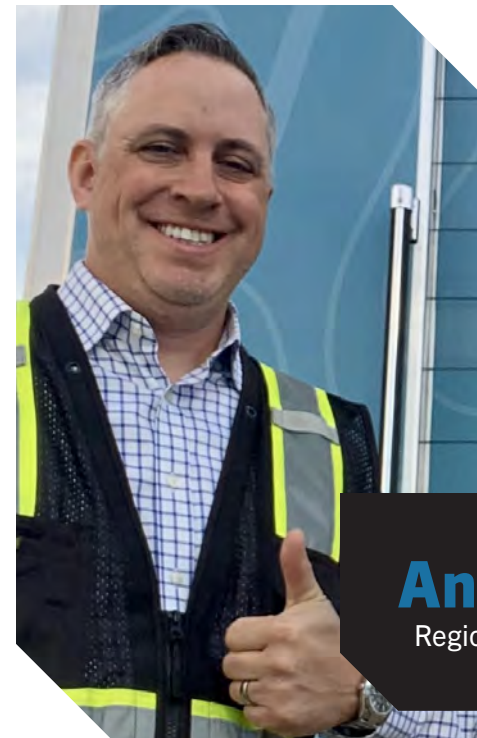
At SAP, Emily works hard to meet their strong sustainability goals, from cutting down on single-use plastics to reducing carbon. She organizes exciting and educational events while keeping sustainability top of mind. The SAP team was the first to adopt Waste Not 2.0, using it diligently to cut down on food waste. Every month, she collaborates with the team to improve and find solutions to reduce waste, creating training materials that have become best practices for Eurest.

Her latest achievement? Launching the 30-Day Challenge, a wellness and sustainability program filled with recipes, videos, articles, and more. Emily's versatile approach truly highlights her dedication to promoting healthy living and impactful initiatives that match her client's needs.



Emily Wunder

Regional Wellness Director | Eurest NA



Andrew Stasium

Regional Director | Canteen NA

In Fall 2022, Canteen began piloting a sustainability program at their Hayward Branch in the San Francisco Bay Area. With the support of Canteen's sustainability team, Andrew Stasium, Regional Director, took ownership of this program aptly named the Hayward Journey.

Under Andrew's leadership, the team started a process of learning, analyzing, and iterating new ways to manage business more sustainably. What was most remarkable was Andrew's ability to gain the buy-in of associates along the way and create a culture of sustainability in the warehouse. Associates began leading and educating their peers on energy efficiency and waste diversion best practices.

Lindsay Pearson, General Manager, is a courageous changemaker. She is an innovative and committed leader taking on food waste and single-use disposable reduction. Starting in August 2022, with Lindsay's support, the Oregon Convention Center (OCC) participated in a food waste prevention program sponsored by the Pacific Coast Food Waste Commitment. As part of this program, Lindsay and her team conducted a food waste audit, toured with the local community partner who accepts their excess food, and identified specific opportunities to reduce their overall waste. This summer, in partnership with Bold Reuse, Lindsay piloted one of the first programs to introduce a reusable packaging program for convention center attendees.



Lindsay Pearson

General Manager | Levy Convention Centers USA



Chef Paul Cernansky

Executive Chef | Morrison Healthcare

Chef Paul Cernansky of Prisma Baptist Hospital in South Carolina is one of the most consistent users of our waste tracking system, Waste Not 2.0, across our company and is Stop Food Waste Day Chef of the Year. He makes it a priority to donate any surplus food to local food banks and even creates a monthly food waste newsletter to keep his team engaged and excited about reducing food waste.

A GLOBAL Culinary Voice

Finest Culinary Talent



With our finest culinary talent at the table, the Global Culinary Forum aims to improve the food system, enhance business practices, and strengthen community partnerships by empowering our culinary network in 40+ countries. Leveraging decades of experience to make a real impact, this platform creates an opportunity to scale the best of Compass and set out to show the world we lead the way in using food to connect people and communities to one another, and the environment.

FOR THE PAST *18 Months*
THE GLOBAL CULINARY FORUM HAS FOCUSED ON THREE KEY INITIATIVES CRUCIAL TO GROWTH:

Talent Attraction & Retention

The shared goal is to reinvent the way chef talent views Compass and how it makes us the company of choice. "We are working to identify key opportunities for recruitment and retention of talent through career pathing, faster recruitment process and on-going training while shining a light on our diverse talent and endless growth opportunities. Stay tuned for great things to come," said Einav Gefen, SVP Chef/Innovator, Restaurant Associates.

Sustainability

With a constant focus on sustainability our chefs bring their passion, experience and partnerships to deliver inclusive, locally sourced and balanced menus for clients and customers. "Our collective power is compelling," said Jeffrey Quasha, Senior Director of Culinary Innovation, Morrison Healthcare. "The forum drives the Compass commitment of reaching zero carbon emissions by building better culinary best practices, like stopping food waste before it enters the door, cross-utilizing food products and upcycling food waste."

Culinary & Procurement Partnership

A focused approach to purchase better for business and better for the planet is built on a foundation of best practices from around the world, delivering tangible benefits. "There is great collaboration from leaders globally who care deeply about the food system, social responsibility and financial stewardship. Together, we are working to make a positive difference through our purchasing practices, and I look forward to seeing how all culinarians will benefit from this important work," said Chris Ivens-Brown, Chief Culinary Officer, Eurest.

40 Countries



GREAT PEOPLE

INSPIRE

GREAT FOOD



CHEFS AT COMPASS GROUP PASSIONATELY BELIEVE IN THE POWER OF FOOD TO BRING PEOPLE TOGETHER AND CREATE A POSITIVE IMPACT BOTH IN THE INDUSTRY AND ACROSS THE ENTIRE FOOD SYSTEM. TO RECOGNIZE THESE EFFORTS, THE WORLD'S LARGEST CULINARY CELEBRATION IS OBSERVED IN MORE THAN 40 COUNTRIES WORLDWIDE IN SEPTEMBER EVERY YEAR.

As one of the largest employers of culinarians, Compass Group empowers everyone to use their talent and influence to impact the success of their operations, well-being of the community, and professional development of their teams. These experts unite people through food, creating a culture of inclusion that supports our mission to collectively do the right thing for people and planet.

“At Compass, chefs and culinarians are integral to our success. As strategic business leaders, they’re unlocking opportunities and accelerating our impact in important areas like sustainability, purchasing, talent attraction and consumer health and wellbeing,” said Dominic Blakemore, CEO, Compass Group PLC.

The 6th annual celebration created the perfect opportunity to recognize chefs and culinary teams for their extraordinary dedication, creativity and passion with the 2023 theme of “Great People Inspire Great Food.” Events were hosted worldwide to recognize these amazing frontline chefs and culinary leaders while each of Compass Group’s U.S. foodservice companies nominated one remarkable Chef of the Year to represent their organization.

“I love how Compass has created a culture where we take a week to recognize and honor the talented Chefs across the company,” said Eurest Executive Chef Katie Cowie and Compass Group’s 2023 Chef Appreciation Week Chef of the Year. “It is so inspiring to see the posts from around the world highlighting the innovative food and service we deliver daily.”

With 200,000 chefs and culinarians in the global Compass family, we’re recognizing our culinary talent year-round in cafes and on [ChefAppreciation.com](https://www.compass.com/chefappreciation.com).

Chef
APPRECIATION
week



MINIMIZING CARBON

As we reflect on our journey towards achieving Compass Group's ambitious net zero target by 2050, we are proud to report substantial progress at the global level and a growing commitment to sustainability within our organization.

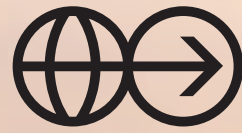
Associates at every level are committed to reducing our carbon impact, aligning with our environmental goals while offering customers responsible and delicious choices. Talented chefs make a tremendous impact substituting red meat and dairy with plant-based options and reducing food waste. As you will read in this chapter, sectors company-wide are dedicated to identifying strategic and creative solutions to cut carbon--from Canteen unveiling its first-ever carbon neutral warehouse to Bon Appetit Management Company's award-winning plant-forward strategy.

To ensure we continue to make great strides Compass Group has partnered with the foremost climate management platform, Planet FWD. This collaboration has helped refine our emissions measurement methodology and enhance the accuracy of our supply chain data to target the primary source of our emissions.

With the dedication of our talented chefs, enthusiasm of our supply partners, and unwavering support of our clients and customers, we are confident that we will continue to make significant progress towards a more sustainable future.

Our Commitment

We have committed to reaching Net Zero greenhouse gas emissions across our global operations and value chain by 2050 and carbon neutral on Scope 1 & 2 emissions by 2030. Our ambitious reduction targets have been validated by the Science Based Targets Initiative (SBTi).



POWERING TOWARD CHANGE

with PLANET FWD

Compass Group was the first in the industry to publish a worldwide commitment to reach climate net zero by 2050 and be carbon neutral on scope 1 and 2 greenhouse gas emissions by 2030. Our goals align with the science-based target criteria outlined by the Paris Climate Agreement, which seeks to prevent global warming above 1.5 degrees Celsius. The commitment is bold where we have a direct impact and reasonable where we depend on others. We possess the tools and expertise to help our clients achieve climate goals on their own timeline.

To achieve these ambitious goals we partnered with the leading climate management platform for consumer companies, Planet FWD, who provides the tools to understand and reduce our carbon footprint, mitigating the worst effects of climate change.

Planet FWD's proprietary, AI-powered data engine simplifies measuring a company's impact and identifies ways to lessen it. Moving beyond average data and estimates, their technology can model product-level emissions from farm to compost bin in real time.

"We selected Planet FWD due to its expertise in food and beverage, deep scope 3 decarbonization capabilities, and dedicated team of experts," said Amy Keister, Global Director of Sustainability at Compass Group. "Planet FWD is a critical part of how we will support our clients to reach their ambitious goals and we're excited to expand our work with the team as we look to accelerate progress."

Compass Group collaborates with like-minded partners to transform the complex food system. Through our partnership with Planet FWD, our improved methodology and focus on improving menus, we are delighted to report our scope 3 emissions have reduced 12% from our 2019 baseline.

As we continue to decarbonize, we focus on the areas with most significant impact:

1. Reducing Food Waste: it's good for the environment and reduces costs.
2. Menu Reformulation: chefs create delicious meals with more plant-based proteins.
3. Supplier Engagement: collaboration will be key to our success.
4. Consumer Behavior: nudging our guests to make better decisions and driving more sustainable outcomes.

Together, we are shaping a world where responsible dining choices satisfy the palate and nourish the planet, demonstrating that a sustainable future is possible through partnership, passion and discipline.



**REDUCED SCOPE 3
EMISSIONS BY 12%
COMPARED TO OUR 2019 BASELINE.**



Charting a Collaborative Course Toward Net Zero

Partnering with the right supply partners is a key ingredient for Compass Group to reduce its carbon footprint. Working together is critical in identifying ways to navigate challenges and report strategic progress toward reaching the ambitious net zero target. Compass Group and Foodbuy launched Future Forward meetings to connect major stakeholders with suppliers to tackle big challenges and unlock solutions.

The May 2023 meeting was dedicated exclusively to the reduction of carbon emissions where major suppliers presented updates on their strategies to lower greenhouse gas emissions.

“The Future Forward meeting created an incredible space for dialogue and collaboration on how to work towards a positive future for our planet together. Discussing shared challenges and opportunities with Compass Group and Foodbuy leadership and our peers drives us to deliver meaningful impact,” said Jessica Jubara, Senior Climate Manager of Global Impact Operations Integration at General Mills.

Progress continued following the forum with recurring connections, allowing for a deeper dive into the specifics of various projects and ensuring collective efforts meet sustainability goals. 17 suppliers have attended these meetings representing \$2.2 billion worth of spend in our highest carbon categories.

From Compass and Foodbuy senior leadership to suppliers, invitations expanded to include sustainability champions at November’s Future Forward meeting with a fresh group of suppliers eager to contribute to the shared mission.



“

We believe in the power of collaboration to navigate challenges and drive progress. It’s critical to meeting our net zero target, but more importantly, with our collective scale, we can create real change and positively impact climate change.

Dennis Hogan, Director – Compass Group USA, Inc. and Chairman and Chief Executive Officer, Foodbuy LLC and Compass Group – Education

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Canteen

Warehouse

Goes

Carbon
Neutral

Canteen's warehouse operations present the most significant opportunity for the sector to achieve carbon neutrality and became a significant focus in the unattended retail leader's pursuit to reduce and eliminate its emissions.

Named the Hayward Journey, Canteen began piloting a sustainability program at a San Francisco Bay Area branch in the fall of 2022. Through a process of learning, analyzing and test driving, the team took action that yielded significant results. So significant, the Hayward branch achieved carbon neutral certification for scopes 1 & 2 emissions in May 2023 by SCS Global Services, the global leader in third-party sustainability verification. Here's how:

- Updated warehouse refrigerators and freezers
- Implemented a new waste management process resulting in **96% waste diversion**
- Opted for a 100% renewable energy mix, **eliminating scope 2 emissions**
- Invested in **10 electric-powered, refrigerated trucks** to test real-life use cases

"The most remarkable part of this movement is that every individual at the Hayward branch contributed to creating a positive change," said Jessi Moffitt, Vice President of Sustainability and Innovation at Canteen.

"Canteen is modeling what we expect from our suppliers and what our clients expect from us," said Erik Snyder, CEO of Canteen. "While there is still much work to be done, I'm confident we're heading in the right direction."

Canteen is already implementing sustainability best practices from the Hayward Journey in nine additional operations, driving towards carbon neutrality goals.





On a Mission to Reduce Nitrogen Emissions

The University of Virginia (UVA) stands at the forefront of sustainability, setting a remarkable example for others to follow. Pioneering nitrogen research, it became the first university in the United States to formally establish targets for reducing nitrogen emissions stemming from its operations. Nitrogen, a pivotal factor in climate change, yields staggering potency. According to the United Nations, it is 300 times more effective at warming the atmosphere than carbon dioxide.

Morrison Healthcare is implementing transformative measures in their unwavering commitment to support the UVA Health System's ambitious objectives. These include refining patient and guest menus, amplifying sustainable procurement practices, and curbing food waste. The UVA Health System recognizes the pivotal role Morrison plays in its mission to slash nitrogen emissions by an impressive 30% by the year 2030.

"The UVA Health System and Morrison's team have worked closely with the Nitrogen Working Group and Office for Sustainability at UVA to provide tracking data needed and create plans to meet UVA's nitrogen-footprint reduction goals. These have been especially impactful within the dining space where the team is working to reduce their N footprint by serving more plant-based options and reducing waste while still catering to our broad population," said Elizabeth Dukes, Sustainability Footprint Analyst at UVA.

Reducing Beef Consumption: This is a primary strategy for nitrogen reduction. To achieve this, Morrison is actively working towards designating one day each week as "beef-free" in the main café. Additionally, the team is permanently replacing beef with vegetable and bean options at one food station.

Promoting Plant-Based Entrees: Morrison is dedicated to offering more plant-based meal options, including a day each week where only vegetarian choices are available. The new menu additions include a station that features vegetables in unexpected ways like a barbeque carrot salad and a spicy carrot buddha bowl.

Reducing Food Waste: Morrison has a goal to reduce onsite food waste by 30%. In 2023, approximately 23 tons of waste was turned into compost.

"Executive Chef Erick Herndon created a specific menu for the health system to help meet the UVA Nitrogen Task Force's goals," said Lisa Roberson, Morrison's National Director of Wellness and Sustainability. "Our strategy to provide more plant-based meals, reduce food waste and increase our purchases of food from local suppliers is helping significantly reduce nitrogen levels at UVA Health."



A Culinary Journey to Climate Neutrality

New York University (NYU) Eats embarked on a series of food-centered initiatives as part of its university-wide commitment to achieve climate neutrality by the year 2040. Throughout the campus, dedicated staff orchestrated a variety of engaging activities including a zero-waste Teaching Kitchen, a "weigh your food waste" challenge, a vibrant farmers market, and captivating plant-rich dining takeovers.

During Earth Week, the culinary team unveiled an exciting array of new dishes designed to tantalize the taste buds while reducing environmental impact. Innovative creations ranging from vegan meatball subs to Latin-inspired bowls with vegan chorizo, grilled tofu and plantains were popular menu features.



Meticulous tracking of carbon-emissions savings was built into these plant-based takeovers. The results were remarkable, revealing that the proposed meals for the 2040 sustainability initiative boasted a 90% reduction in CO2 production compared to the standard fare served in the university's dining halls.

The overwhelmingly positive response from students underscored the success in both delighting palates and significantly reducing CO2 emissions stemming from food production. With unwavering dedication, NYU Eats remains committed to continually expanding the diversity and appeal of its plant-based offerings, ensuring a greener and more sustainable future for all.



Menuing for the Future

Last year, millions of students across the United States embarked on a journey to better understand the social and environmental impacts of the food they consume thanks to an exclusive climate labeling partnership between Chartwells Higher Education and HowGood, a research firm with the world's largest database on ingredient and product sustainability.

In May 2022, these teams assessed the overall sustainability of Chartwells menu items.

The introduction of climate labels proved to be a game-changer! Student demand for low-impact recipes soared. Recipes that get a positive rating will continue to grow.

Chartwells' culinary team utilizes Latis, HowGood's proprietary digital platform, which enables them to test and innovate menu items with a wealth of ingredient-level insights covering impact metrics for over 33,000 ingredients. These efforts contribute to the advancement of sustainability goals at Chartwells and its partner campuses, as more sustainable meals become a mainstay on menus, empowering guests to make informed, planet-friendly choices.

This pioneering climate-labeling program demonstrates a commitment to sustainability, education and empowering the next generation of environmentally conscious leaders. As students across the nation continue to make choices that reduce their carbon footprint, Chartwells remains steadfast in its mission to serve up a brighter, more sustainable future, one meal at a time.

“

“We were thrilled to be the first and only food service provider to introduce holistic climate labels to university dining halls. The feedback from students and campus partners has been overwhelmingly positive and it is very exciting for us to empower our guests to make informed decisions when it comes to what goes on their plate.”

Monalisa Prasad, Director of Sustainability, Chartwells Higher Education

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Adding Flavor, Reducing Carbon

When a prominent client challenges Restaurant Associates (R/A) chefs to replace beef as a staple on café menus, they create irresistible recipes that beat tradition. After removing roast beef from the deli, introducing Meatless Mondays and featuring alternative protein options at the global hot bar, they turned their focus to the grill.

Reintroducing the 50/50 Burger

While the half-mushroom, half-beef patty is nothing new to R/A, given their long-standing sustainability efforts, this fresh directive prompted the team to re-launch it with even more flavor.

The Recipe

Regional Executive Chef Michael Fiorianti's recipe combines diced Portobello mushrooms, thinly sliced shallots, fresh thyme and Porcini powder to create a richly flavorful base. He then adds a splash of tamari to the long-adored Pat LaFrieda beef for an extra umami kick before forming the 5 oz. patties.

The Rollout

Taste tests challenged everyone to distinguish between the 50/50 burger and the classic 100% beef. Remarkably, most couldn't tell the difference. Many even preferred the 50/50 burger, which was offered with customizable toppings as a Chef's Table special.



With flavor always at the forefront, this burger united colleagues in the name of sustainability. Within a few months:

- 1,400+ 50/50 burgers sold
- Significantly lowered beef spend

Chef Michael and Marketing Manager Katie Didrichsen created a holistic campaign that successfully launched across the U.S. and Canada in May 2023.



A Real Planet Pleaser

More than any other generation before them, Gen Z students are conscious of where food comes from and the impacts of each dining choice. 70% think about whether their food was produced in a sustainable way. In response, Chartwells Higher Education developed Planet Eats to highlight meals that are more sustainably produced while showcasing the positive impact students can make on the planet through their eating habits.

Planet Eats is a first-of-its-kind climate-friendly residential dining experience where students can learn about the environmental and social impacts of their food, enjoy low-carbon meals, and celebrate planetary heroes.

The concept is an immersive and educational culinary experience. Impact walls greet students with infographics on waste, stories of local farmers, how and where ingredients are sourced, and what it all means for the planet. Additional information like availability of cage-free eggs and non-GMO products are featured throughout the café.

Each station is plant-forward and offers menus that include fresh, seasonal and local ingredients, many grown right on campus in hydroponic indoor gardens. Planet Eats also sources fair-trade certified ingredients, which means all products come from farmers and workers who receive fair and equitable trade relationships.

Food-allergic students can also get climate-friendly and vegan options by visiting the Delicious Without station to enjoy vegan entrees made without the top 9 allergens. Students can also load up their plates with cauliflower “wings,” chickpea “chicken” salad and Nashville Hot “Incog-meato” plant-based tenders.

Campus partners have set ambitious net zero commitments to reduce their carbon footprint and Planet Eats is one of the many ways Chartwells Higher Ed contributes to their sustainability goals. Through climate-conscious dining, this concept creates an accessible way to embrace climate transparency and indulge in low-carbon meals.

More than just a dining concept, Planet Eats is a shared journey towards a more sustainable future.

Planet Eats is a first-of-its-kind climate-friendly residential dining experience.

“

We want plant-forward not to be just about a meal or a station, we want it to be a revolution that reaches all corners of the café.

”

Terri Brownlee,
Bon Appétit Vice President of Nutrition and Wellness, and Registered Dietitian



Bon Appétit Wins Most Innovative Dining Outlet Award

From plant-based pub food to vegetable carving stations, Bon Appétit Management Company (BAMCO) chefs have focused on highlighting creative plant-centric meals and menus since a company-wide plant-forward commitment launched in 2019. And it's award-winning. This culinary innovation and strategic shift bringing plants to the center of the plate was exactly the type of game-changing initiative *Produce Business* was seeking to celebrate.

The industry magazine learned about BAMCO's efforts to push plant-forward boundaries at the Culinary Institute of America's 2023 Global Plant-Forward Culinary Summit and honored them as the inaugural winner in the foodservice category. The award series launched this year to honor innovative companies that market and sell produce to drive overall consumption.

Dishes like plant-forward “crab” cakes with pickled onions and charred Little Gems, Philly cheesesteaks that swap beef for seitan but keep the melty cheese, and blended beet and bean burgers with carrot fries have been enticing guests at Bon Appétit accounts across the nation.

“What started as a top-down, company-wide commitment gained grassroots support, with chefs inspiring and challenging one another and helping generate buzz among consumers,” said Allison Righter, Director of Health and Sustainability Programs for the Strategic Initiatives Group at the Culinary Institute of America.

BAMCO's plant-forward initiative is tracked through its innovative Food Standards Dashboard which offers detailed data down to the unit level about how the plant-forward revolution is progressing.



Blue Zones

The Link between Nutrition and Longevity

The post-pandemic world has emphasized plant-based eating for better health. Research has shown that a diet rich in fruits, vegetables, whole grains, legumes and lean proteins promotes longevity, reduces chronic disease risk, and boosts immunity and brain health. The food industry has responded with more plant-based menu options.

The *Blue Zones Project*® has popularized dietary principles in U.S. healthcare communities. Partnering with Blue Zones certified communities involves collaboration with Unidine's dietitians and culinarians to build nutrient-dense, flavor-packed plant-forward recipes low in saturated fat and sodium.

While Unidine has always taken pride in their nutrition and culinary programs to provide health-conscious options to support longevity, Blue Zones inspired recipes became a menu standard across all campuses because of their partnership with a southwest Florida community engaged in Blue Zones initiatives. Recipes range from chocolate avocado mousse to quinoa stuffed portabella that place plants in the center of the plate, use healthy cooking techniques and develop cultural flavors.

Response from residents is overwhelmingly positive. One guest exclaimed the Grouper Provençal with Tabbouleh Salad was “the best fish I ever had.” These new menu items bring an innovative spin to the traditional dining program and provide healthier options for residents and their guests. Unidine's from-scratch cooking techniques and fresh food strategy support client and customer wellness values. Recipes provide health-boosting ingredients including fruits, vegetables, whole grains, healthy fats, lean proteins, and an abundance of herbs and spices to nourish brains and bodies. The communities Unidine partners with have adapted menus to include healthful options as a standard.

Blue Zones are regions with a high number of centenarians, people who are at least 100 years old, and known for low chronic disease rates. Their diet principles include:

- 95% plant-based foods, with limited animal-based foods.
- Minimal egg and dairy, with sheep's or goat's cheese allowed.
- More legumes and nuts for plant-based protein.
- Abundant fruits and vegetables, including local favorites.
- Low-calorie beverages like water, coffee, and tea, with moderate wine and no sugary drinks.
- Whole, natural foods as a daily staple.

Blue Zones Project brings together local stakeholders and international well-being experts to introduce evidence-based programs and changes to environment, policy, and social networks. Together, they measurably improve well-being.



Empowering Guests for Healthier Lives

Chronic diseases such as heart disease, cancer and diabetes are the leading causes of death and disability in the United States. They are also leading drivers of the nation's \$4.1 trillion in annual health care costs. The National Heart, Lung and Blood Institute reports that diet-related chronic diseases like heart disease, stroke and type 2 diabetes cost us about \$50 billion every year.

With this evidence in mind, Compass Group refocused its well-being model to a holistic offering, aligning with consumers' expanded view that well-being includes physical, environmental, mental and social factors. 78% of consumers believe a healthy environment is highly important for their overall health, according to Health Focus International.

Compass Group uses its expertise, access and influence to form healthy habits with guests, supporting the interconnection between wellness and sustainability.

25% of the General Population is Limiting Meat

Compass chefs are increasing access to globally inspired plant-centric dishes, defined as 2-oz or less of animal protein in the meal, in response to consumer interest in reducing meat consumption. Examples include Vietnamese Pho Beef Noodle Soup, Thai Pineapple Shrimp Fried Rice and Heirloom Tomato & Avocado BLT. Increased access is important because several recent studies highlight the benefits of plant-forward diets in preventing and managing type 2 diabetes.

Compass Group developed strategies to:

- 01 **Increase access** to a culturally diverse variety of plant-focused menu items
- 02 **Use consumer behavior science** to promote healthy and sustainable options
- 03 **Create environments** to support mental well-being
- 04 **Make it easier** for guests at home to choose healthy and sustainable choices

Tapping into Consumer Behavior Science

Leveraging research from World Resources Institute and Rare's Center for Behavior Change & The Environment we analyze how consumers' behavioral responses influence buying decisions. In partnership with the World Business Council for Sustainable Development (WBCSD) we are creating a Behavior Change Toolkit. With this interactive tool, guests are nudged to choose more delicious plant-centric, plant-based items and other health-promoting meals through a variety of tactics, from price and promotion to product and presentation. This approach supplements existing choice architecture, the prominent placement of items that empower guests for healthier lives.

Designing Culinary Destinations to Promote Mental Well-Being

The design of food spaces and cafes plays a crucial role in creating therapeutic environments that positively influence mental well-being, fostering a sense of community, relaxation and overall happiness.

COMMUNITY

These spaces act as hubs for social interaction that promote a sense of belonging and reduce feelings of isolation. Ambiance, comfortable seating arrangements and communal tables encourage people to connect, share and form meaningful relationships, thereby combating social anxiety and enhancing overall mental well-being.

STRESS RELIEF

Natural light, outdoor access and greenery create a calming atmosphere that encourages relaxation and reduces stress levels. Acoustic considerations help maintain a peaceful ambiance, proper ventilation ensures high air quality, and the use of natural materials can significantly impact both cognitive function and mood.

CHOICE

A variety of options, from cozy corners to open seating areas, allows visitors to choose an environment that suits their mood and preferences, promoting a sense of autonomy and control over their surroundings. This choice fosters a sense of well-being by allowing individuals to tailor their experience and meet their emotional needs at any given moment.

Practicing Food as Medicine

Food as Medicine is a philosophy where food and nutrition play a role in sustaining health and preventing disease. Our expert instructors in the Teaching Kitchen (TK) apply evidence-based nutrition research to culinary skills, teaching participants about preparation and cooking to positively impact their food choices and experiences.

We know eating healthy can be hard to do with a busy schedule and a tight budget. Engaging with onsite culinary and registered dietitians virtually, or in person, creates a collaborative and approachable program that measures its success in the ability to enhance work-life or school-life balance for participants by instilling confidence to prepare healthful meals at home.

The Compass TK program started in 2016 as a value add for clients, offering a turnkey solution that includes multiple models, training and curriculum. Benefits include improved employee productivity, creativity, morale, team building and engagement with client wellness initiatives.

Bringing Healthy Home

Clients increasingly ask us to help positively impact the health of employees, students and patients outside the walls of the worksite, campus, hospital and community. Our new partnership with Instacart Health helps expand the reach of our Chefs' and Registered Dietitians' expertise. Guests can recreate their favorite in-house recipe at home and have the ingredients delivered in time for dinner. Weekly shopping is made easier with expertly curated lists aligned with wellness and sustainability goals. Teams can also connect virtually with Teaching Kitchen @home sessions that include ingredient delivery through Instacart Care Carts. A feature called Fresh Funds allows clients to incentivize healthy food purchases through one-time or recurring benefits.

“

Over the past 4.5 years at my job, I've taken a lot of classes about mindfulness and stress management but Teaching Kitchen has surpassed all of them in terms of improving my quality of life,

said one Tech client

”

Plate Twist

Sustainable Options Bring Consumers Back to Office

Consumers increasingly prioritize health as a requirement and that includes what they eat at work. Eurest's plant-forward menu strategy positively impacts environmental goals and meets consumer demand for wellness in the workplace. A report on return-to-office preferences found that "healthier offerings" was a leading motivator for both office and trade workers to dine at work, according to E15 insights.

FOOD WITH PURPOSE

Further supporting this trend, leading food and beverage research experts, Datassential, found that health is the driving factor in consumer selection of plant-forward or plant-based foods. Plant-forward is a style of cooking and eating that emphasizes and celebrates plant-based foods: fruits, vegetables, whole grains, beans and legumes, nuts, seeds, plant oils, herbs and spices.

Eurest fully integrates plant-forward eating into its culinary programming and menus. This includes all core brands and rotating concepts, grab-n-go and retail offerings, coffee bars and catering services.

SEAMLESS STRATEGY

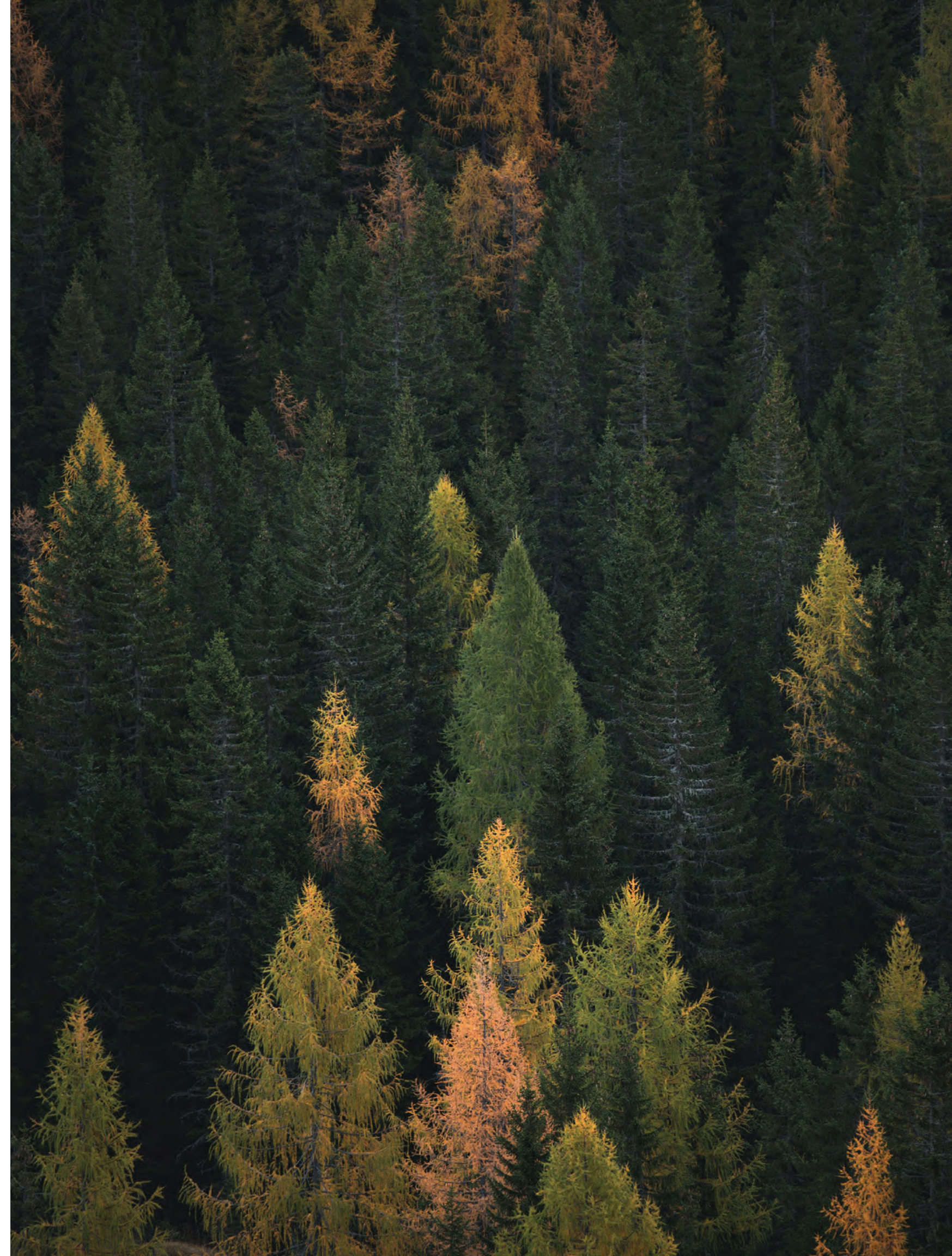
Food with Purpose added more vegetarian, vegan and plant-centric recipes to make room for taste tantalizing recipes built from the ground up. The *Street Eats: Plant-Forward* edition celebrates popular street food styles and trends with a plants-at-center plate twist. Eurest's Inspired Kitchen promotions feature plant-forward, functional ingredients and low food waste recipes. The dining teams have also developed comprehensive training on plant-forward principles to make plants an exciting part of the menu.

Eurest partnered with electric car manufacturer, Rivian, to contribute to its net zero emissions commitment and align with company values. Part of that work includes incorporating plant-forward recipes at its corporate cafes where more than half of entrees now feature plant-forward ingredients.

MEASURABLE RESULTS

Another client increased its plant-forward menu offerings while leveraging Compass Group's proprietary tool, *Carbon Footprint*, to track its impact. The culinary team focused on plant-based recipes by incorporating more meat alternatives, fruits and vegetables.

This strategy embodies the exciting blend of sustainability, creativity and teamwork. It's proof that a future enriched by plant-forward ingredients and recipes is helping us on our mission to build a better future for all.



Kids ‘Veg Out’ in School Cafeterias Across the Country

Today’s students are looking for more than Meatless Mondays when making food choices. Looking at restaurant menus and supermarket shelves nationwide, it’s evident that plant-based meal options are becoming a permanent fixture. With kids and adults being more mindful of environmental and personal health, Chartwells K12 proudly introduced its newest culinary concept, *Veg Out*.

“Whether students are committed to eating plant-based at every meal or are just beginning to enjoy more fruits and vegetables on their plate, we’re providing options for individual tastes across all ages. With *Veg Out*, we’re ensuring that kids who are vegetarian, vegan, flexitarian or plant-centric can always find what they’re looking for on cafeteria menus,” said Lindsey Palmer, VP Nutrition & Industry Relations, Chartwells K12.

In a survey of students, Chartwells K12 found 1 in 3 considers vegetarian or vegan options extremely or very important when selecting their school lunch. An impressive 37% expressed that they would opt for school lunch more frequently if more vegetarian and vegan choices were available. This valuable information set the stage for the new concept, highlighting a variety of plant-based options on the lunch menu. Whether students are interested in limiting their meat intake every day or occasionally, *Veg Out* features great-tasting recipes and aligns with the priorities discussed at the [White House Conference on Hunger, Nutrition, and Health](#) to end hunger and reduce diet-related diseases by 2030.

“With Gen Z students, it’s all about eating better for the planet, so we are introducing even more vegetarian and vegan options with familiar foods that appeal to all ages. Students love the variety of fresh, plant-forward entrees we’ve created, like a sun butter and banana quesadilla and butternut squash mac n’ cheese,” said Chef Peter Gilhooly, Vice President of Culinary, Chartwells K12.



Chartwells K12 collaborated with the CIA Healthy Kids Collaborative and industry leaders to craft flavorful, creative and delightful meals for Veg Out, resulting in a menu with more vegan and vegetarian options.

Cleveland Clinic Reduces its Carbon Footprint

Greenhouse gases (GHG) can be reduced by keeping carbon in the soil, and out of the atmosphere. One major way to achieve this goal is to reduce beef consumption because of the amount of carbon it produces, greatly impacting GHG emissions.

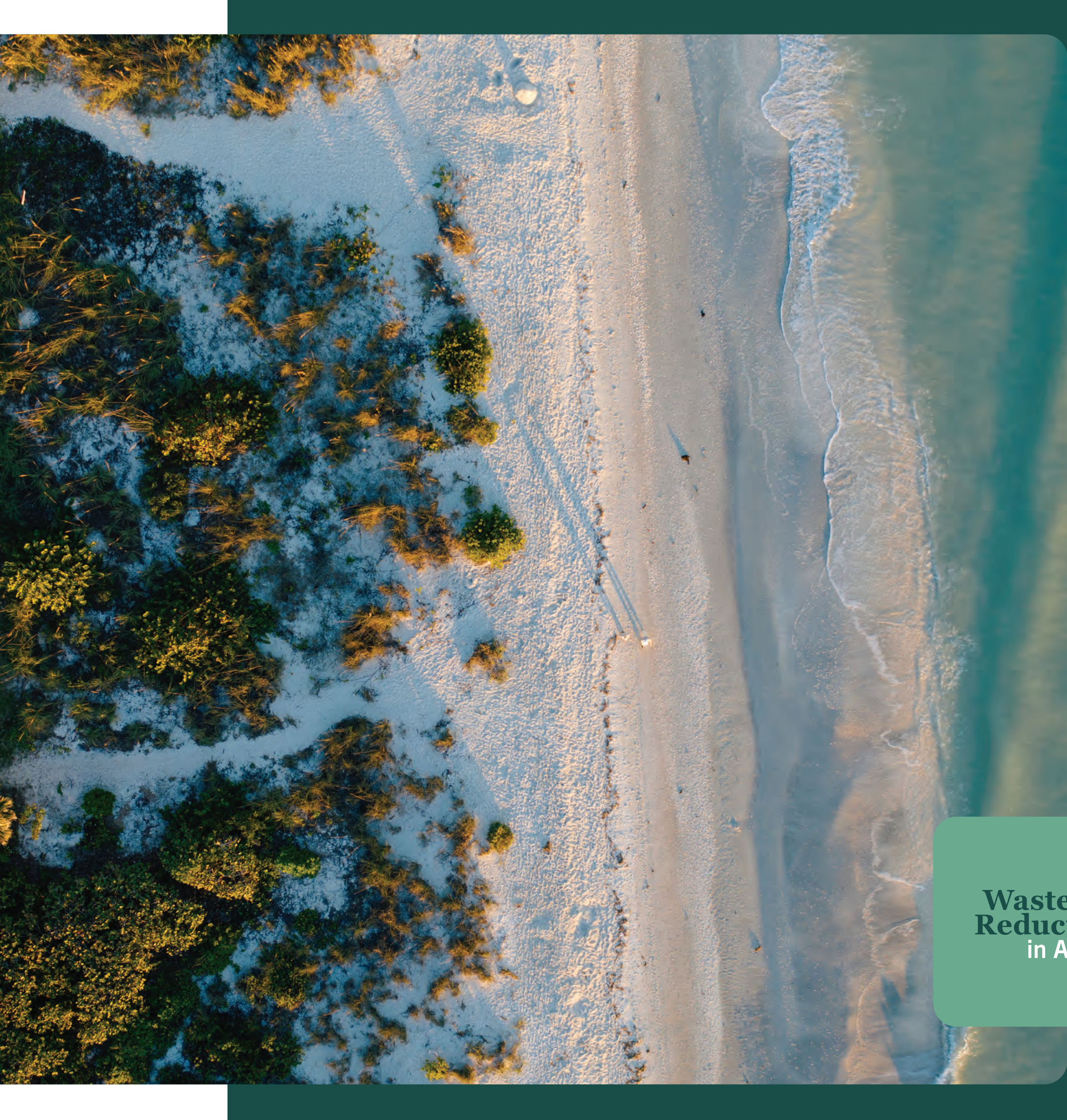
Working with Cleveland Clinic, Morrison Healthcare introduced Taco Shoppe, one of its plant-based taco restaurant concepts, to the Clinic’s main campus on 173 acres near downtown Cleveland, Ohio in May 2021. This year, it was named as a *Sustainability Product of the Year* by Business Intelligence Group.

At the *Taco Shoppe*, the menu consists of plant-based proteins like jackfruit carnitas, Morning Star Farms chorizo and Cuban Beyond picadillo, taking a fresh approach to the authentic flavor profiles of roadside taquerias.

Morrison Healthcare chefs offered free taste tests of the less familiar plant-based items during busy lunch and dinner times. Customers were pleasantly surprised by the flavor and texture of the plant-based entrees, including meatless taco bowls and salads. They also like the option of combining one animal and one plant-based protein in their order.

In addition to providing hospital visitors and staff with healthy, nutritious food, Cleveland Clinic’s Nutrition Governance Council is using the restaurant’s sales data to educate people about how plant-based foods help to reduce GHG emissions.





REDUCING WASTE

Since 2015, Compass Group has spearheaded initiatives to reduce food waste and remains dedicated to minimizing single-use plastics. Our core belief centers on preventing waste at its source for the most impactful solution.

Our approach involves proactive steps, from educating chefs and instigating behavioral shifts to implementing recovery processes for surplus food. As a significant stride towards progress, our commitment stands firm in slashing food waste by 50% by 2030, aligning with the U.S. Food Loss and Waste 2030 initiative. Furthermore, we actively align with the United Nations Social Development Goals to amplify this mission. In its 7th year, Stop Food Waste Day continues to gather momentum, impacting over 90 million people globally.

Packaging in the food industry is indispensable but presents inherent challenges. Waste management is a complex landscape influenced by geography and access to proper disposal services, adding layers of complexity and requiring tailored strategies to cut down on single-use items. We are responsible for minimizing single-use materials across our operations and supporting forward-thinking clients in their goal to reduce waste.

Waste Reduction in Action

Waste Not 2.0, has been deployed to over 3,000 accounts and more than 3,000 associates have been trained through our comprehensive food waste reduction curriculum.



Delivering Rapid Results

In late 2022, Compass One launched a portfolio-wide initiative implementing Waste Not 2.0 to track and record food waste at a large client location. Food waste is a critical corporate social responsibility objective for the client, and using the platform impacted their efforts. The team rapidly scaled the technology across more than 94 units from three different Compass sectors and quickly began measuring waste daily.

Additionally, the account leadership team expanded the Waste Not 2.0 reporting capabilities from a production kitchen tool and included front-of-house spaces such as coffee shops, marketplaces, and catering covering 100% of the US café and catering sites in North America. This added visibility to track and record waste from bakery items, grab-n-go offerings, and retail products enabled units to reduce waste by targeting sources outside the café kitchens.

In 2023, Waste Not 2.0 contributed to the following:

- Waste % of Cost of Goods has decreased by 50% since January.
- Landfill contribution held at 1% of COGS despite an increase in population.
- Overall COGS percentage improved 6% since the program started.



“Creating innovative ways to give ingredients a second chance and create unapologetically delicious food is our passion. Stepping towards a more sustainable future by reducing food waste is our purpose,” said Chandon Clenard, Director of Culinary at Compass One. **“And the visibility of green waste has encouraged our culinary team to get creative when it comes to waste reduction.”**

Repurposing Trim Waste

At the heart of Compass One’s waste repurposing strategy is a commitment to sustainability, innovation and flavor. By transforming carrot and onion trim waste into Waste Not Salt – a savory blend of dehydrated goodness – they reduce their environmental footprint with an added dash of creativity.

Second Chance Ingredients

Sustainability is an ongoing journey, and there are many ways to improve and expand efforts over time. Working with Miffy’s Muffins the team reduces waste by turning bananas into delicious muffins.

WASTE NOT 2.0 IS CHANGING BEHAVIOR IN OUR KITCHENS

True Warriors on Waste

Spartan Dining at UNC Greensboro hosted its first Waste Warriors event, a 5-week program that significantly increased awareness of food waste and its impact, influenced positive behavior change, and drastically reduced the amount of food overproduction.

Then, Spartan Dining focused on in-person student involvement and plate weighing.

The team created opportunities for students to learn about the importance of waste reduction and how their actions play a part. With support from the marketing team, social media posts encourage students to only take what they will eat, an understanding that can significantly reduce food waste.

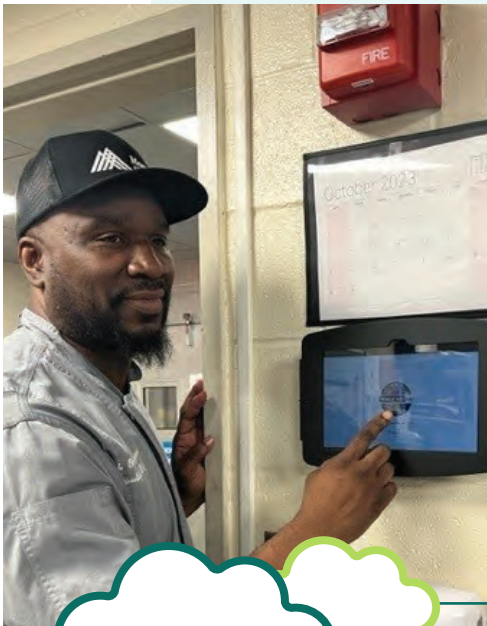


Revolutionizing Food Management in Healthcare

Morrison Healthcare's implementation of Waste Not 2.0 software at Mount Sinai contributed to a 58%-reduction in food waste in just four months, from 16,500 pounds in February to 6,900 pounds in June, and a meaningful award for their client.

To combat food waste and further minimize the environmental footprint, the Morrison Healthcare team undertook several initiatives. They optimized both patient and café menus to offer a more concise selection of items while still providing enticing daily specials. The dedicated dining team took proactive steps by diverting a substantial portion of food waste away from landfills and transforming it into valuable compost.

Morrison Healthcare's commitment to sustainability and robust waste reduction program helped Mount Sinai win the prestigious 2023 System for Change Award by Practice Greenhealth. This esteemed accolade recognizes healthcare facilities for their outstanding achievements in advancing sustainability practices.



A Chef's Passion: No Waste, No Problem

Some people are born to make a difference. For CulinArt Group's Chef Manager Nick Apostolakos, that means a mission to rescue food. In his role overseeing the dining service at a prominent New York City law firm nestled in a skyscraper high above Sixth Avenue, he proudly declares, "Absolutely nothing goes to waste."

Chef Nick's fascination with preventing food waste started during childhood and evolved when he began his career as a chef. "I wanted to utilize absolutely everything, knowing it would save both food and money." He developed a habit of repurposing vegetable peels and saw boundless possibilities in the concept of root-to-stem cooking and preparation.

The *Waste Not* tracking tool is a natural extension of Chef Nick's passion. His dining team utilizes *Waste Not* to fine-tune their practices and demonstrate an effective response to fluctuating population levels. The dashboard reporting allows their client to see the right amount of food is being prepared, whether it's a busy day or a slower one, and that nothing goes to waste.



In the face of rising product prices, minimizing waste benefits both the environment and the company as a whole. It's a part of his new mission to serve sustainability and innovation, one dish at a time.



Eastern Michigan University Fights Food Waste

After a successful pilot program, strategic expansions and meaningful partnerships, Eastern Michigan University converted 53% of their total waste into valuable compost last year.

The Pilot

Starting with fruits, vegetables, grains and coffee grounds, the dining team began composting in one residential location that initially reported 400-500 pounds of total food waste a week. In partnership with Eastern Michigan University's Physical Plant and Woodland Meadows of Wayne County, the pilot program's impact raised awareness of food overproduction and decreased total waste by 100 pounds a week. By the end of the program, they composted more than 1,000 pounds, diverting 17% of their total food from the landfill.

The Expansion

While the results were impressive, the pilot uncovered the university's need for a partner that could manage more than pre-consumer compost. With My Green Michigan the dining team expanded composting to include eggs, meat, dairy, bones, grease, paper napkins and biodegradable containers.

What Happened Next

The dining team brought the program to the Student Center and the Commons in March, collecting compost across campus weekly.

Since January 1st, 2023:

- 53% of total waste converted to compost
- 5.2 tons total compost collected
- 11% from student plate waste
- 23% from post-consumer kitchen waste
- 500 lbs a week collected on average

The sustainability team conducted three effective consumer waste audits to educate students and the community. They weighed plate waste to show students the immediate impact and offered creative solutions to reduce excess food.



Lucky NUMBER



On April 26th, 2023,
Stop Food Waste Day™
hosted its

Seventh Year
of celebrations,
its most impactful day to date.

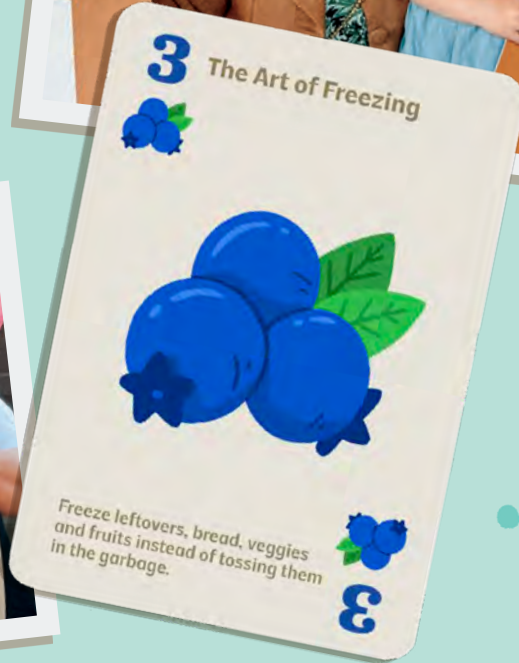
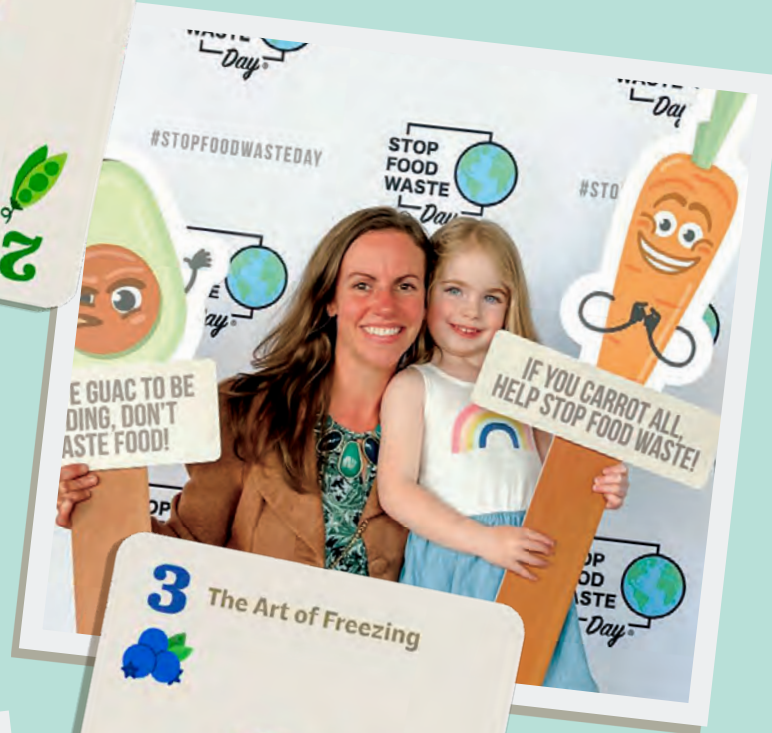
Events were held in more than 40 countries, reaching 93 million participants worldwide who now have the good fortune of gaining the knowledge, awareness and tools to be a part of positive change. That's thanks to Compass chefs and frontline teams who understand the opportunity they have as the world's largest foodservice company to empower the communities they serve to reduce food waste in our cafes, in their homes and beyond.

STOP FOOD WASTE
Day® 

LUCKY NUMBER 7



HERE ARE SOME Highlights



SFWD LIVE

In partnership with Levy, Compass Group hosted SFWD LIVE at the Oregon Convention Center in Portland. The event brought together hundreds including civic leaders, community-focused organizations and local entrepreneurs on a mission to reduce food waste throughout the city.



COMPASS COMMUNITY COUNCIL

In Nashville, Compass Group hosted the event dedicated to bringing associates together, sharing resources and best practices at Nissan Stadium. Hundreds of Compass Group leaders observed Stop Food Waste Day with activations throughout the event. Chefs from each sector served their favorite food waste recipes, including a Miffy's crepe with caramelized banana filling made with bruised bananas.

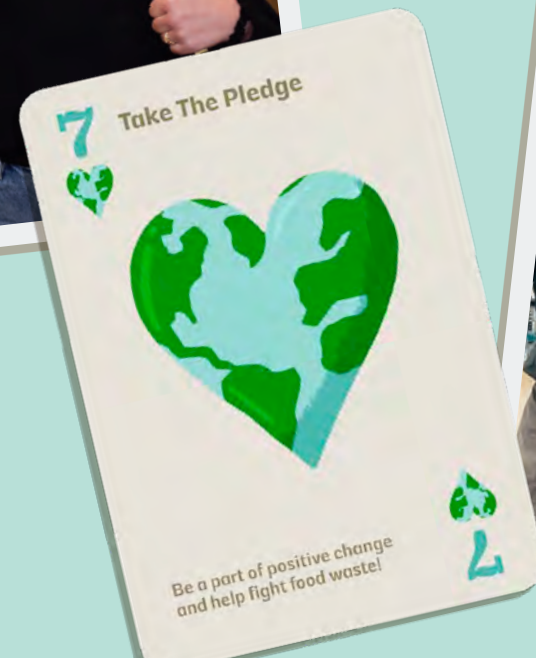
STOP FOOD WASTE DAY COOKBOOK

After rave reviews, Compass Group created an extended second edition of the digital Stop Food Waste Day Cookbook featuring recipes from 54 chefs across 37 countries, all working together to inspire home cooks and professional chefs worldwide to reduce food waste.



ABOUT STOP FOOD WASTE DAY

In 2017, Compass Group launched Stop Food Waste Day (SFWD) to raise awareness of the food waste problem and to inspire change. Over the years, the day of action has developed into a global movement and became part of the core culture at Compass Group.



Food Waste on Exhibit in Museum Cafes

In partnership with Smithsonian Museums in Washington DC, Restaurant Associates (R/A) activates their cafes to educate visitors on the millions of pounds of food wasted annually. With the same approach as setting up an exhibit, the team transformed the dining area into a learning experience.

During Earth Month in April, R/A Executive Chefs David Lazo at the National Museum of Natural History and Kyre Rochon at the Museum of American History featured select recipes from Compass Group's Global Stop Food Waste Day Cookbook. The team displayed signs at stations to showcase the origin stories behind the meals, including a QR code to take guests to learn more.

As a part of monthly programming, Marissa Golison, Senior Director of Sustainability, was invited to help educate museum guests on Compass Group's mission to fight food waste during Stop Food Waste Day. Guests were given recipe cards and encouraged to take the pledge to make every day Stop Food Waste Day before enjoying the self-serve stations in the cafe.

In addition to using the Waste Not 2.0 program to reduce and track food waste in cafes, the dining teams take every opportunity to communicate these efforts, results and best practices to the museum clients, staff and visitors, serving up meals that make an impact.





From the basketball court to the soccer pitch, tens-of-thousands of fans fill stadiums for a few hours each game day to cheer on their favorite team while enjoying their favorite food and drinks. Minimizing waste is just as important as fast-paced, high-volume service. Accomplishing both comes down to precise planning and commitment with venue partners to make waste reduction a pillar of the fan experience.

Moda Center's Reusable Serviceware

The hospitality team diverted approximately 11,000 food trays from landfills in the first year of Moda Center's pilot program last NBA season. This program, which focused on reusable serviceware and trays, is expanding for the 2023-2024 Portland Trailblazers season to include reusable cups where 500,000 are expected to be diverted.

"We've evolved our waste-reduction strategy over the years to reduce our footprint in many ways, from more reusable serviceware to waste diversion partnerships," said Levy's Vice President of Hospitality at Moda Center, Ismail Saleem. "It's the right thing to do and our fans in Portland are very vocal in supporting this mission."

St. Louis City SC Builds a Zero-Waste Stadium from the Ground-Up

Few stadiums have been built with sustainability in mind like CityPark, home of St. Louis City soccer club. Compass and Levy teams were at the table with partners from the beginning to create a food and beverage experience underpinned by sustainability best practices, from packaging and purchasing to composting. Every element of food and beverage service on match days is created with the goal to reduce waste.

The zero-waste commitment came to life during St. Louis City SC's inaugural season in 2023 when single-use consumer plastics could not be found anywhere in the stadium. The venue incorporated recycling, composting, comprehensive energy efficiency and water conservation programs, while working with food donation partners to put surplus food to good use.

Fan Awareness Promotes Waste Reduction at Q2 Stadium

Home of Austin FC, Q2 Stadium was built with waste diversion infrastructure and the mission to get fans involved in reducing waste. In each concourse, waste-sorting bins and signs educate fans about the best way to dispose of trash, which is directly tied to more effective recycling and composting efforts at the stadium. In 2023, Q2 Stadium averaged a matchday waste diversion rate of nearly 75%, with the highest rate at more than 90%. As a result, Q2 Stadium has been recognized for its efforts with waste diversion and energy saving, winning two Green Sports Alliance Play to Zero awards with the help of Levy's expertise.

"Sustainability was a pillar of stadium design and construction. From an operations perspective, it's important for us to uphold that focus as the club progresses," said Levy's Vice President of Hospitality Strategy at Q2 Stadium, John Balaun. "It's easy for stadiums to ignore their impact on the environment and quickly become a negative contributor, but we'll always strive to reduce our impact and make positive contributions."

Crowdsourcing Solutions from Visionary Companies

The world's plastic pollution problem is a large and complex challenge — more than 91% of plastic isn't recycled and is left sitting in landfills or littering our oceans and communities. Reducing single-use plastic waste requires entire industries to come together and take meaningful action.

To address this, Google, in collaboration with Canteen, hosted the Single-Use Plastics Challenge (SUPC) in 2023. The Challenge gave food companies with packaging free of single-use plastic the opportunity to test their solutions in Google's U.S.-based cafes and MicroKitchens. Kathy Cacciola, Global Sustainability Lead of Google's Food Program, describes the Challenge as "a unique approach to find the most innovative single-use plastic-free brands in the food industry, and an opportunity to partner with those brands to accelerate the reduction of plastics across the food system."

Google called on visionary companies to help the industry shift from single-use and disposable products in our food operations towards more reusable and sustainable solutions. Over 350 companies applied, and over a dozen were invited to test their products at Google. Finalists of the Single-Use Plastics Challenge include companies that span from reusable and refillable bulk oil and vinegar containers to edible cutlery. Ten finalists advanced to pitch their solutions to Google food leadership at the Google Food Lab conference in October 2023.

"Our team is excited by the volume of interest and the quality of solutions from across the globe," said Rachael Vernazza, Compass @ Google Regional Sustainability Manager. "It is invigorating to see innovation driving further plastics reduction."

This partnership allowed Canteen to not only address the plastic footprint of the products they serve in Google MicroKitchen operations, but to identify solutions with applications across the business to other clients. Canteen strives to reduce its operational plastic footprint - it is just one way they are working toward sustainability commitments across operations, partnerships and products. Canteen is committed to continually seeking new innovations in the supply chain and partnership space to exceed client goals.



Ditching Disposables

A Sustainable Water Bottle Solution

In the United States alone, about 1,000 people open a plastic water bottle every second of the day, adding up to 167 bottles a year for each American. Alarming, more than 40% of all plastic is discarded after just one use.

To combat plastic waste, the Restaurant Associates (R/A) dining team at Longwood Gardens partnered with WaterCo to provide guests with a sustainable, reusable and cost-effective alternative to plastic bottles. Together, they've designed a custom aluminum bottle as part of WaterCo's Eco Collection. The bottles are responsibly sourced from raw materials and filled at one of Pennsylvania's purest water sources, emphasizing a local touch.

The water is NSF certified, which means it has been tested by one of today's most respected independent product testing organizations, earning a grade of ND, or non-detectable particles. The bottles are 100% recyclable and BPA-free.

By making the switch to reusable water bottles, each U.S. consumer can prevent approximately 120 plastic bottles from ending up as waste, ultimately averting the production of over 1.5 kilograms of plastic per consumer, which adds up to more than 1 billion kilograms each year. This small shift has the power to create a significant impact on the environment.



Sustainable Dining

Targets To-Go Containers

At St. John Fisher University, Chartwells Higher Education teams have been turning the tide against single-use plastics for years. The dining team is in their fourth year of replacing single-use containers with reusable OZZI O2GO containers. This switch has prevented more than 140,000 disposable containers from ending up in landfills since the program's inception. The program offers students the opportunity to help the planet with every meal while supporting the university's commitment to promoting a more sustainable future.

How It Works

Every guest with a meal plan is automatically given an OZZI credit to start using the program and those without can purchase one for \$5. Students grab their containers in the dining hall, fill it up how they like and eat in the café or take away. Credits roll over every time students return the O2GO container by swiping their ID card and depositing into the automatic OZZI return machine. Once full, an associate washes the returned containers, restarting the sustainable cycle.

Widespread Participation

St. John Fisher University is an early adopter of the OZZI program and a leader in sustainable dining. The Fisher Dining team has purchased 4,550 total containers to date in response to the community's enthusiastic support of the program. Each purchased container is reused an average of 35 times. OZZI is now the university's primary source for takeout containers and the team is committed to expanding the program across campus.

Why It Matters

Single-use plastics like takeout boxes incur a large carbon cost, from their production to their disposal. By making the switch to OZZI, the team reduces landfill waste and eradicates the carbon-heavy process of buying and disposing of single-use containers. By choosing to support the environment with a reusable takeout container option, the dining team has decreased greenhouse gas emissions from their carbon footprint.



FACILITIES SERVICES: Beyond the Food

Self-performing support and facilities services for over 3,000 healthcare, education and corporate clients enables Compass Group to leverage best practices and share innovations within a wide network of subject matter experts. This agile delivery model is rooted in hospitality and empowers site teams to tailor sustainability initiatives and data capturing to their client's unique targets, without compromising the workplace, patient, or student experience.

Energy optimization brings immediate cost savings and can significantly reduce our clients' emissions. ESFM's self-performed energy management solutions helped one client reach its global carbon emissions goal a year early and were awarded by the world's largest and most widely recognized international facility management association for their efforts.

Across the country, SSC workers create edible gardens on school grounds to demonstrate how spaces for growing food can be integrated into award-winning campus landscapes, while minimizing their impact.

Crothall is on the cutting edge of medical waste processing and disposal. In collaboration with their client, teams implemented an exciting new addition to the process that sterilizes and disposes infectious medical waste— now considered to be the company's single most effective tool in reaching sustainability goals.

Going Beyond the Kitchen

Our commitment to people and planet extends beyond the kitchen in support of our client's environmental, social and governance (ESG) targets. While Compass Group makes great strides towards reducing scope 3 emissions, we recognize the significant benefit to the planet from our collaborative efforts with client partners to reduce the carbon footprint of their facilities across scopes 1 and 2.



Industry's Highest Standard for Sustainable Cleaning

Crothall's Environmental Services (EVS) achieved its 7th consecutive accreditation for the International Sanitary Supply Association's (ISSA) Cleaning Industry Management Standards-Green Building Certification with Honors.

14 years ago, Crothall became the first-ever healthcare EVS company to earn this certification which covers cleaning standards in four key categories:

- Environmental and sustainability governance
- Integration of innovation and operational excellence
- Consistency with service execution
- Commitment to a robust standards platform

Exceeding Green Cleaning and Building Standards

ISSA's accreditation surveyor assesses the company's programs at 13 different healthcare facilities throughout the country to determine if Crothall meets its standards, including the amount of green cleaning chemicals and sustainable equipment being used.

With thousands of EVS workers cleaning 550 million square feet of hospital space daily, the company spends millions of dollars annually on sustainable cleaning products. One sustainable product used to clean floors is a generator that produces electrochemically activated disinfectants replacing other harmful products. Crothall also surpassed the threshold for sustainable spending on cleaning equipment.

"We continuously invest in green products to keep healthcare facilities clean while keeping medical staff, patients and guests safe," said Eric Anderson, Crothall's National Director of Standards, Innovation and Global Support. **"Each year, we have a goal to raise our green spending by 2-5% compared to the previous year."**



Major Milestone in Green Spending

EVS switched part of its chemical purchases three years ago to meet Greening the Cleaning standards developed by The Deirdre Imus Environmental Health Center at Hackensack Meridian Health, replacing hazardous chemicals with less toxic products. Crothall uses these products for a variety of cleaning, disinfecting and refinishing jobs at all 11 hospitals in the Hackensack Meridian Health System.

Following this switch, Crothall now spends 98% of its annual cleaning budget – not including disinfectants - on green-certified products at Hackensack. These results helped distinguish Hackensack as a recipient of the Practice Greenhealth Circles of Excellence award, Chemicals Circle Honoree.



“Hackensack takes great pride in using sustainable products that are good for the environment, as well as its medical staff, hospital guests and patients,” said David Rufo, Regional Manager for Crothall. “For our company to play a major role in the health system’s sustainability program is a significant achievement.”

To further improve its future green product purchases, Crothall works with Key Green Solutions, a software company that tracks compliance for sustainability programs. Many healthcare systems will benefit with new understanding of how their purchasing compares with other hospitals, allowing them to make informed sustainable product changes.

Revolutionary Solution for Medical Waste

At Monument Health Rapid City Hospital in South Dakota, Crothall is on the cutting edge of medical waste processing and disposal. In collaboration, they implemented an exciting new addition to the disposal process that sterilizes and disposes of infectious medical waste—a process now considered to be the company’s single most effective tool in reaching sustainability goals.

A machine developed by Clean Waste Systems® shreds and sterilizes waste while greatly reducing the operational carbon footprint associated with medical waste treatment. Since adopting the process in January 2020, Monument Health has safely and efficiently processed approximately 8 million pounds of medical waste.

Waste such as syringes, bandages and other contaminated materials used in the operating room are disposed of, prioritizing the safety of clinicians, team members and patients while taking into consideration the safety of the planet and ecosystem. The medical waste treatment system significantly lowers greenhouse gasses, energy consumption and water usage.

34 million pounds of carbon dioxide have been eliminated from greenhouse gas emissions per year, a 76% reduction!



Monument Health now uses only a quarter of the electricity required for waste disposal compared to autoclaving and incineration. With this technology, water usage has been practically eliminated. Because the waste is shredded, the cubic volume sent to landfills is reduced by 73%.

“This technology is Crothall’s single most effective tool in helping our hospitals achieve their sustainability goals,” said Eric Anderson, Crothall’s National Director of Standards, Innovation and Global Support. “We are safely sterilizing and disposing of medical waste while significantly reducing emissions and energy use at Monument Health.”

In addition to reduced energy costs, the ozone sterilizer minimizes emissions and waste caused by transportation. Since the waste is shredded on site, the 375-mile trek to a waste processing facility is eliminated. Repackaging is no longer necessary, reducing the number of boxes needed and preventing needle-stick incidents.

Nearly 85% of the 2.6 million pounds of waste produced yearly at Monument Health is processed using the ozone medical waste treatment system.



A **FAST TRACK** TO EXCEED CLIENT SUSTAINABILITY GOALS

The most significant contributor to a facility's carbon footprint is energy consumption.

As a self-performed integrated facilities management (IFM) company, ESFM's operating teams have the autonomy to create site-specific sustainability programs across an agile solutions portfolio, tailored to the client's unique Environmental, Social & Governance (ESG) targets.

In New Jersey, ESFM helped a medical device and equipment manufacturing client reach their global carbon emission goal a year early by optimizing energy consumption at one site.

The results of these efforts earned ESFM the 2023 Sheila Sheridan Award for Sustainable Facility Operations and Management from the International Facility Management Association (IFMA).

The ESFM team created a comprehensive sustainability roadmap outlining strategic projects to support the client's overall goal to reduce carbon emissions 20% by 2024 from a 2019 baseline, by understanding the impact energy-use optimization can have in accomplishing this objective.

"The cohesiveness between ESFM and our team is a huge part of the success," said the client Facilities Engineering Manager. "We are technically from two different entities, but you cannot tell when ESFM interacts with our stakeholders. We work toward the same goals."

The ESFM team executed projects — including replacing three chillers and optimizing the compressed air system — that led to an 11% reduction in carbon emissions and nearly \$500,000 in cost savings from lower energy usage, reduced maintenance, and innovation of the IFM service delivery model. These results surpassed site-level goals and significantly contributed to the organization's success in meeting its 2024 target to reduce carbon emissions by 20% one year early.

This was all despite delays in equipment delivery, a 50% surge in electricity prices and additional standard operating hours. While hours and related energy demands increased 35%, kilowatt hours only increased 8%, far below what the client expected.

The combined cost savings of projects executed since implementing ESFM's sustainability roadmap are complemented by cost avoidance related to outsourcing. ESFM facility engineers and technicians self-perform proposed projects, reducing labor costs and avoiding fees from third-party or subcontracted project managers, consultants and other licensed professionals.

"As the largest manufacturing facility in our company, we are viewed as the standard bearer. One of the things my team and I are most proud of is having the opportunity to work on something that has been so well received by the greater organization," said the client Facilities Engineering Manager.

ESFM's success with both presenting and executing an actionable plan to reduce carbon emissions has made the Mahwah, NJ site the leader to follow when implementing sustainability projects across the client's global corporate real estate portfolio.



Site Evaluations Effectively Reduce Carbon Emissions

ESFM helps clients reduce costs and their carbon footprint, meeting their Environmental, Social & Governance (ESG) goals and ultimately creating cleaner, healthier workplaces through self-performed Energy Management Solutions.

During a building optimization study, ESFM's team of experienced engineers and technical experts perform a comprehensive energy and sustainability site evaluation. These evaluations inform recommended efficiencies and optimization strategies that provide energy and cost savings as well as reduced carbon emissions.

The studies also identify areas of risk which are addressed in a comprehensive report that includes a tiered approach to next steps, prioritized by ROI in cost savings and reduced carbon emissions. ESFM works collaboratively with clients to evaluate energy conservation measures (ECMs) before managing and executing corrections or capital projects.

A 60-day study at a corporate office and one-time audit of a multi-facility campus both yielded similar results: the opportunity for double-digit energy savings.

At a corporate office in Charlotte, NC, ESFM's team achieved 30% energy savings by adjusting equipment settings in alignment with building occupancy and equipment repair. Continuous and autonomous monitoring enables ESFM to quickly address any fault detection, regularly report on energy savings achieved, and provide an Energy Star rating and Energy Use Intensity (EUI) score—data points all clients can include in their ESG reporting.

ESFM's Technical Services & Energy Solutions team assessed the mechanical, electrical and plumbing infrastructure at a client's 20-acre training campus that includes 14 buildings. The campus is an important resource for the global oil and gas industry with classroom and meeting space, residential and dining halls, an indoor training pool and a firefighting facility. Applying the ECMs identified will yield more than 40% in energy savings, increase thermal comfort for building occupants and conserve water.



Delivering Extraordinary Savings

ESFM works closely with a financial services client to support their commitment to reach Net Zero in operational emissions by 2040. In addition to project management and ESG reporting support, ESFM researched and pursued rebates to offset the client's investment costs.

HVAC Upgrades Save Energy and Money

More than \$215,000 in annual cost savings were reported after upgrading 24 HVAC units. This update reduced energy consumption by 3.1 million kWh (kilowatt-hours), which is equivalent to 2,182 metric tons of carbon dioxide.

New Parking Garage Lighting Saves \$10,000

After upgrading to motion sensor LEDs, each fixture consumes 50 watts less of electricity at full brightness and conserves energy by 120 watts when there is no activity in the area. This change led to more than \$10,000 in annual savings. In addition, ESFM secured a \$15,650 rebate towards project costs.

Rebates Offset Costs

Energy-efficient roofs were installed across five buildings. ESFM pursued rebates to offset the capital investment, receiving \$365,000 towards the project.

In addition to energy optimization projects, sustainability initiatives include a beehive installation and a robust recycling program. More than 15,000 pounds and 5,500 gallons of waste, plus 2,100 lamps and ballasts were diverted from landfills in 2023.

An Educated Commitment to Sustainability

From classroom cleaning to groundskeeping and facility maintenance, SSC Services is very intentional when it comes to sustainability, working with clients to prioritize tools and techniques that protect human health and the environment.

The mission of the grounds teams is to manage award-winning campus landscapes while minimizing their impact. Programs are built around protecting local watersheds, reducing reliance on synthetic fertilizers and pesticides, and creating a culture of doing the right thing - for today and the long term.

CONSERVING RESOURCES

“Our water conservation programs save millions of gallons of water every month while allowing the landscape to look and perform its best. It is common for a well-run water conservation program to save over 30% of outdoor water usage, with opportunities for conservation goals to reach over 50%,” said Brandon Haley, Senior Project Manager for Sustainability and Grounds.

Water-use reduction can be as simple as planting native species or as complex as installing a smart irrigation system that features weather- and soil-based controls, components focused on water application, and flow sensors that support automatic leak shutdown with alerts.

DOING NO HARM

In addition to conserving precious resources, teams take a proactive approach to ensure other grounds practices do no harm. If not properly controlled, the nitrogen that greens the grass, the salt that prevents icy falls or the pesticides that keep away a destructive species can all cause greater harm to the water system, dramatically outweighing the good it does for a campus.

EDUCATING STUDENTS

At the heart of every successful sustainability program is community buy-in. SSC develops programs to engage students and teach them about the environmental practices happening on campus.

SSC workers create edible gardens on school grounds at several partner schools to demonstrate how spaces for growing food can be integrated into landscapes. At the University of Arkansas - Fort Smith, the Student Garden Club is actively involved in planting and growing vegetables and herbs and increasing awareness on campus. The garden also features informational signage aimed at helping visitors understand what they are seeing and how the garden positively impacts the environment and community.

“Sustainability is not just about reducing our environmental impact,” said Haley. “It is about preparing the next generation to do even more than we can imagine.”





A Hub of Intentional Partnerships

For more than 50 years, SSC Services has been committed to supporting minority-owned businesses and providing opportunities for community partners to create the best learning environments for students.

Since 2012, Texas A&M University System and SSC for Education have actively built relationships with Historically Underutilized Businesses (HUB) in Texas. With nearly 25% of total spend at College Station dedicated to HUB supplier diversity efforts, they have built a network of more than 850 HUB partners throughout the Texas A&M System.

SSC's commitment to the program's future extends beyond a financial relationship. They mentor at least one vendor in each line of service including building maintenance, custodial, landscape and project management services.

Partnership Spotlights with Minority, Women or Veteran-Owned Businesses:



IQS Inc.
A trusted custodial services partner who cares for Texas A&M as if it were their own. IQS has been part of the janitorial program at the University since 2012. Following SSC's mentorship, guidance and support IQS has grown, expanding its reach into several regional campuses.

Charles Pest Control Services Inc.
A family-owned company that specializes in Integrated Pest Management (IPM) programs which they helped implement at the A&M regional campuses. This partnership started at Texas A&M University-Commerce and has since expanded to multiple locations throughout the Texas A&M system.



CR Systems Inc.
A woman-owned commercial roofing business. Rayne Knight, the Founder and President, is a Texas A&M alumna. Her team provides the highest-quality roofing in the commercial building industry. Known for their pink lift equipment and sprayed polyurethane foam (SPF) roofing, they have been a vital SSC partner over the past decade.

The trust and transparent relationships SSC has built with HUB-certified vendors have resulted in more opportunities for local businesses to grow and thrive throughout Texas and the Texas A&M System.



SUPPORTING THE COMMUNITY

At Compass Group, our commitment to sustainability extends beyond environmental efforts; it's deeply rooted in empowering and supporting the communities where our businesses thrive. We understand that our actions impact the neighborhoods we operate in, and it's our responsibility to contribute positively.

We seek out local food producers and small businesses who share our values and make substantial investments in their growth. Collaborating with food recovery partners across the country, we ensure surplus food reaches those who need it most. These partners strategically allocate donations to maximize their impact, supporting local community food banks, food pantries and child meal programs.

Our people are the heartbeat of our identity and the driving force behind everything we do. We are driven to build a culture that fosters belonging and provides unwavering support for our associates to flourish. The principles of diversity, equity, and inclusion are embedded firmly within our core values.

How we're Fighting Hunger

Over the past year, we are proud to have donated 1.1 million meals to local communities across our markets.



A Million Meals that Matter

Compass Group donated 1.1 million meals to food rescue and hunger relief organizations nationwide in 2023. Our chefs work hard to turn high-quality ingredients into nourishing meals for our guests. None of them want to waste food or the countless resources that go into creating a meal.

Waste reduction at the source is always prioritized. Still, when kitchens have extra meals at the end of service or an event, Compass Group encourages food donations. Collaborating with our hunger-fighting partners, we've developed playbooks to empower our teams to donate surplus food safely and efficiently.

These strong partnerships are integral in helping excess chef-made meals get into the hands of those in need, not the landfill. This year, we've teamed up with new organizations like Careit and Food Rescue Hero that provide food rescue solutions nationwide. Longstanding partnerships continue with Feeding America, Chefs to End Hunger, Goodr, Food Rescue US and City Harvest.

Partners list:

- Feeding America
- Chefs to End Hunger
- Food Recovery Network
- Food Rescue US
- Goodr
- Careit
- Food Rescue Hero
- Copia
- Replate
- City Harvest



A Season of Giving

Seeking a meaningful way to give back during the holiday season, Tajwar Khan, Regional Director of Operations for Crothall Healthcare Technology Solutions (H.T.S.), found the perfect match at a clinical engineering conference in Illinois in the fall of 2023. Project c.u.r.e., the largest distributor of donated medical equipment to communities in 135 countries, including underserved hospitals in the U.S., desperately needed specialists who could repair broken anesthesia machines, ventilators, and other critical medical devices.



“My team usually has a holiday dinner to celebrate each other and our accomplishments for the year,” says Khan. “However, this year, I wanted to participate in a charity event where we could make a big impact. When I heard about project c.u.r.e’s need for people with the skills we possess, I knew this activity was the right one since it would help so many people in need of medical care.”

In November 2023, a team of 14 H.T.S. employees from the Midwest region went to a project c.u.r.e warehouse in Woodbridge, Ill., a Chicago suburb. The team went to work after meeting the warehouse director, who guided them to the broken equipment.

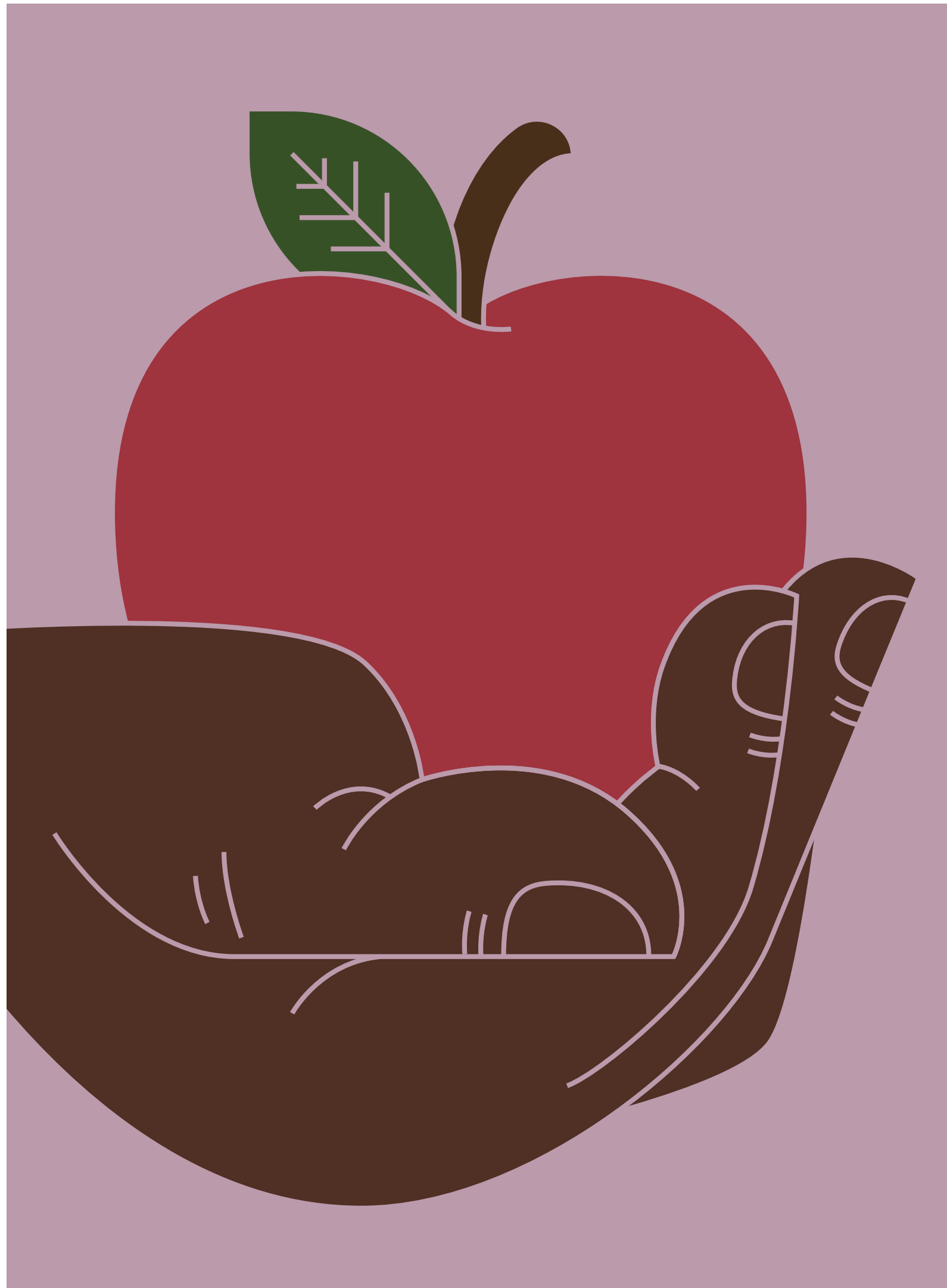
With their tools and testing equipment in hand, the H.T.S. team repaired approximately 50 medical devices. Biomedical technician Andrew Sorensen, highly trained in servicing these devices, completely restored two anesthesia machines using parts from the third device.

Other members of the H.T.S. team used their skills to repair additional critically needed equipment. Victor Rojo, Resident Regional Manager at the Ann & Robert H. Lurie Children’s Hospital in Chicago, and Gary Zajdzinski, a Biomed Technician III, repaired portable x-ray machines. Other devices repaired and readied for shipment included infant warmers and incubators, patient monitors, bilirubin light phototherapy machines, and automated external defibrillators (AEDs).

“Some of this equipment had been sitting idle for months awaiting the right technical skill set,” said Regional Coordinator Karen Elder. “Our team quickly determined the parts needed to make the equipment operational again and ready them for shipment.”

In addition to their volunteer work, the team donated several medical devices to project c.u.r.e. Lisa Ratajczyk, Crothall Director delivered a generous donation from the hospital of patient monitors and other devices. Lurie Children’s Hospital, another H.T.S. partner, donated several intravenous (IV) poles.

“This is such a unique volunteer project that we hope to make it an annual or semi-annual event,” Khan says. “Project c.u.r.e is an outstanding organization, and with our skill set, we can support them and aid people around the world. Giving back to less fortunate people is the perfect way to show our ties to the holiday spirit.”



BRINGING A HARVEST TO A DESERT

Food deserts are a major component of food insecurity. These areas have limited access to affordable, fresh and nutritious food, and are typically urban and suburban areas further than one mile from a supermarket or rural areas more than 10 miles away. TouchPoint has formed partnerships with community initiatives such as Feed My Starving Children in Illinois and the Nashville Food Project. These allies play a pivotal role in allowing chefs to pass surplus food on to those who need it, helping alleviate the community's food drought.



In collaboration with the Nashville Food Project, TouchPoint staff at Ascension Saint Thomas Hospital Midtown developed an initiative to aid those facing food insecurity. Led by the TouchPoint culinary team and working closely with the hospital, the Nashville Food Project visits the site weekly to help the kitchen team repurpose unused food and ingredients. The non-profit then redistributes these food donations to local community projects and families in need. On top of donating unused food to regional food pantries, some TouchPoint units have created



food markets to help offset hunger in their communities. Developed by Regional Executive Chef Andrew Hahn, a market at the Milwaukee Campus of Ascension Columbia St. Mary's Hospital allows guests, associates and community members to buy fresh, locally sourced, nutrient-dense produce from the hospital café at cost. It started as a monthly farmers market during the high-grow season that is now year-round.

"When the hospital asked us to include a community element in our operations, we didn't see where people had a resource like this available," said Chef Hahn. "Our goal is to get healthy food into the hands of the people who need it, whether that's our patients, associates or the community."

The concept in Wisconsin was so well received the client hospital is expanding into the Maryland region, with plans to scale it to other areas based on need and interest.

Though food insecurity and food deserts have much more complex origins based on socioeconomic and regional accessibility – factors well beyond the organization's influence – TouchPoint remains active in aiding these communities through ongoing unit-based food markets, food pantry donations and volunteer support.





A Caring Campus of Inclusion

Academic breaks often pose unexpected challenges for international students pursuing higher education far from home. The University of Chicago, in partnership with UChicago Dining, responded to this issue by launching the UChicago C.A.R.E.S. program – Community Action Reaching Every Student.

At its core, UChicago C.A.R.E.S. aims to eliminate hunger and isolation during academic breaks, ensuring that no student goes without a meal or support. This program addresses the sense of being left behind as campuses empty out during breaks by extending dining operations and collaborating with students to fund and pack grocery kits for their peers.

The pilot offered a seamless solution year-round. During shorter Thanksgiving and spring breaks, one dining hall now remains open to provide hot, nourishing meals and snacks to students anonymously enrolled in C.A.R.E.S. Beyond immediate sustenance, this initiative fosters a sense of community and support.



During the extended winter break all campus dining is closed, presenting a distinct challenge. UChicago C.A.R.E.S. responded by giving students free grocery kits containing supplies for 21 meals, customized to accommodate diverse dietary preferences.

Collaboration played a pivotal role. Volunteers were instrumental in realizing the program's objectives, dedicating around 500 hours to outreach, assembling grocery kits and distributing them. UChicago Dining teamed up with UChicago's Center for Identity + Inclusion, and the Office of Civic Engagement, to amplify the initiative's reach. A strategic awareness campaign prominently featured C.A.R.E.S. in dining halls and email communications.

The impact of this program extended beyond sustenance, demonstrating the University's commitment to fostering a compassionate and inclusive community. UChicago C.A.R.E.S. was honored with the prestigious 2022 Sustainability Award for Outreach and Education by the National Association of College and University Food Services, acknowledging its influence in promoting student welfare and social responsibility.

As UChicago C.A.R.E.S. continues to evolve and expand, its legacy as a catalyst for positive change becomes more pronounced. With support from friends of the University, the program's future is secure. The UChicago community's unwavering dedication to fostering well-being, collaboration and social consciousness sets an inspiring example for institutions worldwide.

Free Training to Launch Careers

When it comes to supporting local communities, Restaurant Associates (R/A) at JP Morgan Chase in Delaware continuously expands its reach. In 2019, the team began working with the Food Bank of Delaware to help give people a pathway to a career through The Culinary School, a 14-week training program certified by the Delaware Department of Education.

Through this partnership, R/A units in the area opened their doors to the Food Bank's students to complete a required two-week internship. After completing the program, R/A hired three of the four students who participated.

"I'm a firm believer there should be purpose in everything we do in our jobs, and as a company," said Regional R/A Director, Colin MacGregor. "The Food Bank of Delaware has already created a wonderful program and when I found out about it, I felt a responsibility to support our local community."



Over the years, the R/A team expanded its relationship with the Food Bank of Delaware who implemented The Kitchen School program that teaches adults with disabilities techniques and skills to work in the food service industry. Developed in professional kitchens, the 12-week program includes eight weeks learning at the Food Bank and four weeks transitioning to permanent employment with onsite job coaching. R/A was fortunate to bring on board a graduate of The Kitchen School who, just recently, celebrated his one-year anniversary.

"It brings me so much joy to work with an organization that is vested in helping the community and giving people that want to learn and grow the resources to do so," said R/A General Manager, Holly Mondesir.

Working with the community, R/A has been able to form meaningful partnerships and give employment opportunities to individuals looking to start a career in the hospitality industry.



SOURCING SUSTAINABLY

Our commitment is to provide nourishing food to guests while driving positive change for a healthier planet. Responsible procurement plays a pivotal role in minimizing our environmental impact. Compass Group considers sourcing local products and advocating high standards for animal welfare, human rights and ethical trade practices as essential strategic priorities.

Across the organization, we focus on prioritizing diversity, equity and inclusion in our supply chain. This year, we extended our BIPOC (Black, Indigenous, and People of Color) Farmers program to encompass Virginia, Maryland and Illinois farmers. This expansion aligns with our goal of supporting farmers of color while providing our chefs with delicious local produce.

Additionally, we remain committed to supporting local farmers and artisans. Meaningful examples of sourcing sustainably include FLIK Hospitality Group transforming underutilized client spaces into biodiverse food production landscapes, Morrison Living teams growing food right in their own backyard and the innovative Eurest Culinary menu concept that's inspired by women, created by women.

Our 2023 Results

34% LOCAL PRODUCE & DAIRY
GOAL: 20%

86% SEAFOOD FROM SUSTAINABLE SOURCES
GOAL: 100% SFW Criteria

50% ECO/FAIR TRADE CERTIFIED COFFEE
GOAL: 25%

70% CAGE-FREE EGGS
GOAL: 100% Deviation from our commitment to 100% cage-free eggs is due to a prolonged avian influenza outbreak.

87% POULTRY PRODUCED WITHOUT THE ROUTINE USE OF ANTIBIOTICS
GOAL: 100%

Cultivating Diversity

Black, Indigenous, and People of Color (BIPOC) make up approximately 2% of all farmers in the U.S. The lack of diversity in farming has lasting repercussions on the food system and communities of color. In partnership with Foodbuy and regional produce distributors, Compass Group is taking a leadership role in supporting BIPOC farmers and their communities.



The BIPOC Farmer program was launched to address historical disparities within the agricultural industry by providing necessary support to underrepresented farmers.



Now in its third year, the program has transcended its roots in the Carolinas and California, expanding its partnerships to include Illinois, Virginia and Maryland. This expansion reaffirms Compass Group's dedication to supporting local farmers and signifies a pivotal stride toward establishing a more inclusive and equitable food system. In FY23, our purchases have exceeded \$1.1 million.

The success of the BIPOC program and decision to broaden it reflects the resounding support and enthusiasm demonstrated by both our culinary teams and produce partners. The goal is to continually weave a more extensive network of diverse farmers into the fabric of sourcing practices.

As we champion the cause of local agriculture, our BIPOC Farmer program stands as a testament to the positive impact of collaborative efforts in fostering a sustainable and diverse agricultural landscape.

"When chefs build a great relationship with local farmers, everybody wins! Our guests, communities and environment all benefit," said Thomas Sewell, Division Chef, Morrison Healthcare.



Farmer Equity Supports Health Equity

Many Black farmers in America are struggling without proper support and access. Morrison Healthcare is working to change that through a strategic partnership with nonprofit organization *Common Market* on a mission to connect urban communities with local food from sustainable family farms.

“We have been rooted in community since our founding and we operate on very basic principles: access to good, affordable food is a fundamental human right and the people who grow our food deserve to be paid and treated fairly,” said Haile Johnston, co-founder of *Common Market*. “Agriculture isn’t just restorative to the environment, but sustainably and healthfully farmed food can be healing.”

The team at Hackensack Meridian Health in New Jersey committed to spend more with local farmers and Black, Indigenous and People of Color (BIPOC) producers across all Hackensack Meridian Health sites. As a result, local farmers help feed patients, staff and guests with their locally grown food.



“From our plant forward-menus to sourcing humanely-raised animals and wild-caught seafood this commitment is woven into our practices, processes and culture. Working closely with *Common Market* helps our chefs build relationships with local farms and lean into our sustainable sourcing goals,” said Kyle Tafuri, Vice President, Sustainability for Hackensack Meridian Health.

Relationships include BIPOC-owned farm K&J Organic Farms, Geogreens Farms with its zero-waste mentality and Free Haven Farms that focuses on providing access to underserved communities.

“Partnering with *Common Market* and offering systems like Hackensack Meridian Health the opportunity to invest heavily in this level of farmer equity shows how the healthcare industry and non-profits can collaborate to support both equitable and sustainable practices,” said Lisa Roberson, National Director for Sustainability and Wellness at Morrison Healthcare.

Five additional hospital systems are working with Morrison Healthcare, leveraging the *Common Market* partnership to connect with local and BIPOC-owned farms and producers.



Home Grown Sustainability

Building a community one meal at a time is about more than just serving kindness. Morrison Living teams are successfully growing and sourcing sustainable food right in their own backyard. Approaching it on multiple fronts, a team in Palo Alto, California sources from three local farms within 150 miles, participates in *Compass Group's BIPOC Farmers* program and reduces food waste with *Chefs to End Hunger*.

Fresh from the docks of San Francisco, seafood is featured once a week on the menu with the *Boat2Table* program. Fisherfolk are invited to visit the community and spark valuable conversation about food sources, the types of seafood they fish and the name of the boats.

From surf to turf, the onsite team is also growing their own food on the patio just outside the dining room. In Spring 2023, the community started harvesting lettuce and featured it in fresh salads multiple times a week in addition to produce from local minority farmers. Information on sourcing is shared with guests to highlight this increased focus on diversity and inclusion in the supply chain.

While a humble garden and local seafood may seem simple, these efforts represent a deeper and more meaningful strategy that prioritizes sustainability, locally sourced food and supporting local farmers of color who expand the network of diverse suppliers, and support community farmers in the region.

Jamie Gerkowski, Regional Director of Operations, Jason Terry, Director of Dining Services and their team at Webster House actively make sustainability efforts come full circle with engagement in the *Chefs to End Hunger* program. In partnership with *Vesta Foodservice* to reduce food waste and help neighbors in need, leftover food is distributed to local charity organizations.





LOOKING BACK TO

MOVE FORWARD

Hawai'i is more than a tropical paradise with stunning landscapes and warm beaches. It is a place where sustainability efforts and a deep-rooted indigenous culture converge, creating a unique and harmonious way of life. One remarkable initiative that embodies this spirit is Hānai 'Ai, a program developed and supported by the Flik Independent Schools team (FISD) dedicated to introducing and reintroducing indigenous foods and ancestral culture to students at Kamehameha Schools Kapālama.

REVIVING ANCESTRAL TRADITIONS

In collaboration with Chef Kealoha Domingo, Hānai 'Ai sets out to satisfy the educational needs of Hawaiian students along with their cultural appetite. The program's name itself, suggested by the chef's family, reflects the essence of Hawaiian culture where 'hānai' means to nurture or feed, and 'ai' signifies food. Hānai 'Ai is all about nurturing the connection between Hawaiians and their traditional foods.

MONTHLY CULINARY CELEBRATIONS

One of the most exciting parts of Hānai 'Ai is its monthly culinary celebrations that take place primarily on the Kapālama campus. These events provide an opportunity for students to explore different indigenous foods, such as 'Ulu (breadfruit), 'Uala (sweet potato), Kalo (taro), Limu (seaweed), and Pala 'ai (winter Squash). Each celebration is a journey through Hawai'i's rich culinary heritage, showcasing the diversity and depth of indigenous ingredients.

INDIGENOUS FOODS PROMOTE SUSTAINABILITY

Indigenous foods are an integral part of Hawai'i's sustainable food system and Hānai 'Ai plays a vital role in promoting this. By nature, these foods are well-adapted to the local environment, require fewer resources to cultivate, and often have lower carbon footprints compared to imported alternatives. By reintroducing indigenous foods, Hānai 'Ai contributes to a more sustainable and resilient food system for Hawai'i.

EDUCATIONAL EMPOWERMENT

Students learn about the cultivation, preparation and significance of indigenous foods through hands-on experiences. This knowledge empowers them to make informed choices about their diets and connects them to the land. As a result, Hānai 'Ai nourishes the body, the minds and the spirit of Hawaiian students.

CELEBRATION OF CULTURE BEYOND KAPĀLAMA

While the Kapālama campus serves as the heart of Hānai 'Ai, this initiative recognizes the importance of reaching as many students as possible. The dining team expanded the program to the Kea'au campus, nurturing a broader and deeper connection to their roots and home. This is a testament to their commitment to preserving and promoting Hawaiian culture and sustainability efforts across the islands. Hānai 'Ai is more than a culinary celebration, it's a celebration of the heart and soul of Hawai'i itself.



Something Sustainable is Brewing

Bon Appétit Management Company is sticking to its ambitious sustainable coffee sourcing commitment while experiencing exponential growth. Compliance is reported at 92.8%, a statistic that is particularly impressive considering companywide coffee spend doubled between 2021 and 2022.

A public pledge was made in 2019 that within two years all of the company's coffee bean purchases would come from one of the following sources:

- Third-party certified
- Third-party verified
- Vendors enrolled in its Farm to Fork program that requires 20% of ingredients to be sourced from small farmers, ranchers and food artisans located within 150 miles of their kitchens

The coffee commitment supports Bon Appétit's Low Carbon Lifestyle initiative which seeks to reduce the climate-change related impacts of food purchases and aligns with the longtime dedication to socially responsible sourcing practices.

Accepted coffee certifications:

- Fair Trade
- Certified Organic
- Rainforest Alliance
- Bird Friendly

Accepted coffee verifications:

- Coffee and Farmer Equity (C.A.F.E) Practices
- Enveritas

Bon Appétit leadership is energized to reach 100% compliance, knowing their teams across the country are committed to making more sustainable coffee an everyday ritual.



Gastronomic Innovation

The Blue Hills Farm x Chef Training represents a cutting-edge, exclusive program meticulously crafted in collaboration with Chef Dan Barber and his accomplished team. Blue Hill, as a whole, and Chef Barber, specifically, spearhead the fusion of sustainability and deliciousness, demonstrating how these principles harmoniously coexist.

Within this intensive training, R/A Chefs learn about the Blue Hill approach to creating a circular food system, championing waste reduction, and exploring the symbiotic relationship between agriculture and the culinary arts. They also acquired advanced techniques to craft delectable dishes that not only tantalize the taste buds but also contribute positively to both people and the planet.

The resounding success of the second training, held on November 9-10, has sparked enthusiasm among participants, prompting plans to prolong and expand the program. This extension aims to disseminate Blue Hill's enlightened philosophy to clients and guests.





Cool Chix

How Nuggets Support Women-Owned Businesses

The Eurest Culinary team has a strong connection to its latest concept Cool Chix, bite-sized chicken beauties created by women. Recipes feature innovative, high-quality ingredients and retail products from women-owned businesses. Launched on Women's Equality Day 2023, guests are supporting women-owned businesses with each bite and building a better future for all.

"I have been a longtime fan of the products at the heart of this concept and knew putting them together would be a winning combination," said Meredith Galit, Eurest Director of Culinary Standards. "It's all about celebrating women entrepreneurs and the incredible influence they have on the flavors we love."

The breading on Cool Chix nuggets is made of an all-purpose baking mix from Miffy's Foods. Based in Portland, Oregon, owner Miffy Jones created her mixes to be wholesome and sustainable, packed with whole grains and sweetened with fruit instead of sugar.

Miffy was first introduced to Eurest in 2019 with her products quickly becoming a whole grain option at breakfast, coffee bars and dessert stations after the national launch into Eurest operations on Stop Food Waste Day 2022.

"Our partnership is a blend of purpose-driven concepts that is very meaningful to me," said Miffy. "Eurest has incredible, forward-thinking leaders who listen and take the time to consider and imagine what their menus could look like when including new and emerging brands. Our shared values make our partnership the perfect mix."

The nuggets wouldn't be what they are without Lillie's of Charleston sauces and seasoning. Tracey Richardson and her sister Kellye founded the company using great Aunt Lillie's bold flavors that were first introduced in their family's restaurant in 1985. They've grown to become a national brand since the early days of hand-packing their award-winning sauces, which can be found for sale at the National Museum of African American History & Culture and grocery stores across the country.

"It's empowering to be a woman in business today. I'm proud to be building something that I can pass down to the next generation," said Tracey.

To complement the delicious flavors of Cool Chix, guests can also choose from an assortment of retail snacks from other women-owned businesses including cookies from Partake Foods, B'cuz Granola Bites and Sweet Streets desserts.

The Cool Chix concept is backed by Eurest's Better Together program that connects associates, clients and guests to culture and community through food. Better Together supports supplier diversity and minority vendor partnerships backed by education and storytelling initiatives to foster inclusion and innovation in Eurest marketplaces.

Miffy Jones and Tracey Richardson both participated in Foodbuy's Diverse Supplier Accelerator in 2021. The comprehensive 12-month program provides selected suppliers one-on-one mentorship, coaching and joint business-plan development designed to accelerate the growth and utilization of women and minority-owned enterprises (W/MBEs) throughout Compass Group and Foodbuy.



A New Crop of Onsite Client Farms

FLIK Hospitality Group is elevating its commitment to support access to local produce with a partnership that transforms underutilized client spaces into biodiverse food production landscapes. Green City Growers helps provide clients with immediate access to hyper-local food while inspiring self-sufficiency through engagement.

FLIK's first client partnered with Green City Growers in 2019 to develop, build, plant and harvest on one of their New England campuses, supplying 7,000 pounds of organic produce to onsite kitchens. Throughout the pandemic, this farm's surplus helped support the food insecure.

In 2023, Green City Growers and FLIK expanded their on-site farms to new client locations. Today four farms provide nine cafes with hyperlocal ingredients in New Hampshire, Rhode Island, Kentucky and Texas. With plans for a fifth farm to break ground next year, the visibility and utilization of hyper-local ingredients throughout the FLIK portfolio will continue to grow.

The Green City Growers farmers keep FLIK chefs informed of harvest projections, growing schedules and conditions so they can enhance and adapt menu offerings in real-time, highlighting produce grown onsite throughout peak season.

"To say the product is fresh is an understatement. We are receiving heirloom tomatoes that are still warm from the sun, how cool is that?" said Christie Karlson, Executive Chef at FLIK Hospitality Group. "The benefits of having an onsite farm are endless. We work with the farmer to grow what we need. Our associates can't help but notice the vibrant colors and freshness of the hyper-local ingredients, giving us a great conversation starter with guests."

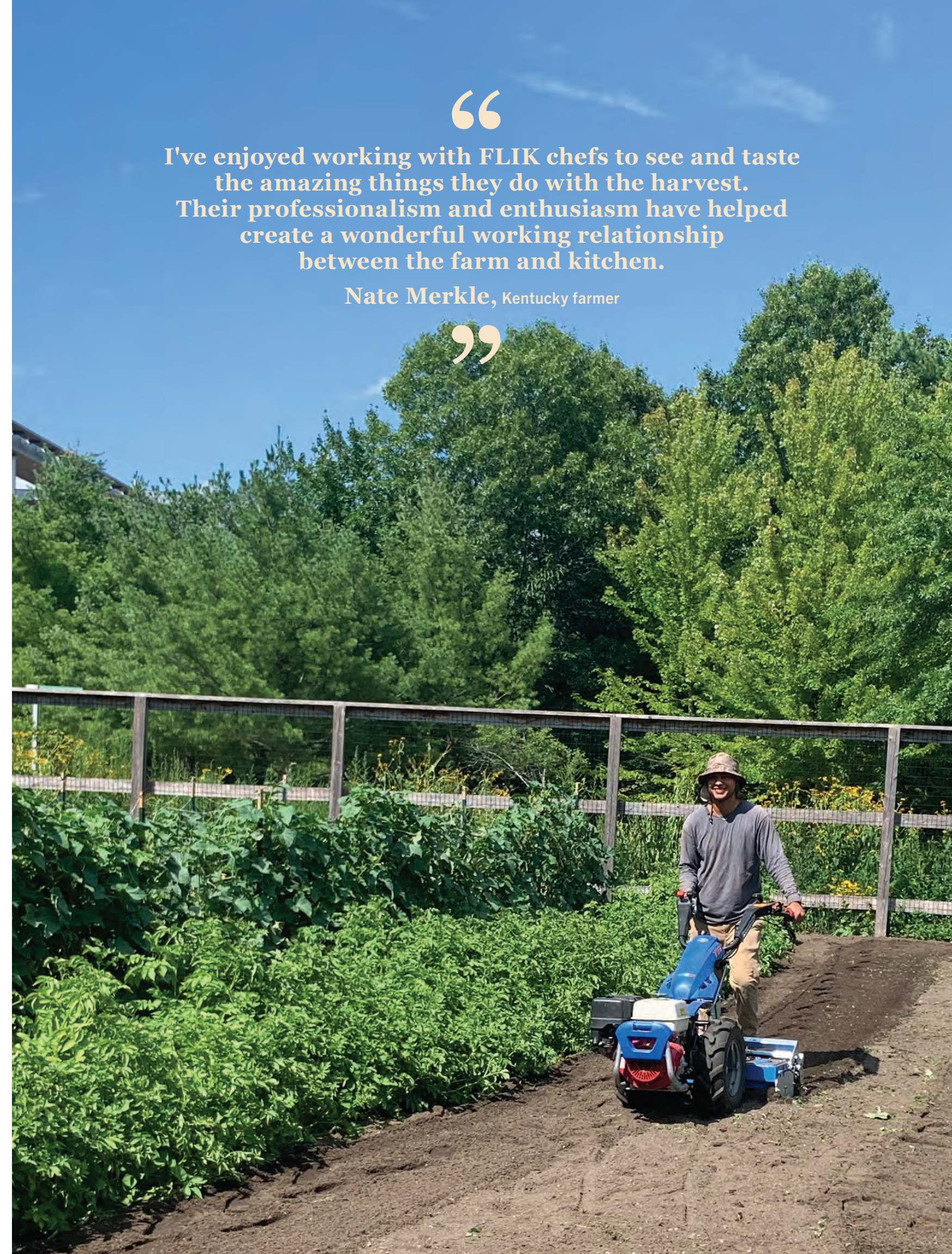
Sustainability marketing throughout the cafe helps guests quickly identify hyperlocal ingredients and participate in events with the farmers featuring FLIK-made treats from organic produce harvested that day.



“
I've enjoyed working with FLIK chefs to see and taste the amazing things they do with the harvest. Their professionalism and enthusiasm have helped create a wonderful working relationship between the farm and kitchen.

Nate Merkle, Kentucky farmer

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Partners for Change

Compass Group strives to have a positive impact on the world through sourcing responsibly, enriching lives and collaborating to continuously enhance animal welfare standards. Chefs are responding to the growing awareness among consumers about the impact their food choices have on the environment. Strategic partnerships help progress animal welfare standards and product availability in the supply chain, while offering education and influencing important initiatives.

Reducetarian Summit

In October, Compass Group attended the Reducetarian Summit to further fuel development of in-cafe programs and promotions that increase whole grain and produce offerings while reducing the amount of meat served. 'Reducetarians' are committed to eating less meat and dairy, and fewer eggs. The three-day conference brought together perspectives and technologies from all corners of the world as the attendees explored how to reduce societal consumption of animal products, mitigating the carbon-intensive impact on the environment and their waistslines.

“

The Summit was both inspiring and enlightening. The opportunity to participate in the panel discussion, From Schools to Hospitals to Corporations: How to Change What is on The Menu, allowed me to share insights into how Compass Group ensures sustainable food choices are available to our guests.

said Julia Jordan,
Senior Director of Sustainability

”

The panel discussion emphasized the need for a holistic approach, addressing the food offerings in schools, hospitals and corporations. Institutions play a pivotal role in shaping dietary habits and by incorporating sustainable practices into their menus can influence positive change.

The summit reinforced the idea that change is possible, collaboration is crucial, and the approach doesn't have to be all or nothing to make an impact. By sharing success stories and practical strategies, we can create a ripple effect that shapes the future.

Perdue Animal Care Summit

Compass Group partners closely with producers in the food industry to help progress animal welfare standards and product availability in the supply chain. For the second year, Foodbuy and Compass attended the Perdue Animal Care Summit which unites farmers, retailers, buyers and non-profit groups.

This two-day intensive event fosters partnership and networking across the diverse group of attendees to help educate and influence challenging, but important initiatives. Compass engaged with experts on topics such as minimizing antibiotic use, the Better Chicken Commitment and decarbonization on chicken farms.



Niman Ranch x Food Tank Education Summit

Compass Group was honored to attend the 25th annual Hog Farmer Appreciation Celebration, a weekend that brings together family farmers, chefs, business leaders and food systems advocates. During the events education summit, co-hosted by Food Tank and Niman Ranch, there were a series of panel discussions and fire-side chats that covered everything from the meat sector to the farm bill.

Compass Group's Julia Jordan spoke about Prop 12: Lessons from an Animal Welfare Victory, a panel about animal welfare and food policy alongside Chris Green from Harvard University's Animal Law & Policy Program and Chris Oliviero, General Manager of Niman Ranch. The panel shared a behind the scenes look at the Proposition 12 victory and what the specific standards for freedom of movement mean for farmers, livestock and consumers. Jordan laid out how Compass Group has supported Prop 12 from its inception and how Compass is continuing to lead in the animal welfare space.



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IS TO CREATE
POSITIVE CHANGE
IN THE FOOD SYSTEM
THROUGH MEANINGFUL
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PROMOTE WELLBEING
FOR *people*
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