



COMPASS GROUP DENMARK

Impact report 2024

CEO's Foreword

At Compass Group, our work is fundamentally about people and on creating everyday experiences that make a meaningful impact and leave a lasting impression, whether through our canteens, facility services, or guest experiences. Responsibility is not an afterthought in any part of our operations; it is deeply embedded in our business model, corporate culture, and strategic objectives.

As part of a global organisation, we actively implement our Planet Promise — our commitment to achieving Net Zero — into concrete action.

This year, we have reduced our CO₂ intensity (Scopes 1, 2, and 3) by 8% compared to 2023. This represents a significant step in the right direction.

We know that the green transition requires more than ambitions. It demands action in everyday practices whether in the kitchens, in dialogue with customers, or throughout the entire value chain.

That is why we take pride in having trained Climate Chefs over the past year. The programme equips our employees to lead sustainable change — not only with knowledge but with determination, a sense of community, and commitment. Because this is where change truly takes place: with those who consistently turn words into action and inspire both colleagues and clients.

Partnerships play a crucial role. Engagement of both clients and their guests is a fundamental in advancing the green transition. Through ongoing cooperation and dialogue with our clients, we develop solutions that not only meet immediate needs but also set exemplary standards for a responsible food culture.

Moreover, we have achieved recertification under the Nordic Swan Ecolabel for our entire cleaning service, a recognition that places

strict demands on environmentally friendly products, operational procedures, and thorough documentation.

We are proud of the strong culture we have fostered at Compass Group Denmark. Our latest survey reports an Employee Net Promoter Score (eNPS) of +38, demonstrating a notably high level of employee satisfaction. This result reaffirms a fundamental principle for us: everything starts with satisfied employees.

It is important to recognise the efforts our colleagues make every day to deliver exceptional service experiences for clients and guests. In 2024, we introduced People Appreciation Week for the first time — an event featuring a social dinner where leaders stepped in as hosts to honour and treat the invited colleagues. We have committed to making this day an annual tradition.

Every day, we strive to develop solutions creating value both for our clients and the communities around us. We achieve this by driving change through leadership, innovation, and a constant commitment to challenging ourselves to improve.

We extend our sincere thanks to all our employees, clients, and partners. Your dedication enables us to turn our ambitions into action and make a meaningful impact.

I hope this report provides you with valuable insights.



Thomas Kempf
CEO, Compass Group Denmark



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Introduction

Compass Group Denmark



Compass Group Denmark is a market-leading provider of facility management, canteens, and cleaning services to a diverse range of businesses.



In 2024, Compass Group Denmark employed approximately 2,700 full-time employees nationwide.



We provide cleaning services to more than 110 companies, educational institutions, and office buildings across the country.



Each day, we serve approximately 100,000 meals. Our clientele spans both the public and private sectors.



Compass Group Denmark is part of Compass Group PLC, headquartered in the UK. Globally, Compass Group operates in approximately 30 countries and employs around 580,000 people. Our global headquarters is in Chertsey, near London.



At Compass Group, we collaborate across borders to effectively advance our sustainability initiatives, notably through our Planet Promise commitment. For further details, please refer to Compass Group's Global Sustainability Report: **Compass Group - Sustainability Report 2024**



UN Sustainable Development Goals (SDGs)

At Compass Group, we take responsibility by actively contributing to nine of the SDGs, which guide our sustainability initiatives. This approach ensures responsible procurement practices that respect people, animals, and the environment — while fostering healthy, inclusive everyday environments prioritising wellbeing. Equality and diversity are integral parts of our culture. We work continuously to ensure safe and secure working environment.

We are actively working to reduce our climate footprint, reduce food waste, and contribute to circular solutions. By building strong partnerships and sharing knowledge and resources, we strengthen our efforts to preserve marine and terrestrial environments through sustainable practices and drive meaningful, lasting change.

Read more about our commitment to the UN Sustainable Development Goals:

[UN Sustainable Development Goals - Compass Group.](#)



SUSTAINABLE DEVELOPMENT GOALS

Accreditations and Certifications

Certifications and labels play a vital role in our sustainability efforts. They not only serve as verification of our work but also as valuable tools to ensure continuous improvement. By working systematically, we strengthen our commitment to conducting business responsibly, with consideration for people, the planet, and society.



ISO 45001

We are ISO 45001 certified. This international standard for occupational health and safety management systems is applied to create safe and healthy working conditions for our employees. The primary focus is on preventing work-related injuries and illnesses, while fostering continuous improvement of the work environment through systematic management and risk control.



Service Standard

This certification is awarded by the Danish Service Employers' Association (SBA) and serves as a quality guarantee. Compass Group is committed to operating a responsible business built on strong values and reliability as a partner. Holding the Service Standard certificate confirms our credibility and trustworthiness towards customers, employees, and authorities.



ISO 14001

Compass Group Denmark is ISO 14001 certified. This international standard for environmental management helps us identify, reduce, and manage our environmental impact, ensuring compliance with legal requirements and improving our environmental performance. It provides a structured framework for implementing more environmentally friendly processes in our daily operations.



Organic Food Labels

We use the Danish Ø-logo for organic products to indicate the proportion of organic food and beverages purchased for our food service units. Organic products support sustainable farming practices, reduce the use of chemical pesticides and synthetic fertilizers, and ensure a high standard of animal welfare. The national Danish organic Ø-logo provides Danish organic products with a high degree of credibility and assurance. This ensures that the products are produced with a focus on environmental sustainability and health. In 2024, we achieved a total of 212 organic labels and an organic share of approximately 40%.



Nordic Swan Ecolabel for Cleaning Services

Our cleaning services are certified under the Nordic Swan Ecolabel, guaranteeing adherence to stringent environmental and quality standards. This certification ensures that cleaning is performed with environmentally responsible products and methods that minimize impact, while upholding rigorous standards of efficiency and hygiene.

Our goals: Climate Net Zero by 2050

STRATEGIC LEVERS TO DE-CARBONISE



SUPPLIERS
Indirect impact



OPERATIONS
Direct impact



CLIENTS AND CONSUMERS
Indirect impact

GLOBAL GOALS IN COMPASS GROUP



CLIMATE NET ZERO
By 2050 across our value chain



46% REDUCTION
In absolute Scope 1 & 2 GHG emissions
by 2030



28% REDUCTION
In absolute Scope 3 GHG emissions
(from purchased food and beverages)
by 2030



SBTi-VALIDERET
Ambitious CO₂ reduction targets for
2030 and 2050, validated by SBTi

Update on our progress: Reduction in CO₂ intensity

In year 2023/24, we achieved a 15% revenue growth. Over the same period, our absolute Scope 1, 2, and 3 emissions increased by 11% compared to the previous year. However, when adjusted for growth, our CO₂ intensity decreased by 8% compared to 2023. This is a step in the right direction, but not enough. Our ambition is clear: to grow responsibly while accelerating our climate efforts. Throughout the year, we have strengthened both our data foundation and calculation methodologies to set more precise targets and focus our efforts where they will have the greatest impact moving forward.

Scope 1 & 2

Emissions from Scope 1 and 2 represent only 0.7% of our total emissions. During the year, we introduced a green vehicle policy, committing to purchase only electric vehicles going forward. With this initiative, we embark on the transition away from fossil fuels in our transport resources. We expect this transition to have a positive effect on our Scope 1 and 2 emissions in the upcoming years.

8%

 reduction

In CO₂ intensity for Scope 1, 2 and 3 compared to the previous year. CO₂ intensity is the emissions normalized for revenue growth.

Scope 3

We place strong emphasis on advancing our work on Scope 3 emissions, which make up the vast majority of our carbon footprint. 99% of our total emissions come from Scope 3, with food being the largest contributor, accounting for 59% of our CO₂ emissions. We work closely with stakeholders across our value chain to reduce emissions in this area.



Achievements 2024

Environmental

AREA		DESCRIPTION	UNIT OF MEASUREMENT	RESULT 2024
CLIMATE		CO2e Scope 1*	Tonnes CO2e	446 tonnes CO2
		CO2e Scope 2*	Tonnes CO2e	81 tonnes CO2
		CO2e Scope 3	Tonnes CO2e	77.066 tonnes CO2
BIODIVERSITY & NATURE		Organic product share	Percent	37.80%
		Units with the organic food label	Total number	212 units
		Share of cage-free eggs	Percent	99.9%
		Seasonal procurement / purchasing	Percent	65,3%
		Coffee procurement certified under Fair Trade, Rainforest Alliance, or UTZ standards.	Percent	30.64%
		Use of certified palm oil (RSPO) in production	Percent	8.27%
		Certified seafood (GSSI-recognized schemes such as MSC and ASC).	Percent	54.2%
RESOURCES AND CIRCULARITY		Units reporting food waste	Percent	98%

* KPMG LLP provided limited third-party assurance in accordance with the assurance standards ISAE (UK) 3000 and ISAE 3410 on selected ESG data points included in Compass Group's global 2024 sustainability reporting.

Achievements 2024

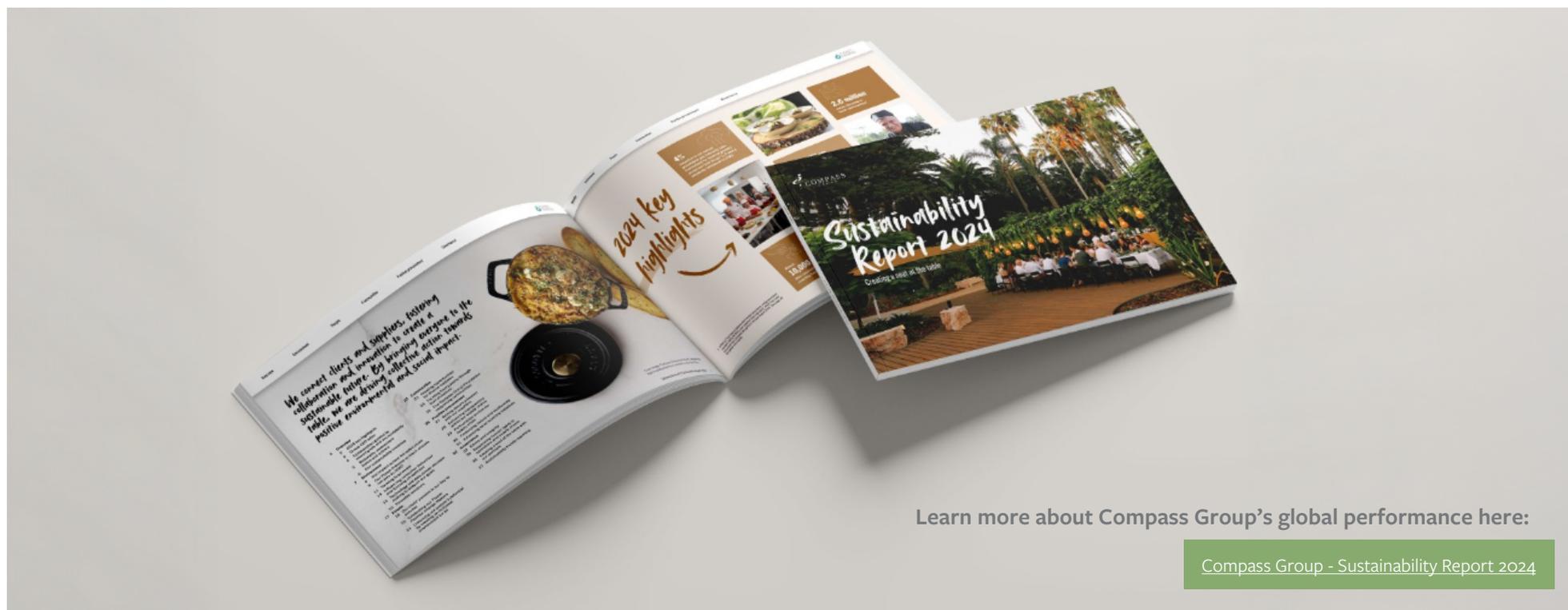
Social

AREA		DESCRIPTION	UNIT OF MEASUREMENT	RESULT 2024
DIVERSITY AND INCLUSION		Women	Percent	57%
		Men	Percent	43%
		Danish citizen	Percent	68%
		Other citizen	Percent	32%
		Gender diversity in senior management	Percent	43% women / 57% men
		Gender pay gap	Percent	3,36%
HEALTH AND SAFETY		Annual Safety observations	Total number	1161
		Annual Safety walks	Total number	119
EMPLOYEE ENGAGEMENT		Employee satisfaction	eNPS score	38
EDUCATION		Apprentices / trainees	Total number	67

Achievements 2024

Governance

AREA	DESCRIPTION	UNIT OF MEASUREMENT	RESULT 2024
SPEAK UP	 Speak up	Total number	9 cases submitted
GUEST SATISFACTION	 Guest satisfaction	Percent	83,80%



Learn more about Compass Group's global performance here:

[Compass Group - Sustainability Report 2024](#)

Planet Promise: Our commitment to reach Net Zero

At Compass Group, our commitment to sustainability is deeply connected to our Planet Promise – a collective force driving change across the organisation. It represents our shared commitment to reach climate Net Zero by 2050* and reflects the action, innovation, and partnerships needed to make a lasting positive impact.

At Compass Group, environmental responsibility is at the heart of everything we do. Through focused initiatives, we continuously reduce our climate impact, drive resource efficiency, and support a circular economy. We prioritise minimising food waste, cutting energy use in our operations, reducing chemicals in cleaning, and promoting eco-labelled products. Embedding sustainable solutions into our daily tasks creates value for the planet, our clients, and the communities we serve. This approach ensures that we actively work towards a greener tomorrow.

More plant based options

Our food choices have a significant impact on the planet, which is why we support the shift towards more plant-based options in our canteens and food services, in line with the EAT-Lancet Commission's recommendations for a plant-forward diet.

Plant-based meals are a core part of our Planet Promise across Compass Group. We're committed to training our kitchen teams and inspiring guests to make more sustainable food choices. By integrating the official climate-friendly dietary guidelines into our approach towards 2030, we're taking on a journey that demands awareness of current eating habits and their broader impact on society.

**Net Zero is a term used to describe balancing greenhouse gas emissions, including CO₂, with their removal from the atmosphere, resulting in a net-zero impact. It means that the total amount of greenhouse gases emitted is offset by an equivalent amount being removed, resulting in a net-zero contribution.*



Nordic Swan Ecolabel for Cleaning Services

Every day, we keep over 110 businesses across the country clean, and how we do it matters. In 2024, we renewed our Nordic Swan Ecolabel certification for our cleaning services. The Swan label is one of the world's most rigorous environmental certifications and proves that our products meet some of the highest environmental standards.

Achieving a 50% reduction in food waste by 2030

Food waste is a key focus area for us, as food production, transport, storage, and disposal have a significant environmental impact – particularly in terms of CO₂ emissions.

By fully utilising the potential of our ingredients, we minimise food waste and reduce our overall environmental footprint.

Globally, approximately one-third of all food produced goes to waste. An excessively high number. That is why we are dedicated to implementing sustainable solutions that create lasting change.

We systematically measure food waste to understand its true impact. Through close collaboration with our canteen clients, we are actively working to reduce food waste by 50% in 2030.

Food waste is both an ethical challenge and a significant contributor to climate change. Beyond the wasted energy used in growing, harvesting, processing, and cooking food, wasted food generates methane, a greenhouse gas with a global warming potential far greater than CO₂.

To effectively reduce food waste, we need to understand its root causes. Our measurement systems empower kitchen teams to monitor, analyse, and continuously minimize waste and actively contributing to our shared goal of a more sustainable future.

40 grams of food waste per guest

We are committed to reduce our food waste by 50% in 2030, with an overall target of 40 grams of food waste per guest. Food waste is measured across storage, production, buffet, and plate waste.

Stop Food Waste Day

Since 2018, we have marked Stop Food Waste Day every year alongside the rest of Compass Group worldwide. Held on the last Wednesday of April, this day celebrates our food waste heroes and shines a spotlight on the urgent fight against food waste. Every day, we work with the purpose of reducing food waste in canteens and our food services as part of our ambition to reduce food waste by 50% in 2030. Stop Food Waste Day serves as a reminder that small actions, taken consistently, can lead to significant change.

In 2024, we linked food waste to seasonality and, in collaboration with our head chefs, developed seven new recipes to ensure in-season ingredients are fully utilised.

STOP FOOD WASTE 



Denmark Against Food Waste and One\Third Partnership

We have joined Denmark Against Food Waste (DKMM) and become a member of the One\Third think tank, where we hope to inspire and find inspiration in the fight to reduce food waste.

Through these partnerships, we are actively working to implement innovative solutions that support our goal of reducing food waste and advancing sustainability in our food services.

Climate Chefs are pushing the green transition forward in Compass Group

Climate Chefs is the title of a new skills development program and ambassador initiative. Through this, kitchens gain their own ambassadors who will help drive the green transition in everyday operations.

In May 2024, the first group of Climate Chefs completed their training, and by the end of the year, over 60 graduated from the program. Our ambition is for every Compass Group canteen to have a Climate Chef who acts as an ambassador for sustainable transformation and shares knowledge across kitchens, enabling rapid adoption of new solutions.

The Climate Chef program equips our kitchen staff with the skills, community, and motivation needed to drive sustainable change. Serving over 100,000 meals daily, we have an immense opportunity and responsibility to shape the future of dining in a more sustainable direction.

The program equips our kitchen teams with the practical tools to make responsible choices benefiting both the climate, environment, and biodiversity. This includes reducing carbon footprints, creating plant-based dishes and protein alternatives, cutting back on meat and dairy, increasing welfare-certified meat, driving targeted food waste reduction, maximizing ingredient use, and adopting energy-efficient practices for water and electricity.

The green transition calls for passionate people who can turn knowledge into action and inspire their colleagues. That's why the program also focuses on the deeper aspects of sustainability — creating purpose, drive, new ways of working, and a strong community across Compass Group.

In May 2025, the Climate Chef program was chosen for one of Børsen's Sustainability Cases.

Read more about the case here:

[Børsen sustainability case](#)



Climate Day

Head Chef and Climate Chef Morten Rasmussen launched “Climate Day” on the last Friday of every month across five canteens (serving an average of over 2,300 meals daily). The day highlights food waste, Danish organic products and ingredients, fish caught using sustainable methods, welfare-certified meat, and Danish dairy products.

“We have a responsibility to drive the green transition and inspire our clients and guests. Through creativity, common sense, and sustainable planning, we can shape the canteens of the future and influence our guests’ choices towards greener options. Since completing the Climate Chef program, I feel an even stronger drive to inspire and share knowledge. Many guests eat plant-based meals at work but not at home, so when they recreate our dishes or take our green take-away home, it is truly a rewarding feeling.”

- Head Chef and Climate Chef Morten Rasmussen

People-centered social responsibility

Social responsibility is a foundation of our company culture. We are committed to creating inclusive and safe workplaces, fostering employee development, and making a positive impact in the communities where we operate.

Through close partnerships with social enterprises like Glad Fonden, we run trainee programs that support people with cognitive disabilities in entering the workforce.

We also collaborate closely with local job centers and the Danish Refugee Council to create more opportunities for people to enter the Danish labor market through internships and flexible employment.

Compass Group brings together a diverse workforce, with many nationalities working side by side. To strengthen team cohesion and support integration, we offer Danish language classes during working hours. This creates a strong foundation for further education and long-term participation in society.

We also focus on upskilling colleagues without formal qualifications by enabling them to pursue education while at work. This approach helps secure better opportunities for the individual and builds a more resilient workforce for the future.

Safety First

At Compass Group, we all share a moral responsibility to look out for one another, our clients, our guests, and the environment. Safety First is the foundation of our Health, Safety & Environment (HSE) work. Our ambition is zero harm to people, the environment, and property, and to provide a safe, injury-free, and healthy workplace where food safety is never in question. Through a structured and proactive HSE approach, we ensure safe and supportive working conditions for all our employees.

Safety Walks

As part of the initiative, we regularly conduct Safety Walks – systematic walk-throughs that identify risks, open dialogue on safety, and ensure preventive measures are effectively implemented. Through visible leadership and active employee involvement, we strengthen a culture where safe behaviour is a natural part of our daily work.



Creating Pathways to Employment

We proactively assist individuals in establishing themselves in the labor market via internships, job training, and employment opportunities — including for those who face barriers to traditional employment.

“Our internships are a vital part of the social pillar of our ESG work. We deliberately invest time and effort to help people into jobs with us or prepare them for employment elsewhere.”

- Thais Brask-Simonsen, People & Culture Partner in Compass Group.

Everything starts with satisfied employees

At Compass Group, we take pride in the positive workplace culture we have built, one where employee wellbeing and engagement are in focus. Our most recent survey recorded an employee Net Promoter Score (eNPS) of +38, a strong result that reflects the positive impact of our ongoing efforts. Looking ahead, we remain committed to developing a working environment where everyone feels valued, supported, and able to thrive.



At the start of the year, Head Chef Helle Lund Buus received the award for Best Sustainability Initiative. She was recognised for her creative and consistent efforts to gently guide guests towards more plant-based choices.

Everyday Stars

Four times a year, we celebrate the colleagues who go the extra mile through our Be a Star awards. These are the everyday stars who make a real difference to their teams, to our clients, to Compass Group, and to the planet.

Be a Star is about recognising and celebrating those who have gone above and beyond in their daily work. In 2024, we presented 16 awards across four categories and, for the first time, introduced a new category: Best Sustainability Initiative.



People Appreciation Week

At Compass Group, we celebrate People Appreciation Week every year – a dedicated week to recognise the incredible work carried out by our committed colleagues across the business. In 2024, we invited 100 specially selected team members to a celebratory long-table dinner, where they were hosted by Compass Group's leadership. People Appreciation Week is part of Compass Group's global Chef Appreciation Week, which was launched in 2013 and is organised across the organisation.

[Read more about Chef Appreciation Week](#)

Compass Group awarded Denmark's Best Canteen 2024

In 2024, one of our canteens was honoured with the Canteen Award and the title of Denmark's Best Canteen. The award, presented by the Danish Agriculture & Food Council, recognises a canteen that demonstrates an exceptional focus on taste, sustainability, and organic products.

Running a canteen requires kitchen staff to prepare varied and healthy meals daily, while integrating sustainability into all aspects of kitchen operations.

"We are good at communicating sustainability, focusing on reducing food waste and implementing circularity. Many kitchens, like ours, collaborate closely with local producers and suppliers, but where I believe we stand out is in how we engage others with our sustainability initiatives."

- Sine Andersen, Head Chef and winner of the 2024 Canteen Award.

The Canteen Award comprised several stages, including an assessment by a professional jury and a final Cook-Off at Denmark's largest chef competition, Sol Over Gudhjem, where a panel of top chefs awarded the final scores.

See how our Cook-Off unfolded:

[See the video from the event](#)



We support green entrepreneurs on their journey

In 2024, Compass Group, in collaboration with Dagrofa Foodservice, launched the Mavens Hule competition at the Food, Trends & Sustainability event held at Agro Food Park in Aarhus.

Mavens Hule targets entrepreneurs with strong green ideas and ambition to make a difference within the foodservice sector.

In front of a panel of judges, food entrepreneurs had the opportunity to pitch their innovative, sustainable food products. The judging panel consisted of experts in ESG, procurement, foodservice, and gastronomy. The idea deemed to have the greatest potential by the panel was awarded the opportunity to distribute their products across Compass Group's more than 330 canteens via Dagrofa Foodservice.



Tobias Noe Harboe and Sabine Franciska Harboe are they founders of the green start-up Contemphray

Contempehrary won Mavens Hule

In 2024, Contempehrary was the winner of Mavens Hule. Their innovative product, Nordic Tempeh, impressed the judging panel with its quality, unique concept, and potential within the foodservice sector.

Contempehrary develops tempeh based on traditional Indonesian fermentation methods but uses Danish legumes as the foundation.

Breaking into the market

Mavens Hule proved crucial in accelerating the company's growth. Today, Nordic Tempeh is no longer just an idea but a permanent part of Dagrofa Foodservice's range, available to order for Compass Group canteens. This milestone would not have been possible without the exposure and connections gained through Mavens Hule.

"We knew Mavens Hule could be an important opportunity for us. It was not only about winning, but also about gaining access to the right decision-makers, creating dialogue, and opening doors".

- Tobias Noe Harboe, co-founder of Contemphray.

Today, the innovative food company enjoys a solid partnership with the food wholesaler Dagrofa Foodservice, resulting in increased sales and visibility.

Mavens Hule will remain a regular feature at the Food, Trends & Sustainability event at Agro Food Park and will take place again in 2025.

Corporate governance as the foundation for ESG

A strong and transparent governance structure is essential to ensure responsible operations, manage risks, and achieve our ambitions across the entire ESG spectrum – environmental, social, and governance.

Over the past year, we have developed our governance structure for sustainability to effectively monitor the management of key risks and opportunities – including climate, social issues, working conditions, and responsible business practices.

Our internal ESG board plays a central role in reviewing policies, strategies, and progress, whether related to climate targets, supplier management, or ethics. The board ensures that we work systematically and proactively towards our goals while maintaining high standards of integrity and accountability throughout the business.

This work is supported by clear policies, internal controls, and Ethics & Integrity (E&I) training. We are committed to upholding strong accountability and transparency across all aspects of our operations. Through the implementation of our Third-Party Integrity Due Diligence (TPIDD) and Global Supplier Code of Conduct (SCOC), we identify and manage potential risks within our value chain. This ensures thorough assessment of both new and existing suppliers, guaranteeing compliance with ethical practices, risk factors, and Compass's ethical and operational standards.

We ensure that everyone in our company is well acquainted with our E&I principles and continuously receives training through our Speak Up program, the selection of E&I ambassadors, and continuous E&I communications. We foster a culture where everyone knows how to spot red flags, speak up if something feels wrong, and where decisions are made based on integrity.

Read more about E&I here:

[Compass Group Ethics & Integrity](#)

Performance review and Transparency

To strengthen our accountability and provide transparency to customers and partners, we utilise recognised ESG platforms such as EcoVadis, IntegrityNext, Sedex, and Supplier+. These tools help us document progress, identify areas for improvement, and share tangible results across climate and environment, human rights, and ethical business practices. The platforms enable us to work in a more data-driven way and offer our customers insight into our sustainability efforts throughout the value chain.

Knowledge Sharing and Collaboration

Knowledge sharing is a key part of our work to drive sustainable change. By actively participating in events such as Madens Folkemøde, professional networks, and development projects, we contribute to sharing experience, gaining new inspiration, and strengthening collaboration across the industry. We believe that open dialogue and shared learning are essential to creating solutions that make a real difference for our customers, our employees, and society.



Compass Group Foundation



COMPASS GROUP FOUNDATION

Compass Group Foundation is an independent, non-profit foundation established by Compass Group PLC and regulated by the Charities Commission for England and Wales.

The foundation's mission is to improve lives through education and innovation, enabling people to play a central role in the future of food within their local communities. Its focus is on creating job opportunities, supporting local suppliers, and providing emergency aid during global crises.

In 2022, the foundation made its first donation of £250,000 to the Disaster Emergency Committee's (DEC) Ukraine Humanitarian Appeal.

Additionally, the foundation runs a pilot partnership with our offices in India, the UK & Ireland, France, the USA, and Turkey to support local communities through volunteer initiatives and funding for non-profit organisations.

Read more about the foundation's work and donations on its website here:

Compass Group Foundation



UK: Luminary Bakery supports vulnerable women.



France: Refugee Food supports refugees in building a career in the food industry.

A strong partnership for children's well-being

Everyone deserves a seat at the table.

Since 2018, Compass Group Denmark has maintained a close and strategic partnership with the Julemærkefonden — an organisation with a mission to give children and young people a fresh start, free from bullying, loneliness, and poor well-being.

We believe every child deserves a safe childhood and a real chance to thrive. That is why we support the vital work of the Julemærkehjem — both through an annual donation and through activities throughout the year, such as our traditional auction, where employees and partners actively participate.

When we say everyone deserves a seat at the table, we truly mean it. It begins with our commitment to ensure that no child is left behind.



Christmas auction for the Julemærke Foundation

Compass Group actively supports the foundation. This year, we donated DKK 100,000 to the foundation's work. The funds were raised through the annual Christmas auction.



Millions of Legumes

We participated in 'Madens Folkemøde', a food democracy festival, in Nykøbing Falster, taking part in a series of discussions on food and sustainability. Additionally, we provided samples of our plant-based version of the family classic Danish dish 'millionbøf' (a minced beef stew), which was swapped out for 'millions of legumes'. The dish received very positive feedback from the many visitors at the event.



We are part of the Projekt Dansk Bælg (Danish Legumes)

The project aims to encourage Danes to serve more legumes at their dinner tables.

Compass Group's role is to integrate even more Danish-produced legumes into our canteen menus, while gathering evidence and conducting user tests with our guests.

The participating partners come from various parts of the food value chain, led by Absalon University. Other contributors include DAVA Foods, the University of Copenhagen, Aarhus University, and SEGES Innovation.

The Green Development and Demonstration Programme (GUDP), administered by the Danish Agricultural Agency, has granted DKK 12.2 million to the project.



Minimise your carbon footprint

*"By replacing millionbøf with 'Millions of legumes' 10 times a year, you save approximately 75 kg of CO₂e. That is equivalent to around four car trips from Copenhagen to Lolland Falster or 600 kilometres driven.^{**}"*

- One of the messages at Madens Folkemøde.-

*The calculation is based on data from The Great Climate Database by Concito and Statistics Denmark and assumes an average petrol car.

A Shared Recipe for a Successful Partnership

The collaboration between Compass Group and the Association of the Danish Pharmaceutical Industry (Lif) is a clear example of how a close partnership can lead to real change in everyday operations and set a standard for responsible food culture.

“Compass Group is a collaborative partner with whom we can grow and evolve,” says Louise Brünning Brøgger, team leader at Lif, who works closely with Jesper Olsen, head chef of the company’s canteen.

Louise and Jesper work closely together to continually explore what more can be done, what can be improved, and areas needing innovation.

As part of their collaboration, an annual sustainability workshop is held with Compass Group to establish new goals and identify key focus areas.

Supporting the Client’s Goals

Lif strives to uphold a healthy and responsible canteen, with Compass Group supporting this vision through shared goals and a trusted partnership. It is essential to allow space for testing new initiatives.

“It is about coordinating when the client is ready to take the next step, and then we are ready too. Ultimately, it is about supporting the client’s sustainability goals,” Jesper explains.

Data on dashboards

To monitor progress on shared goals, the canteen uses Compass Group’s digital dashboard, allowing daily tracking of data such as meat percentage, food waste, seasonal ingredients, animal welfare meat, and organic products, both in real time and over time.

“I am very pleased with Compass Group as a partner. Their expertise makes my work easier and opens opportunities because they have a strong handle on sustainability, supply chains, and data,” says Louise from Lif.

Jesper adds that the dashboard not only provides an overview but also motivates and serves as a practical tool to identify new areas for improvement: Where can we do even better?



Louise Brünning Brøgger, team leader at Lif alongside Jesper Olsen, Head Chef at Lif’s canteen.

We need everyone to join in

This partnership is driven by a shared ambition to lead the canteen's transition towards environmental responsibility, requiring commitment from both the client and their guests. At the same time, the kitchen must have the right skills to make the change.

"Therefore, it is positive that everyone in the kitchen is both curious and proactive and puts a lot of effort into the green dishes. There's also a strong team spirit, and we share a clear understanding of what we are working towards," says Jesper.

Less but better

A key focus for the kitchen is to increase the amount of certified welfare meat on the plates, a choice consistently reflected in purchasing. "We prefer to serve less meat, but of good quality," says the head chef.

Although the welfare meat percentage is already high, the kitchen continues to improve. Jesper emphasises that compromises are not an option: *"We never choose cheap chicken filled with water or non-organic eggs. When welfare options are available, we choose them regardless of price."*

The kitchen has also stepped up its focus on reducing CO₂ emissions per kilo of meat as part of its sustainability goals for 2027. From 2023 to 2024, emissions have been reduced from 2.1 kg to 1.5 kg CO₂ per kg of meat. At the same time, the meat percentage in meals has dropped from 7.8% to 5.1%.

"I am most proud that we have reduced we have reduced the meat percentage so significantly – it's my main focus." - Jesper, Køkkenchef.

Aligning with the ESG agenda

At Lif and in the canteen, there is consensus that they are moving in the right direction.

"It reflects our commitment to the ESG agenda: we do good for the environment by reducing food waste and using quality ingredients (E), we promote wellbeing with proper, nutritious food (S), and we take responsibility for what we serve – both for the organization and the guests (G)," - Louise from Lif.

But the journey does not end here. To advance the agenda further requires ongoing effort and a willingness to change. *"If a radical change is needed, we cannot just keep serving what we always have been,"* Jesper points out.

It's about having the courage to rethink habits and constantly find new ways to improve. With shared ambitions and a strong focus on responsibility, wellbeing, and sustainability, Lif and the canteen are empowered by the right knowledge to create the meals of tomorrow.

ACHIEVEMENTS	2023	2024
KG. CO ₂ PR. KG	2,1	1,5
MEAT %	7,8%	5,1%
ORGANIC PRODUCT SHARE	50,2%	46,4%
FOOD WASTE PER GUEST	86g	80 g



Outlook 2025

Creating the Best Everyday Experiences – with People, Meals, and Meaningful Partnerships

2025 will be a year where our ambitions turn into action with even greater clarity. Guided by our vision of creating the best everyday experiences, we translate our values into real impact for our clients, employees, and the communities we serve.

We are part of the daily lives of thousands of people — a responsibility we take seriously. Our ambition is to create meaningful everyday spaces where people can truly thrive.

In 2025, we will strengthen our focus on social well-being, meals, and partnerships. We know that the best everyday experiences are created together — and that food and shared breaks play a central role in workplace satisfaction and inclusion (The Power of Socialisation, 2024, Compass Group & Mintel).

That is why 2025 will be a year where we place even greater emphasis on creating environments that foster connections and make a meaningful difference throughout the workday.

We will also deepen our collaboration with the charity foundation Julemærkefonden — a cause close to our hearts. For us, food is more than nourishment; it is a catalyst for community and well-being that extends far beyond the table.

Responsibility and quality go hand in hand when it comes to the meals of the future. We aim not merely to keep pace with change but to shape it. That is why we continue to train new teams of Climate Chefs and bring these ambassadors together for a dedicated training day, placing new knowledge and professional community at the centre.

We are also intensifying our efforts to reduce food waste, encouraging our canteens to take part in a nationwide competition across all our locations.

Moreover, we welcome innovation and fresh ideas for what will shape tomorrow's lunch plate, which is why we continue to support future food entrepreneurs through Mavens' Hule, our own take on Shark Tank for food entrepreneurs.

In 2025, we will further strengthen our partnerships with clients, serving as a trusted partner in supporting their goals for making responsible choices. The same applies to partnerships with external stakeholders. To accelerate the green transition, we achieve the best results through collaboration and shared learning.

We know that change begins from within, and it is our employees who create the service experiences Compass Group is known for and proud of every day. That is why we continue to prioritise recognition through our Be A Star initiative and People Appreciation Week.

In 2025, we will truly bring our vision to life. We bring people together. We elevate everyday experiences. And we create service moments that matter today and make a difference tomorrow.

Best regards



Anne-Sofie Hattesen
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Compass Groups global
sustainability report



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Food & Co.

