



COMPASS GROUP DENMARK

Impact Report 2025



Foreword

At Compass Group, we have a dream. To work together to create the best everyday experiences for our colleagues and our clients. Everyday experiences that bring energy, and guest experiences that leave a lasting impression. We believe that satisfied employees create satisfied clients. And satisfied clients create a strong business. It is all connected.

This requires strong leaders - and we invest in them. In 2025/26, more than 250 leaders completed our leadership development programme, *Leadership with Direction*, and in 2026 we will roll it out to all existing leaders. We know that strong leadership is the foundation for the wellbeing, engagement and results we deliver.

I am proud that, at Compass Group, we put people first - and proud of the commitment our colleagues show every single day. Through Be a Star, we celebrate the employees who make an extraordinary difference in everyday life. And during this year's People Appreciation Week, we brought colleagues from across the country together for a long-table dinner, where our management team stepped in as hosts. Our people are what make Compass - and that should be felt.

Safety is non-negotiable. In 2025, we carried out 846 Safety Walks - seven times more than the previous year. This clearly reflects our continued attention to, and management focus on, our safety culture.

In 2025, we regained the Nordic Swan Ecolabel for our entire cleaning service following significantly stricter requirements. This certification sets high standards for quality, ecolabelled products and working procedures - and we achieved it while almost doubling our cleaning area.

Together with our clients, we are shaping the workplaces of the future and moving from supplier to strategic partner. The fact that 98% of our clients chose to continue working with us in 2025 is the strongest expression of the trust and results we create together.

We are translating our global Planet Promise of reaching Net Zero by 2050 into tangible results in Denmark. In 2025, we continued to grow while reducing our climate footprint per unit of revenue, lowering our CO₂e intensity by 12%. More than 50% of our vehicle fleet now runs on electricity, and we have reduced food waste by more than 30% across our kitchens.

Thank you to all our employees, clients and partners for helping to create everyday experiences that make a difference.



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 services, workplace catering and cleaning services to a wide range of businesses.



In 2025, Compass Group Denmark employed approximately 2,700 full-time employees nationwide.

Global workforce (including both employees and other associated workers): 590,000+



We provide cleaning services to more than 120 companies, educational institutions and office buildings across Denmark.



Every day, we serve food to more than 100,000 guests. Our clients come from both the public and private sectors.



Compass Group Denmark is part of Compass Group PLC, headquartered in the United Kingdom. Globally, Compass Group operates in more than 25 countries and has a total workforce of more than 590,000 people. Its head office is located in Chertsey, near London.



Across Compass Group, we work together across countries to support our sustainability efforts in the best possible way. One of the ways we do this is through our Planet Promise.

Read more in Compass Group's global sustainability report here:

[Compass Group - Sustainability Report 2025](#)



Our Approach to ESG

Our ESG work at Compass Group Denmark is anchored in Planet Promise - Compass Group's global commitment, which sets the overall direction and encompasses both our environmental ambitions and our commitments to people and the value chain. Compass Group Denmark's work with ESG is based on a holistic approach that is integrated into our operations, decision-making and long-term development.

To create clarity and coherence in our ESG work, we use the ESG Wheel as a shared tool for management and dialogue. The wheel brings together the key ESG themes and shows how social, environmental and governance-related initiatives are connected and mutually reinforce each other. In this way, the ESG Wheel serves as a shared point of reference for prioritisation, action and continuous improvement across the organisation.



E CLIMATE AND NATURE IN PRACTICE

Based on our daily operations, we work to reduce our environmental and climate footprint. (Specific initiatives are described in the *Climate section*). Our efforts include climate action, circularity, resource efficiency, food waste and biodiversity, and focus on the areas where we have the greatest opportunity to create tangible impact in practice. Our environmental efforts are closely linked to specific choices in our services and across the value chain, and are supported by data, measurement and continuous follow-up.

S PEOPLE AT THE CENTRE

Social responsibility is the foundation of our ESG work. We work to create safe, healthy and inclusive workplaces where wellbeing, skills development and equal opportunities are a natural part of everyday life. Our employees are central to quality, operations and change. Through our focus on occupational health and safety, diversity, training and engagement, we strengthen both the individual and the community — within our own teams and in our collaboration with clients and local communities.

G RESPONSIBLE GOVERNANCE

Responsible and resilient business operations require clear frameworks for leadership, ethics and transparency. Our governance work translates our ESG ambitions into concrete targets, action plans and documented results. A focus on value chains, integrity, reporting and data quality supports both compliance and trust — internally as well as externally.

The UN Sustainable Development Goals (SDGs) – Our Shared Framework for Action

Compass Group’s global corporate responsibility strategy ensures that we focus on contributing to nine of the UN Sustainable Development Goals. In Denmark, we work with the SDGs as an integrated part of our ESG strategy, anchoring environmental, social and responsible governance considerations in our daily operations and decision-making.

Guiding Our Efforts

At Compass Group, we use the UN Sustainable Development Goals - the SDGs - as a shared language and a clear guide for our efforts. They help us prioritise where we can create the greatest positive impact for people, society and the climate. By focusing our efforts on these specific goals, we translate global ambitions into concrete action in our daily operations and in our collaboration with clients and partners in Denmark.

We have selected nine SDGs where our business, expertise and daily operations give us a particular responsibility - and a particular opportunity to make a difference. This includes our work with meals, food waste reduction, responsible sourcing, employee wellbeing, safe working conditions and strong partnerships with clients and suppliers.

In practice, this means that our ESG work is not a separate initiative, but an integrated part of our decisions and solutions. When our chefs work with seasonal ingredients, when we systematically measure and reduce food waste, or when we invest in training and employee wellbeing, we contribute directly to several of the SDGs - while also creating value for our clients.

By linking our local initiatives in Denmark to Compass Group’s global Planet Promise, the SDGs become more than just guiding principles. They become an active tool in our daily work.

Read more about our work with the SDGs here:

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



SUSTAINABLE DEVELOPMENT GOALS

UN SUSTAINABLE DEVELOPMENT GOAL

SDG TARGET

OUR FOCUS AND SPECIFIC INITIATIVES



Zero Hunger

2.1 Ensure access to safe and nutritious food
2.4 Promote sustainable food production

Reduction of food waste in our kitchens and annual Stop Food Waste campaigns. Development of nutritious and responsible meals in collaboration with clients and partners.



Good Health and Well-being

3.4 Promote mental health and well-being

Focus on employee well-being, working environment and safety, as well as healthy meal solutions. High employee satisfaction measured through eNPS.



Gender Equality

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making

This is reflected in our ambition to increase the share of women in leadership positions, as well as in our work with diversity and inclusion.



Decent Work and Economic Growth

8.5 Achieve full and productive employment and decent work for all
8.8 Protect labour rights and promote safe and secure working environments

Focus on decent working conditions, well-being, inclusion and a strong culture where employees are recognised and celebrated, including through People Appreciation Week.

Training of Climate Chefs and ongoing targeted skills development that strengthens development and the ability to drive new solutions in everyday operations.



Responsible Consumption and Production

12.3 Halve food waste
12.6 Promote sustainable business practices

Systematic efforts to reduce food waste, with the goal of halving food waste by 2030, more plant-based solutions, and responsible sourcing and operations.



Climate Action

13.2 Integrate climate action into strategies and planning

Reduction of CO₂e intensity across Scope 1, 2 and 3 emissions, as well as local climate initiatives in collaboration with clients. Our organisation has set ambitious emissions reduction targets, formally approved by the SBTi, including a long-term target for absolute reductions as our business develops.



Life Below Water

14.1 Reduce marine pollution
14.2 Protect marine ecosystems

Focus on responsible sourcing of fish and seafood, supplier requirements, and reducing plastics and packaging in our operations.



Life on Land

15.5 Halt biodiversity loss

Responsible sourcing of ingredients, focus on supplier requirements, and initiatives that support more sustainable food supply chains.



Partnerships for the Goals

17.16 Enhance global partnerships

Close collaboration with clients, suppliers and partners to develop practical solutions that support transformation and progress.

2025 Results

Environmental

AREA		DESCRIPTION	UNIT	2024 RESULT	2025 RESULT
CLIMATE		CO ₂ e Scope 1 ¹	tonnes CO ₂ e	446 tonnes CO ₂ e	352 tonnes CO ₂ e
		CO ₂ e Scope 2 ¹	tonnes CO ₂ e	81 tonnes CO ₂ e	100 tonnes CO ₂ e
		CO ₂ e Scope 3 ²	tonnes CO ₂ e	77,076 tonnes CO ₂ ³	76,755 tonnes CO ₂
BIODIVERSITY & NATURE		Share of organic produce	Percentage	37,8%	38,3%
		Sites with the Organic Cuisine Label	Number	212 sites	209 sites
		Share of cage-free eggs	Percentage	99,9%	100%
		Seasonal sourcing	Percentage	65,3%	63,4%
		Certified coffee purchases (Fairtrade, Rainforest Alliance or UTZ)	Percentage	30,6%	42,8%
		Certified palm oil used in production (RSPO)	Percentage	8,3%	100%
		Certified fish (GSSI-recognised schemes such as MSC and ASC)	Percentage	54,2%	61,7%
RESOURCES & CIRCULARITY		Number of sites registering food waste	Percentage	98%	92% ⁴

¹ KPMG LLP provided third-party limited assurance using the assurance standards ISAE (UK) 3000 and ISAE 3410 over selected ESG data points included in Compass Group's global 2024 sustainability reporting.










² FORCE Technology provided third-party limited assurance in accordance with the GHG Protocol over Scope 3.

³ As part of FORCE Technology's third-party limited assurance, the 2024 Scope 3 emissions were methodologically adjusted from 77,066 to 77,076 tonnes CO₂e in accordance with the GHG Protocol, with no material impact on the conclusions of the reporting.

⁴ The reduction in the share of sites registering food waste can primarily be explained by an increase in the number of smaller sites, such as cafés. These sites are registered as individual sites in the system but report their food waste as part of larger associated sites.



2025 Results

Social

AREA		DESCRIPTION	UNIT	2024 RESULT	2025 RESULT
DIVERSITY & INCLUSION		Women	Percentage	57%	55%
		Men	Percentage	43%	45%
		Danish citizenship	Percentage	68%	65%
		Other citizenship	Percentage	32%	35%
		Gender diversity in senior management	Percentage	43% women / 57% men	44% women / 56% men
		Gender pay gap	Percentage	3,36%	1,80%
HEALTH & SAFETY		Annual Safety Observations	Number	1161	1138
		Annual Safety Walks	Number	119	846
TRAINING		Apprentices / Trainees	Number	67	67

2025 Results

Governance

AREA		DESCRIPTION	UNIT	2024 RESULT	2025 RESULT
SPEAK UP		Speak up	Number	9 reports submitted	2 reports submitted
GUEST SATISFACTION		Guest satisfaction	Percentage	83,8%	86,0%



Read more about Compass Group's international results here:
[Compass Group - Sustainability Report 2025](#)

The Best Everyday Experiences - for People and Communities

A good working life that can be sustained over time is the foundation for responsible service, strong relationships and positive communities around the workplaces and local communities we are part of.

People Drive Our Business

At Compass Group Denmark, the social dimension is a central part of our ESG strategy and a natural focal point in our daily operations. We work from a shared understanding that people are the driving force behind our business - and that well-being, safety and development are essential to our success.

Our ambition is to create an environment where every employee can succeed, feel safe and develop - both professionally and personally. We believe that job satisfaction and skills development are closely connected and are prerequisites for the high quality of the services we deliver to our clients and guests.

A Working Life That Can Be Sustained Over Time

A strong safety culture is the cornerstone of a working life that can be sustained over time. With a clear Safety First focus, we prioritise health, safety and a sense of security - both physically and mentally - because no task is more important than ensuring that our employees return home safely every day. Our approach is built on prevention, systematic follow-up and shared responsibility across the organisation.

Guided by our values and leadership culture, we work purposefully with visible leadership, skills development and strong communities. We know that real change is created through engagement and ownership, which is why we invest in training, development and employee involvement at all levels.

Inclusive Workplaces and Communities

We see ourselves as an active part of the local communities in which we operate, and we work to create inclusive workplace communities with room for diversity and equal opportunities. Through partnerships, training and social initiatives, we contribute to positive change that strengthens people, relationships and the society around us.

Our social efforts are rooted in what makes a real difference in everyday life - for the relationships and communities we are part of.



PEOPLE FIRST - FOUR KEY AREAS OF OUR ESG STRATEGY

It is the employees of Compass Group who drive the change we want to create - and who turn ambitions into action every day. Across our services, they contribute to safe workplaces, well-functioning everyday experiences and positive experiences for the people we work for and with. To ensure the best possible conditions for all employees, we focus on four key areas within the social dimension of our ESG strategy:

- Systematic follow-up on safety and well-being
- Training and upskilling of both employees and leaders
- Community, recognition and room for diversity
- Strengthening communities and supplier relationships through social responsibility and inclusive partnerships

Sevenfold Increase in Safety Walks Strengthens Our Safety Culture

A strong safety culture begins with sustained attention and clear management focus.

In the 2024/25 financial year, more than 800 Safety Walks were carried out in our canteens, at cleaning sites and at other locations where we provide services. This is a sevenfold increase compared with the previous year. The significant increase underlines our prioritisation of working environment and accident prevention.

A Safety Walk is a structured dialogue between senior management and the manager at the individual site. The conversation may be based on specific observations, the typical causes of workplace accidents or other safety-related topics. Among the most common causes of workplace accidents are falls. In our kitchens, cuts are also a particular risk.

Sara Saugstrup, Head of Safety and Working Environment, says:

"Safety Walks help strengthen our safety culture by ensuring that we talk about safety continuously. A strong culture starts with awareness and sustained management focus. The goal is clear: everyone must return home safely - every day."

The many Safety Walks are carried out throughout the year and registered in an internal app, ensuring a systematic approach and follow-up.

Sara adds:

"We have developed a guide with a question framework that leaders can use as a starting point. But what matters most is the meaningful dialogue about safety - and the shared responsibility for preventing accidents and maintaining a sustained focus on the working environment."

In 2026, we will continue our efforts with an increased focus on accident prevention. The development in the number of Safety Walks indicates that we are on track for another record year.



Good Leadership Is Essential to Employee Satisfaction

A new leadership development programme puts leadership on the agenda. In 2025, Compass Group Denmark launched the pilot programme, Leadership with Direction, a development programme targeted at new leaders. In just one year, more than 200 leaders have completed the programme.

Marlene Bøtker, HR Director at Compass Group Denmark, explains the background to the pilot programme: *“We know from surveys that leaders play a crucial role in everyday well-being. Too many people leave their jobs because the relationship with their manager does not work. That is why it is an important priority for us to ensure that our leaders are well equipped for the responsibility and understand their role in creating satisfied employees - as well as the culture they are becoming part of at Compass Group.”*



A Shared Language for Leadership

Initially, the course was intended exclusively for new leaders and as an important part of their onboarding, but it quickly made sense to include existing leaders as well. Marlene Bøtker explains:

“The programme has given us a shared language for leadership at Compass and helps set a clear direction for what we see as good leadership. We very much want to include existing leaders in this as well. The essence of good leadership at Compass is: Know your strengths and weaknesses as a leader, set the direction, motivate, and create success through others.”

Marlene particularly highlights awareness of one’s own strengths and weaknesses as one of the areas that is especially important during the course:

“It is an important step in your own leadership development to gain a clear awareness of your strengths and weaknesses, and how to bring them into play in a positive way in your relationships with employees and within the culture we have at Compass. It is about being able to lead and achieve your goals, but also about being inclusive, curious and treating people equally by treating them differently. That requires strong self-awareness.”

The Typical Pitfall

Marlene Bøtker points to a typical pitfall for leaders in a service company such as Compass Group: *“You can all too easily end up doing things yourself instead of delegating. Our leaders are actually far too helpful. This takes time away from the most important task: Leading. Instead, help employees grow by giving them more responsibility - that is the only way to succeed through others as a leader and build strong teams that take shared responsibility.”*

Everyday Dilemmas

During the course, participants write their own personal leadership manifesto and discuss a wide range of everyday dilemmas that bring the leadership role into play.

“When they return to their daily work, the course gives them a clear link to everyday practice - for example, by encouraging them to have a conversation with their manager about their own leadership manifesto and the areas they want to develop as leaders. The dilemmas are a good way to translate the course into practice in their own day-to-day work,” concludes Marlene Bøtker.



IN BRIEF: LEADERSHIP WITH DIRECTION

In 2026, Leadership with Direction will continue, with all existing leaders completing the programme. Going forward, it will become a fixed part of the introduction for new leaders - and an important step in our work to strengthen well-being, culture and leadership across the organisation.

Training as an Investment in People, Our Industry and Society

At Compass Group, we believe that training makes a difference - for the individual employee, for the quality of our kitchens and for the wider society we are part of. That is why we work purposefully to give our unskilled colleagues the opportunity to complete a vocational qualification and gain formal recognition for their skills.



Training Strengthened Marta's Belief in Herself

When Marta came to Denmark 15 years ago, she started as a cashier in a canteen. Over the years, she built up experience and in-depth knowledge of working in the kitchen, and nine years ago she became part of Compass Group, where she further developed her knowledge of ingredients and canteen processes.

Wanting formal recognition for the skills she already had, Marta took the initiative to start a conversation about training. With strong support from her head chef, she completed a vocational qualification and is now a qualified culinary professional specialising in open sandwiches and catering - as well as the recipient of a silver medal for her impressive performance.

After completing her training, Marta says:

"Today, I can explain the processes, support my colleagues professionally and document my skills. I stand stronger, and I see this as the beginning of a new chapter."

The training has not only strengthened Marta's professional skills, but also her belief in her own opportunities. The journey from unskilled to skilled worker has given her a strong sense of belonging and pride in having created her own path in a new country.

"I hope my story can show others that even if you are not originally from Denmark, you can start from scratch and go far. If I can do it, I hope it can give others the courage to think: then I can do it too," she says.



When Experience Is Combined with Theory

Experience is valuable, but when combined with theory and reflection, it creates a deeper understanding of the craft behind the work. As we often hear from our apprentices: Before, they knew how to do it - now, they know why they do it.

"It is important that everyone who can and wants to has the opportunity to gain a vocational qualification that helps secure them a better future. Training creates professional pride and professional understanding, because they learn the kitchen-specific techniques and properties of the ingredients they work with."

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

There Should Be Room for Everyone at the Table: A Strengthened Partnership with Julemærkefonden

At Compass Group Denmark, we see food as much more than nutrition. Meals create communities, strengthen relationships and give people a sense of belonging. In collaboration with Julemærkefonden, we work to support these very communities - both at children's level and around the long table.

Food as a Source of Community for Children

On 1 May 2025, Compass Group visited Julemærkehjemmet Liljeborg, where we joined the children in the day's food workshop. Together, ingredients were chopped, tasted and discussed - including the basic tastes and how cooking can be a path to community, learning and experiences of success.

Three of the children, Noel, Malou and Marius, who worked together to prepare and season the dish of the day, described the experience like this:

"It is great to be in the food workshop because you learn how to cook and are part of a good community. It is also nice when we sit down to taste the food. Then we can be proud of what we have made."

Compass Group's Head of Culinary, Kenneth Balieu Sørensen, took part in the food workshop and highlights the importance of meeting the children at eye level in the kitchen:

"It was a great pleasure to be in the kitchen with the children. They are so straightforward, curious and, not least, brave when it comes to trying new food. They asked questions, tasted and experimented with an energy that we can all learn from. Food brings us together in a very special way, and when we meet at eye level over the chopping board, something genuine happens."

Charity Dinner Raised DKK 45,000

The collaboration culminated on 16 May 2025, when Compass Group hosted a charity dinner at Madens Folkemøde. Here, 80 guests gathered for a long-table dinner featuring gastronomy based on local seasonal ingredients and the service experience Compass Group is known for.

The evening included a talk by Julemærke ambassador Søren Staun, who shared his personal story of how a stay at a Julemærkehjem as a child gave him strength and self-confidence.

Although the theme was serious, the atmosphere was characterised by presence, smiles and lively conversations that reached far beyond the edges of the table. Through shared responsibility, voluntary engagement from Compass Group employees and strong partnerships, we ensured that - on this evening too - there was room for everyone at the table.

The event raised a total of DKK 45,000, all of which went directly to Julemærkefonden and its work to support children experiencing bullying, loneliness and low self-esteem. Just as around the long table, community is essential to breaking loneliness and creating new opportunities.



It All Starts with People

Throughout the year, we have continuously celebrated the people who have made an extraordinary effort.



Everyday Stars

Three times a year, we celebrate employees who make an extraordinary effort through the Be a Star awards. Be a Star is about recognising and celebrating employees who have performed and stood out a little extra during the year.

All employees can nominate colleagues whom they believe make a difference in everyday life. In 2025, we received nominations in four categories: *Best Colleague/Team*, *Best Leader*, *the Can-Do Award* and *Best Sustainability Initiative*.



The Power of Plants and Leadership

How do you significantly reduce meat consumption on a busy university campus - without compromising on taste, variety and the joy of food? You let two passionate change-makers loose: Laila Bjerregaard and Esben Luplau. And you let them do what they do best: Create change through leadership and action.

Against this backdrop, Laila and Esben were appointed Planet Promise Change-Makers in 2025 - an international recognition within Compass Group awarded to leaders and employees across Compass Group globally who make an extraordinary contribution to our Planet Promise.

By introducing the green canteen concept Wicked Rabbit at the University of Copenhagen, Søndre Campus, they have successfully reduced meat consumption.

Susan Meal, EME Sustainability Director, Compass Group, describes their efforts and recognition:

“Their commitment and efforts to sustainability, and to driving behavioural change, are impressive - it is no easy task to create such a large and varied selection of vegetarian dishes every single day.”

Read more here: [Sustainability Report - Compass Group](#)

People Appreciation Week

In September 2025, we celebrated what matters most at Compass Group: people. This took place as part of People Appreciation Week - a week dedicated to recognising the fantastic work carried out every day by all our dedicated employees. More than 100 colleagues from across the country were invited to a long-table dinner, where they were served and celebrated by Compass Group’s leadership team. People Appreciation Week is part of Compass Group’s Chef Appreciation Week, which was launched in 2013.

Read more here:

[Chef Appreciation Week](#)



Planet Promise Sets the Direction

Our purpose is to make everyday life better for people — from employees to guests. Responsible climate and environmental action is a natural part of this responsibility.

With Planet Promise, Compass Group has established a shared ESG framework that sets the direction for how we reduce our environmental footprint, use resources more wisely and protect the biodiversity on which both business and society depend.

Planet Promise integrates ESG into both daily decision-making and long-term strategy. The framework serves as a shared lens for responsible sourcing, service delivery and operations - across the entire value chain, from suppliers to clients and guests.

As a strategic management tool, Planet Promise connects ESG targets with commercial priorities and ensures that responsibility and business development go hand in hand. The framework is embedded in our governance structure, where performance is monitored systematically to ensure transparency, documentation and continuous progress.

Shared Direction and Shared Responsibility

As part of Planet Promise, we use the ESG Wheel as a shared management and dialogue tool. The wheel brings together our key ESG themes and shows how social, environmental and governance-related initiatives are connected and support one another.

In this way, the ESG Wheel serves as a practical point of reference for prioritisation, action and continuous improvement - strengthening the connection between strategy, operations and governance across the organisation.

Our Shared Efforts and Partnerships

We know that the future calls for action - and that we go furthest when we act together. That is why Planet Promise is built on strong partnerships across the entire value chain. By connecting our environmental work with our core task - creating everyday spaces where people meet, thrive and gain energy - we make sustainability an integrated part of both the experience and our operations.

The implementation of Planet Promise happens through our employees' daily work. This includes our Climate Chefs, who work with areas such as plant-based meals, food waste reduction and lower energy consumption.

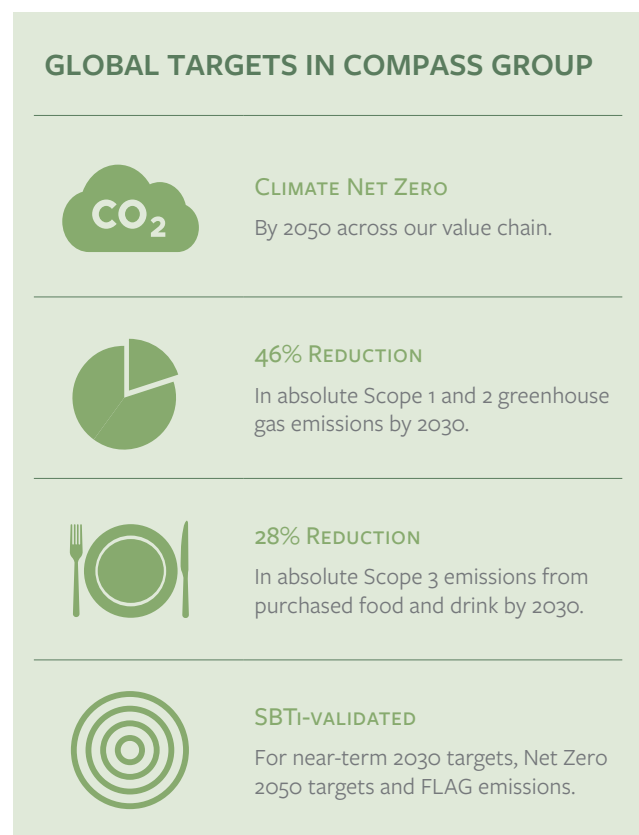
Read more about Planet Promise here:

[Planet Promise - Compass Group](#)



Reducing CO₂e Intensity in a Year of Strong Growth

The development in CO₂e intensity shows that we continue to be able to grow while reducing our climate footprint per unit of revenue - a result of targeted initiatives across the value chain as we work towards our goal of achieving Net Zero by 2050.



Climate Action in Everyday Operations

At Compass Group Denmark, we work purposefully to reduce the climate footprint of our everyday activities. We focus on the areas where we have the greatest opportunity to make a difference in practice. Our climate action is closely linked to the choices made every day - in collaboration with our clients, guests and suppliers.

Our climate action starts in our kitchens, because this is where many of the choices with a significant impact on the climate footprint are made in practice. Menu choices, portion sizes, use of ingredients and food waste reduction all play a central role. By working systematically with these levers and measuring their impact, we can reduce the climate footprint of our meals while maintaining quality and the guest experience.

Collaboration is essential. Our climate action takes place in close dialogue with our clients, with solutions tailored to local needs and ambitions. At the same time, suppliers are an important part of the value chain when it comes to creating greater transparency in purchasing and ingredients.

Data and knowledge support our work. Through measurement, follow-up and the sharing of experience, we strengthen the basis for informed decision-making and continuous improvement. This makes climate action a concrete and manageable focus area - rather than an abstract ambition.

Change is created in everyday operations - through our daily work, in dialogue with clients and in the choices made every day.

12%

REDUCTION

In CO₂e intensity across Scope 1, 2 and 3 compared with the previous year. CO₂e intensity measures emissions relative to the company's revenue.

CO₂e Intensity Continues to Decline

In the 2025 financial year, we achieved revenue growth of 13%.

At the same time, our total absolute emissions across Scope 1, 2 and 3 decreased by 0.5% compared with 2024. When emissions are measured relative to revenue, this corresponds to a 12% reduction in CO₂e intensity compared with the previous year.

This development shows that we continue to be able to grow while reducing our climate footprint per unit of revenue. The 2024 climate accounts provided us with a solid data foundation, which in 2025 enabled more targeted implementation of concrete reduction initiatives in line with our ESG strategy.

Scope 1 & 2

This year, Scope 1 and 2 emissions accounted for only 0.6% of our total emissions. In 2025, we replaced approximately half of our vehicle fleet with electric vehicles, and we switched to certified renewable electricity at our head office, our two other offices and our production kitchen.

The results show a 14% reduction in our total Scope 1 and 2 emissions compared with 2024. This reduction is partly driven by the replacement of approximately half of our vehicle fleet and the transition to renewable electricity.

Scope 3

Scope 3 emissions account for more than 99% of our total climate footprint and are therefore the most significant focus area in our climate action.

Despite significant growth in activity and revenue, total Scope 3 emissions decreased by 0.4% compared with 2024. The reduction is primarily due to our foodservice procurement strategy, through which we have systematically purchased fewer foods with a high climate footprint while strengthening our focus on quality. This has resulted in a 5% reduction in CO₂e emissions from food and drink, which is the largest category within Scope 3.

The Scope 3 inventory is subject to an annual critical review by an independent third party, FORCE Technology, to strengthen data quality, transparency and alignment with the GHG Protocol.

From Measurement to Action - Our Efforts to Reduce Food Waste in 2025

Food waste is one of the greatest challenges in the food system - and at the same time an area where concrete action can make a real difference. In 2025, we strengthened our efforts to reduce food waste through a combination of data, technology and employee-driven change across our kitchens.

Food waste has both climate and resource impacts and is therefore a key focus area in Compass Group's Planet Promise. In 2025, we took important steps to translate ambition into daily practice, with the goal of halving food waste by 2030.

A key lever in this effort is systematic measurement. In 2025, food waste was measured by 92% of our canteens. This gives our kitchens a solid data foundation and enables them to continuously adjust purchasing, menu planning and production based on actual volumes and patterns in food waste. During 2025, we reduced food waste by 30% across our canteens.

Employees Are at the Heart of Our Food Waste Efforts

Measuring food waste goes hand in hand with local ownership and professional expertise in our kitchens. Employees work purposefully to reduce production waste, serving waste and plate waste - through smarter portion sizes, better use of ingredients and adjustments to the product range, with food waste reduction embedded as a natural part of the kitchen's daily workflows.

Employees are at the heart of this effort. With access to data, tools and knowledge, they can identify where waste occurs and translate insights into concrete actions in everyday operations. This shows how small daily adjustments can create lasting change over time.

Stop Food Waste Day remains a key focal point, where, together with guests and clients, we focus on the value of food and on the actions that can reduce waste both in and outside the canteen.

Overall, 2025 was characterised by a data-driven, engaging and action-oriented approach to food waste.



Food Waste Initiatives in 2025

In 2025, we launched the Food Waste Challenge as a shared initiative across our operations to create additional focus on reducing food waste in everyday work. We did this in connection with our global campaign, Stop Food Waste Day.

We place strong emphasis on learning, and in 2025 we held learning sessions where employees from operations shared concrete experiences, challenges and solutions. Here, data, practice and professional expertise were brought together, enabling kitchens to learn from one another and translate knowledge into action in daily operations.

In close collaboration with operations, we have also developed a practical catalogue of tips and tools for reducing food waste. The catalogue brings together concrete solutions from everyday work in the kitchens and serves as a shared tool supporting everything from planning and portion sizes to the use of ingredients and leftovers. The catalogue is accessed digitally via our employee app, MyCompass.

The Food Waste Challenge and the related learning activities help strengthen a culture in which food waste reduction is rooted in professional expertise, dialogue and shared ownership.

Global Awareness Day Marked with Food Waste Challenge

As part of Compass Group's global awareness day, Stop Food Waste Day, we marked the day in Denmark with a nationwide Food Waste Challenge. The challenge took place throughout week 18 in 2025, with 40% of kitchens competing against guests to minimise food waste as much as possible.

While the kitchens worked purposefully to reduce buffet and production waste through better planning, adjusted quantities and improved use of ingredients, guests competed by reducing the amount of food ending up as plate waste.

Food Waste Reduction

In the canteens that registered data throughout the competition week, total food waste was reduced by 9% compared with a normal week in the participating canteens. This corresponds to approximately 1 tonne of food saved from going to waste in just seven days.

The strongest canteen result reached 13 grams of food waste per guest per day.

The Food Waste Challenge shows that when global direction is combined with local action, small daily choices can create significant results. This is how we strengthen our business and shift behaviour around the food we serve.

Read more about Stop Food Waste Day here: [Stop Food Waste Day](#)



Less Food Waste Towards 2030

Food waste is a key focus area in Compass Group's climate and resource work and forms part of the Group's overall Net Zero framework. Compass Group has set a long-term food waste target, which is used as a management parameter. The target has a time horizon towards 2030.

In Compass Group Denmark, the target is defined as 40 grams of food waste per guest per day, excluding food scraps. This corresponds to a 50% reduction compared with the 2024 reference year, which serves as the baseline for the measurement and covers total food waste across storage, production, buffet and plate waste.



Mavens Hule Helps Green Entrepreneurs Move Forward

In 2025, we once again brought together food entrepreneurs, industry experts and partners for Compass Group's innovation competition, Mavens Hule. The event was held on 8 May at Agro Food Park in Aarhus as part of Food, Trends & Sustainability in collaboration with Dagrofa Foodservice.

Mavens Hule gives green entrepreneurs the opportunity to pitch their innovative products to a judging panel of experts within gastronomy, ESG and procurement. Through Mavens Hule, we help accelerate the development of new food solutions and build bridges between innovative producers and the foodservice sector. The idea that the panel sees the greatest potential in is given the opportunity to move from concept to real-life application and be distributed to Compass Group's 330 canteens.

FÆRM Won Mavens Hule 2025

The winner of Mavens Hule 2025 was FÆRM, a plant-based dairy alternative. The product is an organic, spreadable alternative made using traditional dairy methods with enzymes, cultures and whey drainage.

According to an LCA analysis carried out in collaboration with the Danish Technological Institute, FÆRM has a climate footprint that is 75% lower than conventional cream cheese, while its protein content is on par with the animal-based alternative.

"We are incredibly excited to get started with the collaboration with Compass Group and Dagrofa Foodservice. It seems like it could open many doors for us - doors that would otherwise take us a long time to kick open - so we are really looking forward to getting our product out there and seeing it come to life."

-Andrea Donau, CEO of FÆRM

With its victory in Mavens Hule 2025, FÆRM now faces new opportunities to scale its dairy alternative and bring it to a wider audience through a strong development collaboration with Compass Group as a canteen provider and foodservice wholesaler Dagrofa Foodservice.

Read more here: [Mavens Hule - Compass Group](#)



Highlights from the Year

Throughout the year, a wide range of activities supported our efforts both in our canteen business and within cleaning services. A small selection is shown here, and many more can be found on our website.

Organic Food as a Driver of Change

Organic food is part of our purchasing and menu planning. When we choose organic ingredients, this is linked to the fact that organic farming generally uses fewer pesticides and artificial fertilisers than conventional farming.

The Organic Cuisine Label is a state-controlled labelling scheme for professional kitchens that shows the share of purchased ingredients that are organic. The label is available in gold, silver and bronze, depending on the organic percentage.

For us, organic food is about the choices we make in the value chain and in everyday operations. In 2025, 209 of our canteens held the Organic Cuisine Label.



Compass Group contributes to afforestation in Denmark at Vilhelmsborg in close collaboration with Klimaskovfonden.

Contributing to Afforestation in Denmark

Compass Group supports afforestation through Klimaskovfonden. In 2025, we contributed DKK 49,750 to a project at Vilhelmsborg, where new untouched forest is being established in Denmark.

Our support in 2025 will ensure the sequestration of 199 tonnes of CO₂ over the next 100 years. The project has several co-benefits which, over time, will support broader priorities such as clean drinking water, the aquatic environment and nitrogen reduction, biodiversity and the creation of new recreational areas.

Read more here: [Klimaskovfonden](#)

Read more about our work with biodiversity and nature: [Compass Group - Sustainability report 2025](#)

Highlights from the Year



Going forward, the canteens will be able to order a range of additional products that support a broader plant-based offering in everyday operations.

New Plant-Based Product Line from Compass' Kitchen

In 2025, production began of Compass Group's own falafels. The recipe was developed by our chefs, continuously taste-tested and based on chickpeas seasoned with warming spices.

Ulrik Nielsen, responsible for culinary development at Compass Group in Denmark, explains:

"We chose to launch our own line of falafels to support our kitchens in a busy everyday environment while also offering a high-quality plant-based product."

Falafels from Our Own Kitchen

The falafels are produced in Compass Group's own production kitchen in Avedøre, and in 2025 the kitchen produced approximately 137,000 falafels for Compass' canteens across Denmark. The falafels are just the beginning of a series of plant-based products. Ulrik explains:

"We believe that one of the most important ways to accelerate the green transition in our kitchens is to make it easy. The falafels are a small helping hand in everyday operations, enabling us to offer guests a good, tasty and plant-based alternative."

We are involved throughout the entire process - from taste and recipe development to the choice of ingredients and, ultimately, preparation in the kitchens. This allows us to ensure high quality and exactly the right taste all the way through."

50% of Our Vehicle Fleet Now Runs on Electricity

There has been strong momentum in the electrification of our vehicle fleet. While electric vehicles made up approximately 4% of our fleet last year, Compass Group Denmark reached an important milestone in 2025: around 50% of the company's vehicle fleet now runs on electricity. The vehicle fleet is targeted at employees for whom a high level of mobility is a practical necessity.

According to research from ICCT (2025, p. 17) battery electric passenger cars sold in the EU in 2025 can have life-cycle greenhouse gas emissions that are up to 73% lower than comparable petrol cars. This underlines the climate potential of the transition to electric vehicles, even when production emissions are included.

Research also shows that although early battery electric vehicles had lower reliability than internal combustion engine vehicles, newer battery electric vehicles have achieved comparable lifespans, even under more intensive use. This is relevant when assessing the overall life-cycle impact of electric vehicles. (Nguyen-Tien et al., 2025).

As part of the transition to electric vehicles, the number of vehicles in our fleet has been optimised, so that company cars are allocated only to employees with a high level of mobility. At the same time, our business travel policy ensures that lower-impact modes of transport are always considered.

Kristian Baun, Client Manager at Compass Group, says:

"My work involves being close to our clients in their everyday operations, and the car is therefore an important work tool, as client sites are not always easily accessible by public transport. The electric vehicle gives me flexibility in my planning, but I always consider whether a visit can be handled in a smarter way before I drive out. At the same time, it is good to work somewhere that makes it easier to get around with a clearer conscience, while taking both employees' everyday needs and the environment into account."

Reference 1: International Council on Clean Transportation (ICCT, 2025; page 17). [Read here.](#)

Reference 2: Nguyen-Tien, V., Zhang, C., Strobl, E. et al. The closing longevity gap between battery electric vehicles and internal combustion vehicles in Great Britain. *Nat Energy* 10, 354–364 (2025). [Read here.](#)



From Supplier to Strategic Partnership: Together with Arla, We Have Significantly Elevated the Guest Experience

At Arla's head office in Viby, the canteen has today become a place that employees plan their working week around. A place where they proudly invite guests, clients and their own farmer owners to join them for lunch.

That was not necessarily the case before. But over the past year, Arla and Compass Group have worked closely together to rethink the canteen experience. The ambition was clear: to elevate the canteen from a traditional staff canteen to a restaurant experience - while also creating a place where people can clearly sense, see and taste that they are at one of Denmark's major food companies.

"We said that it should be a place where you can truly sense that you are in a food company. That should be reflected in the food and in the conversation around it," says Allan Wright, Director, Global Facility Management at Arla. One example that reflects the company's DNA is Arla's decision to serve "Denmark's best cheese board" every day.

Today, the staff restaurant is Arla's flagship canteen and has also become part of the company's identity. Compass Group currently operates canteens at 16 Arla locations - from the head office in Viby and two other offices to dairies and production sites across the country. The ambition has been to become best in class across the board.

Significant Increase in Satisfaction

The close collaboration has also made a clear impact in the measurements.

The Guest Satisfaction Score among Arla's canteen guests increased from 75.4% in June 2024 to 86.6% in June 2025. At the same time, the Customer Collaboration Index, which measures satisfaction with the collaboration with Compass Group's client manager, increased from 67 to 99 on a scale from 0 to 100.

The results reflect a strengthened strategic partnership, closer dialogue and a targeted effort to improve the guest experience.

The development can also be felt in the canteen. The number of daily guests has increased from around 350 to more than 700 diners on the busiest days, representing a doubling.

A Place Employees Plan Their Week Around

Every Friday, the head chef sends out the menu for the coming week to employees, and according to Allan, this has become a fixed ritual. The new canteen experience now plays such an important role in everyday working life that many employees plan their week around it - especially if one of their favourite dishes is on the menu.

"My impression is that it has become a highlight for many people. People look at the menu and think: 'I have a meeting on Tuesday, but I don't want to miss that dish - I'll just move it.'"

A Kitchen Team Everyone Knows

An important part of the transformation is about the people in the kitchen. Allan describes how the staff are visible in the restaurant, talk to guests and have become part of everyday life for the employees at the head office.

"Everyone knows the kitchen team. Whether it is the people working at the stoves or those serving plated meals in the staff restaurant, everyone at Arla's HQ knows the people who are responsible for our lunch."



An Easier Everyday Life

Today, the canteen extends far beyond the lunch experience itself.

Employees can buy takeaway prepared by the kitchen to bring home - as well as home-baked bread and cakes, jam, pickles, biscuits and other products, all made from scratch. And as Allan describes it, it is simply "super convenient" - and "sales have exploded.

Employees are also treated to small extras such as cookie dough for "the world's best Danish Christmas cookies", "koldskål with kammerjunkere", or cinnamon swirls from the in-house bakery.

They also have their own barista in the coffee bar, where employees can buy baked goods from the in-house bakery alongside freshly brewed speciality coffees. And as Allan describes it, there is always a long queue.

Employees at Arla can also sign up for barista courses or sourdough courses run by Compass Group.

In addition, small experiences are offered throughout the year, such as pop-up restaurant days, which have previously featured a live pianist and white tablecloths.



Communication Builds Anticipation

An important part of the experience is also the communication with guests. The canteen has its own Instagram profile, where the kitchen shares photos of dishes, the upcoming menu and small surprises.

"It is not only the food on the plate that makes the difference - it is the overall focus on the guest experience. From a varied menu and visibility on Instagram to the smile and dialogue across the counter. That customer mindset really makes a difference," says Morten Krebs Gjesing, Senior Vice President, Global HR at Arla Foods.

Taking Lunch Seriously

In the kitchen, every service starts with a shared briefing - a so-called pre-service - where the team presents the day's dishes to one another. For Morten, this says something about the culture:

"For us, it is just: now I'm going down to have lunch. But out there, it has been an achievement, and they celebrate it with a presentation. I think that is an incredibly healthy culture. They take themselves seriously, they take the meal seriously, and they take us as a client seriously."

He compares it to the way good restaurants work.

"That is the mindset that creates a quality experience in the canteen every day."

An Investment in the Employee Experience

The canteen is also part of Arla's broader strategy for the employee experience.

"It feeds into an overall workplace experience strategy, where we want to create good conditions for our employees. It is important to us that our employees thrive at work and have access to a healthy and inspiring meal every day," explains Morten from Arla.

It Is About People

When Allan explains what ultimately made the difference, he returns to one thing.



"As with everything else, it is the people standing in there. It is people. It is about people. That has been the key to your success - and our success together. It is about the team at Compass Group."

He experiences an organisation with strong competencies across the board.

"If someone asked me, I would say that Compass Group has a really strong setup. From leadership to the people standing in the kitchen every day, there are many skilled people and a lot of great ideas. It is a company with high energy."

According to Allan, this is why the collaboration today feels less like a traditional supplier relationship and more like a shared project. "It is the team spirit around us," he says.

When Collaboration Creates Loyalty

This way of working closely with clients is an important part of Compass Group's approach.

When solutions are developed in partnership with clients, they create both better experiences and stronger relationships. In 2025, 98% of Compass Group's clients chose to continue the collaboration.

98% RETENTION

This was the share of Compass Group's clients who chose to continue the collaboration in 2025.

Responsible Governance Drives Action

Responsible governance is about translating our ESG ambitions into concrete decisions, actions and documented results across the business.

At Compass Group Denmark, governance is the foundation that ensures our ESG work is credible, coherent and measurable. For us, responsible governance is not about policies on paper, but about clear decision-making structures, defined responsibilities and systematic follow-up on the targets we have set.

Our ESG strategy is integrated into the business strategy and provides the framework for how we prioritise, monitor progress and manage risks. To ensure management anchoring and cross-functional coordination, we have established an ESG Board consisting of key members of management. The ESG Board has overall responsibility for steering the implementation of ESG initiatives, monitoring progress and supporting the launch of the right initiatives across the company.

Accountability and Integrity

A central element of responsible governance is accountability and integrity. We work according to clear ethical principles and set requirements for good business conduct - both internally and in our collaboration with suppliers and partners. Our Speak Up culture and our work with Ethics & Integrity are intended to create a space where challenges and risks can be addressed openly, and where responsible behaviour is a natural part of everyday work.

Transparency and documentation are essential to trust. That is why we work systematically with data, reporting and recognised ESG platforms such as EcoVadis, IntegrityNext and Sedex, which provide insight into our performance and enable us to identify areas for improvement. This gives us a solid foundation both for management decisions and for communicating our results clearly and credibly to clients and partners.

Responsible governance is therefore not a separate track, but a prerequisite for creating real impact - for people, business and society.

HOW WE WORK WITH RESPONSIBLE GOVERNANCE

- ESG strategy integrated into the business
- ESG Board responsible for prioritisation, progress and follow-up
- Clear ethical principles and Speak Up culture
- Systematic use of data, ESG platforms and audits
- Ongoing assessment of risks and improvement opportunities in the value chain



Our Climate Chefs Drive the Green Transition in Everyday Operations



Børsen Sustainable Case 2025

In May 2025, the Climate Chef training programme was selected as a Børsen Sustainable Case, an editorial initiative that highlights business projects creating real momentum in the green transition and inspiring other companies to take action.

Read about our case here: [Børsen Sustainable Case](#)

First Climate Fair Strengthened the Role of Everyday Climate Ambassadors

In October 2025, we held our first Climate Fair, where more than 150 kitchen employees came together to share experiences, gain new knowledge and find inspiration for their work in the canteens. The day strengthened their role as climate ambassadors and gave renewed energy to translate knowledge into action in everyday operations.

“It is always inspiring to meet across the organisation. You are reminded of how many of us are actually working towards the same goal,” says Helene Lund Buus, head chef in one of our canteens.

The Climate Fair supports the Climate Chef initiative and creates a community across the organisation, where we develop the meals of the future together.



Operations at the Centre

Active efforts in our operations are essential if we are to deliver on our overall ESG targets.

“Our daily activities and decisions take place out in operations, which is why it is important that all employees understand and take ownership of the green transition. Here, our ambassadors act as local role models, setting direction and motivating colleagues to make sensible choices in everyday work.”

- Kristian Hofman, Operations Director

Nordic Swan Ecolabel Regained for Our Entire Cleaning Service

Compass Group Denmark regained the Nordic Swan Ecolabel for our entire cleaning service in 2025. The certification is issued by Ecolabelling Denmark and is the official Nordic ecolabel, as well as one of the world's most ambitious environmental certifications.

This recertification was achieved under significantly stricter requirements - the Generation 4 criteria - and documents that our cleaning service has a lower environmental impact.

The Nordic Swan Ecolabel is a holistic environmental label that sets requirements for chemical use, transport, working procedures and

the working environment. Our efforts include the ongoing transition of part of the vehicle fleet in our cleaning division to electric vehicles, as well as targeted employee training in more environmentally friendly cleaning. As a result, 98% of the cleaning chemicals we use for regular daily cleaning are ecolabelled, exceeding the Nordic Swan Ecolabel requirement of a minimum of 90%.

These efforts help reduce environmental impact while also benefiting the working environment for employees and the indoor climate for the clients and users who spend time at the locations we service.

WHAT IT TAKES TO ACHIEVE THE NORDIC SWAN ECOLABEL

To regain the Nordic Swan Ecolabel, a company must meet 26 mandatory requirements within areas such as management, quality, ethics and working environment, transport, resource efficiency and cleaning products. In addition to the mandatory requirements, points must be achieved in specific categories, including:

- Cleaning products: consumption and share of ecolabelled products
- Transport: fuel consumption related to transport
- Resource efficiency and quality: purchasing of ecolabelled products and services

This ensures that Nordic Swan Ecolabel certification is not only about cleaning chemicals, but about a holistic effort across all aspects of the service.



Rengøringservice
5076 0165

Less Cleaning Chemicals per m² Despite Significant Growth in the Cleaning Business

Alongside the recertification, the cleaning division has experienced significant growth. From 2023 to 2024 - the years reported in 2025 - the total cleaned area increased from approximately 143,000,000 m² to 275,000,000 m², corresponding to an increase of approximately 92%. During the same period, total consumption of cleaning chemicals for regular daily cleaning increased by approximately 48%, meaning that chemical consumption per m² has been significantly reduced.

Henrik Bjerke Jensen, Director of Operations, Cleaning, says: *"With a passionate approach to employee training and a strong focus on purchasing Nordic Swan Ecolabelled products, we have phased out products and consolidated the assortment to make everyday work simpler. A great deal of effort has gone into this, and ambitious targets have been set to ensure recertification."*

I am proud that, at Compass Group, we have such a strong cleaning team, which has trained, retrained and ensured that our clients and employees have the best possible conditions. Reaching this point requires the focused effort of each individual employee."

The result shows that it is possible to combine business growth with reduced environmental impact while complying with the comprehensive requirements of the Nordic Swan Ecolabel.

Certifications and Labelling Schemes

Documentation That Drives Progress

At Compass Group Denmark, we work systematically with certifications and labelling schemes as an integrated part of our ESG work. The certifications serve both as documentation for clients and authorities and as working tools that support continuous improvement in our operations.

We use certifications across company level, service areas and products to ensure that responsibility is embedded in both management systems and daily workflows.

Selected Certifications and Labelling Schemes:



ISO 45001

Supports safe and healthy working conditions through systematic prevention of workplace injuries and a focus on well-being and safety.



The Organic Cuisine Labels

Make it transparent to guests and clients what share of the food and beverages in our canteens is organic.



ISO 14001

Establishes a structured approach to identifying, reducing and managing our environmental impact and ensuring continuous improvement in our operations.



Servicenormen

Awarded by the Danish Employers' Association for the Service Sector (SBA), Servicenormen serves as a guarantee label. Compass Group aims to run a responsible business built on strong values and to be a reliable partner to work with. A Servicenormen certificate confirms our credibility and reliability towards clients, employees and authorities.



Nordic Swan Ecolabelled Cleaning Service

Documents that our cleaning services within regular daily cleaning meet strict environmental and quality requirements, with a focus on environmentally friendly products and methods.

The certifications form an important foundation for our ESG work and play an increasingly important role as requirements and expectations from clients and society continue to evolve.





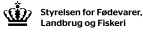





Partnerships That Make a Difference

Together for Development and Action

Partnerships are essential if we are to create real change. At Compass Group Denmark, we collaborate with clients, suppliers and external stakeholders to develop solutions that reach beyond our own organisation.

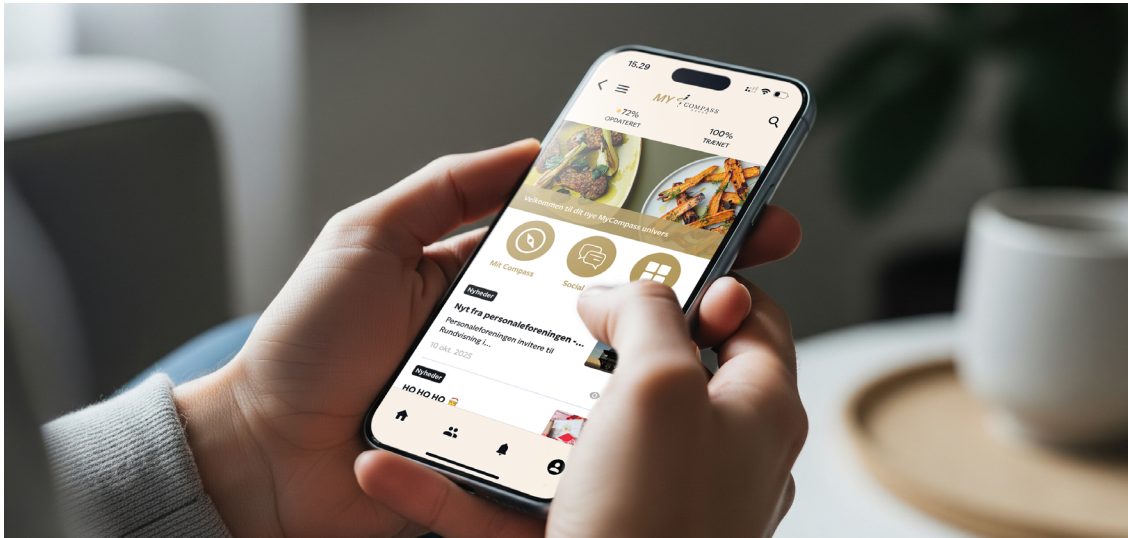
Through partnerships, we strengthen knowledge sharing, innovation and the implementation of practical solutions - particularly within climate action, food waste, procurement and employee engagement.

We believe that results are best created together. That is why we participate in selected partnerships, networks and schemes that strengthen our work with value chains, climate action and food waste - while also contributing to greater transparency and documentation in practice.

	Ethical Trade Denmark:	Membership supporting our work with responsible value chains and due diligence
	The Danish Climate Forest Fund:	Collaboration on afforestation in Denmark and employee engagement through tree planting events
	ONE\THIRD	Member of the food loss and waste think tank, where we contribute our experience and participate in joint activities
	Danmark Mod Madspild:	Member of the voluntary food loss and waste agreement, where we contribute our experience and participate in joint activities
	Fødevarepartnerskabet:	The Food Partnership for Health and Climate - national partnership focused on health and climate. We participate in the meals group
	VANA:	Member of a collective producer responsibility organisation for packaging
	GLAD Fonden:	Employment and inclusion of people with different abilities
	Job centres:	Collaboration on employment and upskilling
	DRC Danish Refugee Council:	Integration and employment opportunities for refugees
	Julemærkehjemmet:	Read more about our collaboration with Julemærkehjemmene on page 14

The Best Framework for Responsible Behaviour

We have a range of initiatives that support all employees in their daily work with ESG.



MyCompass – Always Close at Hand

MyCompass is Compass Group's employee app in Denmark. All employees have access to the app, where they can keep up to date with what is happening at Compass, share photos and inspiration from their own everyday work on the Social Wall, find culinary inspiration and access favourable employee offers. The app can automatically translate content into a wide range of languages, ensuring that all employees can benefit from it regardless of nationality.

At Compass Group, employees begin their digital onboarding programme to ensure the best possible start. There are a number of safety training modules that must be completed, and new employees also receive a thorough introduction to Compass Group, including our culture and values.

Afterwards, employees regularly receive a range of targeted safety training modules, which are mandatory to complete. In addition, the app also contains inspiration for everyday operations, including tips on food waste initiatives, correct dosing of cleaning products and overall insight into ESG targets.

Ethics & Integrity

Compass Group is committed to maintaining high standards of ethics and integrity (E&I) across the entire business.

At Compass Group, people are at the centre of our business. We promote a culture where people can speak up and feel heard. By creating this environment, we strengthen a values-driven workplace built on openness, trust and integrity.

Integrity must guide all decisions made by our employees and business partners. We are committed to respecting the rights of our employees, partners and stakeholders through the continued implementation of our Code of Business Conduct, Human Rights Policy, Global Supplier Code of Conduct, Data Privacy Policy Statement and Business Integrity Policy.

We strengthen our employees' ability to make decisions based on integrity through awareness initiatives on ethics and integrity (E&I), as well as ongoing training. Through leader-led communication and targeted campaigns, we continue to promote and strengthen a culture where employees feel safe to speak up when something does not feel right.

Ethics & Integrity training is mandatory for all senior leaders and administrative employees, meaning Site Managers and above in the leadership structure, as well as all employees at our head office.

Read more about Ethics & Integrity in Compass Group here: [Ethics and integrity](#)

ETHICS&INTEGRITY&U
Let integrity be your guide. **Always.**

Outlook 2026

In 2026, we at Compass Group Denmark will continue our work to translate ambitions into action that is coherent across the business.

In recent years, our work has been characterised by the development of structure, data foundations and a shared direction. This foundation enables us to work in a more targeted way with prioritisation, follow-up and quality in our initiatives - and to ensure that our ESG work remains an integrated part of decisions, operations and collaborations.

A central focus will be strengthening the link between insight and action. With a better overview of our impact and performance, we can adjust solutions and create improvements where they make the greatest difference - for people, clients and the communities we are part of.

At the same time, transparency, documentation and work across the value chain will play a greater role. Not as new requirements for the sake of requirements, but as a natural further development of the way we already work - in dialogue with both suppliers and clients.

Governance will remain a central focal point. With clear structures and systematic follow-up, we ensure progress and clarify responsibility, enabling us to continue making robust decisions in a changing world.

The ambition remains the same: to create real value through clear priorities and positive actions that can be felt in practice.



Anne-Sofie Hattesen
Head of ESG, Compass Group Denmark





Compass Group's Global
Sustainability Report



www.compass-group.dk



Compass Group Denmark



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Food & Co.

