I firmly believe that continuing to pursue and invest in Sustainability & Wellness will not only spur innovations necessary to maintain our leadership position, but it is also the right thing to do for our business and for future generations.

Fiscal year 2015 (October 2014 - September 2015) presented Compass Group Canada with a number of significant challenges including slumping energy prices, the falling value of the Canadian dollar and rising food costs. I am especially proud of the resilience we have shown in facing these challenges.

2015 was also a year of change in our Sustainability & Wellness department, as we transitioned to a new Director in October 2015, after an extensive search.

Meanwhile, globally, leaders and delegates from nearly 200 countries gathered in Paris to attend the UN’s Conference of Parties in Paris (COP21), leading to a legally-binding international agreement to fight climate change.

These events, both internally and externally, reinforce the importance of innovation and forward-thinking to tackle the major economic, environmental and social challenges ahead.

I firmly believe that continuing to pursue and invest in Sustainability & Wellness will not only spur innovations necessary to maintain our leadership position, but it is also the right thing to do for our business and for future generations.

The road ahead in our journey involves redefining our corporate Sustainability & Wellness vision and commitments. Over the next two years, we will undertake an extensive process of assessing and engaging with all our business sectors, as well as with clients, consumers, and other key stakeholders to develop a compelling vision for the future, with new or revised targets and strategies, where needed.

I am committed to ensuring that we set forth a vision for transformational change that goes beyond taking small, incremental steps forward. We will also continue to focus on employee engagement because our success around Sustainability & Wellness centers on engaging the power of our 31,000 associates across Canada.

In the meantime, one particular area of pride for me continues to be our community-based initiatives and investments. This report highlights several best practice examples of how we’re working together with our clients and partners to support the communities where we live and work. I’m proud to share these stories with you in this report and through a series of videos that are hosted on our Compass Group Canada YouTube Channel.

Saajid Khan,
CEO Compass Group Canada & ESS North America

In 2015, Compass Group Canada

- Employed 31,064 talented associates
- Served approximately 236 million meals
- With an annual revenue of $1.9 Billion

As part of Compass Group PLC, headquartered in Chertsey, UK, globally, we:

- Operate in over 50 countries
- Employ more than 500,000 great people
- Serve over 5 billion meals per year
Our Approach

We recognize that in a sustainable society, individuals, communities and businesses must learn to flourish within nature’s limits. For us, this means implementing current and future sustainability & wellness programs that focus on conserving natural resources, while also offering sustainable and healthy options to our consumers and clients.

Since 2012, Compass Group Canada’s approach to Sustainability & Wellness has been symbolized by BALANCE, our platform which includes four key areas as described below. Under these four areas, we focus our actions on the issues that are important to our business, clients and consumers.

WELLNESS:
positively contribute to the health and wellbeing of our consumers by making it easier for them to attain their healthy living goals through the foods we serve

SUPPLY CHAIN:
source sustainable and safe food and products and use our expertise and sizable purchasing power to engage our suppliers to pursue industry-leading environmental, social and ethical best practices

ENVIRONMENT:
reduce environmental impacts resulting from our operations in the areas of waste, energy, water and pollution

COMMUNITY:
actively promote, support and engage with the communities where we live and work through charitable giving, employee volunteerism and investment initiatives

Highlights Of Our Sustainability & Wellness Actions In 2015

SEPTEMBER 2014 – OCTOBER 2015
Launch of Chartwells Campus Projects
A set of projects collaboratively developed and launched with students and stakeholders on six Chartwells-operated university campuses across Canada to advance sustainable foodservices.

Trent University
Trent Market Garden

University of Toronto Mississauga
Community Kitchen Workshop

University of Northern British Columbia
Zero Waste Goal

McGill University
Myko Mobile App

Concordia University (former client)
Food Map: The Story of our Food

Ryerson University
“Planting the Seeds of Sustainability” Education Workshops

NOVEMBER 2015
Giving Thanks for Local Promotion
For the second consecutive year, our Giving Thanks for Local promotion inspired our chefs and managers to promote local food through featured recipes, tasting events, and Chef’s Tables, to name a few. Through the promotion, $4,000 was donated to local community or campus-based organizations across Canada.

DECEMBER 14, 2015
Donation to Food Banks Canada
Compass Group Canada announced a $153,400 donation to Food Banks Canada as part of Compass’ Nourish program. The funds will be used to increase the amount and diversity of fresh, nutritious food to families-in-need through community gardens and food education at select food banks across Canada.
Recycling and Community Investment in Kitimat, British Columbia

Recycling is not only good for the environment; it is also good for our communities. This statement comes to life through a beverage recycling project championed by our defence, offshore and remote sites business sector, ESS North America.

In 2008, ESS formed a joint venture partnership with the Haisla Nation, an Aboriginal community that resides in the Kitimat region, British Columbia. Through this initiative we have continued to demonstrate our respect for the people and the land where we operate. Over the past three years, our site managers and frontline employees at our camp operations in Kitimat have collected used beverage containers from the camp residents, taking the containers to the local recycling depot and donating the revenues from recycling the containers to the local animal shelter run by the Society for the Prevention of Cruelty to Animals (SPCA).

Since the program began, over $100,000 has been donated to the local SPCA from the beverage container recycling program. In addition, our managers organized rides for the residents to take them to the SPCA shelter as part of a dog walking program meant to reduce employee stress and contribute to their positive wellbeing.

Cafeteria Connects, a Partnership with Ecosource

The demand for local food is strong across all our business sectors, most notably in our education division, Chartwells. Since 2010, Chartwells has partnered with Ecosource, an environmental education non-profit organization, to increase the purchasing, education and promotion of locally-grown food in school cafeterias.

Our latest project with Ecosource, called the Cafeteria Connects project, began in 2013 with the Durham District School Board in Ontario. Funded by the Greenbelt Fund and the Ontario government, the project focuses on six Ontario-grown produce selections called The Big 6: cucumbers, apples, red peppers, onions, carrots, and mushrooms.

Chartwells currently has seven Boards of Education (totaling 76 Schools) participating in the Big 6 Program, where we have introduced new menu options, posted signage including healthy messaging, offered samples and promoted recipe cards. Popular recipes include: apple cranberry crisp, Greek meatball gyros, spiced mixed vegetable slaw, and red pepper and goat cheese rotini. Yum!

Please visit our Compass Group Canada YouTube channel to watch the video.
Investing in Aboriginal Communities: Managers-In-Training Program

Our partnerships and investments in Aboriginal businesses and community members are amongst our most valued community-based initiatives. Three years ago, we set aspirational goals to improve our training and employment of members from the Haisla Nation. To achieve our goals, we developed and invested in a Managers-in-Training (MIT) Program, with the objective of identifying high-potential frontline staff associates from the Haisla community and transitioning them into managers through training and exposure to different parts of the business.

Due to these efforts, we received the Award for Excellence in Training and Employment from the Haisla Job Coaches in November 2015. This award is a great source of pride for us as it reinforces the positive legacy we aim to leave through our partnerships with Aboriginal communities across Canada.

[ Please visit our Compass Group Canada YouTube channel to watch the video. ]
**OUR SUSTAINABILITY & WELLNESS COMMITMENTS & PROGRESS IN 2015**

**WELLNESS**

Positively Contribute to the Wellbeing Of Our Consumers

**SUSTAINABILITY & WELLNESS COMMITMENTS & PROGRESS IN 2015**

**COMMUNITY**

Actively Promote, Support And Engage The Communities Where We Live And Work

**ENVIRONMENT**

Reduce Environmental Impacts Resulting From Our Operations

**SUPPLY CHAIN**

Seek Sustainable And Safe Food And Products

**LET'S STAY IN TOUCH**

We welcome your feedback on this report and ideas on how we can become more sustainable. Please email: Corporate.Communications@compass-canada.com
Our Sustainability & Wellness Commitments & Progress in 2015

**KEY PERFORMANCE INDICATOR**

**2015 PERFORMANCE**

<table>
<thead>
<tr>
<th>Indicator</th>
<th>2015 Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Top 11 Shopping Centres</td>
<td>726 tons of materials purchased</td>
</tr>
<tr>
<td>2: Local Purchase</td>
<td>3,144,492 kg of food purchased</td>
</tr>
<tr>
<td>3: Food Microlearning</td>
<td>14,900 food waste audits conducted</td>
</tr>
<tr>
<td>4: Indigenous Research</td>
<td>1,000,000 meals supported</td>
</tr>
<tr>
<td>5: Indicators</td>
<td>5.96 tonnes CO2e per FTE</td>
</tr>
<tr>
<td>6: Conclusion</td>
<td>54% from FY 2014</td>
</tr>
</tbody>
</table>

**WELLNESS Positively Contributes to the WellBeing Of Our Consumers**

**SUPPLY CHAIN**

- **Environment**
  - **Basics for Data**
    - *Does not include purchases for external brands

- **Purchases**
  - **Sustainable Seafood Purchases**
    - 375,600 kg of sustainable seafood
  - **Cage-Free Shell Egg Purchases**
    - 2.5% from FY 2014
  - **Alliance Tea Purchases**
    - 14.9 million tea bags purchased*
  - **Certified Rainforest Alliance Tea Purchases**
    - 54% from FY 2014
  - **Fair Trade Chocolate Bars**
    - 22,269 chocolate bars purchased
  - **Corporate Donation to Food Banks Canada**
    - $591,150 total donations from all Compass offices
  - **Corporate Donation to Student Scholarships**
    - $153,400 donated to Food Banks Canada

- **Communities and Products**
  - **Food Supply from Aboriginal Vendors**
    - 1.5% from FY 2014
  - **Supporting Canadian grown and produced Foods**
    - 4.8% from FY 2014
  - **Sodium Reduction**
    - 25% sodium reduction in the primary menu.
  - **Trans-fat Compliance**
    - 25% trans-fat compliance in the primary menu.
  - **Service Information at Point of Displaying Nutritional Education**
    - 65% from FY 2014
  - **Average Score on the Innovative Off-Premise Food Quality Audit**
    - 78.9 average score across all businesses
  - **We welcome your feedback on this report and ideas on how we can become more sustainable. Please email: Corporate Communications at Compass Canada**

- **Process for Compliance**
  - **Meat Audits**
    - 95% of staff members have completed the meat audit.
  - **Data Related to Corporate Purchases Across All Business Sectors**
    - 2. Data relates to corporate purchases across all business sectors, unless otherwise noted

**COMMUNITY Actively Supports, Engages, And Empowers The Communities Where We Live And Work**

- **Support of Aboriginal Vendors**
  - Purchased $8.3 million in goods and services from Aboriginal vendors
  - Invested $732,565 in Aboriginal communities
  - Best practices in animal welfare will be a key focus for future sustainable sourcing initiatives.

- **Fossil Fuel Oil and Gas Industry**
  - Reduce by 20% by 2017* energy consumption of our corporate vehicle fleet
  - For FY 2014, we diverted 14.9 million tea bags purchased*

**LET’S STAY IN TOUCH**

We welcome your feedback on this report and ideas on how we can become more sustainable. Please email: Corporate Communications at Compass Canada
The communities and Where We Live

We welcome your feedback on this report and ideas on how we can become more sustainable. Please email: Corporate.Communications@compass-canada.com

WEALTH

Proudly Contributing to Well-Being Of Our Consumers

We remain committed to reducing our office-based carbon emissions targets for 2017+. These revised targets include an absolute reduction in our energy consumption through education and equipment guidelines from Health Canada.

$732,565 in Aboriginal communities

Invested $732,565 in Aboriginal communities from FY 2014)

5 of the 12 designated Fair Trade Campuses are as of January 2016)

22,269 chocolate bars purchased (19% from FY 2014)

2015**)

(162,174 pounds of Fair Trade coffee purchased* !)

($591,150 total donations from all business sectors

$591,150 total donations from all business sectors

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Emissions Intensity

Canadian Office

50.8% reduction in energy consumption across 100 Compass offices

50.8% reduction in energy consumption across 100 Compass offices

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Oil and Gas Industry:

Awarded PAR Gold Level Certification for 2013-2015

Awarded PAR Gold Level Certification for 2013-2015

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Food Waste

On the Go Fresh Food Program

On the Go Fresh Food Program

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Water Consumption in Corporate Offices

5% of locations that have received a Fair Trade Certificate of Recognition

5% of locations that have received a Fair Trade Certificate of Recognition

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Biodiversity and Wildlife In Our Business

Designated Fair Trade Companies

Designated Fair Trade Companies

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Energy Consumption

Our fuel use from our corporate vehicle fleet accounts for enough energy to heat and light 301 homes. Our vehicle fuel use is tracked through the Corporate Vehicle Scorecard.

Our fuel use from our corporate vehicle fleet accounts for enough energy to heat and light 301 homes. Our vehicle fuel use is tracked through the Corporate Vehicle Scorecard.

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Biodiversity and Wildlife In Our Business

Closed 23 new locations in FY 2015

Closed 23 new locations in FY 2015

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Energy Consumption

5% of locations that have received a Fair Trade Certificate of Recognition

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5% of locations that have received a Fair Trade Certificate of Recognition

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Food Waste

78.2% average score across all businesses

78.2% average score across all businesses

(2015 PERFORM ANCE

=  Target In Progress                     =  Target Achieved

Reduce Food Waste

78.2% average score across all businesses

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