

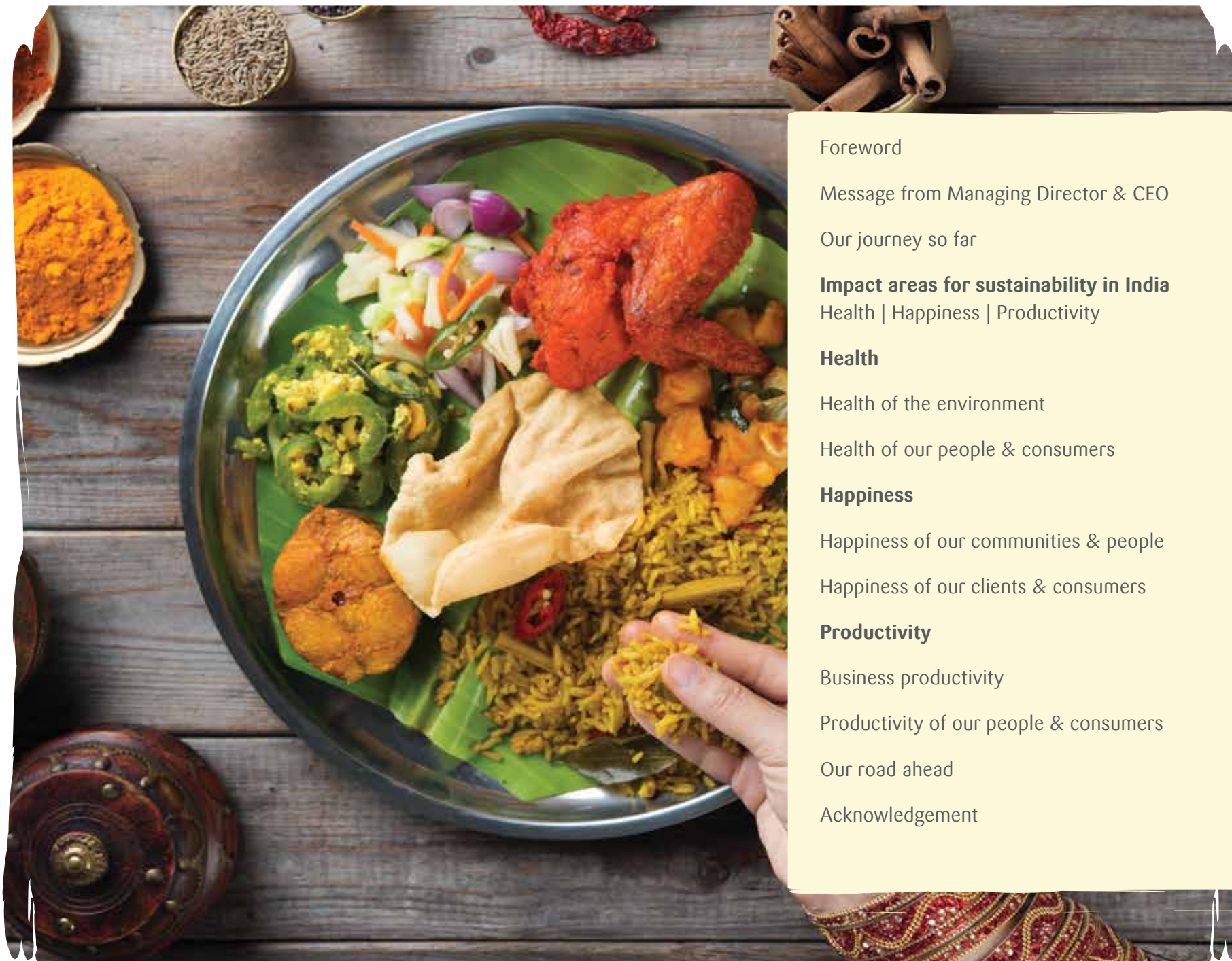


INDIA
Sustainability
REPORT

BUILDING A HEALTHIER, HAPPIER

AND A PRODUCTIVE INDIA





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Foreword

As a global leader in food and sustainable facilities management services with a deep-rooted presence across the country, we are proud to present our first-ever India Sustainability Report.

We operate at the heart of where India works – serving millions every day

across offices, institutions, campuses, hospitals and factories. Across hundreds of sites, we serve our customers, supporting their health, well-being and productivity.

Our purpose is to shape a happier, healthier and productive India, every day. As a pioneer in India offering

scientific, evidence-based and comprehensive food and sustainable facilities management programs, we believe in walking the talk.

Sustainability is our responsibility. We do it not because we are required to, but because we truly want to.



Driving India's health, happiness and productivity through sustainability

We are proud to present our inaugural India Sustainability Report – marking our commitment to a happier, healthier and a more sustainable future.

Our service offerings, including food and facility management, are driven by a deep recognition of our responsibility to the planet. From reducing food waste and conserving natural resources to sourcing responsibly and maintaining hygienic, energy-efficient environments, the decisions we make are grounded in preserving environmental integrity.

We collaborate with clients, communities and teams to create resilient ecosystems where tasty nutritious meals and clean, safe spaces are the norm. At the heart of sustainability lies a simple yet profound truth: people are its foundation. In our industry, where service and hospitality are paramount, the culture we cultivate and the way we care for our teams are not just operational priorities, but a reflection of our values. A truly sustainable business is one that treats its people with dignity, respect and fairness. We believe that when people succeed, so does the business.

Our Compass Health and Nutrition Scorecard tracks key metrics like protein intake and sugar reduction to improve dietary quality. Apps in our Chartwells and Medirest offerings help deliver tailored meals to school children and patients, supporting health, wellness and recovery.

We are tackling food waste through smart forecasting, consumption analytics, conscious in-kitchen practices, behaviour change programs, repurpose and redistribution strategies. Balanced meals not only boost physical health but also enhance mental well-being and productivity.

This report captures our progress and sets the path forward.

Vikas Chawla
Managing Director & CEO



Our journey so far

Our values align with the Global Planet Promise and we take our role in India seriously. We are a country with incredible cultural and culinary diversity. Our focus is on improving the health and well-being of everyone we serve. In India, our mission goes beyond delivering services. We work to make every meal, service and interaction meet global standards while staying locally relevant.



>75%
of sites tracking
food waste digitally



Our planet promise to reach
Net Zero
by 2050 globally



80 Tonnes
of sustainable recipes
delivered every month



Supporting small
producers,
>35% of total spend
towards MSME¹



Donated
~32000 meals¹



210 Tonnes
of compostable garbage
bags used¹



Certified repurposing of
31000 Kg
of used cooking oil into
biodiesel²





IMPACT AREAS FOR SUSTAINABILITY IN INDIA

Health Happiness Productivity

Health

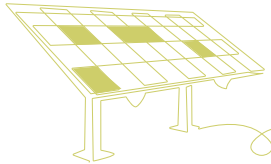
OUR ENVIRONMENT | OUR PEOPLE |
OUR CONSUMERS



Health of the environment

POWERING A CLEANER FUTURE

Environmental responsibility is embedded in every aspect of our operations. Around 25% of our food transport kilometres are completed using electric vehicles. We use data and innovation to reduce our carbon footprint, invest in clean energy and support India's broader sustainability agenda. By transforming our central kitchens and operations, we are improving resource efficiency and reducing our carbon footprint.



Hyderabad central kitchen: Setting the standard for sustainable food service:

With a capacity to serve 35,000 meals per day, our Hyderabad central kitchen embodies sustainable design and long-term green investment. A 190-kW solar rooftop meets ~30% of the site's energy needs, reducing 300+ tonnes of CO₂e, annually. Water-saving systems conserve 10 kilolitres of fresh water daily and an Effluent Treatment Plant manages wastewater responsibly. Rainwater harvesting reused 850 kilolitres of water during the 2024 monsoon. This future-ready site brings our Planet Promise to life, helping teams make climate-conscious choices.



SUSTAINABLE WASTE MANAGEMENT SOLUTIONS



Feeding people, not landfills

In India, where abundance and scarcity coexist, food waste is a major operational, social, ethical, economic and environmental issue. With about 40% of food wasted annually, costing nearly INR 92,000 crore causing ~10% of greenhouse gas emissions^{1,2}, the urgency is clear. We are leading efforts to reimagine kitchens and food services into hubs of efficiency, innovation and conscious consumption.

25 global best practices to reduce food waste in 2025

We have introduced 25 industry best practices to equip India Inc. reduce food waste through simple actionable guidelines. These combine global insights with local relevance and have been tested for impact and practicality. Widely adopted by clients, they have helped reduce waste and improve operations. All insights are compiled in a curated guide, reflecting our commitment to solving India's food waste crisis together.



¹WWF. Driven to Waste: Global Food Loss on Farms. Retrieved from https://wwf.panda.org/discover/our_focus/food_practice/food_loss_and_waste/driven_to_waste_global_food_loss_on_farms
²Food Wastage in India: From Farm to Bin, Times of Agriculture. Retrieved from <https://timesofagriculture.in/food-wastage-in-india-farm-to-bin/>

TOSS ME NOT: THE REAL PEEL-DEAL FOR LEFTOVERS

Peels and trimmings contribute ~21 million tonnes of food waste in India yearly¹. Our chef-curated 'Toss Me Not' recipe book helps turn leftovers into gourmet dishes like Broccoli Stem Guacamole and Cauliflower Stem Paratha, promoting zero-waste cooking. We prepare over 80 tonnes of such sustainable recipes monthly, celebrating every ingredient and reducing waste at the source.

Digitizing waste: Smart tech for food waste governance: Tracking and tackling food waste

We are driving digital innovation with AI-powered food waste management systems across 75%+ of our sites. Our Insights App and KPI dashboards enable real-time tracking. We have also developed an Intelligent Food Waste Tracker tailored for Indian kitchens using AI image recognition to categorize waste, improve portion control and support scalable operations. With features like Bluetooth connected scales and intuitive logging, it delivers daily actionable reports to help reduce waste, optimise menus, and achieve sustainability goals.



From fryer to fuel

India discards 2.2 billion litres of used cooking oil annually, with 60% illegally resold to street food vendors, risking public health². Between April 2024 and March 2025, we diverted ~31,000 kg of used oil from Bengaluru and Telangana to authorised biodiesel manufacturers, achieving a certified CO₂e reduction of over 85,000 kg through third-party partners

Water wise

Water conservation is deeply embedded in our infrastructure and culinary practices. In Hyderabad, rainwater harvesting saved 850 kilolitres during the 2024 monsoon. At select sites, automated dishwashers save up to 10,000 litres of water daily – 40% less than manual washing. We also promote millets over water-intensive grains and adopt pressure cooking techniques to reduce water use significantly. Even peels are repurposed into chutneys and toppings, minimizing rinse cycles and waste.

Honour Every Bite

Our 'Honour Every Bite' initiative encourages mindful eating by reducing plate waste through behavioural nudges, signages and kitchen feedback.

IT SUPPORTS PORTION CONTROL,
MENU REDESIGN AND FULL
ACCOUNTABILITY FOR FOOD SERVED
AND RETURNED.

¹ Sagar NA, Pareek S, Sharma S, Yahia EM, Lobo MG. Fruit and Vegetable Peels: Utilization of High Value Horticultural Waste. Molecules. 2020 [PMC 7356603]. Retrieved from <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7356603/>
² AVPN. Repurposing Used Cooking Oil for Biofuel, featuring KNP Arises – Green Energy Pvt. Ltd. Retrieved from <https://avpn.asia/resources/case-study/repurposing-used-cooking-oil-for-biofuel/>

The other half of waste: Sustainable management of non-food waste discards

Responsible waste management is pivotal to our sustainability strategy. Through data-driven systems, circular partnerships and proactive reduction efforts, we work to minimise non-food waste and meaningfully redirect or repurpose it.



Cutting plastic, cultivating compost

We are replacing single-use plastics with sustainable alternatives. In 2024, ~69% of our garbage bags spend went to compostable options, totaling over 210 tonnes, with more sites joining every day. Additionally, paper based bulk packaging helped eliminate ~7.2 million plastic bags.

WE ALSO PARTNER WITH BIOGAS PROVIDERS TO TURN FOOD WASTE INTO CLEAN ENERGY AND COMPOST, SUPPORTING CIRCULAR KITCHEN MODELS.

A leading global tech client cuts single use plastic (SUP) across its India operations

In partnership with us, our client eliminated over 58 million SUP units, achieving a 51% combined reduction from their respective baselines across 2023-2024. This was achieved through bulk packaging for grains, dairy and beverages and switching to compostable or paper-based alternatives for items like tea sachets, cookie wrappers and tissues. Compostable bin liners, corn starch

boxes for driver meals and reusable Cambro hot boxes for chapatis further supported circular waste goals, setting a benchmark for sustainable food service in corporate environments.



SMART, SUSTAINABLE, MANAGED: THE FUTURE OF FACILITIES

Traditional cleaning practices often rely heavily on chemicals and excess water, causing environmental and health issues. We are transforming facilities management with eco-friendly solutions across sectors, using non-toxic products, microfiber tools

and biodegradable bags. Centralized bins improve waste segregation, while steam and nano cleaning reduce chemical use. Refill dispensers and auto-dosing machines cut waste and help maintain precision. Smart washrooms with sensors enable

predictive planning and water savings. Our certified energy audits help clients identify energy-saving opportunities, set GHG baselines and support Net Zero goals through ISO-certified reporting aligned with Global Reporting Initiative (GRI) standards.

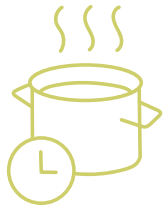


COOK SMART, WASTE LESS

In our kitchens, sustainability begins with the way we cook

We combine research and chef expertise to adopt practices that conserve resources, reduce waste, and improve efficiency,

proving sustainability is as much about process as it is about infrastructure.



Water efficient rice prep: We use the absorption method saving approximately ~30% more water than boil-and-drain technique, while retaining nutrients.



Millets over paddy: Millets like ragi and jowar require less water and have a lower carbon footprint than rice.



Pressure cooking: Saves energy, cooks faster and retains nutrients.



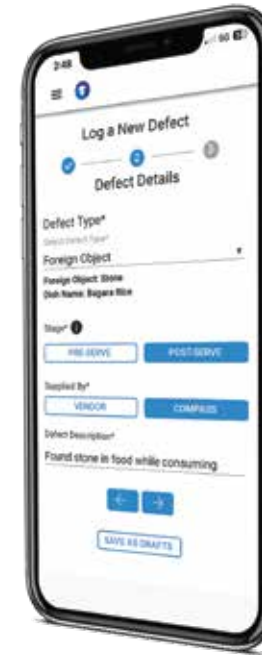
Grilling over frying: Cuts oil use, lowers energy demand and supports wellness. Repurposing peels and stalks: Used in chutneys, toppings and baked goods to reduce rinse cycles and waste.



Using bruised fruits: Un-spoiled fruits and veggies go into soups, smoothies and chutneys instead of bins.



Smarter cutting techniques: Root-to-stem use, fewer decorative cuts and sharp knives help us reduce waste. Staff are also trained in appropriate chopping techniques.



Health of our people and our consumers

GUIDED BY OUR 'HEALTH, SAFETY AND ENVIRONMENT FIRST' PRINCIPLE, WE FOCUS ON REDUCING ENVIRONMENTAL IMPACT AND ENSURING WELL-BEING.

We use smart tech like the SHIELD app for real-time food safety tracking at 300+ sites, FoodBook app for traceability and allergen management and Insights app for audits and compliance with HACCP standards. These efforts earned Compass Group India three honours at the prestigious CII Awards: The Gold Star Trophy for Compass @ Google PUCB, a Certificate of Commendation for our Central Kitchen in Bengaluru and a Certification of Appreciation for Compass @ Intel Bengaluru.





NOURISHING & EMPOWERING INDIA WITH TASTY, NUTRITIOUS MEALS

Health and Nutrition Scorecard

Our Health and Nutrition Scorecard is a client co-created framework to improve meal quality and promote healthier food environments. It tracks key metrics like over 90% meals with no trans fats, 30%+ with no added sugar, 80%+ with sufficient protein and under 10% with minimal ultra-processed ingredients. Aligned with 2024 Recommended Dietary Allowance (RDA) guidelines and Centres of Excellence (CoE) benchmarks, it guides menu design, wellness engagement and visibility of healthy choices. Our menus now feature high-protein, complex carbs and plant-forward options. Regular audits and ingredient-level analysis empower chefs and nutritionists to make informed, health-first decisions.

Stealth Health for Education

Research has established that better diets improve educational outcomes. Our Stealth Health program supports children's nutrition by blending nutrient-rich ingredients into familiar meals. Aligned with Indian Council of Medical Research (ICMR) guidelines, our menus feature high-protein, complex carbs and functional foods that aid focus, sustained energy and overall wellness. By making nutrition enjoyable and invisible, we help improve classroom performance, aid physical development and encourage lifelong healthy habits.



DIT University earns Eat Right Campus Certification from FSSAI

DIT University, in collaboration with Compass Group India's food service platform Chartwells, received the Eat Right Campus certification from FSSAI, recognizing its commitment to safe, nutritious and hygienic food for students and staff. This achievement stemmed from a strategic partnership focused on

strict food safety protocols, balanced menus and high hygiene standards. The certification validates the quality of meals and reflects a shared vision of holistic development through nutrition. As Vice Chancellor Prof. G. Raghurama noted, food safety is key to educational excellence and student success. This initiative also supports broader goals of healthier eating and well-being in educational institutions.



Happiness

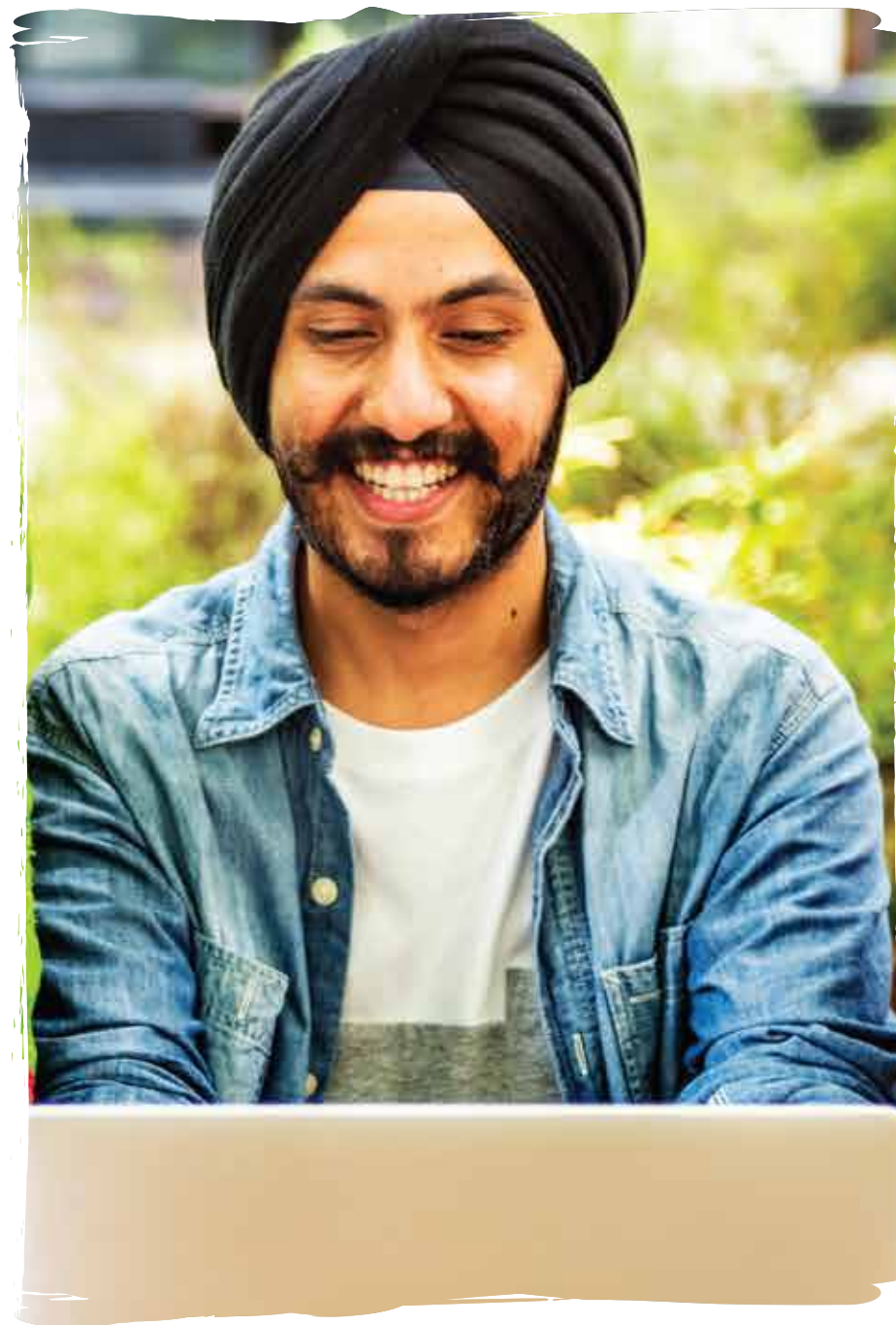
OUR COMMUNITIES | OUR PEOPLE |
OUR CLIENTS | OUR CONSUMERS

Happiness of our communities & our people

At the heart of our journey is a commitment to the well-being of our people and communities. We believe progress is measured by the happiness and health of those we serve, guided by empathy, inclusivity, and shared values.

FROM NURTURING A CULTURE OF CARE TO SUPPORTING LOCAL INITIATIVES, WE AIM TO CREATE ENVIRONMENTS WHERE PEOPLE CAN THRIVE.

Through a number of skilling, and engagement programs, we help foster an environment where individuals feel valued, supported, and inspired for long-term success.



EVERY PLATE WE SHARE BUILDS A STRONGER COMMUNITY

We believe in the power of collective action. In collaboration with the Robin Hood Army, we have distributed more than

32,000 meals

and donated staples to prepare ~200,000 meals in 2024.



THIS PARTNERSHIP
HIGHLIGHTS OUR
COMMITMENT TO SERVICE
AND SUSTAINABILITY AND
ENCOURAGES EMPLOYEE
VOLUNTEERING TO SUPPORT
UNDERSERVED COMMUNITIES.





CELEBRATING DIVERSE ABILITIES

We believe inclusion, dignity and opportunity foster happiness. To build an equitable workplace, we empower Persons with Disabilities (PwDs) through employment and partnerships. We have partnered with Mitti Café – a non-profit that creates employment opportunities for people with disabilities, to run tuck shops in Bengaluru and Mumbai, operated by specially abled staff. These shops also train employees and support smooth customer interactions. Through collaborations with NGOs like Skill Council for People with Disability (SSCPWD), Sai Swayam Society, and Magic Bus, we've offered roles to 75 PwD candidates across India. In Bengaluru, we work with GiftAble to conduct skill-building sessions in communication and life skills. These efforts promote skill development, independence and inclusion.

OUR WORK WAS RECOGNIZED WITH THE ACCELERATOR AWARD IN THE DEI-PWD CATEGORY AT THE DI-VERSE EVENT BY THE MINISTRY OF SOCIAL JUSTICE.



Launched in 2025, The 'Shef' initiative promotes equitable opportunities through mentoring, peer support and growth plans, aiming to expand women's presence in professional kitchens.

CELEBRATING THE WOMEN WHO LEAD, COOK AND INSPIRE

We believe inclusion, dignity and opportunity are key to empowering women and driving progress. Through targeted hiring, leadership programs, flexible policies, and safe workplaces, we foster a culture where women thrive. Our Women Leadership Network (WLN) supports mentorship, work-life balance and return-to-work journeys. In Hyderabad and Mumbai, some of our coffee shops are fully run by women baristas who lead teams and master brewing techniques. We also celebrate the unique talents of women in our culinary teams.



Stories

that make us happy and inspire us everyday

SALEEMA DEMONSTRATES COURAGE AND grit

Saleema, a Customer Happiness Representative at Compass Group India, exemplifies resilience. Born with a hearing disability in a remote village near Hyderabad, she overcame social stigma and limited access to education to earn a Bachelor's degree. Joining us in 2019 as a Steward, her dedication led to a promotion to Supervisor, reflecting both her hard work and our inclusive culture. Her journey shows what's possible when individuals are empowered and supported, inspiring us to build workplaces where everyone can thrive, regardless of background or ability.



MOUSHMI TAKES A leap OF faith

Moushmi's journey is a powerful example of courage and opportunity. Once a dedicated member of our housekeeping team, she embraced a new role as a junior cook, drawing on past experience to run the sandwich counter at one of our cafes. Her transition was not just a career shift; it was the realization of a long-held dream. Moushmi's story shows that with passion, perseverance and the right support, even the humblest beginnings can lead to something extraordinary.

ALLAMMA breaks barriers, ONE DISH AT A TIME

Allamma's journey from kitchen steward to the first female chef in our central kitchen is a powerful testament to resilience and self-belief. As a single mother, she faced immense personal challenges. Yet she pursued her dream through skill-building, language support and mentorship. Her story is a powerful example of courage, growth and the impact of opportunity.



PEOPLE FIRST: A CULTURE THAT WORKS

Certified Great Place to Work in FY 24

We are proud to be certified as a Great Place to Work and ranked in the Top 50, a reflection of our trust-based, inclusive and innovation-led culture. We work to create a safe, respectful workplace through zero-tolerance for harassment, Prevention of Sexual Harassment Act (POSH) and Internal Complaints Committee (ICC) compliance, accessible helplines, mandatory training via our **Samarth app** and **Speak Up platform**. We view career growth as closely tied to personal growth. Our leave policy supports aspirations without compromising work, to ensure employee well-being and focus.



Employee Net Promotor Score

In 2024, we achieved an all-time high eNPS (Employee Net Promotor Score) of +46, based on a company-wide engagement survey covering central offices, units and remote sites. Available in eight regional languages, the survey helped identify strengths and areas for improvement. These insights now guide focused action plans to enhance our workplace experience.



WECARE PROGRAM

WeCare is an employee-driven fund supporting colleagues and their families during personal hardships. It has supported 581 frontline employees with over INR 68 lakhs in financial aid in 2024. Employees above a certain compensation threshold contribute to the WeCare corpus, matched by the company. It provides critical support during medical emergencies, natural disasters and other crises, especially empowering women to



Safe Spaces, Stronger Teams

We prioritize the safety and well-being of our people by creating a workplace that values physical safety, psychological security and dignity. Our structured initiatives and governance frameworks help mitigate risks and build a culture of care and accountability. We run safety campaigns and use tools like Toolbox Talks, Job Risk Assessments, HIRA and Corrective Action Plans to reduce injury rates. Our See Care Share approach empowers teams to report risks, leading to a 45% rise in hazard and near-miss reporting between Oct-Mar 2023-24 and 2024-25.

IN 2024, OVER 3,800 SAFETY WALKS HELPED IDENTIFY HAZARDS, REINFORCING LEADERSHIP COMMITMENT.

Safety walks are leader-led site visits to observe and discuss safety practices, recognise good behaviour, and address gaps - strengthening safety culture.



Happiness of our clients and our consumers

PROCUREMENT WITH PURPOSE

Every ingredient we source carries the story of farmers, communities and ecosystems. Since 2024, 99% of our cooking has been palm oil free, and from 2025, the palm oil in margarine is Roundtable on Sustainable Palm Oil (RSPO) certified. We brew coffee grown using natural practices from tribal communities in Karnataka and Andhra Pradesh. At leading global technology and financial services client sites, this coffee delivers both taste and impact. We also

source hydroponic greens from local farms for fresher produce and a lower environmental footprint. A standout example of fair sourcing is Amudha, a poultry farmer we source from via Happy Hens, manages 1,500 birds and supports her family through this income. Her partnership ensures fair pay and dignified work, empowering her as a woman in a rural community. This makes her a role model in her community who uplifts lives and promotes social equity.

SUPPORTING LOCAL ECONOMIES

Our approach prioritises local sourcing, with

99%

of produce sourced locally in India and the majority of perishables procured from within 200 km - helping reduce food miles and supporting local agri-economies.





STRENGTHENING BUSINESS THROUGH SUPPLIER DIVERSITY

Since 2024, more than 35% of our total spend has been directed towards small producers and MSMEs, helping empower local entrepreneurs and drive inclusive economic growth. This commitment goes beyond procurement—it's about partnership. By offering

operational support, compliance guidance and infrastructure coordination, we help small vendors scale with confidence. These efforts not only build supplier capability but also enables a more resilient and inclusive food ecosystem.

Rise of a resilient food partner, Nxtmeal

A home-grown food partner began in an 800 sq. ft. kitchen with big dreams but limited scale. After early struggles with cloud kitchens, their turning point came through a strategic partnership with SmartQ, a Compass Group India company. Starting with small breakfast orders, the vendor received support in kitchen optimization, HSEQ training and operational consulting. This enabled them to expand from 500 to 4,000 meals daily within 2.5 years, backed by a new 10,000 sq. ft. facility. Today, they've raised INR 7 crore in funding and launched a B2C vertical, showing how the right support can turn early failures into sustainable growth.



Sourcing for good

Through our partnership with social enterprises like iQuench, we provided nearly 40,000 glasses of free drinking water to a government school, benefiting 55 students in the 2024–25 academic year. Access to safe water helps children stay healthy, attend school regularly and focus on learning.

CELEBRATING INDIA'S LOVE FOR SUSTAINABLE FOOD AND CULTURE

Food in India is a celebration of culture and community, with each region offering unique flavors. We host vibrant, sustainable food festivals across client locations to promote health, community and a better tomorrow. Events like Stop Food Waste Day and Grow Your Own Greens turn kitchen trimmings into treats and let employees grow herbs from seed to plate. We spotlight ancient grains during Millet Week, promote mindful eating

with Zero Oil Fest, and support wellness through Mental Wellbeing Food Fests. Hydration Corners, Add-On Bars and Local Vendor Pop-Ups encourage conscious eating and support artisans. From Farm-to-Fork Day to World Food Safety Day, each festival fosters togetherness and reflects our commitment to culinary innovation and meaningful engagement.



From garden to gourmet: Growing green on campus

For Earth Day, we partnered with a global tech company to launch a campus vegetable garden, promoting sustainable living and fresh, seasonal produce. Lettuce grown on-site is now part of the Soups and Salads menu, offering a fresh, eco-friendly experience. The client also introduced an aquaponics farm machine to pilot sustainable lettuce farming, blending technology with tradition for a greener future.



WE LOVE FEEDBACK AND HAPPY CONSUMERS!

We use an AI-powered digital feedback platform, accessible via app and QR code, to capture real-time diner feedback and improve service quality. Engagement is boosted through food festivals, theme days and interactive café experiences across sites. To stay ahead of evolving preferences, we conduct market studies that guide new food programs. A recent study on student wellness helped us design data-driven school meal solutions.

“The food quality is really nice. The staff members are very polite and helpful. They make sure each person gets good food. Also, the variety and quality of food has improved over the period of time. Kudos to the team! Keep cooking tasty food and spreading love by filling tummies!”

“The South Indian lunch menu on Tuesday, 22 August at the mess felt like a breath of fresh air. Some of us really missed eating South Indian food and you guys helped us get as close to home as possible. This is also a request to have South Indian meals more often, more than once a week, in the mess, thank you. Even the breakfast is quite good.”

Productivity

OUR BUSINESS | OUR PEOPLE |
OUR CONSUMERS





Business productivity

AUTOMATION IS TRANSFORMING THE WAY WE COOK AND CLEAN

Automation drives operational excellence and sustainability across our kitchens and facilities in India, ensuring consistency, productivity and world class standards.

Tools like Compass Menu Planner streamline menu planning and reduce waste, while Chartwells and Medirest apps automate nutritious meal planning for schools and hospitals. Central kitchens use advanced equipment, from combi ovens to roti makers producing 1,000 rotis/hour, boosting output, hygiene and efficiency. For example, semi-automatic idli droppers cut production time from 7-8 hours to 3 for 15,000 idlis daily.

Robotic cleaning tools, including scrubbers, vacuums and mowers, reduce manual effort, improve hygiene and lower resource use. Mini Scrubbers clean 70% faster than mopping and Back-Pack Vacuums are 80% more efficient than cable models.





DESIGNED WITH FOOD-GRADE COMPONENTS AND CONTROLLED HEATING, THESE TECHNOLOGIES REDUCE WATER, CHEMICAL AND ENERGY USE, SUPPORTING SAFE, ECO-FRIENDLY OPERATIONS.

Productivity of our people and consumers

At the heart of every thriving business are skilled individuals empowered to grow, adapt and lead. By investing in people's capabilities, we unlock not just their potential, but also the productivity and resilience that fuel long-term business success and people growth.



FUTURE READY SKILLING

We invest in structured skill-building to help employees grow. Our Samarth 2.0 app offers personalised learning in seven languages, delivering 60,000+ man-hours of digital training with an 80% engagement rate. Simulation-based Skill Centres in Gurugram, Bengaluru and Chennai have trained

1,700+ employees,

improving retention and performance through continuous learning and clear growth paths.

OUR CHAMPION PROGRAM
CERTIFIES SUPERVISORS IN
SUSTAINABILITY PRACTICES,
BUILDING IN-HOUSE EXPERTISE
IN THIS AREA.

SMART WORKSPACES WITH TECH THAT CARES

Our Remote Operations Centre (ROC), powered by the Saarthi-FX intelligent FM platform, provides end-to-end facility management across 165 sites. It collects data from over 350,000 assets and manages 1.1 million activities, leveraging IoT sensors to deliver real-time insights for predictive maintenance, workflow automation and energy optimization. Automating routine adjustments helps us cut energy use, minimise service interruptions and reduce emissions while maintaining the highest reliability standards.



With a 98% adoption rate, Saarthi-FX empowers our operations team to move beyond manual tasks and focus on strategic improvements, proactive support and continuous upskilling. This holistic approach drives environmental performance, operational excellence and a more resilient workforce.



HIGHLY CUSTOMISED AND PERSONALISED MEAL PLANNING FOR INDIA

We believe that nutrition is the foundation of productivity. Our highly curated, customised meal programs are scientifically aligned with Indian Council of Medical Research (ICMR) guidelines and designed as per nutritional guidelines to support focus, energy and cognitive performance, contributing to a healthier, more productive India.

Building a healthier corporate workforce

Our corporate meal programs use 'Stealth Health' to offer high-protein, complex-carb-rich menus that boost energy, reduce fatigue, and support well-being. By subtly highlighting nutritious options, we promote mindful eating without compromising taste, helping meet corporate wellness goals and improve productivity.



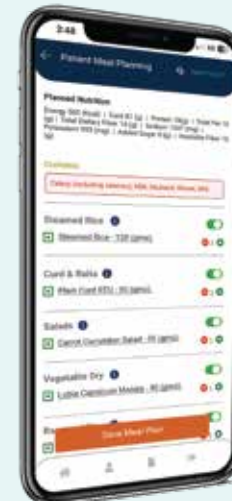
Creating healthy eaters for life

Through our Chartwells program, our specialist education catering offering, we provide school children with meals that improve focus, reduce hyperactivity and address poor nutrition, while also supporting educator wellness. The program encourages healthy eating from an early age, helping build a healthier, more capable future generation and a productive school environment.



Supporting patient wellbeing and recovery

With Medirest, our tailored healthcare catering solution, we deliver condition-specific diets that aid patient recovery and provide energy-boosting meals for healthcare workers. The Medirest diet app automates patient meal planning, cutting time from 15 to 5 minutes, improving nutritional accuracy and staff productivity. Integration with Electronic Medical Record (EMR) systems and automated diet slips reduces manual work, allowing dietitians to focus on clinical outcomes.



WORKSPACES THAT INSPIRE AND UPLIFT

We maintain clean, green workspaces to support mental well-being and productivity across age groups. Real-time air quality monitoring and natural aromatherapy create refreshing indoor environments. Hygiene audits and advanced disinfection methods like electrostatic sprays, herbal misting and ATP testing promote safety, reduce stress, uplift mood and support better performance and emotional balance.

Our digital helpdesk resolves service issues quickly, making hygiene and maintenance more responsive and efficient.





Our road ahead

We aim to deepen our impact by aligning with our purpose of building a healthier, happier and more productive India. Key goals include reducing Scope 1 and 2 emissions, shifting to clean energy and scaling resource-efficient practices.

Food waste reduction remains a priority, with data-driven meal planning to better predict demand and promote responsible consumption. Digital platforms, behaviour change campaigns and inclusive discussions will support these efforts across our value chain.

We're committed to delivering tasty, nutritious meals by combining culinary innovation with science-backed choices to support well-being. These goals will lead to smarter, more responsible food and support ecosystems for a better future.

Subroto Gupta

Chief Strategy and Transformation Officer

Acknowledgement

Our India Sustainability Report reflects the dedication of our teams across operations, culinary, supply chain, facilities, HR, legal and finance. Their efforts turned our vision into meaningful action.

From energy efficiency to nutrition, every initiative is driven by strategic thinking and hands-on execution.

We thank our teams, clients, consumers, partners and communities for their trust and support in this journey toward a healthier, happier and more productive India.

*With sincere appreciation,
Compass Group India*







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