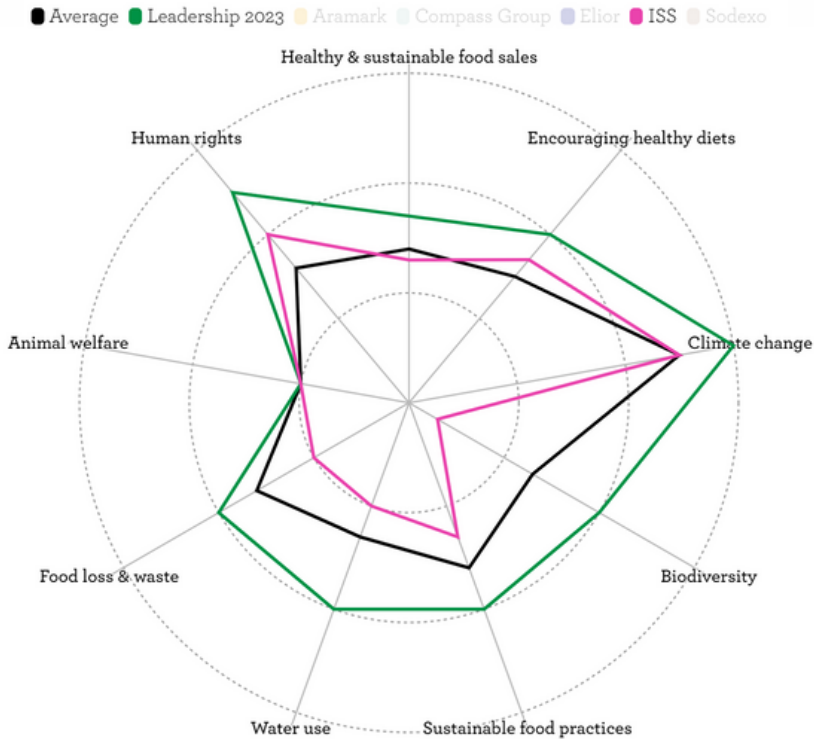


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This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.



SPIDER DIAGRAM ▲

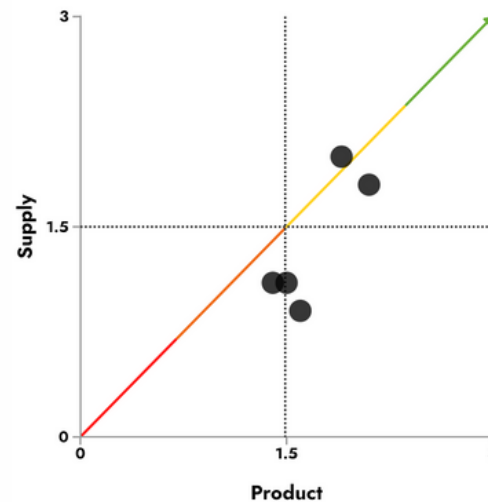
The summary profile comparing ISS, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer edge of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Orange	Green
Aramark	Orange	Orange	Yellow	Orange	Yellow	Red	Orange	Orange	Red
Compass Group	Yellow	Orange	Green	Yellow	Yellow	Yellow	Yellow	Orange	Green
Elior	Orange	Orange	Yellow	Orange	Yellow	Orange	Yellow	Orange	Orange
ISS	Orange	Yellow	Green	Red	Orange	Orange	Orange	Orange	Yellow
Sodexo	Yellow	Yellow	Green	Yellow	Yellow	Yellow	Yellow	Orange	Yellow

TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

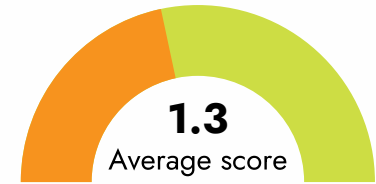


PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



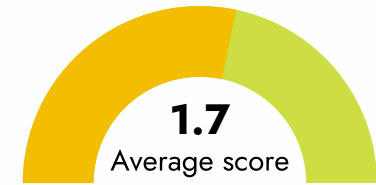
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Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach	1	<ul style="list-style-type: none"> We adhere to Government standards designed to reduce obesity levels, increase the proportion of healthier foods and drinks people consume, and reduce dishes high in fat, salt and sugar. We're reducing the amount of added sugar used in our recipes by 20%. Across its schools business, ISS has "tweaked" hundreds of recipes to reduce the meat content and up the lentils, pulses and other plantbased ingredients. This allows ISS to reduce total fat by 8 per cent and saturated fat by an average 12 per cent per portion. 	<p>https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631</p> <p>https://www.nestleprofessional.co.uk/news/insights/footprint-sustainability-index-2023 (page 16)</p>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	<ul style="list-style-type: none"> Increasing the servings of vegetables across our business by 10% 25% are plant-based. We have been Peas Please pledgers since 2019 which demonstrates our commitment to helping Britain eat more vegetables and increase learning opportunities to help people understand their food. 	<p>https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631</p>
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	1	<ul style="list-style-type: none"> Our food development process is structured to ensure 25% of the dishes meet our nutrition criteria, 25% are plant-based. ISS Guckenheimer has achieved the top rank in the HSUS's annual protein sustainability scorecard. The animal welfare non-profit further highlights ISS Guckenheimer's actions on climate-friendly foods and its commitment to making 55% of menu options plant based by 2025 	<p>https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631</p> <p>https://www.issworld.com/en/news/2022/07/19/iss-top-sustainability-ranking</p>

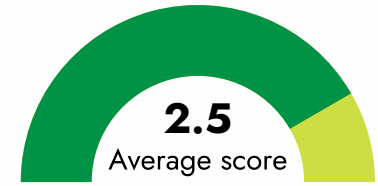




Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	<ul style="list-style-type: none"> • Our new Balanced Nutrition meals combine healthy ingredients and careful cooking to create over 100 tasty, lower-calorie meals, full of the energy you need. These meals focus • on the nutritional benefits of the ingredients, putting the power in our customers' hands to make informed food choices. In 2021, Balanced Nutrition launched into over 40 customer sites, and in the first six months we served over 4,000 Balanced Nutrition meals, taking just over 10% of all main meal sales. • Calorie labelling now live on all dishes as per legislative requirements (100% of menus in workplace and healthcare retail). 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2	<ul style="list-style-type: none"> • In partnership with Innocent Drinks, our 'Green Fingers — the Big Grow' campaign celebrated growing, cooking and eating fresh fruit and vegetables. It championed plant-based dishes and promoted the environmental benefits of vegetable-packed diets. Vegan-friendly tasters and guest dishes popped up in dining halls, and online gardening and cooking sessions were delivered by nutrition, chef and gardening experts to around 2,000 pupils across the country. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	2	<ul style="list-style-type: none"> • ISS UK launches 'Roots for the Future' sustainability and wellbeing programme for schools ISS UK launched 'Roots for the Future', a new school wellbeing and sustainability programme to help young children understand where their food comes from, how to prepare it, and how their dietary choices can impact their physical and mental wellbeing and the environment around them. 	https://brand.issworld.com/m/32c9943bd0e4b015/original/Sustainability-Report-2022.pdf

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Climate change

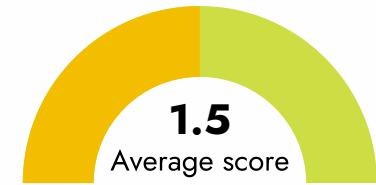
	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3	<ul style="list-style-type: none"> We will achieve net zero direct emissions (scope 1 and 2) by 2030, tonnes CO2 eq Scope 1- 2022: 69,581 2019: 88,722 Scope 2 (market-based)- 2022: 7,084 2019: 10,556 	https://brand.issworld.com/m/32c9943bd0e4b015/original/Sustainability-Report-2022.pdf
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	<ul style="list-style-type: none"> Scope 3- 2022: 1,569,421 2019: 1,688,550 We have continued to gather information relating to our scope 3 emissions throughout 2021, estimating that scope 3 forms approximately 90% of our total emissions. In 2022 we will continue to measure data where possible, and align with the ongoing investigations globally at ISS A/S, and develop our action plan to improve data, reduce emissions, and deliver on our net zero commitments. 	https://brand.issworld.com/m/32c9943bd0e4b015/original/Sustainability-Report-2022.pdf

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Biodiversity

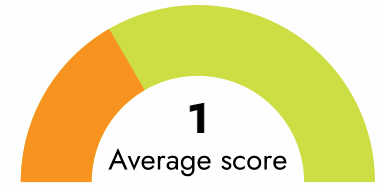
	Metric	Score	The Food Foundation analysis	Evidence
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	1	<ul style="list-style-type: none"> Identifying products containing palm oil and growing our proportional spend on products that are certified by the Roundtable on Sustainable Palm Oil (RSPO) as a minimum standard. We have worked hard to eliminate the vast majority of products containing unsustainable palm oil and plan to remove any remaining products by the end of 2023. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediaId=258B4668-1958-4B09-8867DB7B6C2C3631
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	0	<ul style="list-style-type: none"> No information found 	
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	0	<ul style="list-style-type: none"> No information found 	



Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	<ul style="list-style-type: none"> 68% of fish product lines purchased in 2021 and approximately 90% by volume are MSC certified or MCS1 or 2 rated. We also continued 100% avoidance of MCS5. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	<ul style="list-style-type: none"> Sustainable Food Sourcing: Targets now in place for Seafood, Eggs, Tea & Coffee, Palm Oil and Single-Use Plastic Food Consumables: - 100% free-range liquid, boiled and fresh eggs were purchased in 2021. - over 80% of our tea and coffee spend is on certified products. This includes 76% of our coffee and 97% of our tea product lines that we can identify as Fair Trade, Rainforest Alliance, Ethical Tea Partnership or Organic. - Palm oil: plan to remove any remaining products by the end of 2023 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631

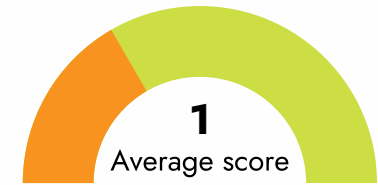
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Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	2	<ul style="list-style-type: none"> Global: Scaling PureSpace Office reducing carbon emission through efficient water and chemical usage. In 2022 we consumed 105,769 m3, decreased from 145,948m3 in 2021. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	<ul style="list-style-type: none"> No information found 	

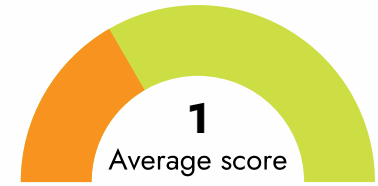
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Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	<ul style="list-style-type: none"> In 2021 we continued to experience impact on our services from the Covid-19 pandemic so we seized the opportunity to conduct a strategic review of our food waste monitoring methodologies and tools. We have streamlined it to two products already in use by many teams, and will be rolling out the use of these to all teams throughout 2022. This will enable a simplified food waste reporting process for our catering teams across sectors. All food service sites will conduct a benchmarking exercise in 2022 to identify food waste from production to plate waste, by customer number, whether that be pupil, patient or customer employee. In addition, ISS has now committed to a Global Food Sustainability strategy with a key target of food waste reduction of 50% by 2027, exceeding previous UK targets and aligning our food services across all countries and customer segments. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	0	<ul style="list-style-type: none"> No information found 	

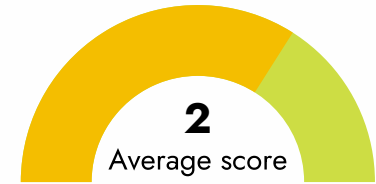
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Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as “medically important antimicrobials”.</p>	1	<ul style="list-style-type: none"> Source 100% of our shell & liquid eggs from cage free farms by 2025. In 2022 we made good progress on our cage free eggs commitment, with 58% of our shell and liquid eggs coming from cage free farms, an 11%-point improvement on 2021. 	<p>https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631</p>

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Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	3	<ul style="list-style-type: none"> • Living Wage • 67% employees on Real Living Wage contracts • 38% contracts paying the Real Living Wage • 2021 was a positive year for Living Wage in our higher education contracts, with an increase of 28% of the contracts moving from National Minimum Wage to Living Wage, bringing the total for this area of our business to 85% — and the impact is evident. 	https://brand.issworld.com/web/c39e72b500633744/iss-uk-cr-reports/?mediald=258B4668-1958-4B09-8867DB7B6C2C3631
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	1	<ul style="list-style-type: none"> • Our commitment to human rights is outlined in the ISS Anti-Slavery and Human Trafficking Policy, the ISS Global People Standards, and the ISS A/S Supplier Code of Conduct applicable to our direct suppliers as well as their supply chain, and through dedicated questions on Modern Slavery in our supplier onboarding and reassurance processes. 	https://brand.issworld.com/web/6c68c649a322f3be/anti-slavery-and-human-trafficking-statements-and-reports/?mediald=DDAE2CCF-9333-4B0E-9E9395DB2A9B465A

