



HSE Strategic Objectives UK & Ireland 2025 – 2026

Metric	FY 2026 Limits	Key actions / focus areas
Leadership Safety Walks	12,245	- Promote Senior Leadership Safety Walks by sector.
Total Recordable Incident Frequency Rate (TRIFR)	3.83	<ul style="list-style-type: none"> - Develop leading indicator matrices. - Refresh See/Care/Share programme across all levels of the business. - Continue to deliver IOSH Managing Safety to High & Medium risk sites down to supervisor level. - Develop and implement the IOSH Leading Safety training for senior operations managers. - Continue to rollout the use of AI and QR codes for the delivery of point of use safety training.
Material Food Safety Incident Rate (MFSIR)	0.074	<ul style="list-style-type: none"> - Wider deployment of the digital allergen strategy (Allergen App and QR codes), and Menu Guide. - Adopt the Compass digital strategy to enable enhanced monitoring of food safety standards and labelling within our high-risk sites. - Continue to monitor food safety/allergen legislation. - Wider rollout of allergen training and update the Chartwells allergen academy.
Environment		<ul style="list-style-type: none"> - Maintain corporate ISO 14001: 2015 certification status for Compass Group UK & Ireland. - Deliver on all environmental commitments. - Continue to develop environmental training and engagement materials. - Maintain the Net Zero Hub and Environmental page on the HSE website.
HSEQ Global Standard	Follow	- Follow Global Safety Standards and Global allergen management plan.
Supply Chain Integrity Standards (Tier 1 & 2)	Tier 2	<ul style="list-style-type: none"> - Retaining a professional auditing body to deliver risk-based auditing of the food supply; achieving and maintaining SCIS Tier 2. - Increase the number of 3rd Party suppliers managed through (Third Party Integrity Due Diligence) TPIDD portal. - All new suppliers to agree to the supplier code of conduct.