HSE Strategic Objectives UK & Ireland 2024 - 2025

Metric	FY 2025 Limits	Key actions / focus areas
Total Recordable Incident Frequency Rate (TRIFR)	3.83	- Develop leading indicator matrices. - Set a target for Senior Leadership Safety Walks by sector which can be measured on quality as well as quantity. - Continue to promote See/Care/Share programme. - Integration of CH&CO into Compass Group UK&I. - Launch the revised Compass Managing Safety e-learning which better reflects the principles of See/Care/Share and the new WSMS. - 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. - Rollout the use of AI and QR codes for the delivery of point of use safety training.
Food Safety Incident Rate (FSIR)	0.23	- Wider deployment of the digital allergen strategy (Allergen App and QR codes), and Menu Guide. - Develop CPU specific FSMS and training module. - Develop a Compass digital strategy to enable enhanced monitoring of food safety standards within our high-risk sites. - Continue to monitor food safety/allergen legislation. - Wider rollout of allergen training and update the Chartwells allergen academy. Working with L&D develop a competency based training assessment for Food Safety Level 3 training.
Environment Reducing Food Waste by:	5.5%	- Maintain corporate ISO 14001: 2015 certification status for Compass Group UK & Ireland. - Deliver on the objectives as set out within our transition plan. - Monitor the reduction in food waste and develop a strategy to check the accuracy of data. - 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. Close out actions from Allergen Management Audit.
Supply Chain Integrity Standards (Tier 1 & 2)	Tier 2	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.