



WE LOOK OUT FOR EACH OTHER

HSEQ Objectives 2026



OBJECTIVE	WHO RESPONSIBLE	WHEN	ACTION STATUS
Quality			
1. Customers Satisfaction Survey's to achieve a satisfaction level of 2.5	Unit Managers	Q4	
2. Client Service Reports to achieve overall average score of 2.5	Unit Managers	Q4	
3. Unit Operations Compliance Audit to achieve an overall score of 1.8	Operations	Q4	
4. Completion of the Annual Compliance Audit Schedule (20% of Locations)	Operations	Q4	
5. ISO 9001 Certification - Transition Updates and training to be completed for HSEQ team	HSEQ Manager	Q4	
Health & Safety/Food Safety			
1. Continuous improvement in H&S - 'Target Zero'. Reduce Total Recordable Incident performance by 6% vs 2025 Actual	Management Team	Q4	
2. Reduction of >6% Food Safety Incident Frequency Rate	Unit Managers	Q4	
3. All available Safety Representatives to engage with the Step Change in Safety Representative Forum	Unit Managers	Q4	
4. See Care Share Re Launch from Senior Leadership to Frontline Team Members	HSEQ Manager	Q4	
5. Digital HACCP Phase 1 & 2 Implementation	HSEQ/Operations	Q4	
Environment			
1. Climate Promise alignment for on and offshore teams	HSEQ Manager	Q4	
2. 100% Compliance with Food Waste Recording	HSEQ Manager / Unit Managers	Q4	
3. Compliance with Compass Group UK & Ireland Net Zero Ambition. Implementation review of Climate Net Zero Toolkit	HSEQ Manager / Unit Managers	Q4	
Quarterly Review & Annual Verification to be carried out by ESS Leadership Team	Completed		
	On schedule		
	Not started or behind schedule		