



# ACT Sustainability Academy

Leading the Change | Toward a Greener Future



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## Accelerating Compass Transition

### Improvement Project Aims

As part of the Ingredients Lever, delegates will identify and implement innovative projects that reduce the carbon footprint of recipes, without compromising on taste or nutritional value.

From rethinking ingredient choices to redesigning plates, each project offers the chance to make a meaningful impact, one recipe at a time.

Learners will explore sustainable sourcing, nutrition-led design, and environmentally conscious preparation methods, working in collaboration with peers in Supply Chain and Operations to ensure solutions support the full end-to-end journey.

These projects are an opportunity to challenge the status quo, apply creativity and scientific thinking, and help shape the future of food. Aligned with Compass Group's Net Zero and sustainability goals, the outcomes have the potential to go far beyond the kitchen, driving real change across the organisation and influencing industry-wide best practice.



### Improvement Technician Level 3:

This programme focuses on developing individuals to deliver and support improvement activities while utilising Lean, Six Sigma and related methodologies within their operational team(s). Suitable applicants should be working at (or closer to) a directly operational level, with responsibilities including problem-solving, engaging colleagues in performance improvements and applying business improvement tools.

### Improvement Practitioner Level 4:

This programme focuses on equipping individuals with Lean, Six Sigma, project, and change management tools to lead improvement initiatives and deliver sustainable change across their team, department or organisation. Suitable applicants should be operating at a professional level with the opportunity to manage smaller projects, with responsibilities including stakeholder engagement, problem-solving, team coaching and process optimisation.

# Continuous Improvement Level 3 & 4

Both Level 3 Improvement Technicians and Level 4 Improvement Practitioners will follow the same core programme. However, Level 3 delegates will support and contribute to improvement projects, while Level 4 apprentices will take the lead in delivering them. In addition, Level 4 learners will explore more advanced tools and techniques to manage projects of greater depth and complexity.

## Compass Group UK & Ireland Sustainability Academy

 GLP Training Masterclass

 ACT Assessment

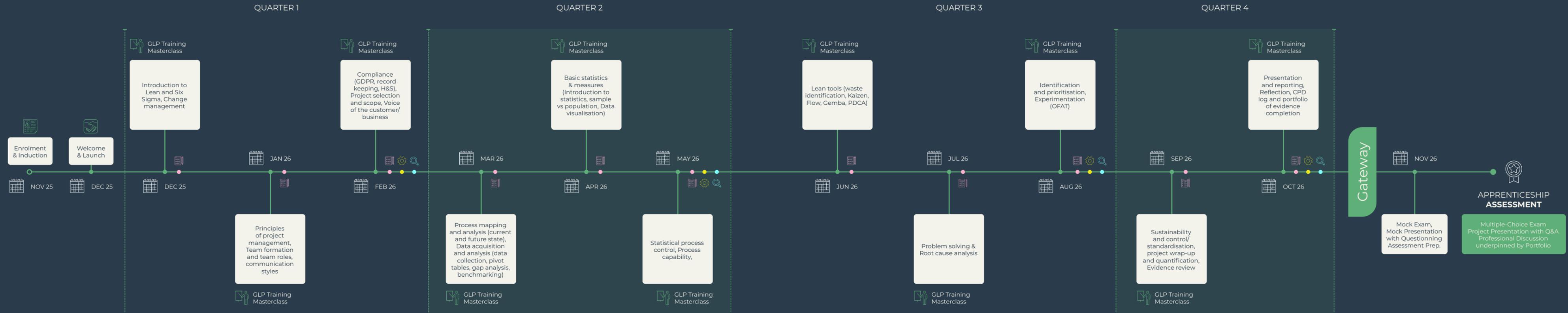
 Gate Reviews

 Quarterly Workshops

Face-to-face meet-ups at various Compass sites to engage with sustainability leaders across Compass and review progress across the academy.



### Apprenticeship Timeline



# Meet the Ingredients Lever **Expert Team**

Our expert team is a collective of passionate professionals united by a shared commitment to sustainability. Representing a diverse range of organisations, they bring a wealth of experience, insight, and collaborative energy to the academy. Their guidance ensures a rich and practical learning experience, rooted in real-world challenges and solutions. Together, they reflect the power of cross-sector collaboration in shaping a more sustainable future.



**Tony Oxford**

**Expert CI Instructor**  
Project Support and Oversight  
  
Continuous Improvement  
Trainer



**Ali Morpeth**

**Strategic Partner**  
Co-Founder  
Planeatry Alliance  
Nutritionist



**Chantelle Nicholson**

**Expert Coach**  
Apricity Restaurant  
Multi-award winning Chef



**Kate Cawley**

**Strategic Partner**  
Founder  
Future Food Movement  
Veri Strategies



At GLP Training, we specialise in developing the next generation of leaders in sustainability and responsible business. Our mission is to make education truly accessible while helping organisations meet their sustainability and ESG targets through impactful, real-world learning. From apprenticeships and bootcamps to HTQs and commercial training, our programmes are built to empower individuals and teams to lead with purpose.

We're proud to work with forward-thinking organisations - including Compass Group UK & Ireland, and other national employers - helping embed sustainability into leadership, operations, and culture.



Symbolising regeneration, rejuvenation, generosity, and light, Apricity is the Michelin Green Star restaurant from multi-award-winning chef owner Chantelle Nicholson and her team. We're a group of thinkers, makers, and doers, rethinking the operation and ethos of a restaurant.

Our aim is to not only meet acceptable levels of responsibility towards sustainability, but to work hard to find best practice and to share these learnings, building a community with purpose. We're committed to moving towards a circular economy and whilst we know that there is no silver bullet, we are constantly redesigning and transitioning to improve.



Future Food Movement launched in 2021, backed by 20 years of expertise from Veris Strategies. We work with major names like Sainsbury's, Tesco, and Compass Group UK&I because we know businesses have the power to drive real change – but the climate and health skills gap is a huge barrier.

Our goal is simple: to future-proof businesses for long-term sustainable growth through building confidence and competency to act.



Until now, health and sustainability have played out in separate areas, but we are moving to a point of convergence in the food system where these once siloed areas are understood as co-dependent.

Planeatry Alliance's vision is a food system that:

- Slashes its environmental and health footprints: Reducing emissions while nourishing biodiversity, nature and human health
- Builds resilience across value chains: Ensuring stability amid volatile supply chains and evolving demands
- Engages everyone in a better food future: Empowering businesses, citizens, and policymakers to act boldly