

Comptoir Group

ESG Policy: Supporting Our Local Community

At Comptoir Group we believe in the power of community to drive meaningful change. Our approach to Environmental, Social, and Governance (ESG) is rooted in the philosophy of giving back to the communities that inspire and sustain us—whether local, regional, or global. From our industry partners to our suppliers, and the wider Middle Eastern and North African (MENA) community, we strive to foster positive connections and make a real difference.

Our Commitments :

1. Financial Support for Grassroots and Partnered Charities

- We prioritize financial donations to small, grassroots charities that operate on the ground, making an immediate and tangible difference.
- We also support charities through long-term partnerships, such as Only a Pavement Away, ensuring sustained impact.

2. Championing Minority-Owned Businesses and Producers

- We actively support and collaborate with minority-owned businesses and producers, particularly those within the Middle Eastern and North African communities.

3. Supporting Staff-Led Fundraising Initiatives

- We encourage and support employees participating in fundraising activities, such as the CEO Sleepout and Winter Warmth Campaigns as well having a fund for employees to apply to for charities close to their hearts or even employees directly who may be in need.
- Our policy for support is case-by-case and aligned with our charitable priorities, with potential contributions including a % of turnover, covering of costs to run events (hire/printing), using our marketing channels to spread the word or matched funding for causes connected to our charitable partners.

4. Sharing Skills and Experience

- We believe in the value of knowledge-sharing and actively engage with community groups to support educational and development initiatives like work our team members who have worked in partnership with the Cadogan group supporting Chelsea and Kensington through both donations and team members spending time in a local school inspiring and empowering young people, and we are committed to continuing such initiatives

5. Offering Community Use of Our Spaces

- To foster stronger community connections, we encourage our sites to offer free use of premises to community groups during non-peak trading hours.

6. Food Donations

- We are proud to support causes like the Ramadan Tent Project by donating food and team members time to help engage the wider community in helping to forge new friendships whilst spreading the better understanding of diverse cultures and customs. Moving forward, we will engage with suppliers to contribute ingredients and packaging for such efforts.

7. Enabling Guest Contributions

- Guests dining with us have the option to donate to charity directly from our menu, allowing them to share in our vision of giving back through our Golden Chickpea initiative on the menu and when crisis hit adding alternate ways for guests to contribute to specific funds like we did for the Turkey/Syria & Moroccan Earthquake.

8. Special Initiatives for Disadvantaged Groups

- We run targeted programs to support disadvantaged groups, such as offering free meals during occasions like Father's Day to those in need.

Our Vision

Through these actions, we aim to weave the spirit of giving and support into the fabric of our business. By nurturing connections with diverse communities—whether through financial aid, partnerships, or grassroots efforts—we strive to be a force for good. Together, we'll build a legacy of generosity, opportunity, and shared success.

Review date – this policy will be reviewed Dec 2025

Signed

Nick Ayerst - CEO