

MEMORANDUM OF AGREEMENT

Between

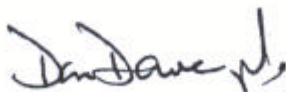
The Transport and General Workers Union and Compass Group in the UK.

This memorandum describes the relationship between Compass Group in the UK (hereinafter referred to as the Company) and Transport and General Workers Union (also referred to as TGWU or the Union).

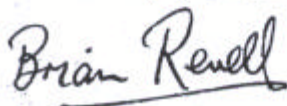
It is intended to provide a framework in which properly constituted local Recognition and Procedure Agreements can operate to mutual advantage and not replace or interfere with them.

PRINCIPLES:

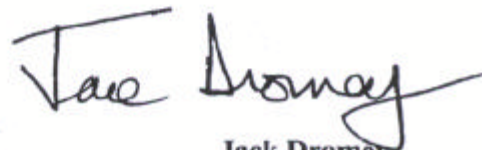
1. Both the Company and TGWU believe that it is in the joint interest of the Company and the Union to maintain good working relationships at all levels.
2. The TGWU recognises the value in dealing with a responsible employer and the Company recognises the mutual interest of trade union membership.
3. Both TGWU and the Company are committed to providing high quality services. We believe that high quality employment and training are the key to these services and that the Company's most important asset is its employees.
4. The Company therefore pledges to operate fair policies and procedures and to offer pay, conditions and training to reflect this.
5. Staff who become the Company's Employees through a transfer will do so with the full protection of TUPE and, when union recognition is in place, it will be automatically accepted by the Company.
6. The Company and the Union will hold twice yearly meetings at a senior level to monitor the relationship, promote their joint interests and develop a strategic approach to these issues.
7. The Company recognises the right of employees to belong to a trade union and will provide TGWU with access to its workplaces upon employees' request. This clause is subject to there being no conflict with another workforce representative organisation and at a time convenient to the unit management.
8. The Company will recognise TGWU in every company workplace where it has membership. The nature of the recognition will be subject to local agreement and will always include representation for individual members in grievance and disciplinary matters.
9. The Memorandum of Agreement is intended to underpin good industrial relations at local level, not to interfere with them. In extreme circumstances, matters may be raised with the UK Head Offices of the Company or the Union where assistance will be given.



Don Davenport
Managing Director - Compass Group UK and Ireland
Signed on Behalf of Compass Group in the UK



Brian Revell
National Organiser for Food and Agriculture
Signed on Behalf of TGWU



Jack Dromey
National Organiser for Services

4 February 2002