

WHO WE ARE

Global Organization



80 countries

North American Reach



15 Million customers



7,950 sites



133,000 employees



3,100 clients

Approach

“We cannot think about success of organizations only through financial results but also through what they will bring to society.”

Sophie BELLON
Chairwoman of Sodexo's
Board of Directors



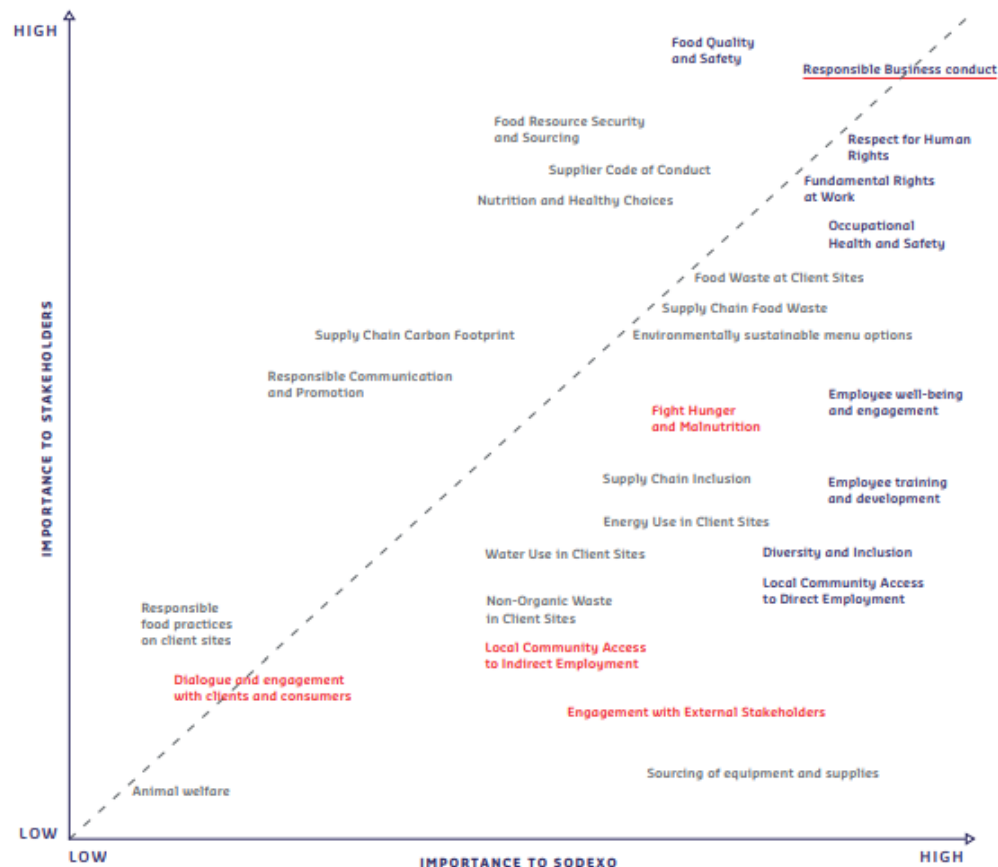
Global Waste Goal

Sodexo will eliminate avoidable waste by 2025

Champions 12.3

Sodexo is a signatory of the
UN Sustainable Development Goal 12.3

STAKEHOLDER ENGAGEMENT MATERIALITY MATRIX



IDENTIFYING WHAT IS IMPORTANT TO OUR STAKEHOLDERS AND SODEXO

The materiality matrix was developed based on extensive research, analysis, interviews with internal and external stakeholders (employees, clients, consumers) and corporate responsibility best practices.

BETTER TOMMOROW 2025



OUR IMPACT ON INDIVIDUALS



OUR IMPACT ON COMMUNITIES



OUR IMPACT ON THE ENVIRONMENT



OUR ROLE AS AN EMPLOYER

Improve the Quality of Life of our employees safely

80% Employee Engagement rate

Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve

100% of our employees work in countries that have gender balance in their management populations

Foster a culture of environmental responsibility within our workforce and workspaces

100% of our employees are trained on sustainable practices



OUR ROLE AS A SERVICE PROVIDER

Provide and encourage our consumers to access healthy lifestyle choices

100% of our consumers are offered healthy lifestyle options everyday

Promote local development, fair, inclusive and sustainable business practices

10 billion euro of our business value benefiting SMEs

Source responsibly and provide management services that reduce carbon emissions

34% reduction of carbon emissions



OUR ROLE AS A CORPORATE CITIZEN

Fight hunger and malnutrition

100 million Stop Hunger beneficiaries

Drive diversity and inclusion as a catalyst for societal change

500,000 women in communities educated through job training centres

Champion sustainable resource usage

50% reduction in our food waste

WHY WASTE?

WHAT'S THE CHALLENGE?

- waste is one of the biggest issues facing our planet and by preventing food waste, we reduce our carbon footprint
- a third of the world's food is wasted along with the energy and water used to produce it every day.

WHAT ARE WE DOING?

We have established a global program, **WasteWatch – powered by LeanPath** – which helps to identify causes and define action plans to prevent waste. A centralized reporting tool measures and tracks both “kitchen waste” and “plate waste” caused by overproduction, spoilage, expiration and behavior with action plans implemented to reduce it.

HOW DOES THAT BUILD A BETTER TOMORROW?

Sites implementing WasteWatch can reduce food waste by up to 50% in two to six months.

Preventing food waste is the single biggest environmental action that Sodexo can take.



OUR WASTE STRATEGY

Sodexo's waste strategy with the **PREVENTION** as the key driver

COLLABORATE

Reinforce collaboration across the value chain

STRATEGY DEVELOPMENT & OPERATIONAL EXCELLENCE

Client strategic waste management advice and best in class on site waste management services

CLIENT AND CONSUMER ENGAGEMENT

in a unique position to drive behavior change toward waste reduction

MARKETING & COMMUNICATIONS

Global actions help to inform clients and consumers and gain support for the waste prevention challenge.

MEASURING AND PUBLIC REPORTING

Ensure that waste management is an integral part of site management and that our business measures and reports performance

SUSTAINABILITY DISTINCTIONS

A selected panel* of recognitions and awards around the world:

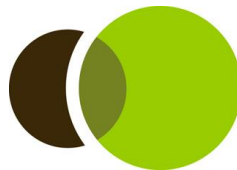
Named the **top-rated company** in its sector on the **Dow Jones Sustainability Index (DJSI)** for the **13th consecutive year**.

MEMBER OF

**Dow Jones
Sustainability Indices**

In Collaboration with RobecoSAM

Earnt the **highest marks** in RobecoSAM's "**Sustainability Yearbook**" for **11th straight year**



ROBECOSAM
Sustainability Award
Gold Class 2018



*Sodexo has carefully selected the rankings and ratings that it pursues, focusing those that:

- Reflect the highest global standards and scope
- Have the credibility of the rankings systems and organizations among our key stakeholders