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
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

<table>
<thead>
<tr>
<th>OUR IMPACT ON INDIVIDUALS</th>
<th>OUR IMPACT ON COMMUNITIES</th>
<th>OUR IMPACT ON THE ENVIRONMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve the Quality of Life of our employees safely</td>
<td>Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve</td>
<td>Foster a culture of environmental responsibility within our workforce and workspaces</td>
</tr>
<tr>
<td>80% Employee Engagement rate</td>
<td>100% of our employees work in countries that have gender balance in their management populations</td>
<td>100% of our employees are trained on sustainable practices</td>
</tr>
<tr>
<td>Provide and encourage our consumers to access healthy lifestyle choices</td>
<td>Promote local development, fair, inclusive and sustainable business practices</td>
<td>Source responsibly and provide management services that reduce carbon emissions</td>
</tr>
<tr>
<td>100% of our consumers are offered healthy lifestyle options everyday</td>
<td>10 billion euro of our business value benefiting SMEs</td>
<td>34% reduction of carbon emissions</td>
</tr>
<tr>
<td>Fight hunger and malnutrition</td>
<td>Drive diversity and inclusion as a catalyst for societal change</td>
<td>Champion sustainable resource usage</td>
</tr>
<tr>
<td>100 million Stop Hunger beneficiaries</td>
<td>500,000 women in communities educated through job training centres</td>
<td>50% reduction in our food waste</td>
</tr>
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</table>
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
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**.

Earnt the **highest marks** in RobecoSAM’s **“Sustainability Yearbook”** for **11th straight year**

*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