



Sodexo Better Tomorrow 2025

OUR 9 COMMITMENTS & OBJECTIVES

	 Our Impact On Individuals	 Our Impact On Communities	 Our Impact On The Environment
	Improve the Quality of Life of our employees, safely	Ensure a diverse workforce and inclusive culture that reflects and enriches the communities we serve	Foster a culture of environmental responsibility within our workforce and workspaces
 Our Role As An EMPLOYER	80% Employee Engagement Rate	100% of our employees work in countries that have gender balance in their management populations	100% of our employees are trained on sustainable practices
	Provide and encourage our consumers to access healthy lifestyle choices	Promote local development and fair, inclusive and sustainable business practices	Source responsibly and provide management services that reduce carbon emissions
 Our Role As A SERVICE PROVIDER	100% of our consumers are offered healthy lifestyle options every day	25% of purchases we make benefit small and medium enterprises	34% reduction of carbon emissions
	Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage
 Our Role As A CORPORATE CITIZEN	100 million Stop Hunger beneficiaries	500,000 women in communities educated through job training centers	50% reduction in our food waste

Area	Commitment	Objective
Individuals	Health & Well-being	100% consumers with healthy lifestyle options
Individuals	Plant-based menus	33% plant-based dishes in our menus
Communities	Local sourcing	10bn € benefiting SMEs (2bn € OSS, 8bn € BRS)
Communities	Fair Trade	99% of Sodexo controlled coffee purchased for our retail channel will be responsibly sourced by the end of 2021
Environment	GHG emissions	-34% on Scope 1, 2 & 3 compared to 2017
Environment	Renewable electricity	100% RE in our direct operations
Environment	Responsible sourcing	100% sustainable fish & seafood, 100% deforestation-free supply chain by 2030, 100% physical certified sustainable palm oil, 100% sustainable paper disposables, 100% cage-free shell and liquid eggs, improve welfare standards of all chicken meat sourcing in US by 2024 and Europe by 2026

OUR COMMITMENTS AS A SERVICE PROVIDER

INDIVIDUALS

Health & Well-being

 100% consumers with healthy lifestyle options

 2020 results: 5,787 dieticians employed

Plant-based menus

 33% plant-based dishes in our menus

COMMUNITIES

Local sourcing

 10bn € benefiting SMEs (2bn € OSS, 8bn € BRS)

 2020 results: 4.4 bn €

Fair Trade

 99% of Sodexo controlled coffee purchased for our retail channel will be responsibly sourced by the end of 2021

ENVIRONMENT

GHG emissions

 -34% on Scope 1, 2 & 3 compared to 2017

 2020 results:
Scope 1 & 2: -16%
Scope 3 Supply Chain: -10.5%

Renewable electricity

 100% RE in our direct operations

Responsible sourcing

- 100% sustainable fish & seafood
- 100% deforestation-free supply chain by 2030 (palm oil, paper, soy, beef)
- 100% physical certified sustainable palm oil
- 100% sustainable paper disposables
- 100% cage-free shell and liquid eggs
- Improve welfare standards of all chicken meat sourcing in US by 2024 and Europe by 2026

Embedding SDG in Procurement



UNDERSTANDING
CLIENT AND
CONSUMER NEEDS



SUPPLIER
INCLUSION AND
ONBOARDING



ATTRIBUTES
ACCELERATING ESG



INDUSTRY
PARTNERSHIPS AND
INITIATIVES



TRACKING AND
REPORTING



UNDERSTANDING CLIENT AND CONSUMER NEEDS

Clients and Consumers we serve each day are the driving force behind the choices we make as a Quality-of-Life Service provider.

Important work for Sodexo as a company with strong SDG Roadmap are:

- 1. Collaborative goal setting with our clients**
- 2. Choices that best meet their own responsible sourcing goals**
- 3. Align programs we already in place at scale in pursuit of Sodexo's goals**
e.g., Better Tomorrow 2025, 3 dimensions of responsible sourcing

These goals may include organic, non-GMO, clean label or otherwise certified product to address environmental, social or economic impact that align most closely with the client's and consumer strategy.

When a client has joined a particular third-party model for sustainability, we will work to support those goals.

e.g., Healthcare Without Harm, Practice Green Health, Cool Food Pledge, Good Food Purchasing Program, Green Restaurant certification, AASHE Stars, or another model



SUPPLIER INCLUSION AND ONBOARDING

We utilize our Supplier Code of Conduct to set the minimum expectations for suppliers regarding human rights and safety, with an accompanying Supplier Guide to help them understand the specifics of compliance to the Code.

1. Supplier code of Conduct

To ensure our suppliers conduct business according to our high ethical, social and environmental standards, we require them to sign our Sodexo Supplier Code of Conduct in order to be able to have a contract with us.

2. Supplier Diversity program

Social equity, and the health and well being in the form of the health and safety, means all suppliers are subject to our efforts on human rights Expectations.

We make available our Supplier Guide to assist our suppliers in operationalizing our standards.



**ATTRIBUTES
ACCELERATING ESG**

Sodexo has also actively pursued specific standards and commitments where we can use our purchasing scale to make a significant impact.

Categories with 100% goals globally include sustainable seafood, sustainable palm oil, cage-free eggs, plant focused operational strategies, and disposable paper. In addition, we have a commitment to increase sustainable cleaning products and equipment, goals for coffee as part of the Sustainable Coffee Initiative, Commitment to Protect Forests and Peatlands, provide an array of sustainable solutions for disposable products, and work with our suppliers to reduce packaging, energy and water consumption.

- 1. Global Animal Welfare and Sustainable Seafood charters that our contracted suppliers sign**
- 2. Advance regional commitments such as our North American Single-Use Plastics Reduction Plan**
- 3. Global plastics position and circular economy approach**
- 4. Achieving 34% reduction in carbon emissions focusing on our Scope 3 (Supply Chain) Emissions**
- 5. Policy of contractually requiring our produce vendor partners to source local and seasonal foods whenever possible**

Through our Supply Chain Inclusion Program, we source products and services from small and medium enterprises, businesses owned by women, minority, indigenous and other under-represented groups, and suppliers that actively embrace diversity and inclusion.

In addition, we encourage our suppliers to go above and beyond through our Vendor Partner Awards that include diversity and sustainability recognition.

The 3 Dimensions of Responsible sourcing

More expansive than an Environmental Purchasing Program, we have a Global Responsible Sourcing Strategy, created with support of the Sustainable Purchasing Leadership Council. The vision for our Responsible Sourcing Strategy is to improve the Quality of Life of our stakeholders, ensuring every dollar we spend will create a positive impact on individuals, communities and the environment. Our Strategy encompasses our commitments and client needs regarding how our sourcing impacts Health and Well Being, Social Equity and Natural Ecosystems



Topics in Scope

Vendor attributes advance our ESG

HEALTH & WELLBEING:

Improve the health and well-being of workers and consumers

Food safety

Workplace Safety

Healthy work environment and Well Being

SOCIAL EQUITY

Enrich the livelihoods of millions of people

Human rights compliance

Buyer ethical program

Small & diverse suppliers

NATURAL ECOSYSTEMS

Aim to have a low carbon supply chain

Local products

Animal welfare

Regenerative resource management

Reusability and redesign of products / services

Sustainable fishing and aquaculture

Waste Diversion & management

Soil health and agro-biodiversity



INDUSTRY PARTNERSHIPS AND INITIATIVES

To ensure that we continue to have leading practices in the space of sustainable and responsible sourcing, Sodexo engages third party organizations such as World Wildlife Fund, Sustainable Purchasing Leadership Council (SPLC) and Business for Social Responsibility and has dedicated resources in the supply management organization.

In Canada, we also have partnerships that are leading efforts in Circular Economy like the National Zero Waste Council, Foodland Ontario, Aliments du Quebec, and Canadian Collaboration for Sustainable Procurement to name a few. Many of our suppliers join us as members with these Organizations to advance a collaborative effort to circularity goals.

We onboard innovative vendors that directly contribute to the advancement of the Circular Economy like Genesis, Cano Company, LeanPath, and Intuitive Robotics, among others.

Our Sustainability support team members for Canada are TRUE Zero Waste Designated Advisors through GBCI.

Sodexo's Science Based Target to lower carbon emissions by 34% by 2025 recognizes that one of the levers necessary to reach this goal will be to work with suppliers to lower their carbon footprint and this is being incorporated into our supplier engagement.

How we measure the ESG components that contribute to our 3 dimensions of Responsible Sourcing is key.



TRACKING AND REPORTING

- 1. Vendor/Supplier engagement through onboarding and annual and quarterly questionnaire forms**
- 2. Review of Supplier code adherence and advancement of Sustainable Development Goals**
- 3. Establishing manufacturing and production parameters to measure impact of products on our Scope 3 emissions based on supplier efforts**
- 4. Reporting usage and purchasing data from suppliers that meet and exceed parameters**
- 5. Ongoing test and scrutinize products in our field locations for Quality, Food Safety standards, and operational impact**
- 6. Give preferred item visibility to our purchasers in the field based on the results of product scrutiny from Procurement and Sustainability colleagues.**
- 7. Report annually on results from purchasing data through two fields: On site performance engagement tool and Country Data Performance Survey**



Supplier Diversity



Global Supplier Inclusion Program

Category of suppliers: Small and Medium Enterprises; Women or other underrepresented groups as defined by the country; vendors that embrace D&I within their company.

\$96.8M



Purchased from diverse vendors through SDX, and our GPO

469



Diverse and Small/Medium Businesses

26.3%



SDX % of Total Spend with Diverse and SME Businesses

3



for Supplier Diversity

15



Clients we provided with 2nd Tier Reporting

39



Contract Vendors Reported 2nd Tier Spend



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\$128M



In sales supporting RFP with Diverse/Local requirements

Progressive Aboriginal RELATIONS

Canadian Council for Aboriginal Business

