

Welcome to the Corporate Citizenship Quarterly Update



Corporate citizenship is increasingly important to us, our clients and our customers. The Corporate Citizenship Quarterly Update focuses on the latest news and good practice in areas such as sustainable procurement, diversity and inclusion, health and wellbeing, community investment and the environment - for operational and support function teams across the business.

In this issue, read about:

1. **Environment: food waste solutions**
2. **Sustainable procurement: new certifications - LEAF and RSPCA Freedom Foods**
3. **Diversity and inclusion: strategic focus on disability**
4. **Health and wellbeing: corporate wellness and Sodexo employees' Quality of Daily Life**
5. **Community: Scottish Business in the Community award win**

There is also a list of useful contacts on the second page.

You can use this Quarterly Update to support monthly / quarterly meetings with clients. Please also share it with colleagues to raise awareness of our commitments and performance.

Sodexo UK & Ireland achieved a 'Gold' rank in Business in the Community's (BITC) 2011 Corporate Responsibility Index - the UK's leading voluntary benchmark for responsible business practice.

The annual CR Index includes the 100 highest scoring companies following an assessment of management practices and performance in four key areas of corporate responsibility: environment, community, marketplace and workplace.

Business & Community
CORPORATE RESPONSIBILITY INDEX 2011



Thanks to all who submitted great ideas for the Green Spark initiative. The top 10 ideas will soon be posted on the intranet for you to vote: watch this space!

*SodexoNet / Tools and resources / Resource library / Corporate citizenship / Environment
Eze info / Safety management system*



1 Environment

In partnership with our approved waste contractors, we have developed a series of on and off-site solutions for food waste recovery in the UK. Off-site technologies include in-vessel composting, anaerobic digestion (AD) and food waste to energy. On-site technologies include innovative equipment for aerobic digestion that can reduce food waste by 90% in 24 hours by transforming it either into compost usable for grounds maintenance or into water which can be discharged safely to drain. All information on these solutions are on SodexoNet: *Tools & Resources / Resource Library / Corporate Citizenship / Environment*.

2 Sustainable procurement

Sodexo has recently joined LEAF as a corporate member, a first for foodservice. Founded in 1991, LEAF promotes environmentally responsible farming. It supports farmers to produce good food with care and to high environmental standards as identified on the pack by the LEAF marque logo. LEAF has corporate members across the food chain from retailers to food manufacturers and is a very good indication to our clients and customers that Sodexo is committed to good, environmentally sustainable food.

We have also announced a partnership with RSPCA Freedom Food that includes certified eggs, salmon, chicken and pork. Freedom Food is the RSPCA's farm assurance and food labelling scheme, the only one in the UK to focus exclusively on improving the welfare of farm animals reared for food. The Freedom Food scheme covers every stage of a farm animal's life and each is governed by strict, compulsory RSPCA welfare standards. Farms are inspected against RSPCA welfare standards and checks made to ensure animals are handled, transported and slaughtered to RSPCA standards.

Use of the LEAF and Freedom Food logos on products is strictly regulated to uphold their integrity.



Other highlights:

- Sodexo Ireland was shortlisted for the corporate responsibility award in the prestigious All-Ireland Marketing Awards.
- The week leading up to World Environment Day saw a 'Better Tomorrow Plan' awareness week in Ireland led by Jeremy Dicks, managing director.
- Sign up to the new Better Tomorrow Plan Site Manager Resource Centre and find useful tools and collaterals to promote the BTP on your site. *SodexoNet / Tools & Resources / Resource Library / Corporate Citizenship eze info / corporate citizenship*
- The 'Festivals and Faith' calendar has been reviewed and relaunched via the intranet, revised fact sheets on beliefs and traditions will follow.
- Sodexo's Corporate Environmental Policy for the UK & I has been reviewed and re-issued.
- Sodexo's standard aluminium foil is now made from 100% recycled aluminium. Even the box is made from 100% recycled cardboard and the inks and glues are 100% water soluble. This product is available for the Wrapmaster 3000 and 4500.
- We have updated our standard refuse sack: it is now manufactured in the UK using a minimum 96% recycled farm waste.

3 Diversity and inclusion

Sodexo's strategy to address disability in the workplace is underway with an application for re-accreditation to the UK Department for Work and Pensions' 'Two Ticks' scheme that ensures people with disabilities are treated equally and fairly. We are also working closely with Remploy to help make Sodexo more attractive to disabled people and those who experience complex barriers to work, while looking into better ways of capturing employee data on disability in order to develop and promote appropriate ways of accommodating existing needs with a focus on non-visible impairments. With customers in mind, we are working with the Employers Forum on Disability to analyse how we serve customers with disabilities and identify possible improvements.

4 Health and wellbeing

Sodexo has signed up to six pledges in the UK Government's Public Health Responsibility Deal, including a commitment to continue our work on salt reduction and calorie labelling on menus, following the 2009 FSA calorie labelling trial we participated in.

A UK and Ireland corporate wellness steering group has been formed to review Sodexo's corporate wellness strategy for employees. This will focus on encouraging physical activity and offering healthier restaurants in our offices. We have appointed health and wellbeing champions across the country who are working with our colleagues to support activities like five-a-side football, zumba classes and weekly walks.

During recent health check days, our nutrition and dietetics team visited all regional offices to offer colleagues the opportunity to have their body statistics measured. In London we saw over 50 people who were able to see whether their health had improved over the last year. Participants have already provided us with really positive feedback about the event. Health check days can also be offered to client sites through the Healthworks team. For more information, please contact Alan West (alan.west@sodexo.com).

5 Community

In the Republic of Ireland, the Sodexo team has put together a new cookery book for Barnardos Ireland whose breakfast clubs are supported by Sodexo Foundation *STOP Hunger* fundraising this year. The cookery book is being launched this summer and aims to help improve the cooking skills and nutrition of the parents and children who come into contact with Barnardos in Ireland.

Lynn Abernethy, Sodexo's general manager at the Scottish Parliament, was named Scottish Employee Volunteer of the Year at the Scottish Business in the Community (SBC) Awards for Excellence 2011. Lynn was recognised for her outstanding contribution to volunteering, offering opportunities to young people and helping the long-term unemployed get back into work. In addition, Lynn is heavily involved in Sodexo Scotland's 'Healthy Living' programme which aims to educate young people about good nutrition and healthy lifestyles. Lynn and her team support talks and activities in schools, outdoor activity days and residential courses as part of this programme in partnership with the Outward Bound Trust.

The Sodexo Foundation, our registered charity behind the *STOP Hunger* initiative, has made a donation of £20,000 to help FareShare, the food poverty and food redistribution charity, establish itself in Northern Ireland and the Republic of Ireland. This builds on an already strong relationship in England. To volunteer with FareShare, please contact helen.fleming@fareshare.org.uk.

Useful contacts:

Corporate citizenship manager – Thomas Jelley (thomas.jelley@sodexo.com)
 Environmental manager – Paul Bracegirdle (paul.bracegirdle@sodexo.com)
 Head of employee engagement and diversity – Jeremy Day (jeremy.day@sodexo.com)
 Nutrition and Dietetics Team – (nutritionanddieteticsupport.marketing.uk@sodexo.com)
 Sustainable procurement manager and buyer – Tamsin Gane (tamsin.gane@sodexo.com)