

PRESS RELEASE

Teams with Gender Parity Achieve Better Results Across the Board: Sodexo Finds

Comprehensive Sodexo Study Finds Gender-Balanced Management Teams Perform Better on Key Business Objectives

Paris, March 6, 2018 — Sodexo, world leader in Quality of Life Services, has found that teams managed by a balanced mix of men and women are more successful across a range of measurements. The five-year, one-of-a-kind study of 70 entities across different functions represents 50,000 managers worldwide.

Operating margins, client satisfaction and employee retention, among other key performance indicators, were all higher among gender-balanced teams, meaning a ratio between 40% - 60% women to men.

“These results add a new, compelling dimension to a growing body of research that demonstrates the business benefits of gender equity,” said Rohini Anand, PhD., Senior Vice President Corporate Responsibility & Global Chief Diversity Officer, Sodexo.

“The distinctive nature of the study, with its examination of both financial and non-financial performance indicators across so many levels of management and the pipeline to leadership, is a significant piece of the overall picture on importance of gender in the workforce for enhanced outcomes.”

SODEXO GENDER BALANCE STUDY KEY FINDINGS:

- Operating margins significantly increased among more gender-balanced teams than other teams.
- Gender-balanced entities had an average employee retention rate that was 8 percentage points higher than other entities.
- Gender-balanced entities had an average client retention rate that was 9 percentage points higher than other entities.
- Gender-balanced management reported an employee engagement rate that was 14 percentage points higher than other entities.
- Gender-balanced entities saw the number of accidents decrease by 12 percentage points more than other entities.

This unique Sodexo Gender Balance Study builds on previous internal and external research and amplifies Sodexo's commitment to gender parity and an inclusive culture.

Sodexo, already a leader in diversity & inclusion, is breaking new ground in gender parity. Today, women represent 50% of our board. Thirty-two percent of senior leadership positions are held by women globally – a 6% increase at the very top levels since 2013. Middle management and site management positions are balanced at 46%. Currently, 59% of the total workforce works within gender-balanced management.

The company has committed to reach 40% women in senior leadership ranks by 2025 and has linked 10% of bonuses to this metric.

[Read the full study here](#)

Sodexo is also a member of Bloomberg's 2018 Gender-Equality Index and was recognized as a Catalyst award winner in 2012. In 2017, Sodexo ranked in the top 10 of DiversityInc magazine's 'Top 50 Companies for Diversity' list for the 9th consecutive year and the Best Companies for Multicultural Women list by Working Mother Magazine. Sodexo was also recognized by FORTUNE Magazine three times in 2017 making FORTUNE Magazine's World's Most Admired Companies list, FORTUNE Magazine's Change the Word list and the FORTUNE 500 list.

About Sodexo

Founded in Marseille in 1966 by Pierre Bellon, Sodexo is the global leader in services that improve Quality of Life, an essential factor in individual and organizational performance. Operating in 80 countries, Sodexo serves 100 million consumers each day through its unique combination of On-site Services, Benefits and Rewards Services and Personal and Home Services. Through its more than 100 services, Sodexo provides clients an integrated offering developed over 50 years of experience: from food services, reception, maintenance and cleaning, to facilities and equipment management; from services and programs fostering employees' engagement to solutions that simplify and optimize their mobility and expenses management, to in-home assistance, child care centers and concierge services. Sodexo's success and performance are founded on its independence, its sustainable business model and its ability to continuously develop and engage its 427,000 employees throughout the world.

Sodexo is included in the CAC 40 and DJSI indices and was named a member of Bloomberg's 2018 Gender Equality Index.

Key figures (as of August 31, 2017)

20.7 billion euro in consolidated revenues

427,000 employees

19th largest employer worldwide

80 countries

100 million consumers served daily

17 billion euro market capitalization (as of January 10, 2018)

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