

CORPORATE RESPONSIBILITY STATEMENT

Sodexo UK & Ireland



About this statement

At Sodexo, corporate responsibility is about doing the right thing and has always been a fundamental part of our daily business practice. We recognise that the issues which affect our clients, customers, employees, suppliers, the environment and other stakeholders also have an impact on the success of our business. This statement sets out what we understand by 'corporate responsibility' and how it forms the basis of the way we operate. It includes:

- Our mission
- Our values
- Our ethical principles
- An introduction to corporate responsibility
- An introduction to Stop Hunger
- An introduction to corporate responsibility governance

Our mission

- To improve the Quality of Life of the people we serve
- To contribute to the economic, social and environmental development of the communities, regions and countries where we operate

Our values

- Service spirit
- Team spirit
- Spirit of progress

Our ethical principles

Loyalty

We earn the mutual trust of clients, employees, stakeholders and suppliers by establishing loyal and enduring relationships.

Respect for people

We recognise that companies have a responsibility to respect human rights. We are committed to equal opportunities for all, a work environment based on mutual respect and a culture that appreciates and values each individual's experiences and skills.

Transparency

We are committed to explaining every employee's objectives, rights and duties clearly, providing all stakeholders with accurate and timely information, providing high-quality, good-value products and services, and offering suppliers clear, understandable contracts.

Business integrity

We promote practices based on honesty, integrity and fairness and expect our partners to observe the same high standards.

An introduction to corporate responsibility – Better Tomorrow 2025

As a company that promises to improve the quality of life of people, corporate responsibility lies at the core of everything we do. Better Tomorrow 2025 is designed to keep us on track in relation to our aspirations as a responsible business. It aligns with our corporate strategy and supports our business development, increases our influence and helps us retain and grow services with existing clients.

Nine commitments for a Better Tomorrow

We have developed our approach to corporate responsibility by looking not only at the different roles that we play as a large global organization, but also at the different impacts our actions have in the world. We have worked closely with our clients, customers and business partners to identify issues they are passionate about and make sure our efforts are align to their priorities.

	INDIVIDUAL	COMMUNITY	ENVIRONMENT
As an employer	Improve the Quality of Life of our employees.	Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve.	Foster a culture of environmental responsibility within our workforce and workspaces.
As a service provider	Provide and encourage our consumers to access healthy lifestyle choices.	Promote local development, fair, inclusive and sustainable business practices.	Source responsibly, and provide management services that reduce carbon emissions.
As a corporate citizen	Fight hunger and malnutrition.	Drive diversity and inclusion as a catalyst for societal change.	Champion sustainable resource usage.

There are three corporate responsibility issues on which we particularly want to take action and for which we want to be known. These three themes run through all nine commitments and appear in relation to the targets we have as an employer, as a service provider and as a corporate citizen:

- **Hunger**
- **Gender**
- **Waste**

We have already made significant progress against our commitments. Globally, in 2017, Sodexo has been named the top-rated company in its sector on the Dow Jones Sustainability Index (DJSI) for the 13th consecutive year, reinforcing the company's leadership and commitment to corporate responsibility worldwide.

In the UK we have been named in The Times Top 50 for Employers for Women for the fourth year in a row. We have also achieved Investors in People silver status across our entire UK and Ireland business, scoring particularly well in three areas: leading and inspiring people, living the organisation's values and behaviours, and building capability.

An introduction to corporate responsibility governance

Each of our 9 Better Tomorrow 2025 commitments has an associated objective that we will aim to achieve by 2025. Our new objectives are stretching and articulate our vision to be a company that truly enhances Quality of Life. This is evidenced in internal commitments to an 80% engagement rate, gender balance and a culture of environmental responsibility, and in our external targets like those that seek to tackle hunger and gender discrimination on a global stage.

	INDIVIDUAL	COMMUNITY	ENVIRONMENT
As an employer	80% employee engagement rate	100% of our employees work for gender balanced management teams	100% of our employees are trained on sustainable practices
As a service provider	100% of our consumers are offered healthy lifestyle options everyday	10B€ of our business value will benefit SMEs	34% reduction of carbon emissions
As a corporate citizen	100M beneficiaries impacted by Stop Hunger activities	100% of our countries are collaborating on initiatives that improve the quality of life of women	100% of our countries are partnering to deliver on the UN food waste goal

To ensure we take appropriate actions and challenge status quo where necessary, Sodexo UK & Ireland has a seat on Sodexo's global Better Tomorrow Steering Committee. This ensures that we feed into our global commitments and targets.

Within the UK & Ireland, Sodexo has established a local Better Tomorrow 2025 steering group to articulate our local role in achieving the global commitments and to define our distinctive approach to corporate responsibility as a company operating in locations in the UK & Ireland. The business has nominated a subject matter expert to track our progress against our targets.

Sodexo UK & Ireland publishes an annual corporate responsibility update. For more information on all aspects of corporate responsibility and Better Tomorrow 2025, please visit: www.cr.sodexo.com or www.uk.sodexo.com.

To contact us, please write to CorporateResponsibility.UKandIE@sodexo.com

An introduction to Stop Hunger

Stop Hunger is a worldwide Sodexo initiative active in more than 40 countries. Through the initiative, we donate time, skills and money to tackle hunger, support good nutrition and promote life skills in local communities. In the UK and Ireland, the Sodexo Stop Hunger Foundation is a grant-giving organisation and our vision is to work with charities in the UK & Ireland that exist to:

- Tackle hunger and malnutrition
- Promote healthy lifestyles
- Develop life skills such as cooking

Our Stop Hunger activities are managed through the Sodexo Stop Hunger Foundation whose trustees are all senior employees, including members of our board. The Sodexo Stop Hunger Foundation is a registered UK charity (charity no. 1110266). In Ireland, Stop Hunger is administered on the Sodexo Foundation's behalf by the Community Foundation for Ireland (charity no. CHY 13967).



Sean Haley
Regional Chair
Sodexo UK & Ireland