

ABOUT THIS STATEMENT

At Sodexo, corporate citizenship 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 citizenship' and how it forms the basis of the way we operate. It includes:

- our mission
- our values
- our ethical principles
- an introduction to diversity and inclusion
- an introduction to sustainability
- an introduction to our STOP Hunger campaign
- an introduction to corporate citizenship governance

OUR MISSION

- to improve the Quality of Life Services 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 DIVERSITY AND INCLUSION

We recognise and are committed to a leading role in promoting equal opportunities and valuing diversity, equality and inclusion.

At Sodexo, 'diversity' means the many identities that define every employee as a unique individual and 'inclusion' means:

- an open culture where differences are embraced and respected; and
- an environment where all individuals feel respected, valued, able to be themselves, contribute to the team and meet their full potential regardless of differences of background

We are working hard to ensure that all people have equal access to our business regardless of age, disability, gender, race, religion, sexual orientation, marriage or civil partnership, pregnancy and maternity, or gender reassignment.

We want to ensure that we continue to make progress in developing our workforce at all levels so that it better reflects the population we serve and so that our people can develop their full potential.

AN INTRODUCTION TO SUSTAINABILITY

We are conscious of the interdependency between economic, social and environmental factors in sustainable development. We are aware of the impact of our decisions on clients, customers, local communities and the environment.

To support our mission, Sodexo Group has devised a worldwide sustainability strategy to 2020 called the 'Better Tomorrow Plan'. This sets out our commitment to leadership in sustainability by helping clients and customers enjoy a more sustainable and healthy way of life, by maximising our social impact and reducing to a minimum the environmental impact of our activities.

The Better Tomorrow Plan addresses the sustainability issues that we have identified as being material to our business and stakeholders. During its implementation, we continue to consult extensively with internal and external stakeholders to refine our ambitions based on their feedback and expectations.

THE BETTER TOMORROW PLAN CONSISTS OF THREE CORE PILLARS:

1. WE ARE

Our objectives, our core values, our ethical principles and our mission are the commitment that we all share and that unite all our teams.

2. WE DO

Through a process of stakeholder consultation, Sodexo Group has defined sustainability priorities and 14 commitments which Sodexo UK & Ireland supports. These cover:

- nutrition, health and wellbeing
- local communities
- sustainable supply chain
- environmental management
 - energy and emissions
 - water and effluents
 - materials and waste

3. WE ENGAGE

By engaging with our stakeholders, we aim to understand their priorities and concerns. This helps to ensure our business practices are better aligned to their expectations, thereby improving our own decision-making and accountability, as well as identify ways to overcome shared challenges together.

AN INTRODUCTION TO STOP HUNGER

STOP Hunger is a worldwide Sodexo Group initiative present in over 40 countries. In the UK & Ireland, we support charitable organisations that provide food to those in need, promote health and wellbeing and deliver basic life skills training. We do this by providing financial support, sharing expertise and volunteering our time.

AN INTRODUCTION TO CORPORATE CITIZENSHIP GOVERNANCE

Sodexo UK & Ireland has a seat on the Sodexo Group Better Tomorrow Plan steering committee. Our business includes a number of high level teams dedicated to environmental management, diversity and inclusion, health, nutrition and wellbeing, sustainable procurement, health & safety and risk. Our STOP Hunger activities are managed through the Sodexo Foundation whose trustees are all senior employees, including members of our board. The Sodexo Foundation is registered in the UK (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)

Sodexo UK & Ireland publishes an annual corporate citizenship report. To read the report and for more information on all aspects of corporate citizenship and the Better Tomorrow Plan, please visit: www.sodexo.co.uk or www.sodexo.ie > Corporate Citizenship
To contact us, please write to corporate.citizenship@sodexo.com



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