











# BETTER TOMORROW 2025

UK & IRELAND

## Our commitment and objective achievements

KEY Not met  On track  Completed  Exceeded 






| Global Commitments   | Local Objectives  | Measurements   | Status  | 2017 Figure                  | 2020 Target | 2025 Target |
|--|---|--|---|------------------------------|-------------|-------------|
| <b>AS AN EMPLOYER</b>  |   |  |   |                              |             |             |
| Ensure a diverse workforce and inclusive culture that reflects and enriches the communities we serve | 100% of our employee work for gender balanced management teams      | The percentage of gender balanced management teams   |    | 100%                         | 100%        | 100%        |
|  |   | The percentage of women within Sodexo UK&I Senior Leadership   |    | 32%                          | 36%         | 43%         |
| Foster a culture of environmental responsibility within our workforces and workspaces                | 100% of our employees are trained on sustainable practices          | The number of participants in the Waste Development Programme - Bronze Silver and Gold status                          |    | <b>209 Bronze and 5 Gold</b> | 1000 Bronze | 50 Gold     |
|  |   | The number of sites actively involved with WasteLESS Week  |    | 501                          | 606         | 732         |
|  |   | The percentage increase of Management training and awareness   |    | 33%                          | 65%         | 100%        |
| <b>AS A SERVICE PROVIDER</b>   |   |  |   |                              |             |             |
| Provide and encourage our consumers to access healthy lifestyle choices                              | 100% of our consumer are offered healthy lifestyle options everyday | A yearly percentage increase of vegetables procured - Veg Pledge   |  | <b>Launched in 2017</b>      | 10%         | 16%         |
|  |   | The percentage of sites pro actively addressing the Sodexo 10 Golden Rules   |  | 96%                          | 98%         | 99%         |
| Promote local, fair, inclusive and sustainable business practices                                    | £200m of our business value will benefit SMEs                       | The percentage increase of yearly overall spend with SMEs  |  | 24%                          | 30%         | 32%         |
|  |   | The percentage of overall purchasing spend with contracted suppliers having signed the Sodexo Supplier Code of Conduct |  | 96%                          | 100%        | 100%        |
| Source responsibly, and provide management services that reduce carbon emissions                     | 34% reduction of carbon emissions                                   | A percentage decrease of our direct and indirect carbon emissions  |  | 17%                          | 22%         | 34%         |

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| <b>AS A CORPORATE CITIZEN</b>                                   |   |  |   |             |             |             |
| Fight hunger and malnutrition                                   | 575,000 UK and Ireland beneficiaries impacted by Stop Hunger activities | The number of indirect and direct beneficiaries                                |  | 575,072     | 575,000     | 575,000     |
|   |   | Raise £450,000 for the Stop Hunger Foundation                                  |  | £451,339    | £450,000    | £450,000    |
| Drive diversity and inclusion as a catalyst for societal change | Collaborating on initiatives that improve the Quality of Life for women | Active participation within initiatives that improve Quality of Life for women |  | Yes         | Yes         | Yes         |
| Champion sustainable resource usage                             | Working towards the UN target of 50% food waste reduction *             | The percentage of waste reused or recycled                                     |  | 65%         | 70%         | 90%         |
|   |   | The percentage of Sodexo sites actively reducing food waste                    |  | 50%         | 60%         | 100%        |

\* by 2030