

Environmental commitments

**UK & Ireland
2018**

Foreword



As director for Health Safety and the Environment my role is to continuously drive the agenda in these areas and to ensure that they remain integral to the successful delivery of our Quality of Life services.

Our regional priorities will always include the health, safety and welfare of those we serve and our employees together with ensuring that Sodexo's impact on the environment is monitored and continuously improved. Compliance and governance for these areas is always at the forefront of our minds.

We recognise that our stakeholders, including clients and prospective clients want a better understanding of the elements of our corporate responsibility strategy relating to the environment. This document has been created to address this and sets out to explain our approach to environmental management and our corporate responsibility roadmap Better Tomorrow 2025 which includes three environmental commitments.

In the UK and Ireland, and globally, we acknowledge that action is critical to ensure that we do as much as we can to improve the quality of life of future generations and reduce the impact our business operations has on the environment.

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Integrated Management Systems

Environmental protection is one of the key issues which Sodexo focuses on globally, and in the UK and Ireland, our regional strategies, systems and initiatives in this area are driven through our Health, Safety, Environmental and Quality (HSEQ) Integrated Management Systems (IMS) team and all aligned to Sodexo's global approach.

At Sodexo, we are committed to ensuring the continual improvement of our systems. This ensures we manage our environmental performance and compliance in line with current and future statutory and regulatory requirements.

Sodexo's HSEQ IMS team provides valuable support to the business through the management and control of its systems which are full ISO accredited, providing assurance and consistency from an internationally recognised standard.

Environmental management is not just a tick box exercise for Sodexo, we commit to long term aspirations, objectives and positive environmental change.



Better Tomorrow 2025

We know we can only meaningfully improve lives if we make good decisions. And that means thinking about the needs of tomorrow as well as today.

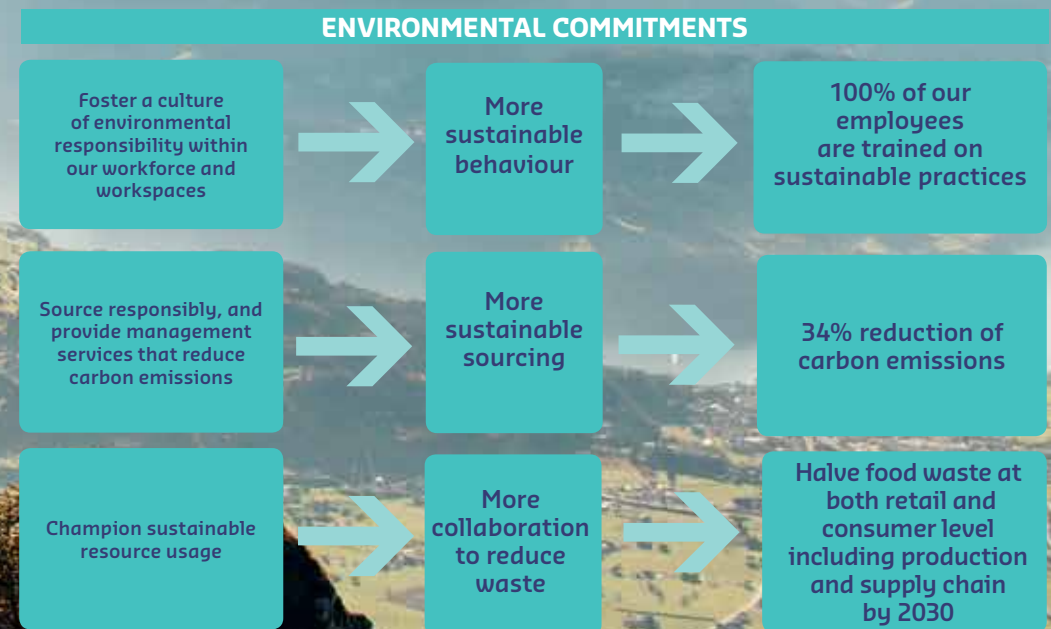
That is why, at Sodexo, we monitor our progress through our corporate responsibility roadmap, called Better Tomorrow 2025. It gives us, and all those we work with, a shared focus on our long-term future.

Our approach to corporate responsibility considers not only the different roles that we play as a large global organisation, but also the different impacts our actions have on the world. As a consequence, we consider individuals, communities and the environment to create harmonious growth for everyone.

We are committed to local prosperity and respect every kind of resource we work with.

Given our history, activity, footprint and impact, we believe Sodexo needs to be exemplary as a corporate citizen: we are known for our fight against hunger worldwide; we champion diversity as a catalyst for change, and we are also the reference when it comes to sustainable resource usage, in particular waste prevention.

As a service provider to over 100 million people in the world, we promote healthier habits, environmental awareness and inclusion of minorities in everything we do.



Environmental commitments explained

More sustainable behaviour

Better Tomorrow 2025 Commitment

Foster a culture of environmental responsibility within our workforce and workspaces



Environmental Target

100% of our employees are trained on sustainable practices by 2025

How will we achieve this

- Sodexo initiatives can support client CR strategies
- Simple introduction to waste management training
- 3rd party accredited waste management development programme

Benefits

- Share initiatives and innovations developed by employees internally and externally
- Trained employees can save resources
- Sodexo initiatives can support client CR strategies

Environmental commitments explained

More sustainable sourcing

Better Tomorrow 2025 Commitment

Source responsibly and provide management services that reduce carbon emissions



Environmental Target

34% reduction of carbon emissions by 2025 from a 2011 baseline (28,942tCO₂)

How will we achieve this

- Fleet management initiatives
- Supply chain improvements
- Innovations in products and services

Benefits

- Global warming potentially reduced
- Sustainable diets through specialist projects (Green & Lean)
- Business recognised for innovation or as innovative
- Energy efficient operations

Environmental commitments explained

More collaboration to reduce waste

Better Tomorrow 2025 Commitment
Champion sustainable resource usage



Environmental Target

By 2030, halve per capita food waste at retail and consumer levels and reduce food losses along production and supply chains.

How will we achieve this

- Increased adoption of a circular economy approach across the business
- Increase the adoption of WasteWatch powered by LeanPath food waste prevention programme
- Increase awareness and behaviour around organic waste

Benefits

- Innovation and new approaches to how we manage food
- Valuing food as a commodity and resource
- Involvement in a wider global strategy
- Supporting the UN Sustainable Development goals

Protecting the environment

“Our planet is precious and we only get one shot at looking after it. For as long as I can remember I have always had a strong desire to protect the environment and ensure our planet and eco systems are kept healthy.” **Rachael Mason**

Our environmental subject matter experts



Rachael Mason
Environmental Manager

Sodexo is committed to reducing and limiting the impact its business has on the environment

and as the company’s environmental manager for Sodexo in the UK and Ireland I am fortunate to work for a company that shares my passion to protect our planet.

The company not only acknowledges its responsibility to the environment but is driving change within its organisation on a global level.

Sodexo uses its environmental strategies with long term commitments to the continuous improvement of environmental performance. Sodexo realises it can’t do this alone, but in partnership with its stakeholders.

We are fully engaged and actively delivering our environmental regulatory compliance across the UK and Ireland with wide ranging initiatives in relation to measured areas including waste, water, energy, greenhouse gas emissions reductions and sustainable procurement.



Zoe Lang
Head of Energy and Sustainability Services

My team develops best-in-class energy and sustainability services.

Understanding our clients sustainability goals is essential for us to be able to deliver effective solutions and provide measurable improvements.

I am passionate about identifying and encouraging resource efficiency. More specifically, we aim to reduce greenhouse gas emissions through optimising buildings, implementing efficient technologies and accelerating the movement to low or zero carbon technologies. This reduces operating costs and allows organisations to be recognised as environmentally responsible organisations.



Simon Mussett
Head of Waste Management

I am responsible for the co-ordination and effective delivery of the waste management service to our clients.

I am passionate about designing and deploying sustainable and innovative waste solutions that adopt a circular approach, whereby the value of resources are not lost and every opportunity to prevent, reuse and recycle waste is acted upon.

SPOTLIGHT ON single use plastics and disposables

We are committed to reducing our impact on the environment and are continually looking to make any improvements we can in relation to reducing, and where possible preventing, the use of plastic in our operations. This includes single use plastic products and packaging.

We are working towards a situation where all our packaging is widely recycled and within our global Better Tomorrow 2025, our big-picture targets in relation to waste in the UK and Ireland includes:

- by 2020 70% of waste will be recycled or reused, rising to 90% by 2025
- by 2020, 60% of all sites will tackle food waste rising to 100% by 2025

Sodexo UK & Ireland:

- From June 2018 the purchase of plastic straws and stirrers is banned.
- Since March 2018 all Sodexo outlets have been able to accept any brand of reusable cup (see below for more on reusable coffee cups).
- Single use plastic bags and polystyrene foam items such as cups, lids and food containers will be phased out by 2020.
- Guidance document for managers on sustainable food packaging. Includes steps which can be taken to prevent waste; how to select the most sustainable option as well as the waste management system required to ensure correct treatment of used disposables.
- Environmentally friendly alternatives to plastic disposables are widely available.
- In 2017 Sodexo became supply chain members of Simply Cups scheme, the UK's only collection and recycling service dedicated to turning paper and plastic cups into second-life material'.

Diageo, Park Royal

As a site we have been looking at a number of options to remove single use plastics where we can. So far we have removed plastic straws and plastic cutlery. We are also trialling reusable plastic water cups and installing dishwashers in all of the vending areas so we can remove all disposable coffee cups and plastic water cups.

We are keen to remove plastic salad boxes so are looking at options to move forward with this. We have water taps available for staff to use as an alternative to purchasing plastic bottled water.

University College London



University College London is focused on embedding environmental sustainability and have taken steps to do this by launching 'Water in Cans' (Can O Water), an aluminium can alternative to plastic with a resealable lid, offering a high recycling rate product for water. We have increased our hospitality re-usable glass system to accompany the Vivreau mains fed water dispenser, with more of these water fountains being installed across the university college. Plastic straws have been removed and we offer discounts on our own reusable coffee cup range. We plan to introduce an internal 10p latte levy on takeaway cups in the coming months.



SPOTLIGHT ON coffee cups

It is estimated in the UK that **2.5 billion** paper drinking cups are disposed of each year, with as little as 1% actually being recycled.

Coffee cups are a challenge to recycle as they contain an inner polyethylene layer, which is needed to keep the liquid in the cup and stop the rest of the material getting soggy.



This creates a problem for paper processing plants to separate.

Consequently, the only solution has been to send them to landfill or waste to energy facilities, until now.

Sodexo is committed to reducing our impact on the environment and in 2017 became a supply chain member of Simply Cups the UK's only paper and plastic cup collection and recycling service.

SPOTLIGHT ON food waste

The world faces a global food waste crisis, as roughly one-third of food produced goes uneaten. In foodservice, between 4-10% of all food produced never reaches a consumer's plate. With food waste making up 8% of greenhouse gas emissions

Sodexo has publicly committed to being a leader in solving this problem with LeanPath a trusted partner for over seven years.

WasteWatch powered by LeanPath (WWxLP)

WasteWatch (WWxLP) is Sodexo's global food waste prevention programme, addressing pre-consumer/production and post-consumer plate waste. It is a programme, powered by smart technology, focused on daily food waste tracking monitoring data to identify opportunities, taking action to drive reduction and engaging employees and clients. Further information on the programme can be found at www.leanpath.com

1 TRACK



Track daily **pre- and post-consumer** food waste



2 MONITOR



Monitor smart data on LeanPath Online reporting dashboard and emailed reports and alerts



3 ACT



Use actionable data to engage employees and make changes to drive reduction

Food Shelf Life Review

Julie Wagner, UK & I Food Safety Manager of the IMS HSEQ team undertook an exercise to review the shelf table of products following new guidance issued by the Food Standards Agency (FSA) on reducing the risk of vulnerable groups contracting listeriosis.

The result of the review has not only enabled Sodexo to increase the shelf life of many of its prepared 'in house' products, but has also resulted in reduced waste and costs to the business without comprising food safety due diligence.

The new shelf life table has been approved by Sodexo's Primary Authority, Salford City Council. John Snow, Environmental Health & Corporate H&S Manager from the Council said, "The work Sodexo has undertaken on the shelf life table since the new FSA guidance was published has been robust and comprehensive and we are satisfied that it is compliant, as food safety remains of vital importance to the organisation"



Home Freezing - Frozen Storage & Food Donation

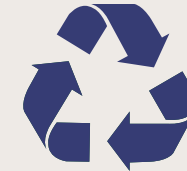
Recent Waste and Resources Action Programme (WRAP), Food Standards Agency (FSA) and Department for Environment Food and Rural Affairs (DEFRA) labelling guidance has provided clarification on frozen storage and food safety responsibilities for food surplus distribution. Sodexo is currently reviewing their food safety management processes and working with our partner, FareShare, to minimise food waste and increase food donation where possible.

How do we go the extra mile?



Our purchasing policies guarantee the quality of our sourced products and encourages our suppliers to embrace our principles: loyalty, respect for people, transparency and business integrity.

Sodexo's sustainable procurement policy focuses on sustainability, seasonality and provenance. We continually review our logistics arrangements in order to reduce delivery miles.



Our Waste Management Manual is how we make sure all our sites manage waste in a legal and responsible way. It provides advice, guidance and management tools for employees, and is a single source of reference for all aspects of waste management.



We invest in our staff ensuring they have the appropriate knowledge and understanding around sustainability



As a signatory to Courtauld 2025 we are committed to working with our suppliers and customers across the entire food chain, from producer to consumer, to:

- Provide lower impact products more efficiently
- Allow people to get more value from the food and drink they buy
- Achieve more value from waste and surplus food and drink.



Our Business Management System (BMS) is fully accredited to ISO 14001:2015, OHSAS 18001:2007 and ISO 9001:2015



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