

# PRESS RELEASE

## Sodexo achieves Government's Disability Confident Leader Status

21 June 2018

**Sodexo UK & Ireland has achieved Leader status within the Government's Disability Confident Scheme.**

The accreditation is an external validation of Sodexo's commitment to promote the recruitment, engagement and development of people with disabilities, a key commitment outlined in our [Public Service Pledge](#).

A key element of the accreditation is to show leadership, to challenge and to share best practice. In order to do this, Sodexo has continued to partner with external organisations, such as [Ways into Work](#), and clients to support people with disabilities to develop employability skills and secure employment.

Achieving Leader status validates work undertaken across the business and by the Sodexo UK & Ireland Disability taskforce, made up of Diversity & Inclusion, HR and Communications colleagues who have been working to ensure thinking about disability becomes further integrated into policies, practices and behaviours. Over the past 18 months, the taskforce has driven activities, such as:

- Launch of a companywide reasonable adjustment/accommodation policy and process, following an employee consultation which outlines how employees can make requests, and where line managers can get support.
- Ensuring employees are asked if they would like to request adjustments during recruitment, learning and development, and when registering for company events.
- Adding accessibility information to the recruitment website so people can understand how to amend the font size and background, as well the launch of a dedicated email address for anyone experiencing accessibility issues when making an online application. A comprehensive awareness-raising campaign for the UN International Day of Persons with Disabilities (3 December), which included personal stories from employees, and webinars on invisible disabilities and mental health<sup>1</sup> Increased visibility of our client partnerships and of employee personal experiences of disability via our D&I blog and podcasts

In 2015, Sodexo globally committed to providing 100% of its workforce with access to programmes for people with disabilities by 2025. The company has also signed up to the Global Business and Disability Network, part of the International Labour Organisation.

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<sup>1</sup> <https://businessdisabilityforum.org.uk/media-centre/newsletter/members/jun-2018/how-sodexo-made-non-visible-disabilities-visible/>

**Megan Horsburgh, head of diversity and inclusion, Sodexo, said; “Achieving Disability Leader status is an external validation of our ongoing commitment to promoting the recruitment, engagement and development of people with disabilities.”**

## Ends

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## About Sodexo

### Sodexo in the UK and Ireland

Sodexo employs around 34,000 people, and delivers services that improve the quality of life to clients at some 1,850 locations in the corporate, energy & resources, healthcare, education, leisure, justice and defence sectors.

Sodexo delivers a range of services ranging from catering, cleaning, reception to asset management, security, laboratory and grounds maintenance services, enabling clients to focus on their core business.

Sodexo Benefits and Rewards Services in the UK provides benefit and reward services such as SayShopping vouchers; public benefits; and employee benefits such as childcare vouchers and engagement surveys.

### 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 organisational 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 foodservices, reception, maintenance and cleaning, to facilities and equipment management; from services and programmes fostering employees' engagement to solutions that simplify and optimise their mobility and expenses management, to in-home assistance, child care centres 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.

## Key figures (as of August 31, 2017)

**20.7 billion** euro in consolidated revenues

**427,000** employees

**19<sup>th</sup>** largest employer worldwide

**80** countries

**100 million** consumers served daily

**11.8 billion euro** market capitalization (as of April 11, 2018)