

DIVERSITY & INCLUSION AT SODEXO



Our diversity and inclusion journey began eleven years ago on a global scale. Grounded in our business growth strategy, our commitment to diversity and inclusion (D&I) is critical to our role as an Employer, Service Provider and Corporate Citizen.

Each year gives us even more reason to advance our efforts, as we are reminded of the importance that diversity and inclusion brings, not only to our own organisation, but to the world at large. This ethos is extended throughout the organisation and Sodexo's 'Spirit of Inclusion' diversity and inclusion program allows each employee to take a day out to gain a deeper understanding of unconscious biases. The program enhances awareness and skills to positively impact inclusive, open and respectful relationships.

Diversity and inclusion are the cornerstone of our culture and a fundamental component of our overall growth strategy. Sodexo's commitment to diversity and inclusion has been recognised for the tenth year by DiversityInc who identified Sodexo as a Top Company for Diversity. We create healthy work environments for our employees, so they can bring their whole selves to work regardless of their gender, sexual orientation, disabilities, age, culture or origin.

Take a look at our commitments, both globally and in Australia, in reality.

sodexo

QUALITY OF LIFE SERVICES

SODEXO'S GLOBAL MISSION AND STRATEGY FOR D&I

At Sodexo we work to attract, develop, engage, advance and retain a high performing workforce on a global scale that reflects the individual communities we serve. We foster an inclusive culture that enables engagement, productivity and innovation in the workplace, all of which fuel our global growth objectives.

To meet these objectives, we are committed to leveraging Sodexo's D&I expertise as a competitive advantage in the marketplace, to add value for our clients and customers, enhance the brand, and grow and retain our business. Underpinning these efforts is our commitment to demonstrating Sodexo's leadership as a global corporate citizen by investing in and strengthening the diverse communities we serve.



We have positioned diversity and inclusion as a fundamental component of our overall growth strategy, building on our efforts to:

BE CLIENT AND CONSUMER CENTRIC

Leverage D&I as a differentiator for business growth; Innovate and deliver culturally competent experiences for clients and customers

BE CLIENT & CONSUMER CENTRIC

ENHANCE OPERATIONAL EFFICIENCY

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Leverage D&I to inform the Future of Work across the enterprise; Enhance managers' inclusive behaviors and leadership of high performing, globally diverse teams

EMPOWERMENT & ACCOUNTABILITY

NURTURE TALENT

Drive accountability to build a pipeline of diverse talent reflective of the communities we serve; Foster an inclusive culture to drive engagement and enhance the quality of life for our people

NURTURE TALENT

ANCHOR CORPORATE RESPONSIBILITY

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Leverage D&I to drive quality of life as a catalyst for societal change through strategic partnerships

Backed by our 470,000 employees, Sodexo's commitment to diversity and inclusion is a top priority. It is strategically woven into the very fabric of our organisation as a key business driver and has resulted in a systemic culture change for our company, employees, clients and customers.

OUR GLOBAL COMMITMENTS

Diversity and inclusion is part of our brand promise at Sodexo. Our leadership in D&I is critical to helping us provide our employees with the best possible work life experience regardless of age, gender, nationality, culture, race, sexual orientation or other personal characteristics.

With that in mind, our global commitment to diversity and inclusion covers five key dimensions - Gender, Cultures & Origins, Disability, LGBTQ and Generations. Within each of these areas we continue to implement programs and initiatives that foster an inclusive culture at Sodexo, drive change in local communities, while impacting the lives of individuals around the world.



1) GENDER

SoTogether ADVISORY BOARD

SoTogether is an advisory board made up of global senior leaders who are committed to achieving gender balance, an inclusive culture and gender equality at Sodexo.

The SoTogether advisory board is dedicated to promoting women's advancement at Sodexo and focuses on five priority areas to achieve maximum impact: (1) Leadership development, (2) Communication, (3) Gender Networks, (4) HR processes and (5) Flexibility.

2) LGBTQ

GLOBAL PRIDE

Sodexo's Global Pride Group drives our commitment to Sexual Orientation and Gender Identity inclusion around the world. The group's mission is to elevate awareness and nurture an inclusive culture for all LGBTQ employees, allies and community members.

3) DISABILITY

DisAbility Voice

Initially established as a network of dedicated professionals focused on sharing best practices, the Disability Voice has evolved to include a taskforce of ambassadors focused on driving change and leading action, with a goal of 100% of our workforce having access to our programs for people with disabilities by 2025.

4) CULTURES & ORIGINS

GLOBAL TASKFORCE ON CULTURE AND ORIGINS

Sodexo's Global Taskforce of Cultures and Origins continually supports business growth by helping to attract the best talent, foster respect, drive a culture of inclusion that promotes a deeper understanding of cultural differences and create a sense of belonging within our workforce.

5) GENERATIONS

FOCUS ON GENERATIONS

At Sodexo, we value the diverse perspectives that each generation brings to the workplace and marketplace. It is critical that the institutional knowledge and historical views of our most tenured employees, along with the progressive mindset of our emerging talent are both leveraged.

FOSTERING A DIVERSE & INCLUSIVE WORKPLACE

SODEXO'S APPROACH IN AUSTRALIA

INDIGENOUS ENGAGEMENT

In 2010, Sodexo began our Reconciliation Action Plan (RAP) journey in Australia and made a commitment to improve the Quality of Life of Aboriginal and Torres Strait Islander peoples and their communities, in the locations in which Sodexo operates.

We are now in the tenth year of our ten-year reconciliation commitment, and in March 2019 launched our second Elevate Reconciliation Action Plan (RAP) 2019 – 2021. Sodexo is one of just 24 companies nationally to have an Elevate RAP and one of 10 organisations to have a second Elevate RAP.

Sodexo's achievements of reconciliation include employing more than 1,100 Aboriginal and Torres Strait Islander peoples throughout our RAP journey.

During Sodexo's last Elevate RAP, more than \$33.5 million was earned through salaries providing a direct positive impact into households and communities. Indigenous heritage is now held by 7.3% of Sodexo's workforce (as at July 2020). This is even higher in sites such as Weipa, where 36.9% of employees are Indigenous.

The company has also supported the growth of First Nations' businesses. Sodexo's spend with Indigenous business increased from \$9 million in 2018 to \$21.8 million in 2019 and is on track to hit a target of \$30 million by the end of 2020. This amount is triple Sodexo's target as part of its Elevate RAP. Sodexo now holds a network of more than 46 Indigenous vendors, with 50% located in remote Australia.

CLONTARF FOUNDATION

In 2019, we were proud to announce our national partnership with the Clontarf Foundation to improve education, discipline, self-esteem and employment prospects for young Aboriginal and Torres Strait Islander boys and men across Australia. The partnership highlights key synergies between our two organisations, focusing on key areas of employment and reconciliatory action and we've seen the value of the Clontarf Foundation's work in some of our employees who were former program participants.

KUDITJ KITCHEN

In 2014, we were engaged by the Perth Employment and Economic Development Aboriginal Corporation (PEEDAC) for commercial support and operational expertise for their Kuditj Kitchen. Our contribution has been in-kind and precedes any formal commercial arrangement. We worked with PEEDAC in the redevelopment of Kuditj, with refurbishment of the historically significant location and realignment of the business model. It's important to us that Kuditj's cultural significance and Aboriginal ownership to sustain cultural engagement and economic empowerment throughout the community continues and is preserved. Sodexo is proud to continue supporting Kuditj as a successful fully licensed corporate function, training and conference centre who also produce their own range of premium beef jerky, sold throughout Australia.



PEOPLE WITH DISABILITIES

We're committed to providing a work environment where people can bring their whole selves to work – this includes those with visible and invisible disabilities, often a source of untapped talent. Diversity and inclusion is fundamental to our business strategy and a cornerstone of our culture. In 2015, Sodexo committed to providing 100% of its workforce with access to programs for people with disabilities by the year 2025.

Sodexo has partnered with a number of disability employment support organisations across Australia, including Job Support in Queensland, EDGE Employment Solutions, VisAbility – CoAct Disability Employment Services, Barkuma and Impact21. Sodexo currently employs more than 20 people with disabilities across its workforce. Working alongside its disability employment partners, Sodexo continues to learn and adapt its approach to ensure the organisation provides the best possible experience for each of its employees to realise their full potential and thrive at work.



IMPACT21

We are one of 4 national employers who has committed to work alongside Impact21 to pilot a 12-month intensive work readiness program. The program involved a structured, co-designed curriculum that reflects the input, insights and experiences of young people live with Down Syndrome with the ultimate goal of helping students gain sustainable employment.

GENDER BALANCE

We remain strongly committed to advancing gender equality. As a world leader in Quality of Life services, we foster an open, inclusive culture where everyone can thrive. Our global gender balance strategy is a key driver in ensuring that both women and men have equal access to growth and opportunities in our workplace. And we are investing in a number of initiatives to accelerate the advancement of women and spark progress towards gender equality globally. Why? Because when women are empowered, we're all empowered. And achieving gender equality drives our performance and is critical to reaching a Better Tomorrow for our employees, our clients and consumers, and the communities we serve.

Gender equality is a strategic imperative for Sodexo with women making up 37% of our Executive Committee and 54% of our Board of Directors. In Australia, women make up 48.7% of our workforce and 40% of our management team. Sodexo surveyed 50,000 of its managers from over 70 countries as part of a Gender Balance Study, which revealed teams with a male-female ratio of between 40 and 60% out-performed on financial and non-financial indicators. Our goal is by 2025, women will represent at least 40% of senior leadership staff.

INVISIBLE DISABILITIES

Mental health conditions are among the leading cause of disability around the world. In 2014, Sodexo, in partnership with beyondblue, introduced its 'I Hear You' mental wellbeing program across the Australian business. The program is designed to provide tangible, meaningful and immediate support to Sodexo's people in times of personal crisis and empower them to detect signs of personal crisis among friends, family and colleagues. A simple tagline was chosen to help highlight the importance of being listened to: "Know you can be heard; believe you will be listened to".

'I Hear You' has opened the discussion in Sodexo's workforce on what has historically been a difficult subject. The program was recognised as 'best in class' globally and deployed across the rest of the Sodexo world in 2018. Through the initiative, Sodexo employees are provided with access to a vast range of support services, including Benestar, beyondblue, Lifeline and PSK Financial Services.

Sodexo Australia has also partnered with Happiness Co. to offer all employees access to its Workplace Happiness @ Home Program. The 20-day program is designed to help people take charge of their happiness and wellbeing.



SUPPORTING WOMEN IN THE WORKPLACE

To support Gender Balance in the workplace, Sodexo's SheWorks program offers job shadowing opportunities to marginalised women from local communities. The program is aimed at providing women with practical work experience which helps establish relationships within the company and open doors to future employment opportunities at Sodexo, especially within male-dominated roles and teams.

Sodexo has workplace flexibility in place to help working parents balance their work responsibilities and personal or household commitments, including up to 14 weeks of paid parental leave for the primary carer. Sodexo understands that the availability of paid parental leave for each parent fosters a more equal division of unpaid care and paid work, improving the family work-life balance.

Sodexo has partnered with Grace Papers to offer all employees access to the learning resource and communications platform which champions work

flexibility, helping to change the narrative around working women, leadership and the changing role of men.

Sodexo provides up to five days of paid family and domestic violence leave per year to all employees, including its casual workforce, who are experiencing family and domestic violence or who need to take steps to deal with the impact of such violence.

WORK 180

Work 180 is an independent organisation that provides job applicants with a transparent directory of endorsed employers who support diversity, inclusion and equality, taking into consideration parental leave policies, anti-discrimination policies, the existence of a D&I council, among other things. Through its dedication to seeing equal opportunities and greater representation of women in the workforce, Sodexo has become an endorsed employer of Work 180.



SEXUAL ORIENTATION AND GENDER IDENTITY

PRIDE NETWORK

We launched our global PRIDE Network in Australia as part of our ongoing focus on diversity and inclusion. The initiative recognises how a diverse and inclusive work environment emboldens workers to be happier and more fulfilled and productive for the long-term. Launched initially to coincide with the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) on 17 May 2019, the Pride Network aims to build greater esteem and alliance within its global workplaces, raising awareness through communication, education and engagement with leaders and allies of the LGBTI community.

The Sodexo Pride Network allows us to invest in strengthening the diverse communities we serve and become allies to our LGBTI employees, colleagues, family, friends and wider community.

PRIDE IN DIVERSITY (PID)

Sodexo holds a membership with Pride in Diversity providing the company with access to 'LGBTI awareness and Ally' training sessions. Our continued partnership provides us with access to online resources and webinars that our Pride Network members can access. PID also hosts awareness and pride events in different states as a way to support Allies and their member's LGBTI employees.

AWARDS AND RECOGNITION

Doing business in a responsible way is part of our mission and at the core of everything we do. We don't do it for awards and recognition. We're very humbled and honoured when we receive awards and international recognitions for our work, but for us, these are like pats on the back, encouraging us to keep thinking proactively about our long-term impact and ensure our operations are more and more sustainable.



- **GoodCompany:** Sodexo was named Australia's #2 'Best Workplaces to Give Back' by social enterprise GoodCompany. We were awarded for our merits including volunteer leave, national sponsorships, our CSR commitments across a range of social areas such as diversity and reconciliation action plans.
- **AtWork Australia:** Indigenous Employer Award 2019 For the third time, we were named Indigenous employer of the year, recognising our ongoing commitment to providing employment opportunities for Indigenous Australians.
- **NESA Champion Employer 2018:** We were recognised for our long-term commitment to employing, training and mentoring Indigenous Australians and those facing other barriers to employment.

To learn more about our commitment to creating a better tomorrow visit, [click here](#).
