

Sophie BELLON
Global CEO of Sodexo and Chairwoman of the Board

Sodexo's individual commitments to act4nature international

- A stable climate and rich biodiversity are indispensable to quality of life and human prosperity in the long term.
- As a leading food service provider that is the daily partner of over 100 million consumers across [56 countries](#), our business both depends on and impacts nature.
- As a responsible company, we have a duty to reduce our negative impact and maximize our positive impact.
- Indeed, this has been the mission of Sodexo since its founding in 1966 in Marseille: to improve the quality of life of our employees and those we serve, and contribute to the economic, social and environmental development of the communities, regions and countries in which we operate.
- Corporate responsibility is central to this guiding mission, and it is embodied in our CSR roadmap: Better Tomorrow 2025. Sodexo has had commitments and been acting to protect biodiversity in a measurable way since 2010, always in partnership with The World Wildlife Fund (WWF).
- In addition to the commitments below, Sodexo is committed to sourcing sustainable agriculture products from local suppliers as part of its Global Responsible Sourcing Strategy. However, given the complexity and local nature of the topic, Sodexo hasn't formalized a global public commitment on this topic yet.
- To support its commitments, Sodexo engages and partners with a wide range of stakeholders and is a member of several cross-industry coalitions (for example: [The Global Sustainable Seafood Initiative \(GSSI\)](#), [The Seafood Taskforce](#), The Consumer Goods [Forum Forest Positive Coalition](#), and the [International Food Waste Coalition \(IFWC\)](#)).

Ambitious global targets to protect biodiversity

Since 2009, Sodexo has had a robust measurement approach that ensures continued progress. Each year, both Sodexo's Internal Audit team and its Third-Party Statutory Auditors audit the data collected at the site and country levels as well as the consolidation at Group level in order to verify its accuracy. Sodexo reports its extra-financial performance annually in its Universal Registration Document.

Driver of Biodiversity Loss	Sodexo Commitment	Context	Where we are Today
<p>Changes in land use</p> <p><i>According to IPBES, 100 million hectares of agricultural expansion occurred in the tropics from 1980 to 2000, half of it at the expense of intact forests.</i></p>	<p>Protecting forests, peatlands, and other natural ecosystems</p> <p>Sodexo is committed to a 100% deforestation and conversion free supply chain globally by 2030 for the following priority commodities: palm oil, soy, beef and paper products.</p> <ul style="list-style-type: none"> • 100% physical certified sustainable palm oil by 2025 • 100% sustainable paper disposables by 2025. 	<p>These four commodities were prioritized as part of our technical partnership with the WWF following an analysis of Sodexo purchase volumes and commodity supply chain risks.</p>	<ul style="list-style-type: none"> • Sodexo has sourced 100% sustainable palm oil since 2015 (including credits) and in Fiscal Year 2021 32.4% of palm oil was physically certified (without credits). • In Fiscal Year 2021 78.8% of our paper products were certified sustainable.
<p>Direct exploitation of organisms</p> <p><i>According to the FAO, roughly one-third of assessed fish populations are over-fished and over half are fully-fished.</i></p>	<p>Sodexo is committed to sourcing 100% sustainable fish and seafood by 2025 (as per Sodexo's Sustainable Seafood Sourcing Guide).</p>	<p>Sodexo has been engaged on the topic of sustainable seafood since 2010 and has formalized a sustainable seafood sourcing guide which is applicable to all countries where we operate. This approach is based on a detailed study of NGOs, experts, supplier information and recommendations and has been approved by the WWF. The guide utilizes credible ecolabels as form of control or recommendation based on GSSI benchmark (e.g.: MSC, IRFM, BAP, ASC...).</p>	<ul style="list-style-type: none"> • In Fiscal Year 2021 86% of the fish and seafood served by Sodexo came from sustainable sources.
<p>Changes in land and sea use</p> <p><i>Plant-based ingredients require significantly less land and resources to produce; beef for example uses 20 times the land as producing beans, per gram of protein (WRI).</i></p>	<p>Sodexo is committed to increasing the proportion of plant-based recipes in our planned menus to 33% by 2025.</p>	<p>One global example of promoting diverse, plant-based recipes is the Future 50 Foods initiative. The Future 50 Foods Report identifies under-utilized plant-based foods that optimize nutrient density and reduce environmental impact. Sodexo was the first major food service partner of this initiative and has rolled out 40 plant-based recipes containing the Future 50 Foods to 6,500 kitchens across 13 countries.</p>	<p>This commitment was confirmed in 2021 as part of the EU Code of Conduct for responsible food business and marketing practices.</p> <p>We are still implementing a process to enable us to track and consolidate reporting on this commitment at a global level.</p>
<p>Changes in land and sea use</p> <p><i>One third of the world's food prepared for human consumption, is never eaten. It takes significant resources to produce our food: pasture and cropland occupy around 50 percent of the Earth's habitable land (source).</i></p>	<p>Sodexo is committed to reducing food waste by 50% globally by 2025.</p>	<p>To do this, we will deploy our WasteWatch program to all relevant food sites by 2025.</p> <p>Since 2017, as we have deployed the WasteWatch program, each site sets a site specific baseline as they deploy the program and acts to reduce their food waste by 50% and maintain that reduction. We report on our deployment progress the consolidated reduction</p>	<p>As of August 31, 2021, nearly 900 of its sites were involved in WasteWatch, reducing food waste by an average of 45.8%.</p>
<p>Pollution</p> <p><i>According to IPBES, pollution is an important driver of biodiversity and ecosystem change throughout all biomes, with particularly devastating direct effects on freshwater and marine habitats.</i></p>	<p>Sodexo is committed to reducing the overall volume of single-use items and plastic in particular.</p> <p>In the UK and Ireland, as part of our social impact pledge, we have committed to:</p> <ul style="list-style-type: none"> • Move to 100% reusable, recyclable or compostable packaging by 2025 • Eliminate hard to recycle or unnecessary plastic packaging and optimizing use of reusable items where it is safe to do so. 		<p>In the UK and Ireland:</p> <ul style="list-style-type: none"> • Sodexo has stopped the use of these five plastic items: Plastic straws and stirrers have been banned, resulting in over 3.6 million plastic items being removed from our operations and saved from disposal. • Single-use plastic bags have been replaced with paper and reusable substitutes, preventing 250,000 from entering circulation. (source) • From March, 1st 2021, Sodexo UK and Ireland has stopped the use of single-used plates and cutlery • Single use polystyrene was also removed at all appropriate foodservice sites and replaced where alternatives exist (wood, paper, cardboard or fiber-based products). <p>In Europe, going beyond the European legislation on single-use plastic, Sodexo has opted to eliminate plastic take-out bags, straws, stirrers, cutlery and coffee plates, replacing them with new and more sustainable versions made of paper, cardboard, wood or fiber, and is studying sustainable alternatives to other plastic items used at its Foodservice sites in Europe.</p>
<p>Climate Change</p> <p><i>According to IPBES, an estimated 5% of species are at risk of extinction from 2°C warming, rising to 16% at 4.3°C warming.</i></p>	<p>Sodexo has the 2025 objective to achieve a 34% reduction in total Scope 1, 2 and 3 emissions against a 2017. This target has been approved by the Science Based Targets initiative (SBTi) and is in accordance with the Paris Agreement 1.5°C scenario.</p>	<p>The four key actions for Sodexo to reduce carbon emissions are: promoting plant-based recipes, preventing food waste, sourcing responsibly and promoting innovative energy solutions to our clients that does not impact biodiversity.</p>	<p>In 2021, Sodexo reported a reduction in its direct greenhouse gas emissions (Scopes 1 and 2) by 37.2% and its Scope 3 supply chain carbon emissions by 23.2% versus the base line of 2017.</p>