

Sodexo Animal Welfare Performance

Sodexo supports the globally-recognized “Five Freedoms” of animal welfare as an aspiration for its animal welfare strategy:

1. Freedom from Hunger and Thirst – by providing ready access to fresh water and a diet to maintain full health and vigor.
2. Freedom from Discomfort – by providing appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain, Injury or Disease – by ensuring prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behavior – by providing sufficient space, proper facilities and company of the animal’s own kind.
5. Freedom from Fear and Distress – by ensuring conditions and treatment which avoid mental suffering.

In recognition of the fact that animal welfare is a key component of a sustainable supply chain, Sodexo has developed a Sodexo Animal Welfare Strategy to meet its commitment to source sustainably reared products.

“Sodexo will work with its suppliers to improve animal welfare throughout its supply chain.”

Below are details on progress made by each region on implementation of our animal welfare strategy in our supply chain.

Global overview

As of 31st May 2021:

- the Sodexo Animal Welfare Supplier Charter had been translated into 18 languages making the Charter available in the national languages of countries.
- More than 436 suppliers have signed the Sodexo Animal Welfare Supplier Charter
- Regarding laying hens:
 - We continue to raise awareness:
 - We held a webinar with our category managers across all geographies to share practices on cage free eggs. The webinar was co-led with an Animal Welfare Specialist.
- Regarding broiler chicken:
 - We have launched a task force on chicken across the globe to develop our global strategy on chicken sourcing, in order to embed our sustainability criteria in our approach. The task force is made up of internal experts (category managers), and their work will be presented to the relevant internal stakeholders this year.
 - We continue to raise awareness:
 - Internally, we held two webinars with our category managers across Europe and North America to share practices on broiler chicken welfare. The webinars were co-led with external experts from Compassion in World Farming.
 - and externally, we piloted a supplier survey to identify suppliers' engagement and actions as well as product availability (based on the criteria of the broiler chicken commitment). This information will allow us to determine key actions to achieve our commitment by 2026. This survey will be done annually, and results will be shared as part of the Sodexo Animal Welfare Performance.
 - As part of the Global Coalition for Animal Welfare, we are now leading the working group on "broiler chicken". With our peers, we have recently organized working sessions for procurement teams, as well as working sessions for marketing and communication, among other actions.
 - We are active participants in CIWF US working group on broiler chicken
- Sodexo has committed to source only cage free shell and liquid eggs worldwide by 2025.
 - As of 31st May 2021, 41% of shell eggs were cage free
 - As of 31st May 2021, 61.9% of liquid eggs were cage free

Regional overview

Within the framework of the Sodexo Animal Welfare Position Paper, regions are able to make additional commitments for specific species. To date the following progress have been made:

In APAC Region:

- Sodexo Australia is using 97% cage free shell eggs and 100% cage free liquid eggs as of 31st of May 2021.

In Continental Europe Region:

- Sodexo Belgium has implemented the following measures:
 - Sourcing only cage-free eggs and a majority of free-range eggs
 - as of 31st May 2021, 100% of shell and liquid eggs were cage free
 - Sourcing only pork from non-castrated piglets

- as of 31st May 2021, 100% of pork were from non-castrated piglets
 - Sourcing only meat from cage-free rabbits
 - as of 31st May 2021, 100% of rabbits were cage free
- Sodexo Netherlands is externally certified for using the Better Life hallmark and has made the following progress:
 - as of 31st May 2021, 100% of shell eggs were cage free.
- Sodexo Luxemburg is using 100% cage free shell eggs as of 31st of May 2021.
- Sodexo Poland have implemented the following actions:
 - as of 31st May 2021, 100% of shell eggs were cage free
 - as of 31st May 2021, 100% of meat were antibiotic-free
- Sodexo Nordics has made the following progress:
 - in Finland – as of 31st May 2021, 100% of shell and liquid eggs were cage free
 - in Norway – as of 31st May 2021, 100% of shell and liquid eggs were cage free
 - in Sweden – as of 31st May 2021, 100% of shell and liquid eggs were cage free
- Sodexo Czech and Slovak Republic have implemented the following actions:
 - to cooperate with their suppliers to use only antibiotic-free meat
 - to have contracts with the suppliers, who have in assortment products:
 - cage free eggs
 - friendly cattle breeding
- Sodexo Italy has made the following progress:
 - as of 31st May 2021, 75% of shell eggs and 89% of liquid eggs were cage free.

In France Region:

- Sodexo in France has for many years worked with its suppliers to improve animal welfare conditions in its supply chain. Sodexo in France has developed an Animal Welfare supplier evaluation. During this process, Sodexo works with each supplier to raise awareness as well as to benchmark and share best practices. Following each evaluation, the supplier receives an individual improvement plan.
 - Since 2015, 53% of suppliers who have integrated production systems (including slaughtering activities) have been evaluated.
 - Additional actions are underway to improve animal welfare in the supply chain:
 - free-range eggs and egg products have been implemented in the catalogue
 - these products are available for all Clients (on demand)
 - two offers in the Corporate Services segment include free-range eggs and egg products (i.e. Inspiration)
- Sodexo is involved in a roundtable with suppliers and inter-branch organization representatives of eggs products in order to measure the impacts in the supply chain and to collaborate in an intelligent manner
- as of 31st May 2021:
 - 52% of shell eggs were cage free
 - 9% of broiler chicken (equivalent of 286 tons) were raised with a stock density lower than 30kg/m².

In NORAM Region:

- Sodexo US/Canada has made and is working towards the achievement of commitments on specific areas of animal welfare in addition to other action:
 - 100% of liquid dairy is hormone free
 - Regarding eggs, in past year US and Canada had put more system controls in place to ensure our sites are purchasing cage free eggs through our sourcing contracts. Unfortunately supply

chain challenges including avian flu impacts, labor and other logistics impacts caused a decrease in our ability to have the necessary volumes of cage free available. Due to the nature of the system, cage free operations were more susceptible to avian flu losses.

- as of 31st May 2022:

	US	Canada
Shell	70%	85%
Liquid	85%	79%
Processed	62%	73%
Total	78%	80%

- In addition, Sodexo US/Canada:
 - has made free-range and organic eggs available for our Clients (on demand)
 - has made antibiotic free animal products available for our Clients (on demand)

- In the US regarding pork, Sodexo has been engaged with its industry supply chain partners to stimulate the on-going progress in sow housing and management systems. Sodexo has developed a strategy to source its pork products from sources that utilize free-to-roam systems by the end of 2025. In concordance with Sodexo’s philosophy of continuous improvement, Sodexo has established intermediate time-bound goals associated with 100% compliance by end of 2025 as follows:
 - 50% by end of 2023 and 75% by end of 2024
This approach will emphasize continuous improvement in the reduction of time in confinement with the ultimate goal to eliminate time confined during gestation.
 - as of 31st May 2022, 30% of pork was from sows in free to roam systems despite supply chain challenges that eroded expected progress.

- In the US, regarding broiler chicken, the work continues with suppliers and multistakeholder working groups to further improve the welfare of broiler chickens in its supply chain by 2024 by reaching the following goals for 100% of the chicken it sources:
 - transitioning to strains of chicken that measurably improve welfare issues associated with fast growth rates per Global Animal Partnership’s (GAP) standards. In collaboration with animal welfare groups, this part of the commitment now has an extension to 2026.
 - reducing maximum stocking density to equal to/less than 6 lbs./sq. ft. (29kg/m²) per GAP standards.
 - providing chickens with enriched environments including lighting, litter and other enrichments that meet GAP standards.
 - rendering chickens unconscious prior to shackling using a multi-step controlled atmosphere processing system that’s widely hailed as more humane.
 - providing details on compliance by a third-party auditor.

- Sodexo Canada is committed to promoting the humane raising and harvesting of broiler chickens. Sodexo Canada is proud of the following standards to which our partners in the Canadian chicken farm industry currently adhere:
 - hormone and steroid free
 - regulated system
 - annual independent third-party audit
 - transitions to Controlled Atmosphere Stunning
 Sodexo Canada supports Canadian chicken farmers

- In addition, Sodexo Canada has committed to the following by 2024
 - GAP aligned litter, lighting and enrichment standards
 - full conversion to Controlled Atmosphere Stunning
 - transition to GAP aligned breeds with higher welfare outcomes. In collaboration with animal welfare groups, this part of the commitment now has an extension to 2026.
 - incorporating new criteria into third party audits
- Multistakeholder groups that the NorAm team have been actively participating include the US Compassion in World Farming Broiler Chicken Working Group as well as acting a Lead for the Global Coalition of Animal Welfare’s Broiler Chicken Working Group. Both groups are working collectively to influence the industry to adopt higher welfare models.

In UK&IRL Region:

- Sodexo UK and Ireland has implemented the following measures:
 - Sourcing only Red Tractor accredited products:
 - 100% block cheddar, 100% commodity butter and 100% milk and cream
 - Sourcing of eggs:
 - as of 31st May 2021, 14% of shell eggs were cage free and 100% of eggs are Lion Egg branded
 - Sourcing of pork:
 - 100% of pork were from pork raised without gestation crates.

Useful Links

Sodexo Position Paper – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

Sodexo Supplier Charter – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

Sodexo FAQ – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

Better Leven – <https://beterleven.dierenbescherming.nl/>

Compassion In World Farming – <https://www.ciwf.com/>

Global Animal Partnership GAP standard – <https://globalanimalpartnership.org/standards/chicken/>

Global Coalition for Animal Welfare – <https://www.gc-animalwelfare.org/>

Red Tractor – <https://redtractor.org.uk/>

RSPCA – <https://www.rspca.org.uk/home>