

# Our Journey to Net Zero

Progress update, January 2024.



**NET  
ZERO  
2040**

**sodexo**



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# Foreword

The drive to deliver positive social impact in the communities where we work and serve is fundamental to Sodexo. Our commitment to improving quality of life was a founding principle in 1966 and continues to shape our actions.

We've been tackling our impact on the climate since 2010, through our partnership with the WWF and our work with the Science Based Targets initiative. In 2017, when we calculated our baseline carbon emissions, our validated short-term target was to reduce our absolute Scope 1, 2 and 3 greenhouse gas emissions by 34% by 2025.

We have already exceeded this target, delivering a 37% reduction by 31 May 2023. This gives us confidence in our net zero transition plan, indicating that we are on track to reach our near-term targets in 2030. We remain committed to reaching net zero by 2040.

We are accelerating decarbonisation. We have set new science-based targets for FLAG (Forest, Land and Agriculture) and established a community of practice with like-minded clients to co-create solutions to shared challenges. Then from January 2030, we will only work with suppliers that can demonstrate meaningful emissions reductions through published reporting.

With 99% of our emissions sitting in Scope 3, collaborating with our clients and supply partners is fundamental to reaching our goals. I would like to thank them for giving their time and expertise so willingly in the past 12 months, and I look forward to deepening our work together in the years ahead.



**Sean Haley**  
CEO, UK & Ireland  
January 2024

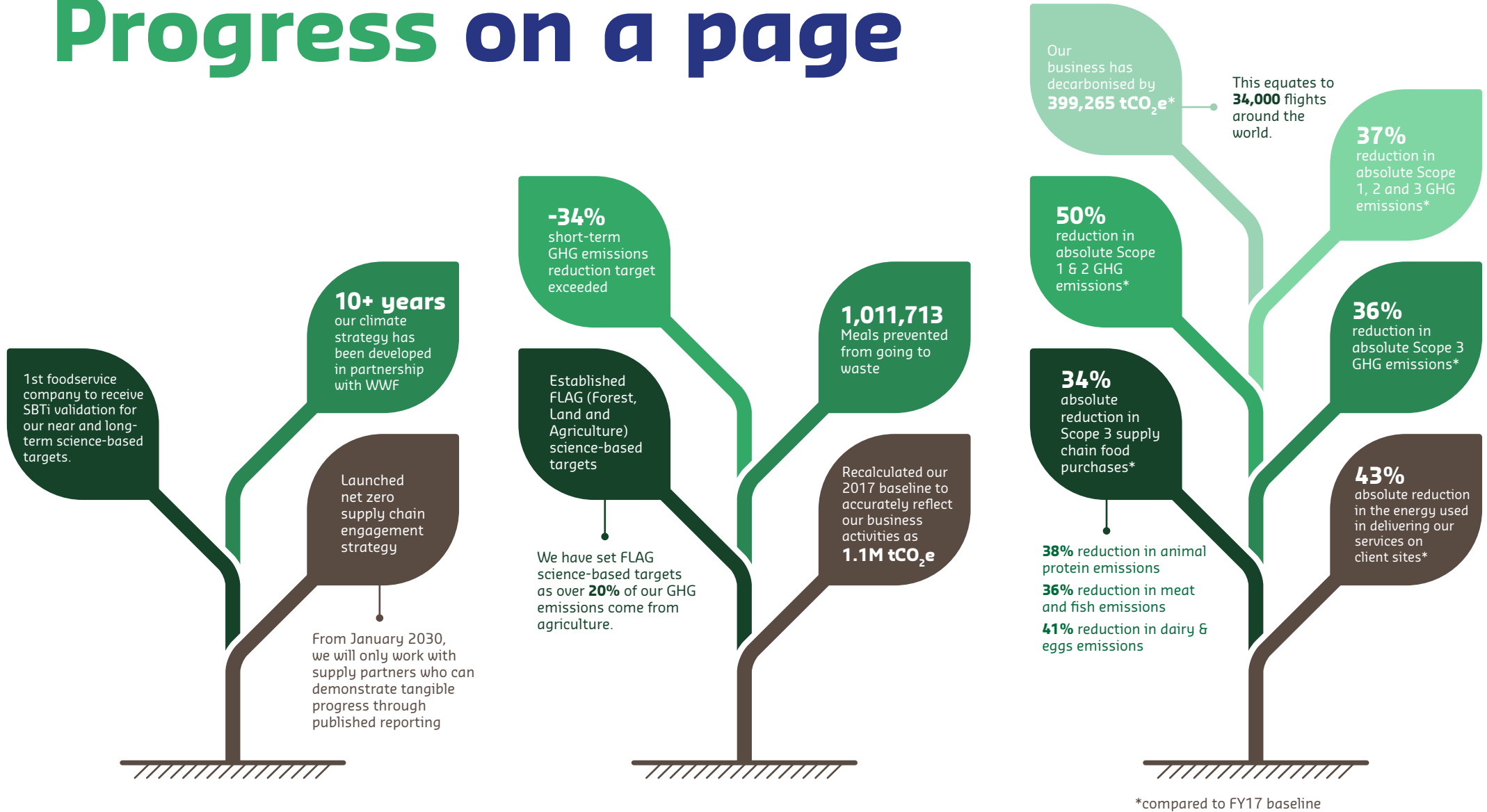


## About this document

This document presents externally verified emissions data for the reporting year ending 31 May 2023.

It includes emissions relating to all our activities across the UK and Ireland, including our direct operations, our activity at client sites and our supply chain.

# Progress on a page

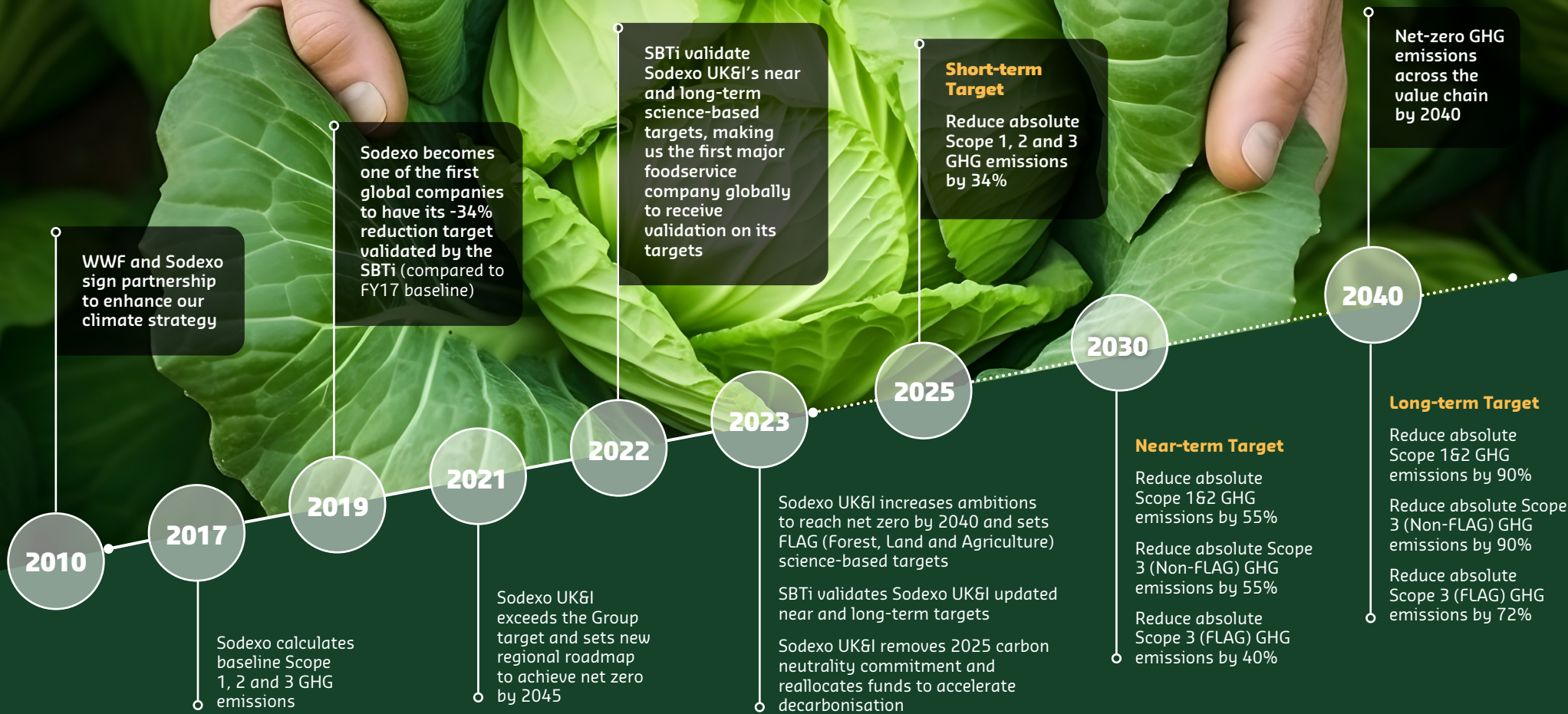


The progress we have made will directly impact and support how quickly our clients will meet their own net zero targets.



# Our net zero journey

## 2010 - 2040



# Emission sources

Like most businesses, the majority of our greenhouse gas emissions are from indirect sources.

Across all activities in the UK and Ireland, 99% of our emissions fall into Scope 3.

## Scope 1 (direct emissions)

Refers to those emissions that businesses make directly, including the fuel used in vehicles and the heating of our offices.

## Scope 2 (indirect emissions)

Refers to the indirect emissions for the generation of purchased energy, such as powering our offices.

## Scope 3 (indirect emissions)

Refers to all other indirect emissions that occur in a value chain, including supply chain, business travel, employee commuting, and client site energy and waste. This is usually the biggest scope emissions-wise for organisations.





# Our 2023 performance

## Overview

**37%** absolute reduction in GHG emissions across Scopes 1, 2 and 3, exceeding our 2025 target of 34%\*

We have decarbonised our business by\*

**399,265 tCO<sub>2</sub>e**

\*For the reporting year ending 31 May 2023, compared to 2017 baseline. For more detailed information, see our GHG emissions data in Appendix I.

OUR JOURNEY TO NET ZERO



## Reducing Scope 3 emissions

We have reduced our Scope 3 absolute GHG emissions by 36%<sup>1</sup>.

### Developing low-carbon meals

In partnership with WWF, we have defined a low-carbon meal as one that generates 0.9kgCO<sub>2</sub>e or less. 70% of our main meals will be low-carbon by 2030. We are using carbon labeling to support our consumers to make informed decisions. 33% of our menus are plant-based<sup>2</sup>.

### Delivering energy-efficient services at client sites

We've reduced the energy used to deliver our services at client sites and achieved an absolute reduction of 43% GHG emissions through energy efficiency opportunities and reduced reliance on fossil fuels.

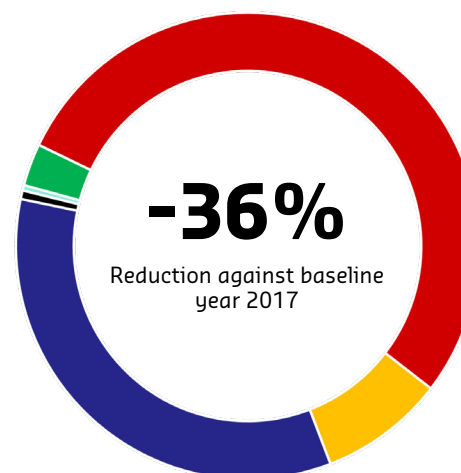
### Fighting food waste

Food waste equivalent to more than one million meals prevented through the deployment of WasteWatch at 412 sites. We are well on track to meet our commitment to reduce food waste by 50% by 2025<sup>3</sup>. We are applying circularity principles in partnership with Full Circle Farms to compost food waste from client sites, including football stadiums, to grow the freshest local produce that consumers can enjoy.

### Removing single-use plastics

We have reduced single-use plastic by a further 9.6 million items. 81% of foodservice disposable packaging comes from either fibre or widely recycled PET materials.

## Our Indirect GHG Emissions Scope 3



- **Employee Commuting**  
59,330 tCO<sub>2</sub>e (9%)
- **Supply Chain,**  
232,049 tCO<sub>2</sub>e (34%)
- **Client Site Energy**  
363,237 tCO<sub>2</sub>e (53%)
- **Business travel**  
4,083 tCO<sub>2</sub>e (1%)
- **Upstream Energy Consumption**  
2,516 tCO<sub>2</sub>e (<1%)
- **Client Site Waste**  
19,978 tCO<sub>2</sub>e (3%)

	Change since 2017 baseline	tCO <sub>2</sub> e change since 2017 baseline
Supply chain	-30%	-100903
Business travel	+39% <sup>4</sup>	1151
Upstream energy consumption	-45%	-2044
Client site waste	-13%	-2902
Client site energy	-43%	-279055
Employee commuting	-11%	-7535
<b>Total Scope 3</b>	<b>-36%</b>	<b>-391287</b>

<sup>1</sup> In the reporting year ending 31 May 2023, compared to our 2017 baseline.

<sup>2</sup> Centrally designed menus.

<sup>3</sup> <https://uk.sodexo.com/social-impact/planet/our-fight-against-food-waste.html>.

<sup>4</sup> We have improved the data we have captured for business related travel. As part of the next reporting year a green transport strategy will be a key action lever.



## Engaging our supply chain

We work with more than 4,000 supply partners in the UK & Ireland, spending over £800m each year. At our Partners for Purpose event in March 2023, we launched our net zero supply chain engagement strategy. Through offering mentorships to SMEs and collaborating with larger businesses, we want to decarbonise faster together.



Our commitment to net zero by 2040 is about making a meaningful impact. We're proud of our diverse supply chain and the collective effort to reduce emissions."

**Aoife Wycherley**, Head of Supply Chain at Sodexo UK & Ireland



The extra support from Sodexo has added rigour to our work and given us real confidence in our plans."

**Brett Mendell**, Director of Thomas Kneale





## Sodexo UK&I Net Zero Supplier Roadmap



99% of our total emissions are Scope 3, 34% of which sit within in our Supply Chain. We must collaborate with our key supplier partners if we are to achieve Net Zero by 2040.

### Sep 2025\*

By **September 2025** Suppliers which represent 75% of Supply Chain emissions will need to have set their own Science Based Targets validated by SBTi

5

### Jan 2030

By **January 2030** Sodexo will only partner with suppliers that can demonstrate tangible progress through published reporting

4

### Sep 2027\*

By **September 2027** Suppliers which represent 90% of Supply Chain emissions will need to have set their own Science Based Targets validated by SBTi

3

### Sep 2023

By **September 2023** Suppliers which represent 75% of Supply Chain emissions will be required to report on Scopes 1 & 2 and provide a Carbon Reduction Plan annually

1

2

### Jan 2024

From **January 2024** the evaluation criteria of all tenders to include a minimum of 10% Social Value Weighting

\* SMEs & VCSE's will be granted a two-year grace period to achieve milestones 3 & 4



## Building new partnerships

In March 2023, we launched a new community of practice\* in partnership with FuturePlanet to tackle climate and nature goals together. Through a focused programme of events, sustainability leads from our clients and supply partners in both the public and the private sectors are coming together in safe spaces to share best practice.

Our vision is to foster a community which continually collaborates to drive ongoing impact in the short and long term.



It's so important for change-makers to connect regularly to drive ambitious change in their respective organisations."

**Claire Atkins Morris**, Sustainability Director, Sodexo UK&I



I really enjoyed having a space to reflect and share with fellow professionals where we have aligned experiences and can learn from each other."

**Justin Turquet**, Director of Sustainability, Bunzl Catering and Hospitality division



I feel encouraged that other businesses are ahead of us who have stories that we can learn from and use to encourage actions in our business"

**Maggie Short**, Procurement Lead, Corporate Social Responsibility at Smith & Nephew

\* A community of practice is a group of people who share a common set of problems or an interest in a topic and come together to fulfill both individual and group goals.

## Helping our people to make a difference

Our colleagues bring new ideas to work every day. We're engaging them in the fight against climate change, incentivising change in their own lives and empowering them to act to make a difference.



### Investing in green travel

Our April 2023 commuting survey generated more than 21,500 responses. This reinforces the data we have on how our people travel to work to develop a robust green travel plan.

We continue to encourage active travel through our salary sacrifice cycle to work scheme.

In the year to 31 May 2023, **272** new bicycles were procured and we have increased the allowance from £1,000 to £3,000.

As part of our employee induction, we have mandated an eco driving training module.

More than **1,500** people have completed the course so far.

### Encouraging innovation

Our business is powered by committed and creative colleagues. People like Sharon McConnell, joint winner of Sodexo's 2023 Global Sustainable Chef Challenge.

Sharon devised and prepared a delicious low-carbon meal in a live cook-off in Germany, wowing the judges with her flavours and her consideration for special diets; her menu was both vegan and gluten-free.





## Reducing Scope 1&2 emissions

We have reduced our Scope 1&2 absolute GHG emissions by **50%\***

### Heating and electricity

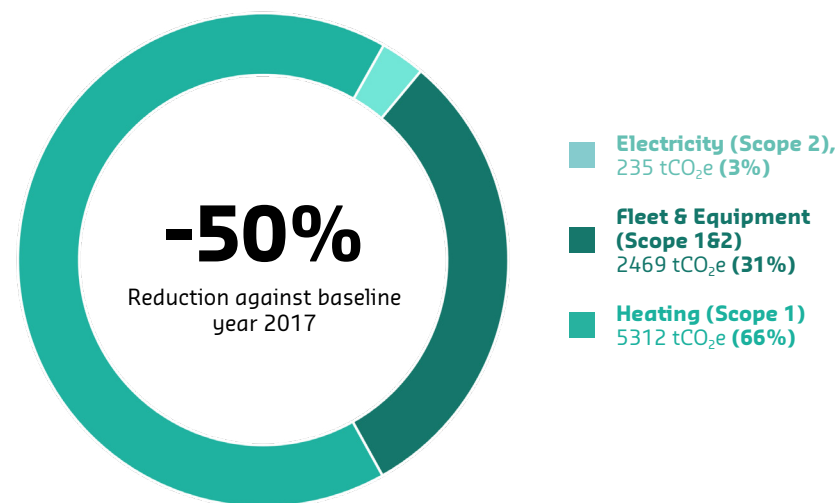
This year, we purchased 96% renewable energy, and we're committed to purchasing 100% of our electricity from renewable sources by 2025.

Heating-related emissions increased by 21% compared to our 2017 baseline. This is due to increased gas consumption, primarily at the four PFI prisons that we operate on behalf of the Ministry of Justice. Although emissions have fallen slightly compared with the previous reporting year, this area continues to be a challenge and a focus.

### Fleet and equipment

In Feb 2023, we launched a 100% hybrid and EV company car policy in Ireland to mirror the same policy launched in the UK during Nov 2021. More than 85% of company cars in the UK&I are now hybrid or EVs, although progress has been slower than expected due to well-documented supply chain delays. This year, we also launched a new 100% EV-only onsite vehicle policy for small and medium sized vans for all new business and contract extensions.

### Our Direct GHG Emissions Scope 1&2



	Change since 2017 baseline	tCO <sub>2</sub> e change since 2017 baseline
Fleet & Equipment (Scope 1&2)	-73%	-6784
Heating (Scope 1)	+21%	+907
Electricity (Scope 2)	-90%	-2065
<b>Total Scope 1 &amp; 2</b>	<b>-50%</b>	<b>-7942</b>

\* In the reporting year ending 31 May 2023, compared to our 2017 baseline.

# Accelerating progress

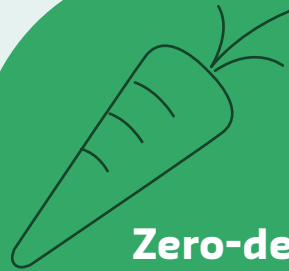
## Key action levers

We know the key action levers that need to be taken to reach net zero by 2040. These are documented in our Transition Plan (Appendix II).



## Energy

- **100%** renewable electricity in its directly controlled operations by 2025
- **100%** EV car policy by 2025



## Products

- **Zero-deforestation** supply chain on palm oil, paper and beef by 2025
- **Zero-conversion** supply chain on embedded soy by 2030

## Waste



- **50%** reduction of food waste by 2025
- **100%** reusable, recyclable, and compostable packaging by 2025

## Cooking

- **33%** plant-based recipes by 2025
- **70%** low-carbon meals by 2030



## Investing in the right tools

Sharing data that is credible, authentic and transparent is vital to engaging our stakeholders in tackling climate change.

### WasteWatch

We have WasteWatch in 412 sites, enabling our teams to weigh food waste accurately and record where and how it was generated. To date, it's helped us to prevent waste equivalent to more than one million meals and provided essential data for our Appetite for Action campaign.

### Foodservice Footprinting Tool

Our Site Engagement Assessment (SEA) tool helps teams to manage sustainability performance and co-create action plans with our clients. This year, we added a new module to calculate the carbon footprint of delivering foodservices to our clients. Verified externally, it accurately measures GHG emissions at a contract level, including employee commuting, supply chain, waste and client site energy.

### Carbon Trajectory Tool

We have invested in a Carbon Trajectory Tool to better understand what key action levers we need to pull, in what timeframe, for the UK&I to reach net zero by 2040. This reinforces our impactful and authentic approach to achieve our goals.



Tackling food waste is a key lever of our ambition to reach net zero, and our data shows that food systems are a considerable proportion of our carbon footprint. Only together can we stop feeding the climate crisis."

**Claire Atkins Morris**, Sustainability Director,  
Sodexo UK&I



# Further information

We will publish our progress for the year ending 31 May 2024 in 2025. If you have any questions about the content of this current progress report, please email [CorporateResponsibility.UKandIE@sodexo.com](mailto:CorporateResponsibility.UKandIE@sodexo.com). For media enquiries please contact: [press.office@sodexo.com](mailto:press.office@sodexo.com).

For more information on our commitments and campaigns, please click the links below:



[2023 Social Impact report](#)

[2021 Social Impact Pledge](#)

[Net Zero Journey](#)

[Appetite for Action](#)



OUR JOURNEY TO NET ZERO

# Glossary

## Scopes 1, 2 and 3

Denotes the different sources of greenhouse gas emissions. Scope 1 includes all direct emissions from the fuel used in vehicles or to heat offices. Scope 2 includes all the indirect emissions from purchased electricity, for example to power offices. Scope 3 includes all other indirect emissions related to an organisation's activities, including those relating to supply chain, business travel, employee commuting, and client site energy and waste.

## Carbon emissions

Emissions of the seven greenhouse gases listed under the Kyoto protocol. These are gases that absorb and re-emit infrared radiation, trapping it in the Earth's atmosphere. The gases are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

## Carbon neutral

Where the amount of carbon emissions an organisation emits is balanced by the amount they offset.

## Greenhouse gases (GHG)

(See 'Carbon emissions')

## Net zero

Once an organisation reduces 90% of its Scope 1, 2 and 3 GHG emissions, it reaches net zero when the residual GHG emissions are neutralised by removing and storing an equivalent amount from the atmosphere.

## Plant-based

Meals that contain no animal products.

## Plant-forward

Meals that contain mainly plants and minimal amounts of animal products.

## Re-baselining

Every five years, companies with targets approved by the SBTi must update the standards they use to calculate their carbon emissions. Re-baselining has an impact on the values of the current year, previous years and the baseline reference year. Baseline emissions may therefore rise or fall as data collection techniques improve

## Renewable electricity

Electricity generated from the following energy sources: wind, solar, geothermal, sustainably sourced biomass and sustainable hydropower.

## Residual GHG emissions

GHG emissions that remain after taking all possible actions to implement emissions reductions.

## Science Based Targets initiative (SBTi)

The Science Based Targets initiative (SBTi) enables organisations in the private sector to set science-based emissions reduction targets. The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature.

## tCO<sub>2</sub>e

Tonnes of carbon dioxide equivalent, which includes all seven greenhouse gases.

## WWF

World Wide Fund for Nature.

# APPENDIX I: GHG EMISSIONS DATA

Sodexo publishes externally audited GHG emissions data annually. For the reporting year ending 31 May 2023, our GHG emissions data was verified to the level of “reasonable” assurance across all categories of Scopes 1, 2 & 3.

Sodexo UK&I Scope 1, 2 and 3 GHG Emissions					
GHG Emissions	FY17	FY20	FY21	FY22	FY23
	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e	tCO <sub>2</sub> e
Scope 1 GHG emissions	13,658	13,092	9,937	8,638	7,709
Scope 2 GHG emissions (market-based)	2,299	2,587	94	496	271
Scope 3 Category 1 Purchased Goods & Services	317,097	229,220	147,036	213,510	227,835
Scope 3 Purchased Goods & Services - FLAG	203,507	124,629	78,442	123,553	121,665
Scope 3 Purchased Goods & Services - non-FLAG	113,591	104,591	68,594	89,958	106,170
Scope 3 Category 3 Fuel- and energy-related activities	4,559	3,762	2,545	2,933	2,455
Scope 3 Category 4 Upstream transportation and distribution	15,855	20,726	6,182	2,637	4,215
Scope 3 Category 5 Waste generated in operations	8,993	2,206	1,063	1,591	1,766
Scope 3 Category 6 Business travel	2,932	3,920	128	2,497	4,083
Scope 3 Category 7 Employee commuting	66,865	62,646	57,448	57,438	59,330
Scope 3 Category 8 Upstream Leased Assets	-	-	-	-	61
Scope 3 Category 11 Use of sold products	642,291	533,682	301,585	352,191	363,237
Scope 3 Category 12 End-of-life treatment of sold products	13,886	12,252	9,419	14,436	18,212
<b>Scope 1&amp;2 GHG Emissions</b>	<b>15,957</b>	<b>15,679</b>	<b>10,031</b>	<b>9,133</b>	<b>7,979</b>
% reduction in absolute Scope 1&2 GHG emissions	n/a	-1.7%	-37.1%	-42.8%	-50.0%
<b>Scope 3 GHG Emissions</b>	<b>1,072,480</b>	<b>868,415</b>	<b>525,407</b>	<b>647,233</b>	<b>681,192</b>
% reduction in absolute Scope 3 (Non-FLAG) GHG emissions	n/a	-19.0%	-51.0%	-39.7%	-36.5%
<b>Scope 3 GHG Emissions (Non-FLAG)</b>	<b>868,973</b>	<b>743,786</b>	<b>446,965</b>	<b>523,680</b>	<b>559,528</b>
% reduction in absolute Scope 3 (Non-FLAG) GHG emissions	n/a	-14.4%	-48.6%	-39.7%	-35.6%
<b>Scope 3 GHG Emissions (FLAG)</b>	<b>203,507</b>	<b>124,629</b>	<b>78,442</b>	<b>123,553</b>	<b>121,665</b>
% reduction in absolute Scope 3 (FLAG) GHG emissions	n/a	-38.8%	-61.5%	-39.3%	-40.2%
<b>Total Scope 1, 2 &amp; 3 GHG Emissions</b>	<b>1,088,437</b>	<b>884,094</b>	<b>535,438</b>	<b>656,366</b>	<b>689,172</b>
% reduction in absolute Scope 1&2 GHG emissions	n/a	-18.8%	-50.8%	-39.7%	-36.7%



# APPENDIX II: NET ZERO ROADMAP



## Sodexo UK&I Net Zero Roadmap



### Context

**Sodexo Limited (UK) and Sodexo SA (Group)** have both set ambitious and identical decarbonisation targets validated by the **Science Based Targets Initiative (SBTi)**.

The approved near and long-term science-based targets set by Sodexo Limited cover our UK operations, whilst Sodexo SA (Group) targets cover our operations in Ireland.

Sodexo Limited are the first foodservice organisation and one of the first organisations globally to have a net zero science-based target approved by SBTi.

### Sodexo have SBTi validated net zero science-based targets

Our net zero journey is not just about how we interact with the **planet** – it is vital that we engage all our **people**, and that we work in true **partnership** with our clients and suppliers. This will create significant value for communities in the **places** we operate in.

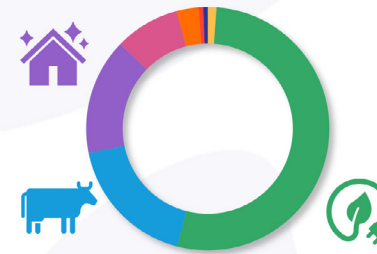
### Our carbon reduction activities need to address our main emissions sources:

#### Emissions from procuring products and services for facilities management

Beyond actions such as reducing waste generated from our FM services and switching to renewable energy at client sites, we are also focusing on procuring certified sustainable cleaning chemicals and certified sustainable hygiene and office paper

#### Emissions from procuring food products

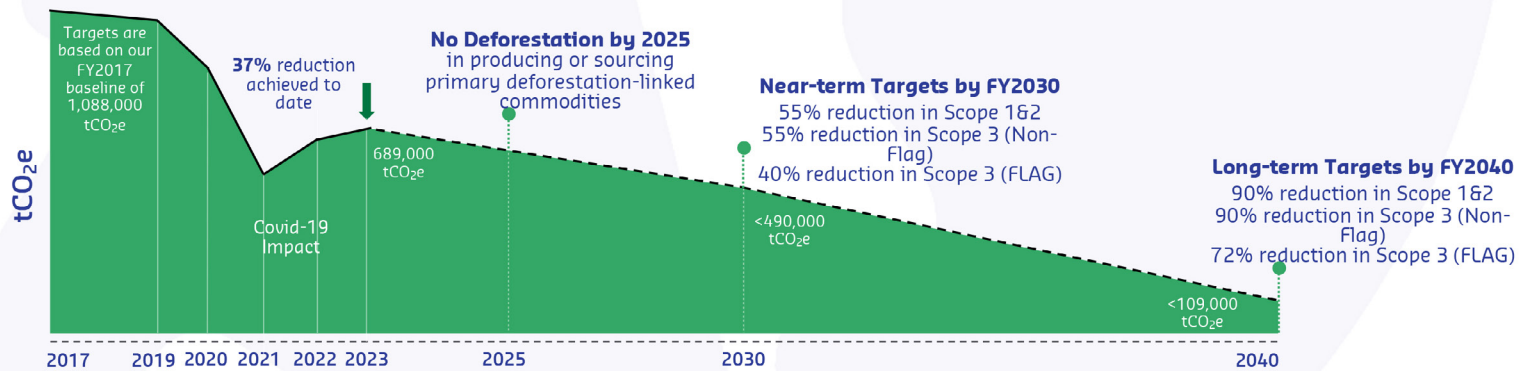
Beyond our focus on reducing food waste, we are changing our menus to increase the share of plant-based meals and designing new recipes that are 'low carbon' to reduce our emissions. We are working closely with operational teams, clients and suppliers to achieve this



#### Energy-related emissions at client sites

This is the biggest proportion of our carbon footprint. Whilst we already source over 96% renewable energy in our direct operations\*\* the bulk of the emissions come from client sites. We are working with our operational teams and clients to increase the share of renewable energy used at our client sites

- Emissions (based on FY23 emissions data)
- - - Forecasted emissions
- \* More detail on the breakdown of the total footprint can be found [here](#)
- \*\* Sodexo is a member of RE100 and committed to 100% renewable energy sourcing by FY2025



Sodexo UK&I's Net-Zero strategy is in alignment with the overall ambition of Sodexo Group – more detail [here](#)



# APPENDIX III: NET ZERO TRANSITION PLAN



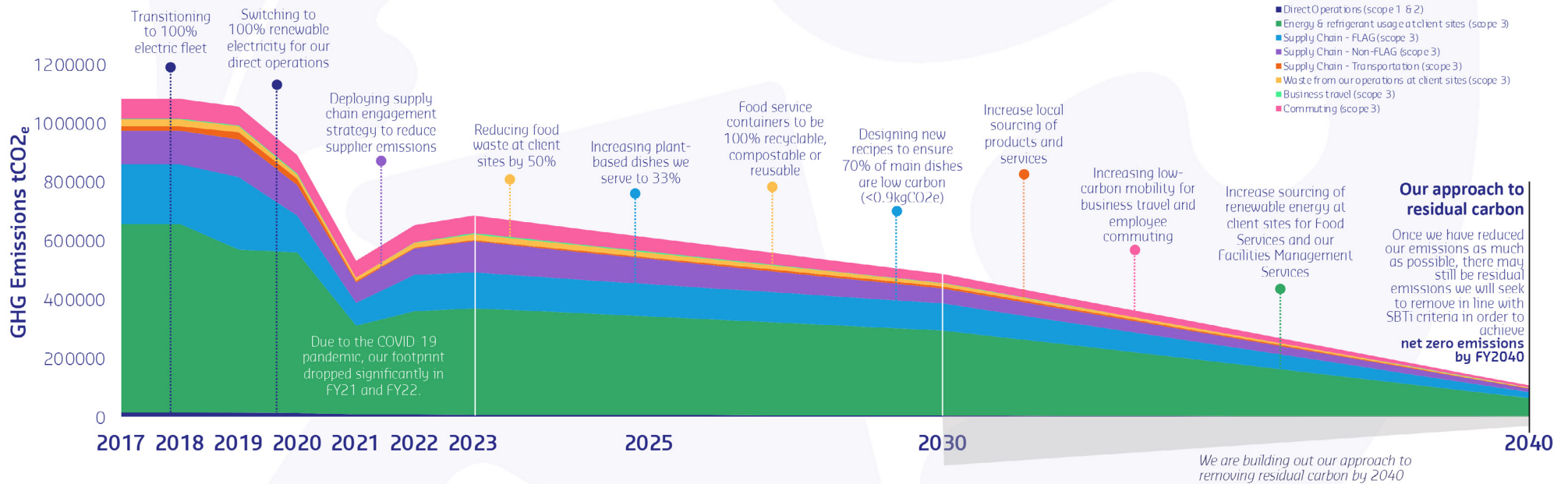
## Sodexo UK&I Net Zero Transition Plan



### Achieving our 2030 and 2040 targets requires significant changes to the way we do business

Like many businesses, 99% of our emissions come from indirect sources (scope 3), such as our supply chain, our client sites, and the ways in which we travel and commute. Only 1% comes from our direct operations (scope 1 & 2), which means that reducing our impact will take action across all areas of the business, and involve working closely with our colleagues, clients, suppliers, and broader stakeholders.

Since calculating our baseline in 2017, we have to ensure we focus our actions on the most material sources of emissions. While we do not have all the answers yet, we are committed to **continuously improve our understanding of our carbon footprint** remaining transparent throughout this process, and to take our stakeholders with us on our journey to net zero. We have invested in a carbon trajectory tool to monitor our emissions and inform our **key actions**.





**NET  
ZERO  
2040**