

A better tomorrow insight

Improving gender equality

What's the challenge?

1

At Sodexo, we know there's a lot that can be done to improve gender equality. So we have set a goal, by 2025 at least 40% of our senior leaders will be women. To ensure all of our senior executives, both men and women understand how much we value this goal, 10% of their annual bonus is affected by how well they are reaching it.

What are we doing?

2

We set the 40% benchmark after exploring how gender inequality affects our business. We conducted a Gender Balance study of 50,000 of our managers. And the research revealed that teams with a male-female ratio of between 40% and 60% delivered the best financial performance, employee engagement, brand awareness and client retention over three years.

How does that build a Better Tomorrow?

3

It was a powerful revelation: teams within the gender-balanced zone – 40% and 60% – generated predictable, sustainable results compared with teams outside the zone.

Performance indicators:	+23% gross profit	+13% organic growth
+5% brand awareness	+12% client retention	+4 points on our employee engagement survey

Now, this proof is creating a major shift both within Sodexo and the organizations with which we work. And, as the world's 19th largest employer, with over 425,000 people, this shift will make a big difference for gender equality worldwide.



40%

of our senior leaders will be women by 2025.