

# SODEXO IN A SNAPSHOT

## OUR ACTIVITIES

Sodexo is the world leader in **Quality of Life** services, organized around **3 activities**:



### ON-SITE SERVICES

Through its more than 100 professions, Sodexo offers a full array of services to clients including reception, foodservices, cleaning and technical maintenance of facilities and equipment.

This broad services offering is delivered in eight client segments: Corporate Services, Remote Sites, Defense, Justice Services, Sports and Leisure, Health Care, Seniors and Education.



### BENEFITS AND REWARDS SERVICES

5 categories of services for private and public organizations of all sizes:

- Employee Benefits
- Incentive and Recognition Programs
- Employee mobility and expense management
- Public Benefits
- Gift Boxes and Cards



### PERSONAL AND HOME SERVICES

3 domains to improve quality of life for people in their private lives:

- Child Care
- Concierge Services
- Home Care

## SODEXO TODAY

**425,000**  
employees

**80**  
countries

**€20.2 BILLION**  
in consolidated revenues

**#1**  
in its industry sector in both the DJSI and the 2016 Sustainability Yearbook

**75 MILLION**  
consumers served daily

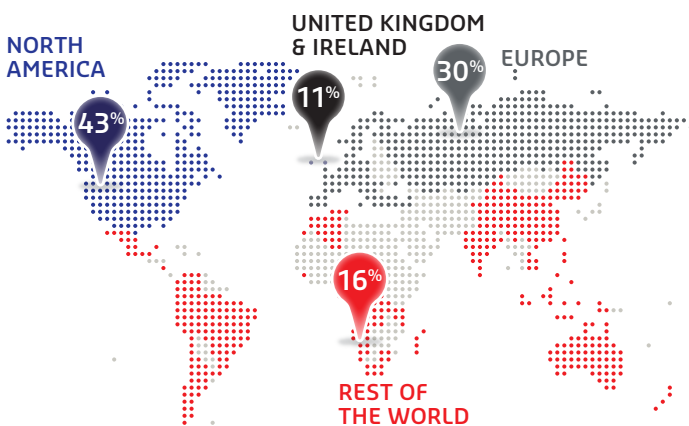
**+100**  
professions

**#1**  
French-based employer worldwide<sup>(1)</sup>

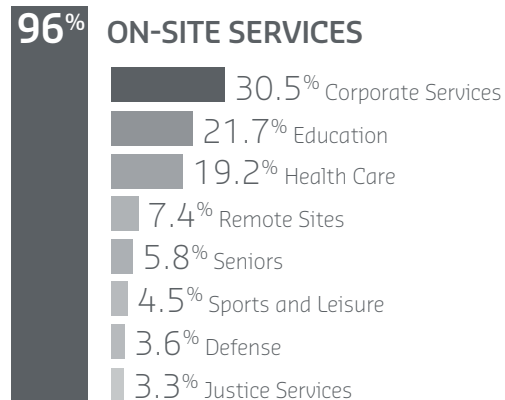
**68%**  
level of employee engagement<sup>(2)</sup>

## REVENUES DISTRIBUTION

### BY GEOGRAPHIC ZONE



### BY ACTIVITY



**4%** BENEFITS AND REWARDS SERVICES  
**€16.3 billion** in issue volume

(1) 2016 Fortune 500 ranking.

(2) 2016 employee engagement survey sent to 371,761 Sodexo employees to which 211,501 responded.

# OUR ECONOMIC, SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

The social and environmental commitments adopted by Sodexo since its creation are fundamental to its existence and are at the core of everything it undertakes.

## 01 OUR COMMITMENTS AS AN EMPLOYER

To create sustainable value, **Sodexo puts people at the heart of organizations**. Our employees are the first to benefit from its mission to improve quality of life. Attentive to their working conditions, **the company is committed to ensuring employee safety, encouraging constructive social dialogue, promoting diversity and inclusion and respecting human rights** in all countries where it operates.

## 02 OUR COMMITMENTS TO NUTRITION, HEALTH AND WELLNESS

Sodexo has the opportunity and obligation to **promote and encourage healthier choices** that improve quality of life for millions of people. This is achieved by leveraging the expertise of Sodexo's professional chefs and registered dietitians to **develop healthy and balanced menu options that appeal to different consumer tastes around the world**. In addition, Sodexo's professional facilities management teams are experts at **creating and offering better working, learning, healing and living environments**.

30%

of women in Senior Management

4,770

registered dietitians employed by Sodexo worldwide

39

countries with specific initiatives to integrate Small and Medium-sized Enterprises (SME's) into Sodexo's Value Chain

89.7%

of client sites implementing equipment and processes to reduce the volume of organic waste

## 03 OUR COMMITMENTS TO LOCAL COMMUNITIES

Since its founding, Sodexo has worked to **contribute to the economic and social development of the communities, regions and countries where it operates**. Sodexo is committed to making a positive impact on quality of life for people in local communities through its business activities.

Launched in 2013, **Sodexo's Partner Inclusion Program** aims to increase diversity among suppliers and merchants in all countries where it operates.

## 04 OUR COMMITMENTS FOR THE ENVIRONMENT

Sodexo strives to **reduce its environmental impact on client sites** while promoting sustainable practices for procurement and optimization of natural resources.

Sodexo works continually throughout its supply chain with a strong focus on **sourcing, traceability and transparency**. Committed to an ongoing reduction in its **carbon emissions**, Sodexo is progressing in all countries and on all sites. The Group is committed to **reducing food waste** to reduce its environmental footprint including water and has implemented a number of waste reduction initiatives.

### ACTING FOR A WORLD WITHOUT HUNGER...

...It is about acting to improve quality of life! This has been the mission of Stop Hunger for 20 years. Sodexo supports the global non-profit organization Stop Hunger through the commitment of its entire ecosystem: employees, clients, consumers and suppliers. Stop Hunger works on multiple solutions to enable those most in need to permanently escape from hunger, in particular by supporting women who act to eliminate hunger in their community. Today, the **113,000 volunteers** of Stop Hunger are mobilized in **44 countries**, in partnership with **875 NGOs** and associations. For more information, please visit [www.stop-hunger.org](http://www.stop-hunger.org)



Founded in Marseilles, France, in 1966 by Pierre Bellon, Sodexo has built its growth on the **fundamental principles** that today unite **425,000 employees worldwide**.

### OUR MISSION

is twofold:

- Improve the quality of life of our employees and all those we serve
- Contribute to the economic, social and environmental development of the communities, regions and countries in which we operate.

### OUR VALUES

- Service Spirit
- Team Spirit
- Spirit of Progress

### OUR ETHICAL PRINCIPLES

- Loyalty
- Respect for people and equal opportunity
- Transparency
- Business integrity

## RECOGNITION OF OUR ENGAGEMENT

80%

of employees consider Sodexo to be a socially and environmentally responsible company

MEMBER OF  
**Dow Jones Sustainability Indices**  
In Collaboration with RobecoSAM

In 2016, for the 12<sup>th</sup> consecutive year, Sodexo was named **"Global Sustainability Industry Leader"** for its industry sector in the Dow Jones Sustainability Index (DJSI).