EU CODE OF CONDUCT ON

RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

SODEXO

REPORT SUBMITTED ON APRIL 2022

Type of business/ sector	Sustainability dimension	Code aspirational objective *(1-7)*	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative) Sodexo Fiscal Year 2021	Additional information (optional)	Comments (optional)
Food services	Health	1 Healthy, balanced and sustainable diets for all European consumers	**100% Consumers with healthy lifestyle options by 2025**	73.8% of consumers are offered healthy lifestyle options everyday.	We are publishing the % of our consumers with access to healthy lifestyle options. This indicator was collected at clients' sites level through SEA (Site Engagement Assessment). SEA is an innovative on-site environmental and societal performance management tool, developed by Sodexo. During the fiscal year 2021, 2,235 sites participated in SEA which will continue to be rolled out to cover all relevant sites by 2025.	
Philantropic cause	Social	5 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	**With Stop Hunger, act sustainably for a hunger-free world.** *2020 Strategic KPIs - to be updated by 08/22*	8,5 million meals distributed during the Covid-19 crisis 41 000 volunteers mobilized during the Covid-19 crisis 52 million beneficiaries reached (cumulated last 6 years) The previous objectives were published at the end of 2019, just before the pandemic crisis started, based on the 2020 targets. Unfortunately, due to the impact of pandemic crisis on Sodexo growth and ecosystem, Stop Hunger decided to review its		

				targets and work on a new strategic map & objectives to be defined by August 2022.	
Food services	Environment Health	3 A climate-neutral food chain in 2030	**34% of GHG Emissions compared to 2017 (with approval from Science-Based initiative)**	-37.2% reduction in absolute Scope 1and Scope 2 carbon emissions (compared to 2017 baseline) -23.2% reduction in absolute Scope 3 Supply Chain carbon emissions (compared to 2017 baseline)	
Food services	Environment	2 Prevention and reduction of food loss and waste	**50% reduction in our food waste** Baseline is site specific - each site sets its own.	45.8% of food waste reduction on 878 sites having already deployed WasteWatch program	
Food services	Environment Health	1 Healthy, balanced and sustainable diets for all European consumers	**33% Plant-based dishes in our menus** Baseline: being set currently	Reduction of the Scope 3 Supply Chain carbon emissions by 23.2% (in absolute, compared to 2017 baseline).	Regarding the % plant-based recipes on our menu, we are currently developing the capability to report against this target at the global level.
Food services	Environment	4 An optimised circular and resource-efficient food chain in Europe	**100% renewable electricity in our direct operations**	23.7% renewable electricity in our direct operations	

Food services	Environment Health	4 An optimised circular and resource-efficient food chain in Europe	**Eliminate single-used plastic items in 17 countries**	These items have already been replaced in our purchasing catalogues since March 1st, 2021, in 15 countries, representing 88% of our European On-site Services revenues.	Going beyond the European legislation on single-use plastic, Sodexo has opted to eliminate plastic take-out bags, straws, plates, cutlery and coffee stirrers, 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.	
Food services	Environment	4 An optimised circular and resource-efficient food chain in Europe	**100% employees trained on sustainable practices**	74,203 of employees trained on sustainable practices		
Food services	Social	5 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	**100% employees with a gender balanced management**	46.7% of our employees who work in countries which have gender balance in their management		
Food services	Health	5 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	**A lost time injury rate (LTIR) under 0.3**	LTIR : 0.2		

Food services	Economic Social	6 Sustainable value creation in the European food supply chain through partnership	**10bn € benefitting SMEs**	6.9 billion euros in business value benefitting SMEs	
Food services	Environment Health	6 Sustainable value creation in the European food supply chain through partnership 7 Sustainable sourcing in food supply chains	**Responsible sourcing** • **100% sustainable fish & seafood** • **100% deforestation-free supply chain by 2030 (palm oil, paper, soy, beef)** • **100% physical certified sustainable palm oil** • **100% sustainable paper disposables** • **100% cage-free shell and liquid eggs** • **Improve welfare standards of all chicken meat sourcing in US by 2024 and Europe by 2026**	• 86% sustainable fish and seafood (As per Sodexo Sustainable Seafood Sourcing Guide) • 41.1% cage free shell eggs • 61.9% cage free liquid eggs Deforestation o 100% of certified sustainable palm oil (including RSPO credits) o 32.4% of physical certified sustainable palm oil (excluding RSPO credits) o 78.8% of spend on certified sustainable paper disposables.	Regarding broiler chicken welfare, we are still developing the capability to report on this commitment.