

# EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES



REPORT SUBMITTED ON JUNE 2024

<b>Type of business/sector</b>  <i>(E.g. retail, dairy)</i>	<b>Sustainability dimension</b>  <i>(E.g. environmental, social)</i>	<b>Code aspirational objective</b>  <i>(1-7)</i>	<b>Individual commitments with baseline</b>	<b>Progress on KPIs and goals (qualitative and/or quantitative)</b>  <div style="border: 1px solid black; padding: 2px; width: fit-content; margin: 0 auto;"> <b>Sodexo Fiscal Year 2023</b> </div>	<b>Additional information (optional)</b>  <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	<b>Comments (optional)</b>  <i>(E.g. enablers, ideas on how to improve)</i>
Food Services	Health	1 Healthy, balanced and sustainable diets for all European consumers	<b>100% Consumers with healthy lifestyle options by 2025</b>	89.3% of consumers are offered healthy lifestyle options every day. <b>More details:</b> We are publishing the % of our consumers with access to healthy lifestyle options. This indicator was	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	

				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 2022, 4,284 sites participated in SEA which will continue to be rolled out to cover all relevant sites by 2025.	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.	
Philanthropic cause	Social	5 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<b>With Stop Hunger, act sustainably for a hunger-free world. Objective: reach 100 million beneficiaries on the period 2015-2025.</b>	63.9 million beneficiaries reached (cumulated last 8 years)		
Food Services	Environment Health	3 A climate-neutral food chain in 2030	Sodexo is the first food service company to commit to reaching Net Zero by 2040 globally (scopes 1, 2 & 3)	-5,4% absolute Scope 1, 2 & 3 carbon emissions reduction (compared to fiscal 2022)		

				<p>-32,9% reduction in absolute Scope 1 and Scope 2 carbon emissions (compared to 2017 baseline)</p> <p>-20,6% reduction in absolute Scope 3 carbon emissions (compared to 2017 baseline)</p>		
Food Services	Environment	2 Prevention and reduction of food loss and waste	<p><b>50% reduction in our food waste</b></p> <p>Baseline is site specific - each site sets its own by 2025.</p>	<p>57% of food waste reduction on sites having already deployed WasteWatch program</p> <p>37,6% of food waste reduction in sites having already deployed the WasteWatch programme</p>		
Food Services	Environment Health	1 Healthy, balanced and sustainable diets for all European consumers	<p>Sodexo has developed a „low carbon“ meal definition as one whose production generates 0,9KgCO<sup>2</sup> or less.</p> <p>Sodexo designs new recipes to ensure that 70% of its main dishes can be labelled „low carbon“ by 2030</p>	<p>22,9% plant-based main dishes recipes in Sodexo's menus</p>		

Food Services	Environment	4 An optimised circular and resource-efficient food chain in Europe	<b>100% renewable electricity in our direct operations by 2025</b>	55% renewable electricity in our direct operations		
Food Services	Environment	4 An optimised circular and resource-efficient food chain in Europe	<b>100% employees trained on sustainable practices by 2025</b>	17.4% of on-site management and senior leaders trained on sustainable practices		
Food Services	Social	5 Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<b>100% employees with a gender balanced management by 2025</b>	70,5% of our employees work in countries which have gender balance in their management		
Food Services	Health	5 Sustained, inclusive and sustainable	<b>Maintain a lost time injury rate (LTIR) under 0.3</b>	0.55 LTIR for fiscal year 2023	The best score recorded ever even but still too much! we keep a high focus on this important	

		economic growth, full and productive employment and decent work for all			topic. We launched a communication campaign “zero harm mindset” to keep a high level of sensibilization of our employees and managers on this question across our 35000 sites in the world.	
Food Services	Economic Social	6 Sustainable value creation in the European food supply chain through partnership	<b>10bn € benefitting SMEs by 2025</b>	7.8 billion euros in business value benefitting SMEs		
Food Services	Environment Health	6 Sustainable value creation in the European food supply chain through partnership	<b>Responsible sourcing:</b> <ul style="list-style-type: none"> <li>• <b>100% sustainable fish &amp; seafood by 2025</b></li> <li>• <b>100% deforestation-free supply chain by 2030 (palm oil, paper, soy, beef)</b></li> <li>• <b>100% physical certified sustainable palm oil by 2025</b></li> </ul>	Responsible sourcing: <ul style="list-style-type: none"> <li>• 81.3% sustainable fish and seafood (As per Sodexo Sustainable Seafood Sourcing Guide)</li> <li>• 42.3% cage free shell eggs</li> <li>• 68.3% cage free liquid eggs</li> <li>Deforestation</li> </ul>		

		<p>7 Sustainable sourcing in food supply chains</p>	<ul style="list-style-type: none"> <li>• <b>100% sustainable paper disposables by 2025</b></li> <li>• <b>100% cage-free shell and liquid eggs by 2025</b></li> <li>• <b>Improve welfare standards of all chicken meat sourcing in US by 2024 and Europe by 2026</b></li> </ul>	<ul style="list-style-type: none"> <li>• 100% of certified sustainable palm oil</li> <li>• 85,1% of spend on certified sustainable hygiene paper.</li> <li>• 92% of spend on sustainable office paper</li> </ul> <p>Focus on cage free eggs: For 87% of Sodexo revenues, we are on track to achieve 100% shell and liquid cage free eggs by 2025 despite supply shortages and lack of production capacities.</p> <ul style="list-style-type: none"> <li>o Austria, Belgium, Germany, Luxembourg, Netherlands, Norway, Poland, Sweden, Switzerland have already achieved 100%.</li> <li>o Brazil, France and United Kingdom have done major achievements this year and are on track to achieve 2025</li> </ul>		
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				<p>objectives. o For Australia, Austria, Belgium, Finland, Germany, Italy, Ireland, Luxemburg, Netherlands, Norway, Poland, Spain, Sweden, Switzerland, United Kingdom, we have decided to go further to our commitment for cage free by adding “processed” which means that for these countries by 2025, 100% processed eggs will be also cage free. We are the only company in our sector to publish on our website a country by country reporting on our progress on this topic.</p>		
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