

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES



REPORT SUBMITTED ON APRIL 2023

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative) <div style="border: 1px solid black; padding: 2px; text-align: center;"> Sodexo Fiscal Year 2022 </div>	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
Food Services	Health	1 Healthy, balanced and sustainable diets for all European consumers	100% Consumers with healthy lifestyle options by 2025	89.3% of consumers are offered healthy lifestyle options everyday. More details: We are publishing the % of our consumers with access to healthy lifestyle options. This	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	

				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.	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	With Stop Hunger, act sustainably for a hunger-free world. Objective: reach 100 million beneficiaries on the period 2015-2025.	63.9 million beneficiaries reached (cumulated last 8 years)		
Food Services	Environment Health	3 A climate-neutral food	34% of GHG Emissions compared to 2017 (with approval from Science-Based initiative)	-24% reduction in absolute Scope 1 and Scope 2 carbon		

		chain in 2030		emissions (compared to 2017 baseline) -27% reduction in absolute Scope 3 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 by 2025.	41.5% of food waste reduction on 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 carbon emissions by -27% (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 by 2025	26.2% renewable electricity in our direct operations		

Food Services	Environment	4 An optimised circular and resource-efficient food chain in Europe	100% employees trained on sustainable practices by 2025	83,285 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 by 2025	57.7% of our employees 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	Maintain a lost time injury rate (LTIR) under 0.3	0.65 LTIR for fiscal year 2022		

Food Services	Economic Social	6 Sustainable value creation in the European food supply chain through partnership	10bn € benefitting SMEs by 2025	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 7 Sustainable sourcing in food supply chains	Responsible sourcing: <ul style="list-style-type: none"> • 100% sustainable fish & seafood by 2025 • 100% deforestation-free supply chain by 2030 (palm oil, paper, soy, beef) • 100% physical certified sustainable palm oil by 2025 • 100% sustainable paper disposables by 2025 • 100% cage-free shell and liquid eggs by 2025 • Improve welfare standards of all chicken meat sourcing in US by 2024 and Europe by 2026 	Responsible sourcing: <ul style="list-style-type: none"> • 85.3% sustainable fish and seafood (As per Sodexo Sustainable Seafood Sourcing Guide) • 42.3% cage free shell eggs • 68.3% cage free liquid eggs Deforestation • 100% of certified sustainable palm oil (including RSPO credits) • 42.3% of physical certified sustainable palm oil (excluding RSPO credits) 		

				<ul style="list-style-type: none">• 81.7% of spend on certified sustainable paper disposables.		
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