

June 18th 2021

List of commitments – Sodexo

Code of conduct for responsible business and marketing practices

The following commitments are existing commitments set under Sodexo's **Corporate and Social Responsibility strategy** called "**Better Tomorrow 2025**".

They are consistent with the most material issues identified through the **materiality process** which is based on United Nations' Sustainable Development Goals (UN SDGs). They are translated into tangible and measurable objectives that allow to monitor and drive progress.

Since the creation of Sodexo, our mission has been to **improve the quality of life** of our employees and those we serve and to **contribute to the economic, social and environmental development** of the communities, regions and countries in which we operate.

We make sure that our approach to enhancing people's quality of life embodies principles of **diversity, sustainability, environmental awareness, local prosperity and respect** for every kind of resource we work with.

The **endorsement of the Code of conduct for responsible business and marketing practices** will foster the deployment of the Better Tomorrow strategy and accelerate the achievements of the following objectives. It acknowledges the role of Sodexo as **major actor of the transition toward a sustainable food system**.



Target: 2025

Scope: Group

N°	Commitment	Sustainability dimension	Connection with aspirational objective of the code
1	100% Consumers with healthy lifestyle options	Health	1 - Healthy, balanced and sustainable diets for all European consumers
2	33% Plant-based dishes in our menus	Environment	1 – Healthy, balanced and sustainable diets for all European consumers
3	With Stop Hunger, act sustainably for a hunger-free world: <ul style="list-style-type: none"> • Impact 100 million beneficiaries • Engage 250,000 volunteers, including 100,000 Sodexo employees • Distribute 10 million meals per year • Collect and distribute 15 million US\$ 	Health Social	1 – Healthy, balanced and sustainable diets for all European consumers
4	50% reduction in our food waste	Environment	2 – Prevention and reduction of food loss and waste
5	- 34% of GHG Emissions compared to 2017 (with approval from Science-Based Target initiative)	Environment Health	3 – A climate neutral food chain in Europe in 2030
6	100% renewable electricity in our direct operations	Environment	4 – An optimised circular and resource-efficient food chain in Europe
7	Eliminate single-used plastic food services items in 17 countries	Environment Health	4 – An optimised circular and resource-efficient food chain in Europe
8	100% employees trained on sustainable practices	Environment	4 – An optimised circular and resource-efficient food chain in Europe
9	100% employees with gender-balanced management	Social	5 – Sustained, inclusive and sustainable economic growth, full and productive

			employment and decent work for all
10	A lost time injury rate (LTIR) under 0.3	Health	5 – Sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
11	10bn € benefiting SMEs	Economic/ Social	6 – Sustainable value creation in the European food supply chain through partnership
12	Responsible sourcing <ul style="list-style-type: none"> • 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 	Environment Health	6 – Sustainable value creation in the European food supply chain through partnership 7 – Sustainable sourcing in food supply chains
13	99% of Sodexo controlled coffee purchased for our retail channel responsibly sourced by the end of 2021	Environment Economic/ Social	7 – Sustainable sourcing in food supply chains