

GOOD BUSINESS IN A GOOD WAY

We know we can only meaningfully improve lives if we make good decisions. And that means thinking about the needs of tomorrow as well as today. That is why we monitor our progress through our corporate responsibility roadmap, Better Tomorrow 2025. It gives us, and all those we work with, a shared focus on our long-term future.

It all adds up to a better tomorrow for everyone involved. Better for the individuals we employ and serve. Better for our communities. Better for the world around us and the resources we all share.

At a global level there are three issues where we have a big role to play as a business: hunger, gender equality and waste.

In addition to these focus areas, at a local level in Australia, we are focused on diversity & inclusion, waste reduction, improving our employees quality of life through a focus on **mental wellbeing, fighting hunger & malnutrition and sustainable sourcing.**

Here are only some examples of our commitments in reality..



sodexo

QUALITY OF LIFE SERVICES

FOSTERING A DIVERSE & INCLUSIVE WORKPLACE

Diversity and inclusion are the cornerstone of our culture and a fundamental component of our overall growth strategy. We create healthy work environments for our employees, so they can bring their whole selves to work regardless of their gender, sexual orientation, disabilities, age, or ethnicity.

INDIGENOUS ENGAGEMENT

- In 2010, Sodexo began our Reconciliation Action Plan (RAP) journey and made a commitment to improve the Quality of Life of Aboriginal and Torres Strait Islander peoples and their communities, in the locations in which Sodexo operates.
- We are now in the ninth year of our ten-year reconciliation commitment, and in March 2019 launched our second Elevate Reconciliation Action Plan (RAP) 2019 – 2021. Sodexo is one of just 16 organisations nationally to have an Elevate RAP and one of only three organisations nationally to have a second Elevate RAP.
 - » Sodexo's achievements of reconciliation include employing more than 1,100 Aboriginal and Torres Strait Islander peoples throughout RAP journey.
 - » During Sodexo's last Elevate RAP, more than \$33.5 million was earned through salaries providing a direct positive impact into households and communities.
 - » The company has also supported the growth of First Nations' businesses, spending more than \$23.9 million between 2014 – 2018, with 50 per cent of these businesses located in remote Australia.



Clontarf Foundation

In 2019, we were proud to announce our national partnership with the Clontarf Foundation to improve education, discipline, self-esteem and employment prospects for young Aboriginal and Torres Strait Islander boys and men across Australia. The partnership highlights key synergies between our two organisations, focussing on key areas of employment and reconciliatory action and we've seen the value of the Clontarf Foundation's work in some of our employees who were former program participants.

Kuditj

In 2014, we were engaged by the Perth Employment and Economic Development Aboriginal Corporation (PEEDAC) for commercial support and operational expertise for their Kuditj Café. Our contribution has been in-kind and precedes any formal commercial arrangement. We worked with PEEDAC in the redevelopment of Kuditj, with refurbishment of the historically significant location and realignment of the business model. It's important to us that Kuditj's cultural significance and Aboriginal ownership to sustain cultural engagement and economic empowerment throughout the community continues and is preserved. Sodexo is proud to continue supporting Kuditj as a successful fully licensed corporate function, training and conference centre who also produce their own range of premium beef jerky, sold throughout Australia.



PEOPLE WITH DISABILITIES

We're committed to providing a work environment where people can bring their whole selves to work – this includes those with visible and invisible disabilities, often a source of untapped talent. Diversity and inclusion is fundamental to our business strategy and a cornerstone of our culture. In 2015, Sodexo committed to providing 100% of its workforce with access to programs for people with disabilities by the year 2025.

- **Beyondblue** Our approach to mental wellbeing 'I Hear You' is aligned with our mission to improve the Quality of Life of our employees. In partnership with beyondblue, Sodexo launched its I Hear You mental health initiative in 2014 with a focus on suicide prevention, reducing stigma and increasing awareness.
- **Impact21** We are one of 4 national employers who has committed to work alongside Impact21 to pilot a 12-month intensive work readiness program. The program involved a structured, co-designed curriculum that reflects the input, insights and experiences of young people live with Down Syndrome with the ultimate goal of helping students gain sustainable employment.



GENDER BALANCE, A KEY TO OUR SUCCESS

We remain strongly committed to advancing gender equality. As a world leader in Quality of Life services, we foster an open, inclusive culture where everyone can thrive. Our global gender balance strategy is a key driver in ensuring that both women and men have equal access to growth and opportunities in our workplace. And we are investing in a number of initiatives to accelerate the advancement of women and spark progress towards gender equality globally. Why? Because when women are empowered, we're all empowered. And achieving gender equality drives our performance and is critical to reaching a Better Tomorrow for our employees, our clients and consumers, and the communities we serve.

Gender equality is a strategic imperative for Sodexo with women making up 37% of our Executive Committee and 54% of our Board of Directors. In Australia, women make up 48.7% of our workforce and 40% of our management team. Sodexo surveyed 50,000 of its managers from over 70 countries as part of a Gender Balance Study, which

revealed teams with a male-female ratio of between 40 and 60% out-performed on financial and non-financial indicators. Our goal is by 2025, women will represent at least 40% of senior leadership staff.

SEXUAL ORIENTATION AND GENDER IDENTITY

We launched our Australian PRIDE Network as part of our ongoing focus on diversity and inclusion. The initiative recognises how a diverse and inclusive work environment emboldens workers to be happier and more fulfilled and productive for the long-term. Launched initially to coincide with the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) on 17 May 2019, the Pride Network aims to build greater esteem and alliance within its global workplaces, raising awareness through communication, education and engagement with leaders and allies of the LGBTI community. The Sodexo Pride Network allows us to invest in strengthening the diverse communities we serve and become allies to our LGBTI employees, colleagues, family, friends and wider community.



WASTE REDUCTION

Yume

In an upstream effort to reduce waste, we have partnered with online surplus wholesale food marketplace, Yume, which connects commercial suppliers with buyers to facilitate the sale of high quality surplus food on a large scale. Through its mining business alone, in a six-month period, Sodexo saved 13,700 kg of quality surplus food, equating to 945,300 litres of water saved and 27 tonnes of CO2 from being released into the environment.

We launched a single use plastic reduction plan by phasing out single use plastic bags in 2018. This has progressed



to eliminating all disposable plastic straws and mouthpieces from sites and introducing reusable crib kits as of January 2019. In Australia alone, this means Sodexo will eliminate millions of pieces of unnecessary single use items, divert more than 3 million single use plastic bags, over 5 million single use plastic containers, and over 3 million disposable paper cups from going to landfill.



We support the use of reusables as a primary solution, however we recognise this is not always suitable for convenience, practicality, or hygiene

reasons. We have partnered with BioPak to address the need for single-use takeaway packaging, making the switch to compostable packaging to take advantage of composting infrastructure wherever possible. In 2018, we diverted 106 tonnes of waste from landfill, offset 827 tonnes of carbon emissions, and planted 100 trees by choosing BioPak packaging.

FIGHTING HUNGER & MALNUTRITION

Foodbank Australia Every day we feed 100 million consumers around the world, we want to use our expertise to help the world's hungriest through our own operations and the charitable work and employee activism we support. Through our efforts we provide practical advice and support for people with low incomes at risk of malnutrition and fund community gardens. We redistribute surplus food. We support Stop Hunger Worldwide, a charitable foundation



and global movement to address hunger, founded by Sodexo employees 20 years ago. In 2018, we established our national partnership with Foodbank Australia, donating \$32,000, raised by its employees and matched by the company, to Foodbank's Key Staples Program, to help the hunger relief organisation feed over 652,000 people per month.

SUSTAINABLE SOURCING

Sodexo works continuously through its Supply Chain to promote local development, fair, inclusive and sustainable business practices and source responsibly and provide management services that reduce carbon emissions. And has committed to source 100% sustainable fish and seafood.**green listed or orange listed meeting control measures per Sodexo Sustainable Seafood Sourcing Guide. This commitment applies to all fish and seafood, fresh frozen or canned.

- 100% cage free eggs We use cage free eggs across all of our Australian operations, every year sourcing over 10 million cage free eggs in alignment with the RSPCA's approved standards for ethical farming.
- Innovation Park is joint initiative between one of Sodexo's clients and MEEDAC which we have proudly supported for a number of years. A Horticulture enterprise that provides quality fruit and vegetables to mine sites and local supermarkets, as well as training for Indigenous workers in farming and agriculture. Through our fruit and vegetable supplier, our remote sites across Western Australia use the locally and sustainably grown fruit and vegetables in our menus.



Alongside the Federal Government and MEEDAC, we have contributed towards the \$1.5million investment into the Kravo Greenhouse loated on the Morawa Farm. Installed 18 months ago, the Karvo Greenhouse is currently undergoing its first trial with a tomato crop. The aim of this investment is to provide a paddock

to plate supply of Indigenous grown produce, as well as providing long term sustainable learning and employment in the horticulture industry for Indigenous Australians.

AWARDS AND RECOGNITION

Doing business in a responsible way is part of our mission and at the core of everything we do. We don't do it for awards and recognition. We're very humbled and honoured when we receive awards and international recognitions for our work, but for us, these are like pats on the back, encouraging us to keep thinking proactively about our long-term impact and ensure our operations are more and more sustainable.



- Goodcompany Sodexo named Australia's #2 'Best Workplaces to Give Back' by social enterprise GoodCompany. We were awarded for our merits including volunteer leave, national sponsorships, Stop Hunger efforts, our CSR commitments across a range of social and environmental areas such as diversity, reconciliation action plans, green energy targets and recycling programs.
- AtWork Australia: Indigenous Employer Award 2019 For the third time, we were named Indigenous employer of the year, recognising our ongoing commitment to providing employment opportunities for Indigenous Australians.
- NESAs Champion Employer 2018 We were recognised for our long-term commitment to employing, training and mentoring Indigenous Australians and those facing other barriers to employment.

To learn more about our commitments a better tomorrow visit: <https://fliphtml5.com/bookcase/rocwo/silver>
