

May 2011

Sustainable Seafood Policy



INTRODUCTION

In December 2009, Sodexo, world leader in Quality of Daily Life solutions, launched the "Better Tomorrow Plan," designed to actively promote Nutrition, Health and Wellness, support the development of Local Communities and protect the Environment. The Plan is our worldwide corporate citizenship and sustainability roadmap designed to take our credentials to a new level of performance.

The "Better Tomorrow Plan" is built on values which have always been key to our culture and is the result of a long process of upstream work during which Sodexo consulted experts and all of its stakeholders, both internal and external, over a twelve-month period.

One of the Group's commitments within the We Do Environmental Pillar of the Better Tomorrow Plan is: We will source sustainable fish and seafood in all the countries where we operate by 2015.

This Group Sustainable Seafood Policy is a key part of this commitment and sets out how Sodexo intends to achieve this commitment which applies to fresh, frozen, canned, farmed and wild seafood.

By committing to source sustainable, responsibly produced seafood, Sodexo will actively contribute to reversing the decline of living marine resources.

CONTEXT

Fish and seafood consumption has tripled over the last 30 years and nutritionists recommend that consumers should eat at least two portions of fish a week including an oily fish.

At the same time, Sodexo recognises that many current fishing and seafood farming practices have harmful effects on marine habitats and seafood supplies:

- The world's oceans are being seriously over fished, some species are in danger of extinction and more than 75% of fish stocks are fully exploited, depleted or overexploited.
- Modern intensive fishing methods are often wasteful and in addition 7.3 million tonnes of fish are thrown back into the sea dead each year as a result of by catch.
- Aquaculture (farmed fish) can be a solution on condition that it is managed sustainably: 40% of the world's fish production currently comes from aquaculture.

By committing to source sustainable seafood, Sodexo will actively contribute to reversing the decline of living marine resources.

In addition to the environmental benefits of sourcing and serving sustainable seafood, our initiatives carry social and economic implications:

- Global food security is a growing issue.
- The seafood industries directly or indirectly employ 200 million people worldwide.
- 1 billion people, largely in developing countries, depend on fish as their primary source of protein.
- Fish is the main or only source of animal protein for 1 in 5 Africans.
- As wild-caught fish prices rise due to growing scarcity, having secure and established sustainable fish supply chain sources will reduce our price risk.
- Consumers are increasingly demanding of sustainable fish and seafood and “sustainable menus” at restaurants have been shown to be more lucrative.
- As with other Better Tomorrow Plan commitments, NGO validation provides added value.

For these reasons, Sodexo’s sustainable seafood initiatives constitute a corporate citizenship decision that will drive business into the future.

As a key actor with a wide community of different stakeholders, Sodexo’s actions to source more sustainable seafood will generate a positive impact beyond its own sourcing activity.

HOW WE GET THERE

Sodexo has defined its seafood sourcing strategy around 5 indissociable pillars:

- i. We will maintain a wide variety of species in our catalogues and our menus.
- ii. We will strive to increase our use of Eco-standards or labels to help to guarantee the respect of some sustainability criteria for both farm-raised fish and wild caught fish.
- iii. We will endeavour to contribute to protecting species identified as being at risk by banning some species where there are no improvement processes in place and implementing control measures for others. This includes avoiding buying from illegal, unregulated and undocumented (IUU) fisheries.
- iv. We will seek to set up sustainable supply for aquaculture in accordance with the highest environmental and social standards
- v. We will work with WWF and other NGOs as appropriate to obtain the technical advice on our sustainable seafood sourcing

ECO-STANDARDS

Wild caught fish: Sodexo has committed to promote the use of MSC certified seafood whenever available

Farmed fish: Sodexo has committed to promote the use of sustainably certified farm-raised fish including fish certified BAP, GlobalGAP and ASC whenever available.

Sodexo will encourage more fisheries and farms to become certified by supporting their inclusion in improvement projects.

SEAFOOD PURCHASING GUIDE

In order to facilitate the implementation of its sustainable seafood strategy throughout its 80 countries and to provide a tool for communication about this strategy to a wide number of internal and external stakeholder groups including Supply Chain teams, sales teams, clients, consumers and suppliers, Sodexo has developed a Seafood Purchasing Guide that classifies species red, yellow or green based on a large number of external references.

Sodexo commits to revising this purchasing guide annually to take into account new scientific advice.

GROUP COMMITMENTS

1. Sodexo has committed to no longer serve any seafood species which are identified as being at risk by the end of 2011.

This will be achieved by eliminating seafood species identified as at risk from our approved lists of products provided by our suppliers and by reviewing and modifying our menus and recipes.

Sodexo has committed to reviewing this list of at risk species on at least an annual basis.

2. Sodexo has committed that the majority of all the seafood we serve is sourced sustainably by the end of 2015.

This includes:

- working to promote the use of MSC and MSC certified products for the sourcing of wild caught fish
- working to promote the use of BAP, Global GAP and ASC aquaculture standards for the sourcing of farmed fish

- working to support existing fishery and farm improvement projects including ISSF for tuna
- working to support the development of new fishery and farm improvement projects including ISSF for tuna
- working to enlarge the use of less well known species of fish
- avoiding buying immature fish
- avoiding buying from illegal, unregulated and undocumented (IUU) fisheries.

These commitments include all fresh, frozen, canned, farmed and wild seafood.

IMPLEMENTATION

We will implement this policy as the means of a strategy that allows us to:

- account for the wide range of countries within the Group and the necessary differences in timing, supply chain, clients and site specificities,
- maintain a wide range of sustainably sourced species in our master catalogues,
- contribute to protecting threatened species,
- promote eco-standards (e.g. MSC, BAP, GlobalGAP, ASC),
- increase supply of sustainable aquaculture (vs. wild-caught seafood),
- support local communities via assistance to the development of sustainable aquaculture,
- collaborate with NGOs for practical validation,
- train our Supply Chain teams and provide them with the appropriate tools
- raise awareness amongst consumers, clients, employees, suppliers and other key stakeholders

POLICY REVIEW

Sodexo has entered into a global partnership with WWF to improve our seafood purchasing.

