

September 2011

Sodexo  
Fundamental  
Rights at Work



## Sodexo Charter Concerning Fundamental Rights at Work

Since its creation, Sodexo upholds its values, ethical principles and joint mission to improve the Quality of Daily Life, and to contribute to the economic, social and environmental development of the cities, regions and countries where we operate.

In light of this, Sodexo is a signatory to the United Nations Global Compact and as such recognizes, in respect of local laws and practices, the Fundamental Principles and Rights at Work of the International Labor Organization (ILO):

- Freedom of association and the effective recognition of the right to collective bargaining,
- Elimination of all forms of forced or compulsory labor,
- Effective abolition of child labor,
- Elimination of discrimination in respect of employment and occupation.

Through the present charter, Sodexo specifies the Group's commitments with respect to these principles as they apply to all collaborators, and contributes to the promotion of their application.

### **1) Freedom of association and effective recognition of the right to collective bargaining**

Sodexo is committed to respecting the right of employees to join the trade union of their choice or not as they may so choose and to bargain collectively, free from any form of retaliation that might impair their ability to exercise their trade union rights as defined in the International Labor Organization principles.

### **2) Elimination of all forms of forced or compulsory labor**

Sodexo undertakes, in all countries where the Group operates, not to demand of an employee work or any other service under the threat of punishment, and to guarantee for all employees the freedom to stop their job at any moment, subject to legal or operational requirements.

### **3) Effective abolition of child labor**

Sodexo undertakes, in all countries where the Group operates, to exclusively employ individuals at least 15 years of age, except in the case of apprenticeships or internships as part of a recognized professional training program. In countries where the legal minimum age is above 15 years of age, Sodexo will respect local laws.

### **4) Elimination of discrimination in respect of employment and occupation**

Sodexo undertakes, in all countries where the Group operates, to hire employees based on the criteria of qualifications, competencies and professional experiences. These criteria also apply to compensation, working conditions, promotions, mobility and training.

Sodexo undertakes to fight against discrimination of any kind with regard to employment and to promote diversity and inclusion and to support, where appropriate, corrective actions for historic inequalities, in compliance with local laws.

## Mode of Application

Sodexo operates in full compliance with all applicable wages, working hours, overtime and benefits laws. Beyond this, Sodexo is determined to promote the respect of the fundamental principles and rights at work, not only for all employees, regardless of their status, but also for suppliers and contracted partners.

In the countries where the ILO conventions relative to the four principles\* have been ratified and transposed into national law, Sodexo engages to guarantee their application through social policies which conform to local legislation.

In the countries where some or all of the ILO conventions relative to the four principles have not been ratified or transposed into national law, and/or are in contradiction with national law, Sodexo engages to respect applicable laws and to ensure:

- a. the respect and promotion of Group fundamental values: according each person respect dignity and consideration,
- b. the establishment of policies and management tools adapted to local context which permit the promotion of the four principles.

In the case where these measures cannot be assured within certain activities of Sodexo, the Group will cease said activities.

Sodexo engages to develop action plans (including the distribution of the present charter, the establishment of grievance mechanisms, management tools, information, training, evaluation and monitoring) progressively in each country where the Group operates to ensure the effective implementation of these commitments.

\*The ILO conventions relative to the four principles are conventions n°29, 87, 98, 100, 105, 111, 135, 138 and 182.



**Human Resources**

Sodexo  
255 quai de la bataille de Stalingrad  
92866 ISSY-LES-MOULINEAUX CEDEX  
France  
Tel. +33 (0)1 57 75 80 29  
[www.sodexo.com](http://www.sodexo.com)