

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS FISCAL 2014

September 2015

"Sodexo has been a signatory of the UN Global Compact since 2003. We commit to the ten principles, and these are reflected in Sodexo's Better Tomorrow Plan, our worldwide Corporate Responsibility roadmap covering 80 countries, 32,700 sites and 419,000 employees. In 2015, we have reinforced our commitments by endorsing the *Caring for Climate* and *Women Empowerment* UN Global Compact initiatives.

Whilst we have made progress against our commitments to operate responsibly, as outlined in our Fiscal 2014 Registration document, we recognize the need to constantly challenge ourselves, both to meet the changing expectations of our stakeholders and to drive long term growth."



Michel LANDEL, Chief Executive Officer and Chairman of the Executive Committee
SODEXO, September 2015

In 2003, Sodexo joined the United Nations Global Compact and thereby made a commitment to respecting its ten principles. The Global Compact challenges businesses to operate according to ten principles covering bribery and corruption, human rights, labor and the environment. Every year since 2004, Sodexo has participated in the program and submitted a Communication on Progress (COP). The following Index is structured according to the 21 criteria for an Advanced Level Communication on Progress (COP) and is compiled from Sodexo's [Fiscal 2014 Registration Document](#) as well as the web site www.sodexo.com.

United Nations Global Compact
Index for the 21 criteria for an Advanced Level Communication on Progress (COP)

Criterion 1: Mainstreaming into corporate functions and business units	
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives.	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy.	<ul style="list-style-type: none"> Introduction to the Better Tomorrow Plan – p.88 Sodexo web site – Corporate Responsibility section
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Criterion 2: Describes value implementation	
Communicate policies and expectations to suppliers and other relevant business partners	<ul style="list-style-type: none"> Sodexo web site – Sustainable supply chain section Sodexo web site - We Engage section Supply Chain Inclusion Program – p. 103 Sustainable Supply Chain – p. 105 - 106 We Engage – p. 108-110
Communicate policies and expectations to suppliers and other relevant business partners	<ul style="list-style-type: none"> Sodexo web site – Sustainable supply chain section Sodexo web site - We Engage section Supply Chain Inclusion Program – p. 103 Sustainable Supply Chain – p. 105 - 106 We Engage – p. 108-110

Implement monitoring and assurance mechanisms (e.g., audits/screenings) for compliance within the company's sphere of influence	<ul style="list-style-type: none"> • We Are – Mission, values and ethical principles – p. 89 • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 • Sodexo web site – sustainable supply chain section • Sodexo web site – How does Sodexo buy
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	<ul style="list-style-type: none"> • Sodexo web site – Sustainable supply chain section • Sodexo web site - We Engage section • Supply Chain Inclusion Program – p. 103 • Sustainable Supply Chain – p. 105 - 106 • We Engage – p. 108-110
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • Sodexo web site – Sustainable supply chain section • Sodexo web site - We Engage section • Supply Chain Inclusion Program – p. 103 • Sustainable Supply Chain – p. 105 - 106 • We Engage – p. 108-110
Criterion 3: Robust commitments, strategies or policies in the area of human rights	
Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section
Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98 • Human Rights policy • Ethical principles – Sustainable Development contract
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98 • Sustainable Supply Chain – p. 105 - 106 • Human Rights policy • Ethical principles – Sustainable Development contract • Sodexo web site – Sodexo Supplier Code of Conduct
Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98 • Sustainable Supply Chain – p. 105 - 106

	<ul style="list-style-type: none"> • Human Rights policy • Ethical principles – Sustainable Development contract • Sodexo web site – Sodexo Supplier Code of Conduct
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98 • Sustainable Supply Chain – p. 105 - 106
Criterion 4: Describes effective management systems to integrate the human rights principles	
Process to ensure that internationally recognized human rights are respected	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section
On-going due diligence process that includes an assessment of actual and potential human rights impacts	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section
Internal awareness-raising and training on human rights for management and employees	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98
Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)	<ul style="list-style-type: none"> • Statement of Business Integrity • We Do – Respect for Human Rights – p. 98 • Constructive Labor Relations – p. 98 • Human Rights policy
Allocation of responsibilities and accountability for addressing human rights impacts	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section • Code of conduct for Senior Managers
Internal decision-making, budget and oversight for effective responses to human rights impacts	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section • Code of conduct for Senior Managers
Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section • Code of conduct for Senior Managers
Any relevant policies, procedures, and activities that the company	<ul style="list-style-type: none"> • We Do – Respect for Human

plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	Rights – p. 98
Criterion 5: Describes effective monitoring and evaluation mechanisms of human rights integration	
Monitoring draws from internal and external feedback, including affected stakeholders	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98
Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)	<ul style="list-style-type: none"> • Statement of Business Integrity • We Do – Respect for Human Rights – p. 98 • Constructive Labor Relations – p. 98 • Human Rights policy
Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • Human Rights policy • We Do – Respect for Human Rights – p. 98 • Sodexo web site – How we do business section
Criterion 6: Describes robust commitments, strategies or policies in the area of labor	
Reference to principles of relevant international labor standards (ILO Conventions) and other normative international instruments in company policies	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98 • Human Rights policy
Reflection on the relevance of the labor principles for the company	<ul style="list-style-type: none"> • Constructive Labor Relations – p. 98
Written company policy to obey national labor law, respect principles of relevant international labor standards in worldwide company operations and engage in dialogue with representative organization of the workers (international, sectoral, national).	<ul style="list-style-type: none"> • Human Rights policy
Inclusion of reference to the principles contained in the relevant international labor standards in contracts with suppliers and other relevant business partners	<ul style="list-style-type: none"> • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 • Sodexo web site – Supplier Code of Conduct • Human Rights policy
Participation and leadership by employers' organizations (international and national) to jointly address challenges related to labor standards in the countries of operation, possibly in a tripartite approach (business – trade union – government)	<ul style="list-style-type: none"> • We Engage – p. 108-110
Structural engagement with a global union, possibly via a Global Framework Agreement	<ul style="list-style-type: none"> • Constructive Labor Relations – p. 98 • Sodexo web site – Sodexo and IUF sign International Framework Agreement
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98

	<ul style="list-style-type: none"> • Human Rights policy
Criterion 7: Describes effective management systems to integrate the labor practices	
Risk and impact assessments in the area of labor	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98
Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labor standards	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98
Allocation of responsibilities and accountability within the organization	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98
Internal awareness-raising and training on the labor principles for management and employees	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98
Active engagement with suppliers to address labor-related challenges	<ul style="list-style-type: none"> • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 • Sodexo web site – Supplier Code of Conduct
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	<ul style="list-style-type: none"> • Statement of Business Integrity • We Do – Respect for Human Rights – p. 98 • Constructive Labor Relations – p. 98 • Human Rights policy
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • We Do – Our commitments as an employer – p. 90 – 98 • Constructive Labor Relations – p. 98
Criterion 8: Describes effective monitoring and evaluation mechanisms of labor principles integration	
System to track and measure performance based on standardized performance metrics	<ul style="list-style-type: none"> • Indicators, reporting methodology and Statutory Auditor's Report – p. 114 - 119
Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future	<ul style="list-style-type: none"> • Constructive Labor Relations – p. 98
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labor standards.	<ul style="list-style-type: none"> • Supplier Code of Conduct • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 • Sodexo web site – Supplier Code of Conduct

	<ul style="list-style-type: none"> We Do – Respect for Human Rights – p. 98
Process to positively engage with the suppliers to address the challenges through schemes to improve workplace practices	<ul style="list-style-type: none"> Supplier Code of Conduct We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 Sodexo web site – Supplier Code of Conduct
Outcomes of integration of the Labor principles	<ul style="list-style-type: none"> We Do – Our commitments as an employer – p. 90 – 98
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> We Do – Our commitments as an employer – p. 90 – 98
Criterion 9: Describes robust commitments, strategies or policies in the area of environmental stewardship	
Reflection on the relevance of environmental stewardship for the company	<ul style="list-style-type: none"> We Do – Our commitments to the environment – p. 104 - 108 Sodexo web site – Environment section Sodexo to reduce carbon emissions one third by 2020
Written company policy on environmental stewardship	<ul style="list-style-type: none"> We Do – Our commitments to the environment – p. 104 - 108 Supplier Code of Conduct Palm Oil position paper Animal welfare position paper Sustainable Seafood policy
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	<ul style="list-style-type: none"> Supplier Code of Conduct We Engage Suppliers – p. 110 Sodexo web site – sustainable supply chain section
Specific commitments and goals for specified years	<ul style="list-style-type: none"> We Do – Our commitments to the environment – p. 104 - 108 Sodexo web site – Environment section Sodexo to reduce carbon emissions one third by 2020
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> We Do – Our commitments to the environment – p. 104 - 108 Sodexo web site – Environment section Sodexo to reduce carbon emissions one third by 2020
Criterion 10: Describes effective management systems to integrate the environmental principles	
Environmental risk and impact assessments	<ul style="list-style-type: none"> Environmental risks – p. 223
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	<ul style="list-style-type: none"> We Do – Our commitments to the environment – p. 104 - 108 Sustainable Supply Chain – p. 105 - 106

	<ul style="list-style-type: none"> • Energy & Emissions – p. 107 • Water & Effluents – p. 107 • Materials & Waste – p. 107-108
Allocation of responsibilities and accountability within the organization	<ul style="list-style-type: none"> • Corporate Responsibility Governance – p.88 • We Do – Our commitments to the environment – p. 104
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • We Do – Our commitments to the environment – p. 104 - 108 • Sodexo web site – Environment section • Sodexo to reduce carbon emissions one third by 2020
Criterion 11: Describes effective monitoring and evaluation mechanisms for environmental stewardship	
System to track and measure performance based on standardised performance metrics	<ul style="list-style-type: none"> • Indicators, reporting methodology and Statutory Auditor's Report – p. 114 - 119
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> • Corporate Responsibility Governance – p.88 • Indicators, reporting methodology and Statutory Auditor's Report – p. 114 - 119
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	<ul style="list-style-type: none"> • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • We Do – Our commitments to the environment – p. 104 - 108 • Sodexo web site – Environment section • Sodexo to reduce carbon emissions one third by 2020
Criterion 12: Describes robust commitments, strategies or policies in the area of anti-corruption	
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • We Are – Our mission, values and ethical principles – p. 89 • Sodexo web site – How we do business section
Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)	<ul style="list-style-type: none"> • Sodexo web site – How we do business section
Detailed policies for high-risk areas of corruption (D4)	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • We Are – Our mission, values and ethical principles – p. 89 • Sodexo web site – How we do business section

Policy on anti-corruption regarding business partners	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105 • We Are – Our mission, values and ethical principles – p. 89 • Sodexo web site – How we do business section
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • We Are – Our mission, values and ethical principles – p. 89 • Sodexo web site – How we do business section
Criterion 13: Describes effective management systems to integrate the anti-corruption principle	
Support by the organization's leadership for anti-corruption	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • Corporate Responsibility Governance – p.88 • We Are – Our mission, values and ethical principles – p. 89
Carrying out risk assessment of potential areas of corruption (D3)	<ul style="list-style-type: none"> • We Are – Our mission, values and ethical principles – p. 89
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)	<ul style="list-style-type: none"> • We Are – Our mission, values and ethical principles – p. 89
Internal checks and balances to ensure consistency with the anti-corruption commitment	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • Corporate Responsibility Governance – p.88
Actions taken to encourage business partners to implement anti-corruption commitments (D6)	<ul style="list-style-type: none"> • We Do – Sustainable Supply Chain / Supplier Code of Conduct – p. 105
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	<ul style="list-style-type: none"> • Statement of Business Integrity • Ethical principles – Sustainable Development contract • Corporate Responsibility Governance – p.88
Communications (whistle blowing) channels and follow-up mechanisms for reporting concerns or seeking advice	<ul style="list-style-type: none"> • We Do – Respect for Human Rights – p. 98 • Constructive Labor Relations – p. 98 • Human Rights policy
Internal accounting and auditing procedures related to anticorruption (D10)	<ul style="list-style-type: none"> • We Are – Our mission, values and ethical principles – p. 89
Any relevant policies, procedures, and activities that the company	<ul style="list-style-type: none"> • We Are – Our mission, values

plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	and ethical principles – p. 89
Criterion 14: Describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88 We Are – Our mission, values and ethical principles – p. 89 Indicators, reporting methodology and Statutory Auditor's Report – p. 114 - 119
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> We Are – Our mission, values and ethical principles – p. 89
Criterion 15: Describes core business contributions	
Align core business strategy with one or more relevant UN goals/issues	<ul style="list-style-type: none"> The Better Tomorrow Plan corporate responsibility roadmap – p. 87-119 Human rights – p.98 Diversity & Inclusion – p. 96 Endorsement of the UN Caring for Climate initiative (not yet online, signed in 2015) Endorsement of the Women Empowerment's Principles (not yet online, signed in 2015)
Develop relevant products and services or design business models that contribute to UN goals/issues	<ul style="list-style-type: none"> Our Group and our Quality of Life Services – p. 26 - 30 Sodexo web site - Quality of Life Services Nutrition, Health & Wellness – p. 99 - 101
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> The Better Tomorrow Plan corporate responsibility roadmap – p. 87-119
Criterion 16: Describes strategic social investments and philanthropy	
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	<ul style="list-style-type: none"> We Do – Our commitments to Local Communities – p. 102-103 Sodexo web site – Local Communities section Fight against hunger and malnutrition www.stop-hunger.org
Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors	<ul style="list-style-type: none"> We Do – Our commitments to Local Communities – p. 102-103 Sodexo web site – Local Com-

	<ul style="list-style-type: none"> munities section Fight against hunger and malnutrition www.stop-hunger.org
Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	<ul style="list-style-type: none"> We Do – Our commitments to Local Communities – p. 102-103 Sodexo web site – Local Communities section Fight against hunger and malnutrition www.stop-hunger.org
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> We Do – Our commitments to Local Communities – p. 102-103 Sodexo web site – Local Communities section Fight against hunger and malnutrition www.stop-hunger.org
Criterion 17: Describes advocacy and public policy engagement	
Publicly advocate the importance of action in relation to one or more UN goals/issues	<ul style="list-style-type: none"> Towards a more human economy – Michel Landel, Sodexo's CEO Sodexo to reduce carbon emissions one third by 2020 CDP Road to Paris commitments
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	<ul style="list-style-type: none"> Quality of Life Conference 2015 Quality of Life Conference – Press releases Better Tomorrow Plan Summits
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> We Engage – Institutions – p. 110 Sodexo to reduce carbon emissions one third by 2020
Criterion 18: Describes partnerships and collective action	
Develop and implement partnership projects with public or private organizations on core business, social investments and/or advocacy	<ul style="list-style-type: none"> Sodexo web site - We Engage Institutions We Engage – Institutions – p. 110 STOP Hunger and the World Food Programme The International Food Waste Coalition – p. 108 Partnership with the WWF Partnership with the OECD

	<ul style="list-style-type: none"> • Clinton Global Initiative (Sodexo's Supply Chain Inclusion Programme) • The Global Sustainable Seafood Initiative • Agreement with the Marine Stewardship Council • Joining Michelle Obama to fight Childhood obesity – p. 101 • Sodexo partners of the Women's Forum
Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain	<ul style="list-style-type: none"> • The International Food Waste Coalition – p. 108 • Partnership with the WWF • The Global Sustainable Seafood Initiative • Agreement with the Marine Stewardship Council • Roundtable on Sustainable Palm Oil • Clinton Global Initiative (Sodexo's Supply Chain Inclusion Programme)
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> • The Better Tomorrow Plan corporate responsibility roadmap – p. 87-119
Criterion 19: Describes CEO commitment and leadership	
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	<ul style="list-style-type: none"> • UNGC COP CEO Statement (front page of this document) • Towards a more human economy – Michel Landel, Sodexo's CEO • Quality of Life Conference 2015 • Committed to Gender Balance • Endorsement of the UN Caring for Climate initiative (not yet online, signed in 2015) • Endorsement of the Women Empowerment's Principles (not yet online, signed in 2015)
CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	<ul style="list-style-type: none"> • Towards a more human economy – Michel Landel, Sodexo's CEO • Quality of Life Conference 2015 • Committed to Gender Balance • Endorsement of the CEO of the UN Caring for Climate initiative (not yet online, signed in 2015) • Endorsement of CEO of the Women Empowerment's Principles (not yet online, signed in 2015)

CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> The Better Tomorrow Plan corporate responsibility roadmap – p. 87-119
Criterion 20: Describes Board adoption and oversight	
Board of Directors (or equivalent) assumes responsibility and oversight of long-term corporate sustainability strategy and performance	<ul style="list-style-type: none"> Messages from the Chairman of the Board and the Chief Executive Officer – p. 3 - 23 Corporate Responsibility Governance – p.88
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.88
Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	<ul style="list-style-type: none"> Indicators, reporting methodology and Statutory Auditor's Report – p. 114 - 119
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none"> Messages from the Chairman of the Board and the Chief Executive Officer – p. 3 - 23 Corporate Responsibility Governance – p.88
Criterion 21: Describes stakeholder engagement	
Publicly recognizes responsibility for the company's impacts on internal and external stakeholders	<ul style="list-style-type: none"> We Engage – p. 108-110 Sodexo web site - We Engage section The Better Tomorrow Plan corporate responsibility roadmap – p. 87-119
Define sustainability strategies, goals and policies in consultation with key stakeholders	<ul style="list-style-type: none"> Materiality Analysis – p. 88 We Engage – p. 108-110 Sodexo web site - We Engage section
Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	<ul style="list-style-type: none"> Materiality Analysis – p. 88 We Engage – p. 108-110 Sodexo web site - We Engage section
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle blowers'	<ul style="list-style-type: none"> We Engage – p. 108-110 Sodexo web site - We Engage section Our commitments as an employer – p. 90 - 98
Any relevant policies, procedures, and activities that the company plans to undertake by its next COP to fulfill this criterion, including	<ul style="list-style-type: none"> Materiality Analysis – p. 88 We Engage – p. 108-110

goals, timelines, metrics, and responsible staff	<ul style="list-style-type: none">Sodexo web site - We Engage section
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