

SODEXO in BRAZIL 2015 CORPORATE RESPONSIBILITY REPORT

SUMMARY



1. Better Tomorrow Plan Overview

2. Performance Process

3. Indicator analysis (BRAZIL presentation)

▪ Better Tomorrow Plan Management indicators

- ISO 9001
- Annual objectives linked to the Better Tomorrow Plan

▪ WE ARE indicators

- Business Integrity

▪ We Do indicators

- Human Rights
- Diversity & Inclusion
- Health & Safety
- Health & Wellness
- Advocate Balancing Food Options
- Sugar, Salt and Fats
- Local Communities
- Fairly Traded certified products
- Environmental Management
- Code of Conduct
- Local, Seasonal or Sustainably Grown or Raised Products
- Sustainable Seafood
- Sustainable Equipment & Supplies
- Energy
- Water
- Waste

▪ We ENGAGE indicators

INTRODUCTION

Sodexo continues as a leader **in corporate responsibility** in its industry.

We want to take this opportunity to tell you about what makes Sodexo a responsible company in achieving our commitments **as a responsible employer, to nutrition, health and wellness, local communities and the environment.**

In this document, we invite you to learn more about the contribution **Sodexo as a worldwide Group** is making across our 18 commitments and within which areas there are opportunities.

OVERARCHING CORE PRINCIPLES

Our
Mission

- ✓ **Improve the Quality of Life of all those we serve**
- ✓ **Contribute to the economic, social and environmental development of the cities, regions and countries where we operate**

Our
Roadmap

Better Tomorrow Plan

Sodexo's social, economic and environmental roadmap

WE ARE	We Do				WE ENGAGE
<i>Mission Values Business Integrity</i>	COMMITMENTS AS AN EMPLOYER	COMMITMENTS TO NUTRITION, HEALTH AND WELLNESS	COMMITMENTS TO LOCAL COMMUNITIES	COMMITMENTS TO THE ENVIRONMENT	<i>Dialogue with Stakeholders</i>

3 Primary
Areas of
Focus

**Drive diversity
and inclusion**

**Fight against
hunger and
malnutrition**

**Continued
effort to reduce
(food) waste**

The continued pursuit of
Sodexo's mission
defines why
Sodexo is a responsible company.

RECOGNIZED POSITIONING AND LEADERSHIP IN QUALITY OF LIFE SERVICES

The Sodexo/Harris Interactive survey revealed that **91% of executives** queried believe there is a link between **quality of life** and their organization's **performance**

Sodexo/Harris Interactive Survey - April 2015



A first international conference bringing together **global leaders in Quality of Life**



SOCIETAL COMMITMENTS



SODEXO
with
PEPSICO
UNILEVER
MCCAIN
ARDO
SCA
WWF

First international coalition
to combat waste
all along the food chain



CLINTON GLOBAL INITIATIVE
An initiative of the Clinton Foundation

By 2017,
\$1 billion in purchases
from
5,000 small and mid-sized enterprises
in
40 countries,
including
1,500 managed by women

RECOGNITIONS



Global Sustainability Industry Leader
in its sector for the 11th year in a row



No.1 among **SBF 120 index companies** in 2015
for the proportion of women in senior management

- 43% women on the Group Executive Committee
- 38% women on the Sodexo Board of Directors



Recognized for its commitment to
reducing carbon emissions by 34%
by 2020

BETTER TOMORROW PLAN – SCOPE & COVERAGE

**Supporting our Mission and strategy is
one Group wide economic, social and
environmental roadmap
Better Tomorrow Plan (BTP)**



On-site
Services
Benefits
and Rewards
Services
Personal
and Home Services



BETTER TOMORROW PLAN

Sodexo's roadmap for a better future

3 CORE PILLARS

We Are
We Do
We Engage

4 PRIORITIES

with 18 commitments
for action

A
Responsible
Employer

Promote
Nutrition,
Health and
Wellness

Commit
toward Local
Communities

Protect the
Environment

We Do - OUR COMMITMENTS TO ACTION

OUR COMMITMENTS AS AN EMPLOYER

- We are committed to providing employees with all the means to grow and develop throughout their career.
- We are committed to fostering diversity and inclusion.
- We are committed to respecting Human Rights, informed by the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- We are committed to achieving a global health and safety culture and world class health and safety performance

OUR COMMITMENTS TO NUTRITION, HEALTH AND WELLNESS

- We will develop and promote health and wellness services for clients, consumers and employees in all countries where we operate by 2015.
- We will advocate balancing meal options at all client sites by 2016.
- We will provide and promote menu choices with a reduced intake of sugar, salt and fats at all client sites by 2015.

OUR COMMITMENTS TO LOCAL COMMUNITIES

- We have chosen to fight hunger and malnutrition worldwide through a dedicated Stop Hunger organization.
- We will promote the economic development of diverse and inclusive businesses through our Partner Inclusion Program in all the countries where we operate by 2020.
- We will increase the purchase of products from fairly traded certified sources by 2015.

OUR COMMITMENTS TO THE ENVIRONMENT

SUSTAINABLE SUPPLY CHAIN PRACTICES

- We will ensure compliance with our Global Sustainable Supply Chain Code of conduct in all countries where we operate by 2015.
- We will source local, seasonal or sustainably grown or raised products in all countries where we operate by 2015.
- We will source sustainable fish and seafood in all countries where we operate by 2015.
- We will source and promote sustainable equipment and supplies in all countries where we operate by 2020.

ENERGY AND EMISSIONS PRACTICES

- We will reduce our carbon footprint in all countries where we operate and at client sites by 2020.

WATER REDUCTION PRACTICES

- We will reduce our water footprint in all countries where we operate and at client sites by 2020.

MATERIALS AND WASTE PRACTICES

- We will reduce organic and non-organic waste in all countries where we operate and at client sites by 2015
- We will support initiatives to recover organic and non-organic waste.”

BETTER TOMORROW PLAN - PERFORMANCE



Better Tomorrow Plan Performance Process

HOW WE TRACK - PERFORMANCE PROCESS

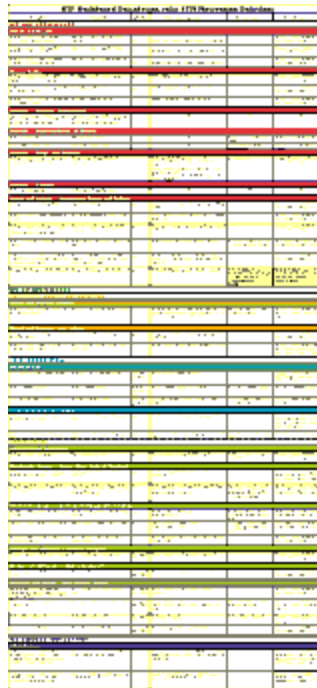
Our annual data collection process is increasingly key to our ability to **obtain and retain clients** as well as to be able to **provide management tools** for our teams in the countries

Fiscal 2015 Data collection

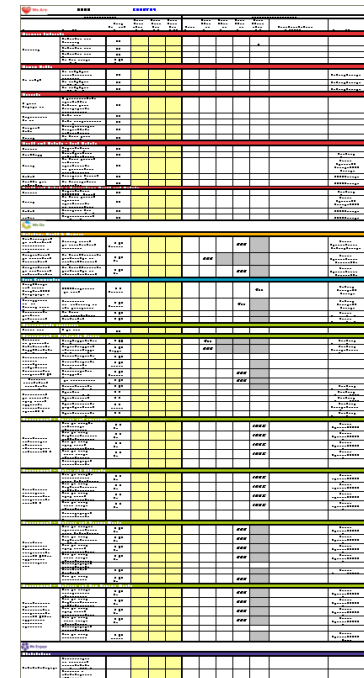
Country survey

Site survey

Fiscal 2015 Dashboard



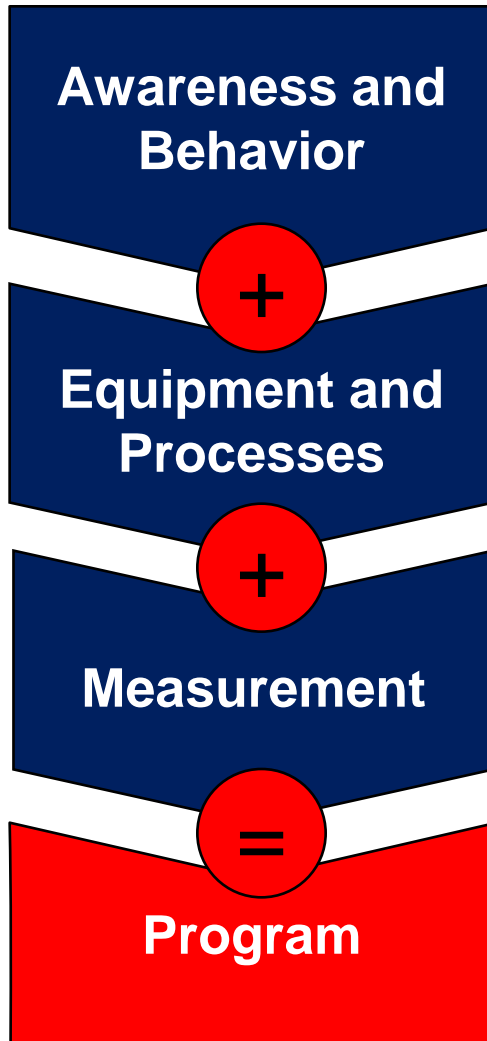
Fiscal 2016-20 Roadmap



KPI EXPLANATIONS

- Key performance indicators (KPIs) are visual measures of performance.
- Based on a specific calculated field, a KPI is designed to help users quickly evaluate the current value and status of a metric against a defined target.
- The KPI gauges the performance of the value, defined by a **Base calculated field**, **here the qualifying or non qualifying value**, against a **Target value**, also defined by a calculated field or by an absolute value, in the context of defining a country, we will take as reference **the revenue per country**.
- This explains why some indicators decrease even though the number of new countries provided is higher than the number of the lost ones, as their country revenues are not as important as the former lost countries.
- The slides provide with the following information :
 - On the first slide, the Group results provided (right hand side) concerns OSS + B&R, when confronted to OSS specific indicators, it is specifically mentioned as OSS results
 - The first box (blue with red writing) gives you the fiscal year indicator creation and result, the second one, last year's result and the third one, the present year's result
 - The worldmap provided (left hand side) as well as the comment box explaining explicit on the reasons for increase or decrease on each indicator (below right hand side) concerns the OSS countries only
 - On the second slide, explicit information on the calculation method is provided for better understanding
 - When confronted to slides with % result, in most cases, the highest key level is calculated according to the present year's Group result
- In Fiscal 2015, the calculation rules have been changed for 6 **Site Survey KPIs**. These changes had a direct impact on the results, as follows:
 - For all 4 Measurement KPIs, sites had to respond "yes" to one mandatory question vs. one out of 4 last year.
 - Two questions (Use of concentrated chemicals and the Use of dispensing equipment for chemicals) have been transferred from Heightened Awareness and Behavior in Water to Equipment and Processes part in Non Organic Waste part; which resulted in a decrease in the first indicator and an increase in the second one.

An explanation of the INDICATORS – Site Survey



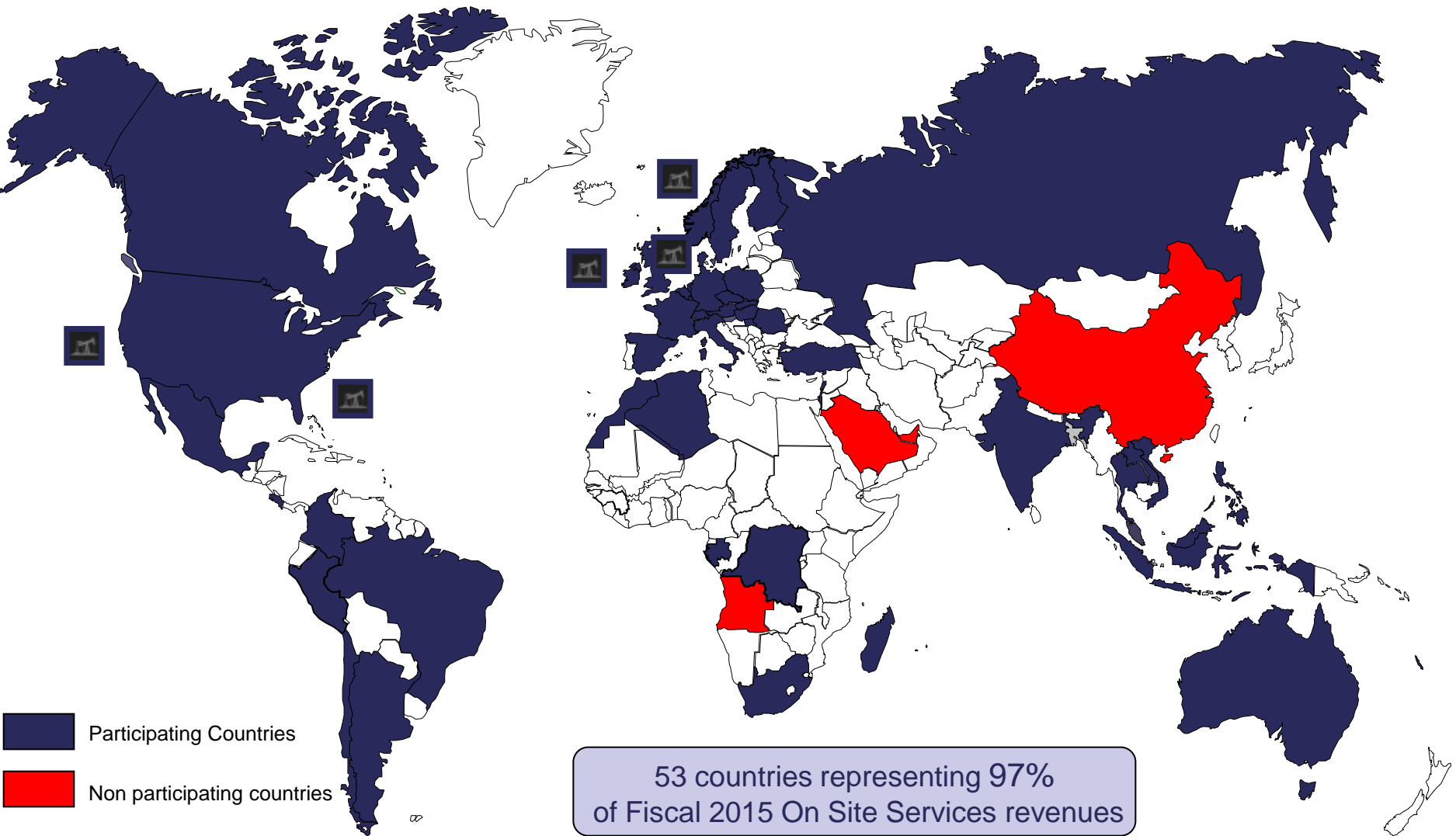
Actions to improve employee and consumer awareness and the use of existing equipment. These actions are generally within Sodexo's control and raising the awareness of our employees can have a big impact.

Actions that are included in this section will generally require some prior agreement with the client. They may require some small adjustments to existing equipment or processes, an energy audit, or some more significant investment in new equipment.

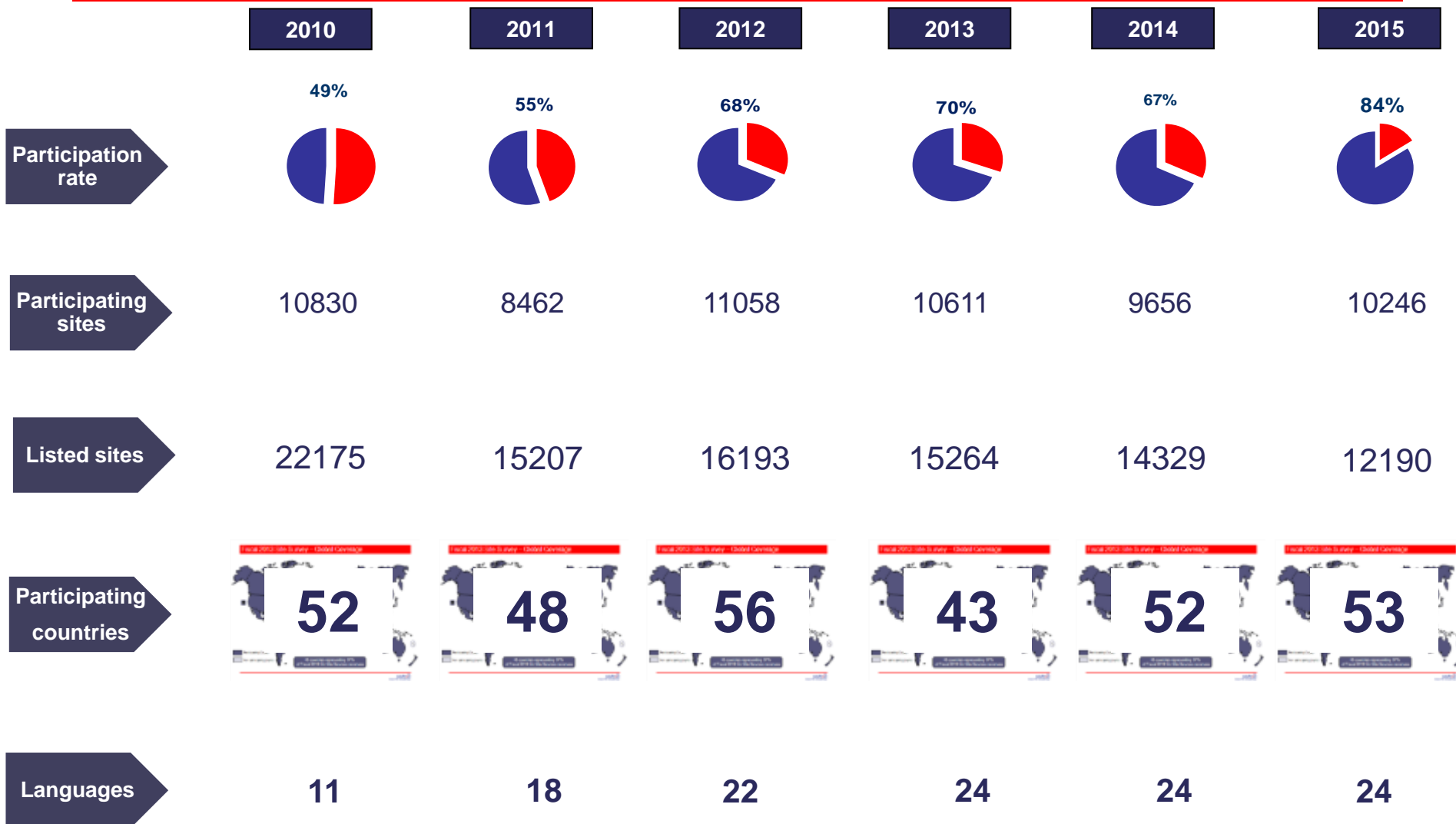
Measure the impact of our activity on the environment.

Our commitments to reduce our impact require a combination of all three steps.

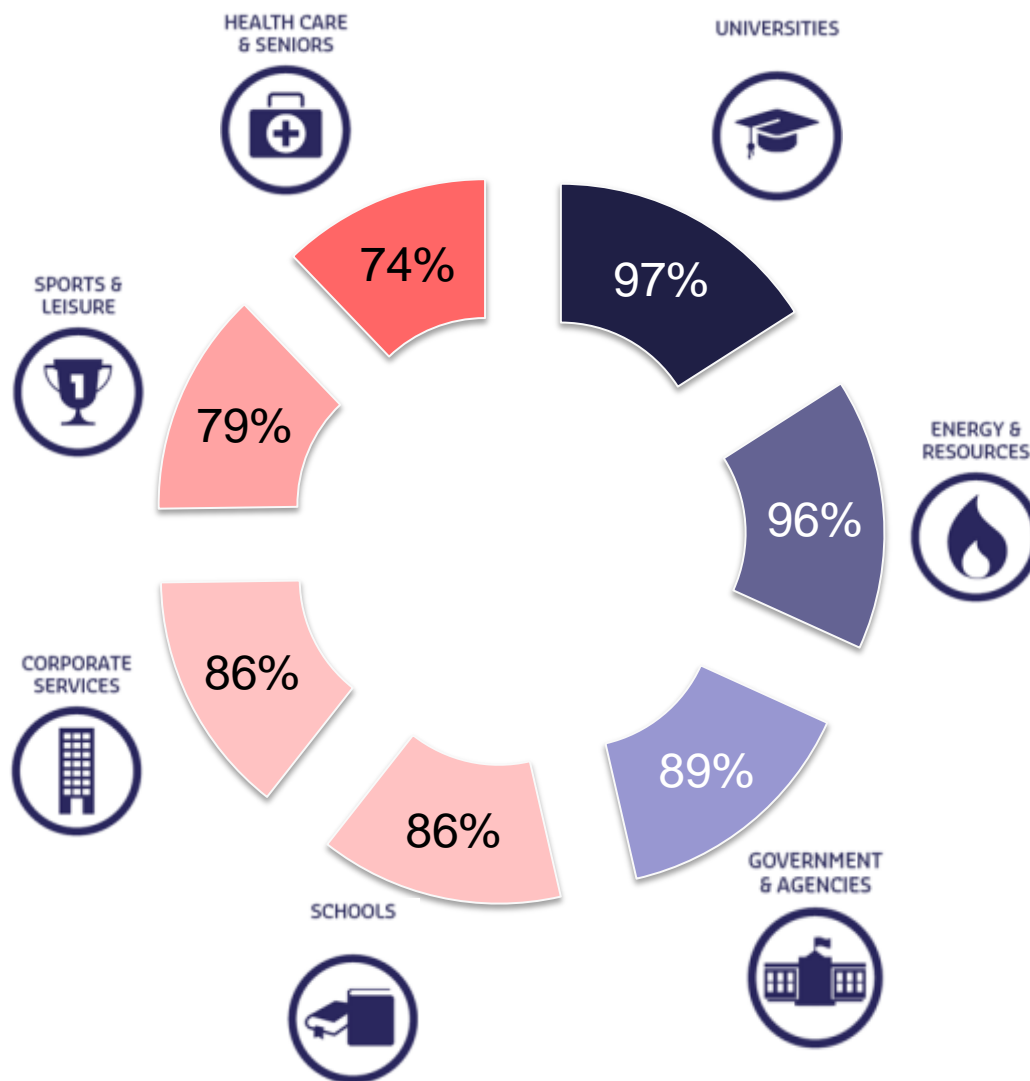
Fiscal 2015 Site Survey – Global Coverage



Annual Site Survey – Group Key Figures

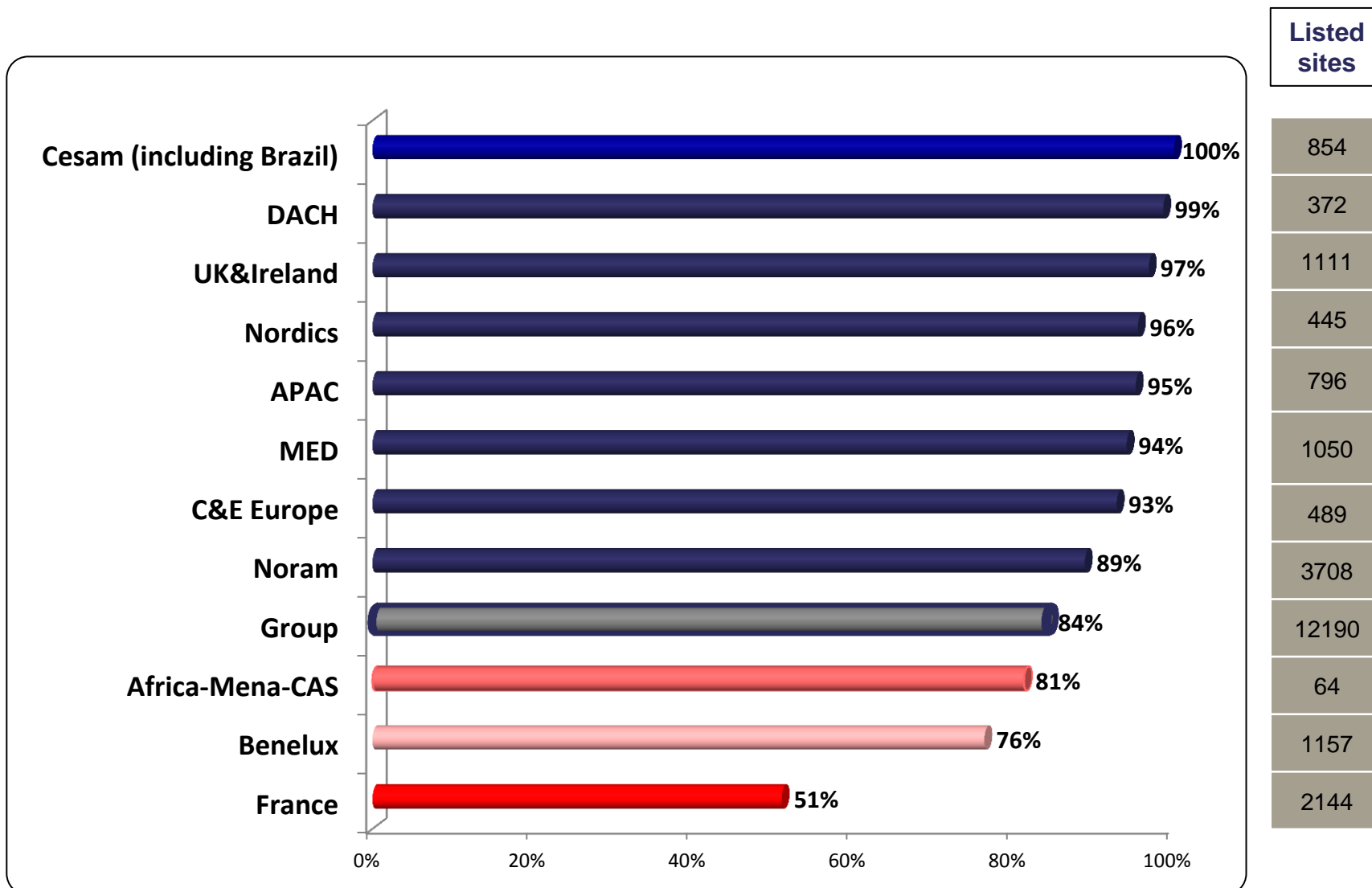


Participation rate per Group Global Segment for FY15



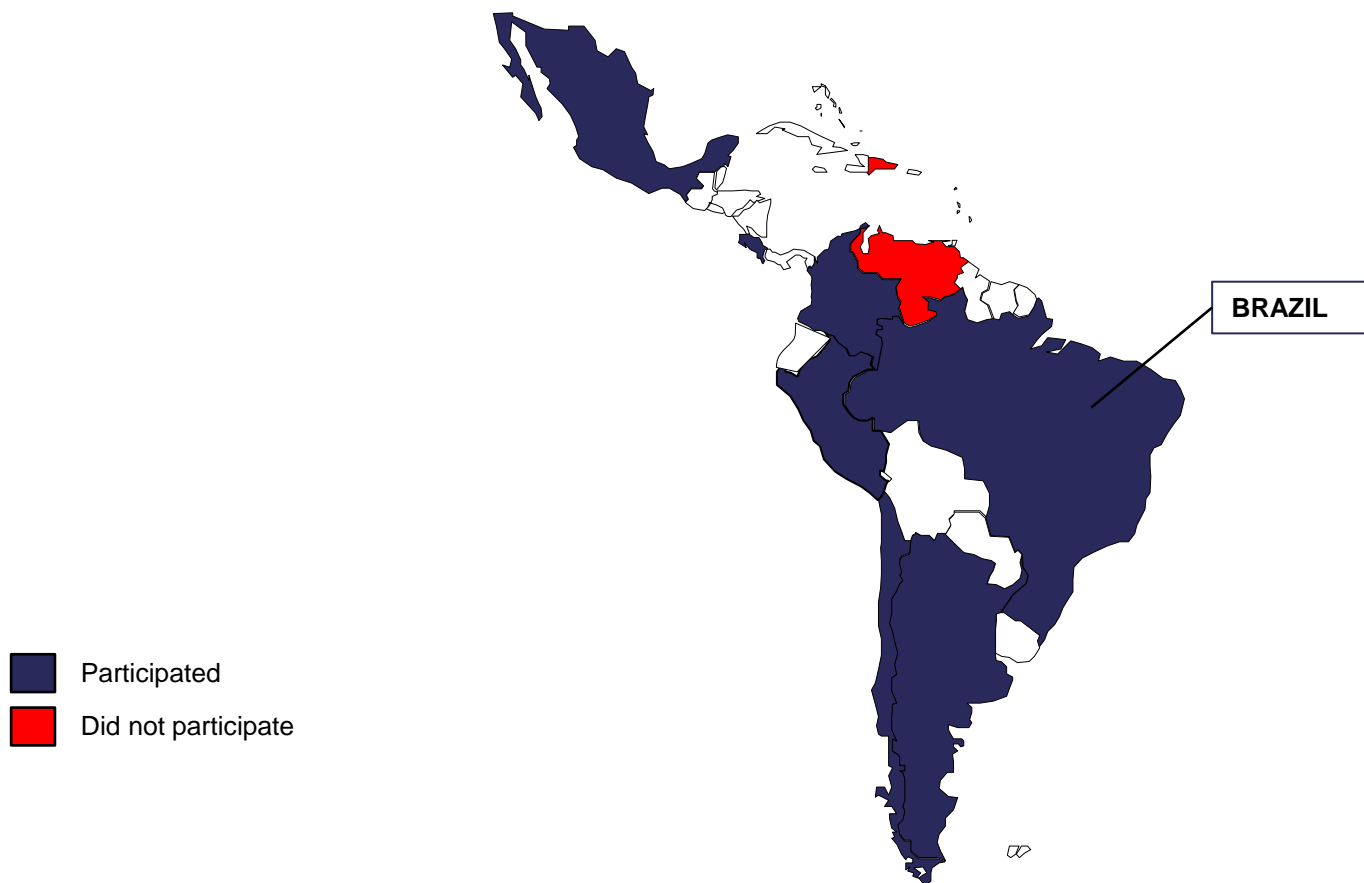
Segments	Listed sites
Corporate Services	5782
Health Care & Seniors	3166
Schools	1415
Universities	795
Energy & Resources	486
Government & Agencies	430
Sports & Leisure	116

Fiscal 2015: Participation rate per Group Global Region



Central & South Americas (with Brazil) – Country Survey

■ Coverage rate



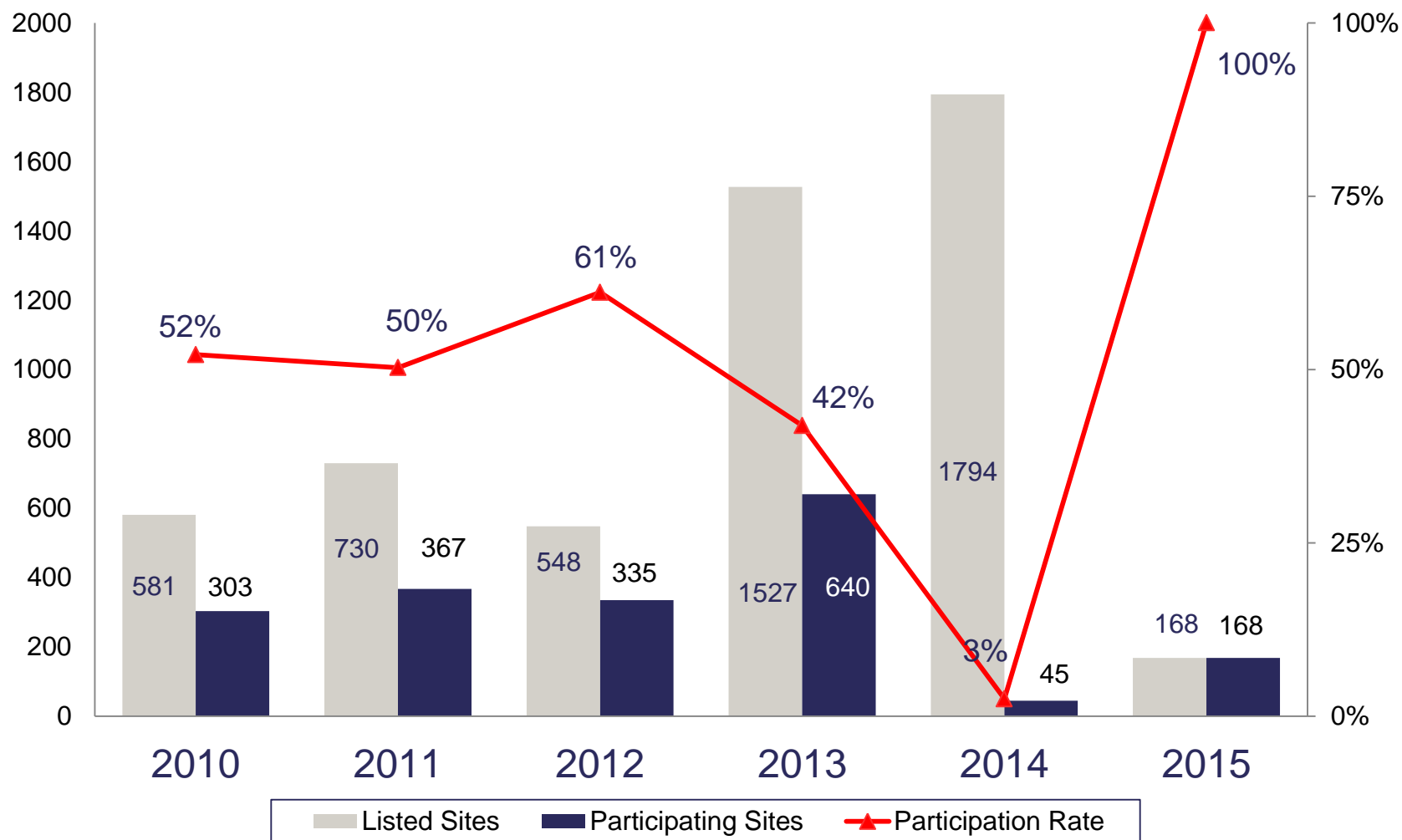
Key Figures

Our Business Units
across Central & South
Americas

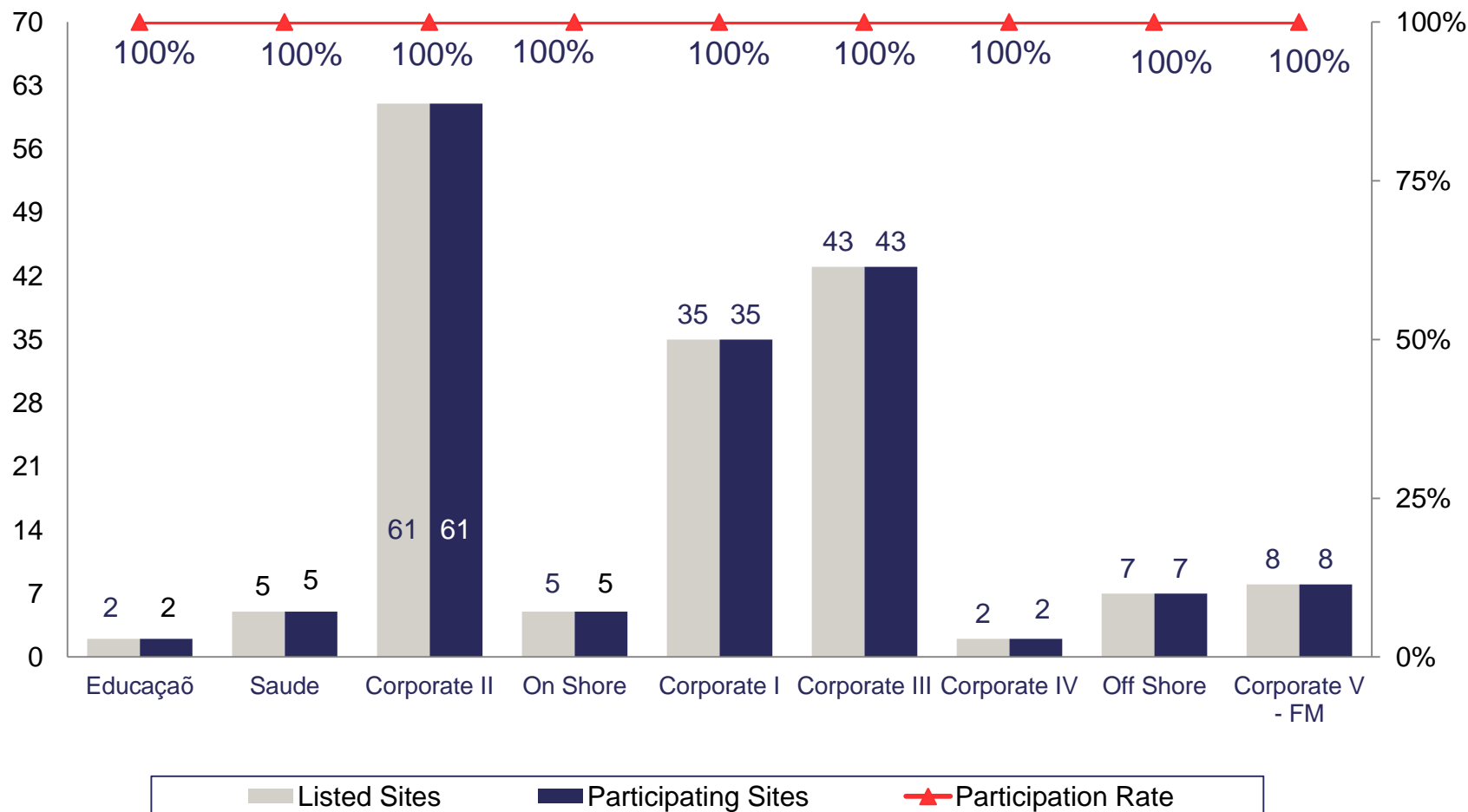
Sodexo On-Site Services
BRAZIL

Services in
1
Country

Evolution of the Participation Rate: Brazil



Fiscal 2015: Participation Rate per segment – Brazil



FISCAL 2015



Indicator Analysis BRAZIL presentation

FISCAL 2015



Better Tomorrow Plan Management

Better Tomorrow Plan Management

- % of Group revenues of countries having one or more ISO 9001 certification



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
93.0%

Fiscal 2015
Cesam
Incl. Brazil
93.0%

Fiscal 2014
Cesam Incl.
Brazil
95.1 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Is any part of your business (contracts, sites, processes, divisions/segments) ISO 9001 certified ?*

Better Tomorrow Plan Management

- % of Group revenues of countries implementing annual objectives linked to the Better Tomorrow Plan



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
80.5%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Fiscal 2014
Cesam Incl.
Brazil
99.3 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries implementing annual objectives linked to Better Tomorrow Plan

- **To be compliant with this indicator**, the country must reply “**yes**” to at least one of the following 3 questions:
 1. *Do(es) the Better Tomorrow Champion have part of their annual objectives linked to the Better Tomorrow Plan?*
 2. *Do members of the Supply Chain team have part of their annual objectives linked to the Better Tomorrow Plan?*
 3. *Do other members of the management team have part of their annual objectives linked to the Better Tomorrow Plan?*

WE ARE

GROUP FUNDAMENTALS

OUR VALUES

- Service Spirit
- Team Spirit
- Spirit of Progress

OUR ETHICAL PRINCIPLES

- Loyalty
- Respect for people and equal opportunity
- Transparency
- Business integrity

BUSINESS INTEGRITY

99.7%

of our employees
have the Statement
of Business Integrity available
in at least one national language



FISCAL 2015



Business Integrity

We Are – Business Integrity

- % of Workforce of countries having the Sodexo Statement of Business Integrity available in at least one official language



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
99.7%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having the Sodexo Statement of Business Integrity in at least one official language

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Is the Sodexo Statement of Business Integrity available in the national language(s)?*

FISCAL 2015



As a responsible employer

OUR COMMITMENTS AS A RESPONSIBLE EMPLOYER

86%

of our employees
prefer working
for Sodexo
over the competition

31%

of women
among Group Senior
Leaders

PEOPLE DEVELOPMENT
DIVERSITY AND INCLUSION
HUMAN RIGHTS
HEALTH AND SAFETY

Human Rights Policy
in **27** languages

24 countries
representing
83.1% of Group
revenues have one or
more OHSAS 18001
certification



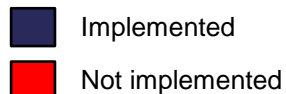
FISCAL 2015



Human Rights

We Do – Human Rights

- % of Workforce of countries having the Human Rights policy available in at least one official language



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
95.4%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having the Human Rights policy available in at least one official language

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Is the Human Rights policy available in the national language(s)?

FISCAL 2015



Diversity and Inclusion

We Do – Diversity and Inclusion

- % of Group revenues of countries demonstrating awareness about Diversity and Inclusion



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
95.2%

Fiscal 2015
Cesam
Incl. Brazil
90.1%

Fiscal 2014
Cesam Incl.
Brazil
95.1 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

We Do – Diversity and Inclusion

- % of Group revenues of countries demonstrating commitment to Diversity and Inclusion



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
92.6%

Fiscal 2015
Cesam
Incl. Brazil
78.9%

Fiscal 2014
Cesam Incl.
Brazil
83.1 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

We Do – Diversity and Inclusion

- % of Group revenues of countries demonstrating accountability in relation to Diversity and Inclusion



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
69.8%

Fiscal 2015
Cesam
Incl. Brazil
71.0%

Fiscal 2014
Cesam Incl.
Brazil
83.1 %



Key Figures

Fiscal 2014
BRAZIL



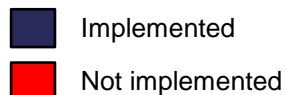
Fiscal 2015
BRAZIL

Diversity and Inclusion - 3 general indicators

- For the General Diversity and Inclusion indicators, 4 questions are included in the country survey:
 1. *Do you have a Diversity and Inclusion strategy with specific actions as appropriate in your entity?*
 2. *Do you have someone responsible for Diversity and Inclusion?*
 3. *Is Diversity and Inclusion called out in your business strategy and do you review progress at least once a year in the Executive Committee ?*
 4. *Do members of the management team have part of their annual objectives linked to Diversity and Inclusion ?*
- To qualify as a country achieving **Awareness**, countries must reply “yes” to questions 1 and 2
- To qualify as a country achieving **Commitment**, countries must reply “yes” to questions 1, 2 and 3
- To qualify as a country achieving **Accountability**, countries must reply “yes” to questions 1, 2, 3 and 4

We Do – Diversity and Inclusion

- % of Group revenues of countries having their Diversity & Inclusion Strategy available in at least one official language 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
91.5%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Key Figures

Fiscal 2015
BRAZIL

Countries having their Diversity & Inclusion Strategy available in at least one official language

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Have you translated your Diversity and Inclusion strategy into your national language(s)?*

We Do – Diversity and Inclusion

- % of Group revenues of countries implementing a Diversity and Inclusion training and awareness program



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
88.4%

Fiscal 2015
Cesam
Incl. Brazil
48.9%

Fiscal 2014
Cesam Incl.
Brazil
83.1 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries implementing a Diversity and Inclusion training and awareness program

- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Have you implemented a training and awareness program for Diversity and Inclusion such as Spirit of Inclusion?*

We Do – Diversity and Inclusion

- % of Group revenues of countries implementing Diversity and Inclusion networks for employees



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
97.5%

Fiscal 2015
Cesam
Incl. Brazil
71.0%

Fiscal 2014
Cesam Incl.
Brazil
29.1 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL



Countries implementing Diversity and Inclusion networks for employees

- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you have Diversity and Inclusion networks for employees in your entity (these can be joint with B&R)?*
 2. *If yes, please select which ones:*
 - *gender balance*
 - *people with disabilities*
 - *generations*
 - *cultures and origins/minorities*
 - *sexual orientation e.g. Sodexo Pride*

We Do – Diversity and Inclusion

- % of Group revenues of countries communicating the Diversity and Inclusion strategy to clients and suppliers 



 Implemented
 Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
94.4%

Fiscal 2015
Cesam
Incl. Brazil
93.0%

Key Figures

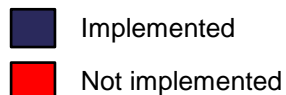
Fiscal 2015
BRAZIL

Countries communicating the Diversity and Inclusion strategy to clients and suppliers

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Have you communicated our commitment to diversity and inclusion to our clients and suppliers?*

We Do – Diversity and Inclusion

- % of Group revenues of countries having a flexible work arrangement policy 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
75.5%

Fiscal 2015
Cesam
Incl. Brazil
80.9%

Key Figures

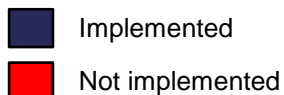
Fiscal 2015
BRAZIL

Countries having a flexible work arrangement policy

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you have a flexible work arrangement policy?*
 - *If yes, do you track the use of the flexible work arrangements?*
 - *If yes, number of male managers using flexible work arrangements*
 - *If yes, number of female managers using flexible work arrangements*
 - *If yes, number of male employees using flexible work arrangements*
 - *If yes, number of female employees using flexible work arrangements*

We Do – Diversity and Inclusion

- % of Group revenues of countries having mentoring/sponsorship/leadership development initiatives to advance women **NEW**



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
78.3%

Fiscal 2015
Cesam
Incl. Brazil
30.7%

Key Figures

Fiscal 2015
BRAZIL

Countries having mentoring/sponsorship/leadership development initiatives to advance women

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you have mentoring/sponsorship/leadership development initiatives to advance women?*

We Do – Diversity and Inclusion

- % of Group revenues of countries using a system tracking the % of women in high visibility task forces/special projects **NEW**



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
17.5%

Fiscal 2015
Cesam
Incl. Brazil
71.4%

Key Figures

Fiscal 2015
BRAZIL

Countries using a system for tracking the % of women in high visibility task forces/special projects

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you track the % of women in local high visibility task forces/special projects?*

We Do – Diversity and Inclusion

- % of Group revenues of countries having an action plan to integrate People with Disabilities into the workplace



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
84.6%

Fiscal 2015
Cesam
Incl. Brazil
61.1%

Fiscal 2014
Cesam Incl.
Brazil
59.0 %



Key Figures

Fiscal 2014
BRAZIL



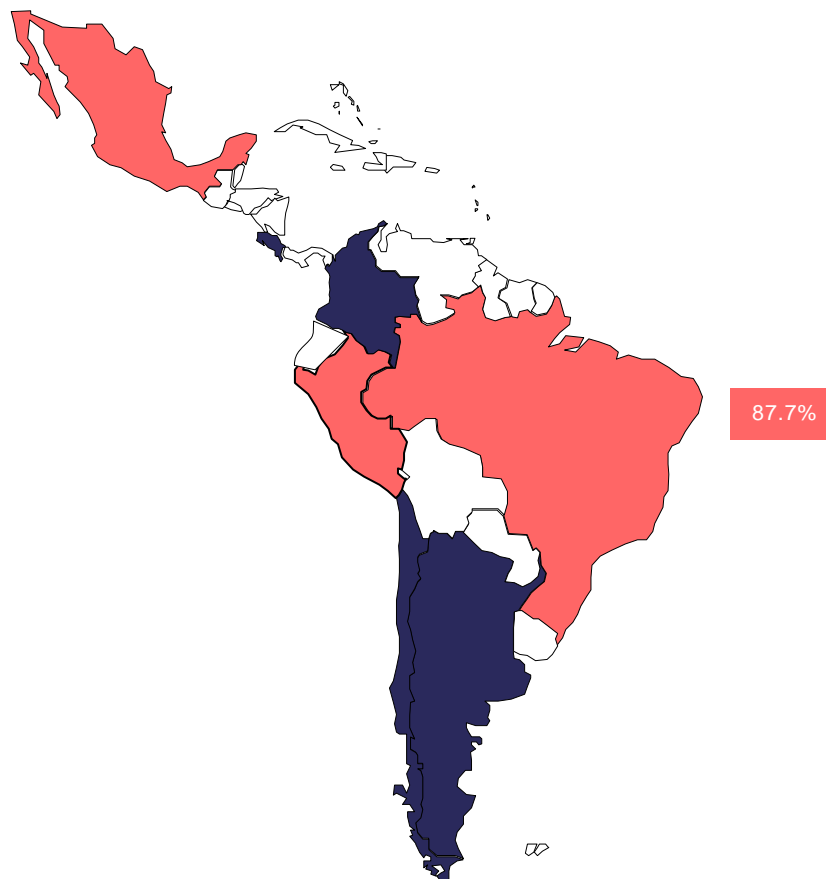
Fiscal 2015
BRAZIL

Countries having an action plan to integrate people with disabilities into the workplace

- **To qualify for this indicator**, the country must reply “**yes**” to at least **two** of the **three** following questions including "yes" to either question 2 or question 3 and which are therefore considered to have developed an action plan for the integration of people with disabilities
 1. *Has a People with Disabilities Champion been nominated?*
 2. *Have People with Disabilities policies and practices including a non discrimination policy, accommodations to enable people with disabilities to work, etc., as appropriate been defined at national level?*
 3. *Have initiatives to raise awareness within the teams such as training or mentoring programs been implemented?*

We Do – Diversity and Inclusion

■ % of women in management positions



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
42.0%

Fiscal 2015
Cesam
Incl. Brazil
62.0%

Fiscal 2014
Cesam Incl.
Brazil
60.2 %



Key Figures

Fiscal 2014
BRAZIL
88.3%



Fiscal 2015
BRAZIL
87.7%

Objective is to be within the
Group target range, i.e.
between 41-60%.

Women in management positions

- **In order to calculate this indicator**, the number of women in management positions (**HR data**) is divided by the total number of managers (**HR data**)

FISCAL 2015



Health & Safety – Food Safety

We Do – Food Safety (Certification)

- % of On Site Service revenues of countries having ISO 22000 certification for all or part of the business



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
68.1%

Fiscal 2015
Cesam
Incl. Brazil
53.6%

Fiscal 2014
Cesam Incl.
Brazil
55.9%



Key Figures

Fiscal 2014
BRAZIL

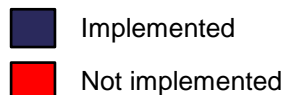


Fiscal 2015
BRAZIL

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Is any part of your business (contracts, sites, processes, divisions/segments) ISO 22000 certified ?*

We Do – Food Safety (Food Supply)

- % of On-site Services revenues of countries having a written procedure for authorizing food suppliers that complies with Global Food and Safety Hygiene Policy



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
99.3%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
88.8 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Country having a written procedure for authorizing food suppliers that complies with Global Food and Safety Hygiene Policy

- **To be compliant with this indicator**, the country must reply “**yes**” to both of the following questions:
 1. *Do you have a written procedure for authorizing a food supplier?*
 2. *Does your food supplier authorization process comply with the Global Food Safety and Hygiene Policy authorization requirements?*

We Do – Food Safety (Food Supply)

■ % of authorized food suppliers



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
67.2%

Fiscal 2015
Cesam
Incl. Brazil
66.7%

Fiscal 2014
Cesam Incl.
Brazil
73.2 %



Key Figures

Fiscal 2014
BRAZIL
59.2%



Fiscal 2015
BRAZIL
58.4%

Authorized food suppliers

- **In order to calculate this indicator**, the sum of all authorized food suppliers (**question from the country survey**) is taken account for :

1. Number of food suppliers authorized to supply food to Sodexo

and is divided by the total number of food suppliers (**question from the country survey**)

2. Total number of food suppliers

We Do – Food Safety (Food Supply)

- Spend with authorized food suppliers as a % of total spend with food suppliers



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
92.8%

Fiscal 2015
Cesam
Incl. Brazil
92.6%

Fiscal 2014
Cesam Incl.
Brazil
89.5 %



Key Figures

Fiscal 2014
BRAZIL
82.0%



Fiscal 2015
BRAZIL
88.3%

Spend with authorized food suppliers as a % of total spend with food suppliers

- **In order to calculate this indicator**, the spend on food purchases from authorized food suppliers(**question from the country survey**) is taken account for :

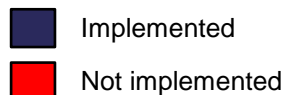
1. Spend on food purchases from authorized food suppliers

and is divided by the total spend on food purchases from all food suppliers (**question from the country survey**)

2. Total spend on food purchases from authorized food suppliers

We Do – Food Safety (Food Training)

- % of On-site Services revenues of countries having a system to ensure that employees supervising food service are trained in compliance with local legislation and Sodexo Global Food Safety and Hygiene Policy



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
100%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having a system to ensure that employees supervising food service are trained in compliance with local legislation and Sodexo Global Food Safety and Hygiene Policy

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Do you have a system in place to ensure that employees supervising food service are trained in compliance with local legislation and Sodexo Global Food Safety and Hygiene Policy?*

We Do – Food Safety (Food Audit)

- % of On-site Services revenues of countries having a formal risk-based site audit program to check compliance with local food safety laws and regulations and the Global Food Safety & Hygiene policy



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
99.7%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having a formal risk-based site audit program to check compliance with local food safety laws and regulations and the Global Food Safety & Hygiene policy

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you have a formal risk based site audit program to check compliance with local food safety laws and regulations and Global Food Safety and Hygiene Policy?

We Do – Food Safety (Food Incidents)

- Number of food safety incidents per million euro food spend **NEW**



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
0.4

Fiscal 2015
Cesam
Incl. Brazil
0.1

Key Figures

Fiscal 2015
BRAZIL

Number of food safety incidents per million euro food spend

- **New indicator** for this 2015 Country Survey
- **To be compliant with this indicator**, the country must provide the following data :
 - Number of food safety incidents including food borne illness, foreign objects, chemical illness and allergic reactions (**question from the country survey**) ,
 - Total spend on food purchases from all food suppliers (**question from the country survey**)
 - Calculation proceeds as following : $\text{number of food safety incidents} / (\text{total spend} / \text{million})$

FISCAL 2015



Occupational Health & Safety

We Do – Occupational Health & Safety (Certification)

- % of Group revenues of countries having one or more OHSAS 18001 certification



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
83.1%

Fiscal 2015
Cesam
Incl. Brazil
89.3%

Fiscal 2014
Cesam Incl.
Brazil
92.1 %



Key Figures

Fiscal 2014
BRAZIL

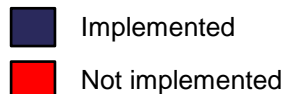


Fiscal 2015
BRAZIL

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Is any part of your business (contracts, sites, processes, divisions/segments) OHSAS 18001 certified ?*

We Do – Occupational Health & Safety (Training)

- % of Group revenues of Countries having a system to ensure legally required training in Occupational Health & Safety for supervisors and managers



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
99.3%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Countries having a system to ensure legally required training in Occupational Health & Safety for supervisors and managers

- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *Do you have a system in place to ensure legally training in Occupational Health & Safety for supervisors and managers ?*

We Do – Occupational Health & Safety (Site Audits)

- % of Group revenues of Countries having a formal risk-based site audit program to ensure compliance with local Occupational Health and Safety laws and regulations



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
98.7%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Countries having a formal risk-based site audit program to ensure compliance with local Occupational Health and Safety laws and regulations

- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *Do you have a formal risk-based site audit program to ensure compliance with local Occupational Health and Safety laws and regulations ?*

FISCAL 2015



Nutrition Health & Wellness

OUR COMMITMENTS TO NUTRITION, HEALTH AND WELLNESS

HEALTH AND WELLNESS SERVICES

ADVOCATE BALANCING MEAL OPTIONS

REDUCING SUGAR, SALT AND FATS

98.7%

of Group revenues of **countries** develop and promote health and wellness services.

16 countries representing

68.1%

of On Site Revenues have one or more **ISO 22000** certifications.



Sodexo employs

4,918

registered dietitians

EquiLunch or an equivalent initiative has been implemented at

5,279 Sodexo client sites around the world.

87%

of client sites have offers that proactively address the **10 Golden Rules of Nutrition and Wellness**



FISCAL 2015

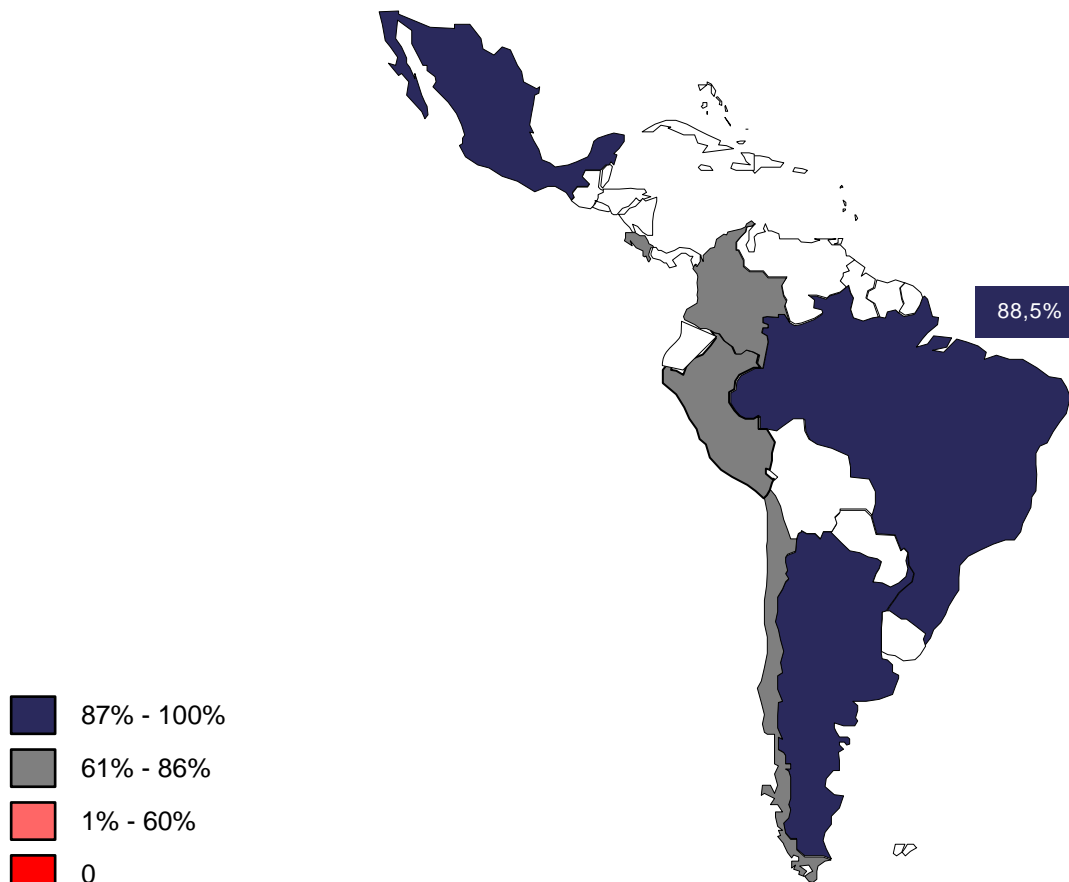


Health & Wellness Services

We Do - Nutrition Health and Wellness



- % of sites with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness



Key Figures

Fiscal 2015
Group
86.9%

Fiscal 2015
Cesam
Incl. Brazil
81.3%

Key Figures

Fiscal 2015
Brazil
88.5%



Nutrition, Health & Wellness indicators Questions

Only sites providing
Food services and/or
Vending services

1. Do you offer fruit and vegetables without added sugar, fat or salt to consumers on your site every day?
2. Do you offer dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on your site every day?
3. Do you offer fish to consumers on your site at least twice a week?
4. Do you regularly (at least once a week) provide and promote a balanced intake of proteins through the provision of vegetable or plant-based protein options? (e.g. Equilunch - A BTP Site-WIN initiative, Meatless Monday, My Monday, Jeudi Veggie...)
5. Do you regularly (at least twice a week) provide either whole or semi-whole grain options on your site (whole grain bread, bulgur, etc.)?
6. Do you offer low or sugar-free food products to consumers on your site every day?
7. Do you support and promote initiatives that help consumers to reduce their sugar intake (at least one promotional or communication campaign during the last 12 months)?
8. Do you monitor and follow appropriate salt usage for on-site cooking and food preparation (using guidelines or tools)?
9. Do you support and promote initiatives that help consumers to reduce their salt intake (at least one promotional or communication campaign during the last 12 months)?
10. Do you ensure a reduced and diversified use of fats (vegetable and non-vegetable based) in your cooking and seasoning?
11. Do you support and promote initiatives that help consumers to reduce their fat intake (at least one promotional or communication campaign during the last 12 months)?
12. Is water accessible at any time during the day to consumers on your site (water fountains, coolers, jugs, bottles, etc.)?
13. Do you offer a range of drinks with no added sugar to consumers on your site every day?
14. Do you support and promote initiatives that help consumers to practice physical activity (regular programs or promotional/communication campaign)?
15. Is your vending product selection appropriate for different consumption moments of the day (breakfast, snacks, lunch etc.)?

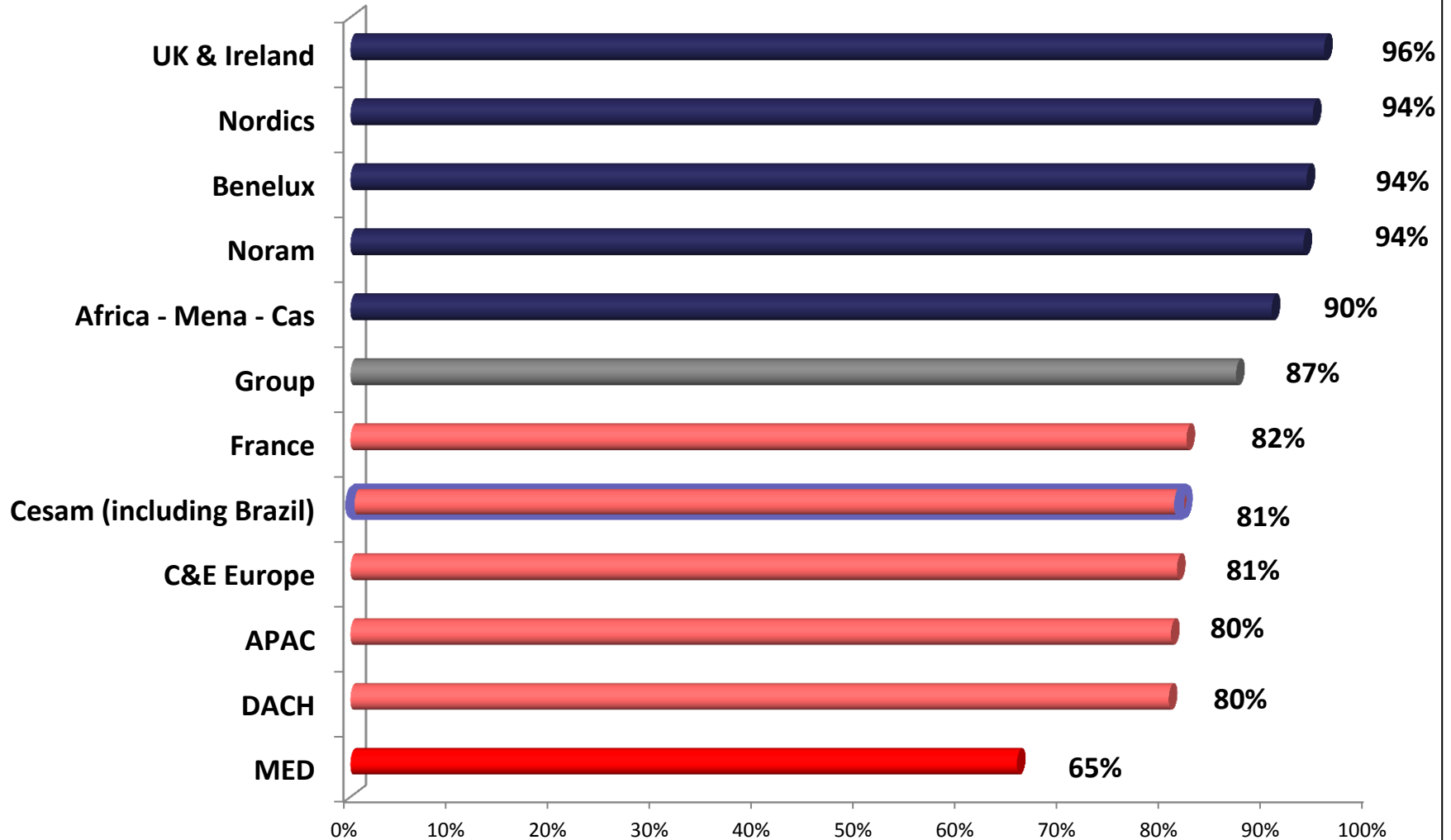


Sites with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness

Only sites providing
Food services and/or
Vending services

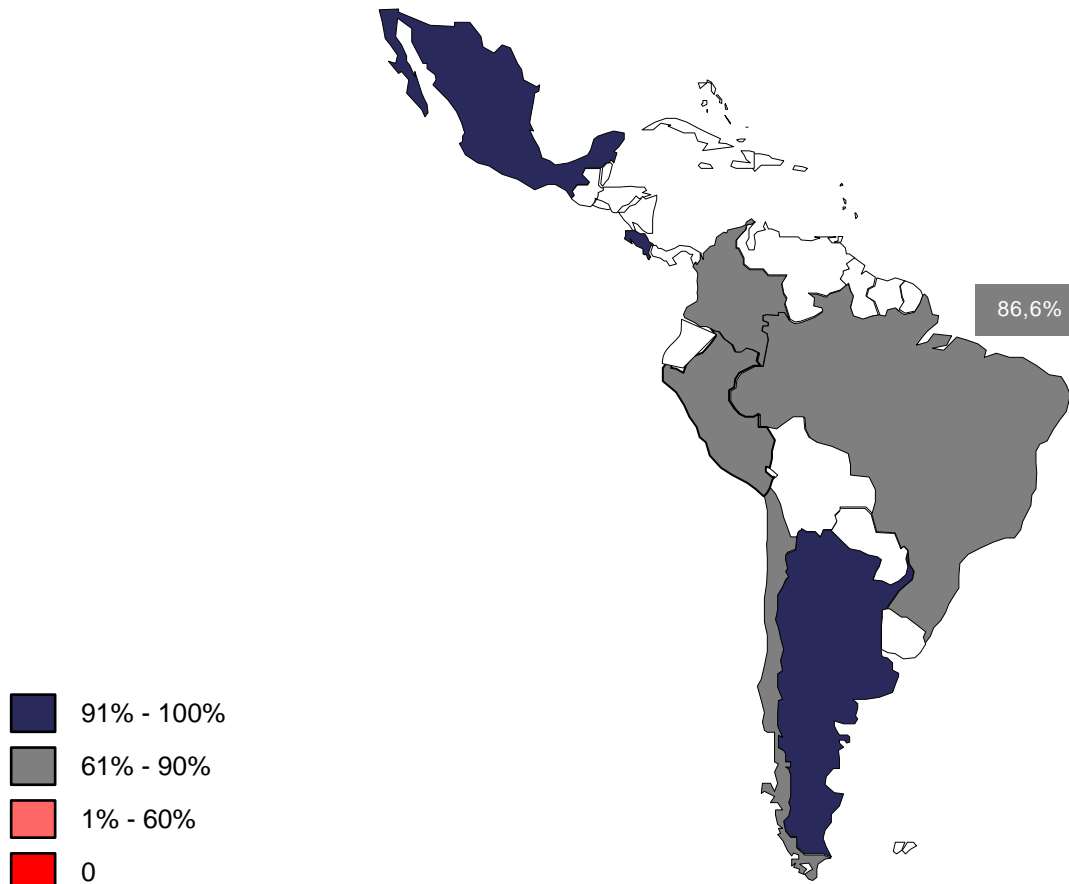
- **To qualify** as a site with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness, sites have to respond as follows:
 - Sites that provide food and vending service: "yes" to 7 of 15 questions
 - Sites that provide food but not vending service : "yes" to 7 of 14 questions
 - Sites that provide vending but not food service : "yes" to 4 of questions 6, 7, 9, 11, 12, 13, 14 or 15

10 Golden Rules Breakdown by Region - NHW



We Do – Nutrition, Health and Wellness

- % of sites offering fruit and vegetables without added sugar, fat or salt to consumers on their sites every day



Key Figures

Fiscal 2015
Group
90.7%

Fiscal 2015
Cesam
Incl. Brazil
88.8%

Key Figures

Fiscal 2015
Brazil
86.6%



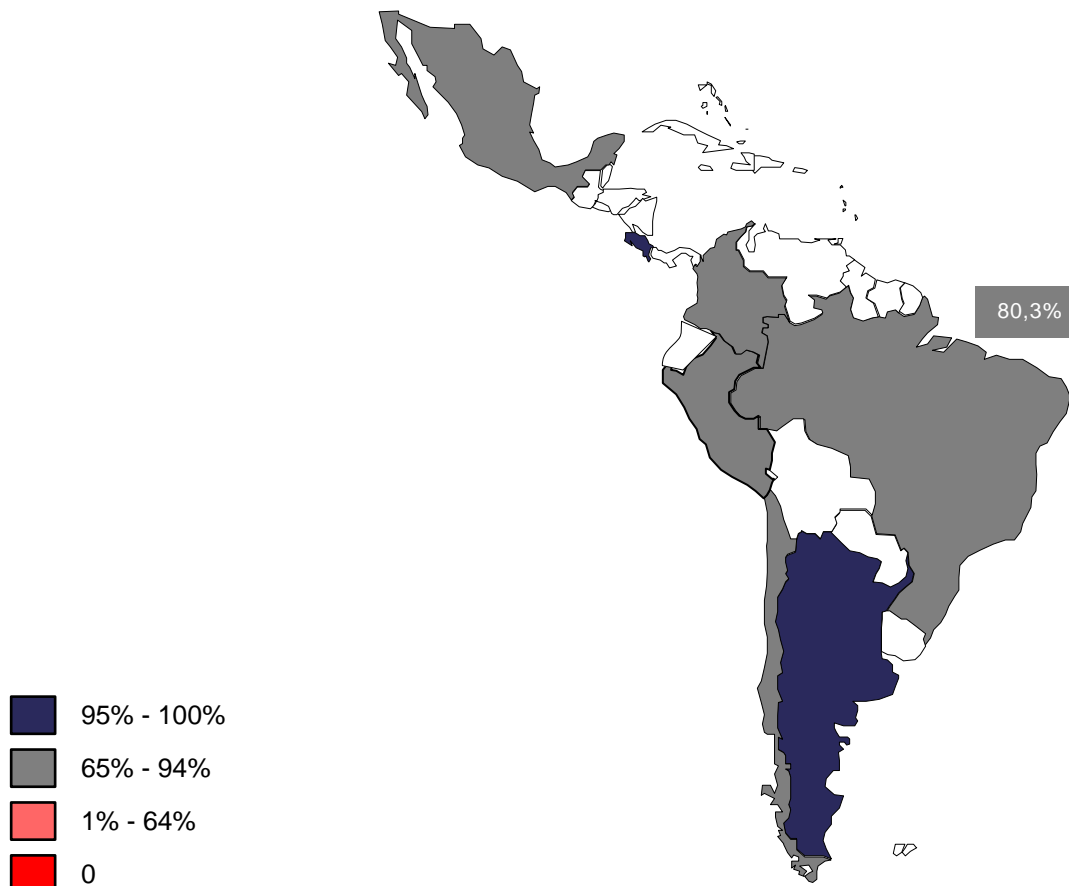
Sites offering fruit and vegetables without added sugar, fat or salt to consumers on their sites every day

Only sites
providing Food
services

- **Reformulated indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you offer fruit and/or vegetables without added sugar, fat or salt to consumers on your site every day?

We Do - Nutrition Health and Wellness

- % of sites offering dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on their sites every day



Key Figures

Fiscal 2015
Group
94.0%

Fiscal 2015
Cesam
Incl. Brazil
87.6%

Key Figures

Fiscal 2015
Brazil
80.3%



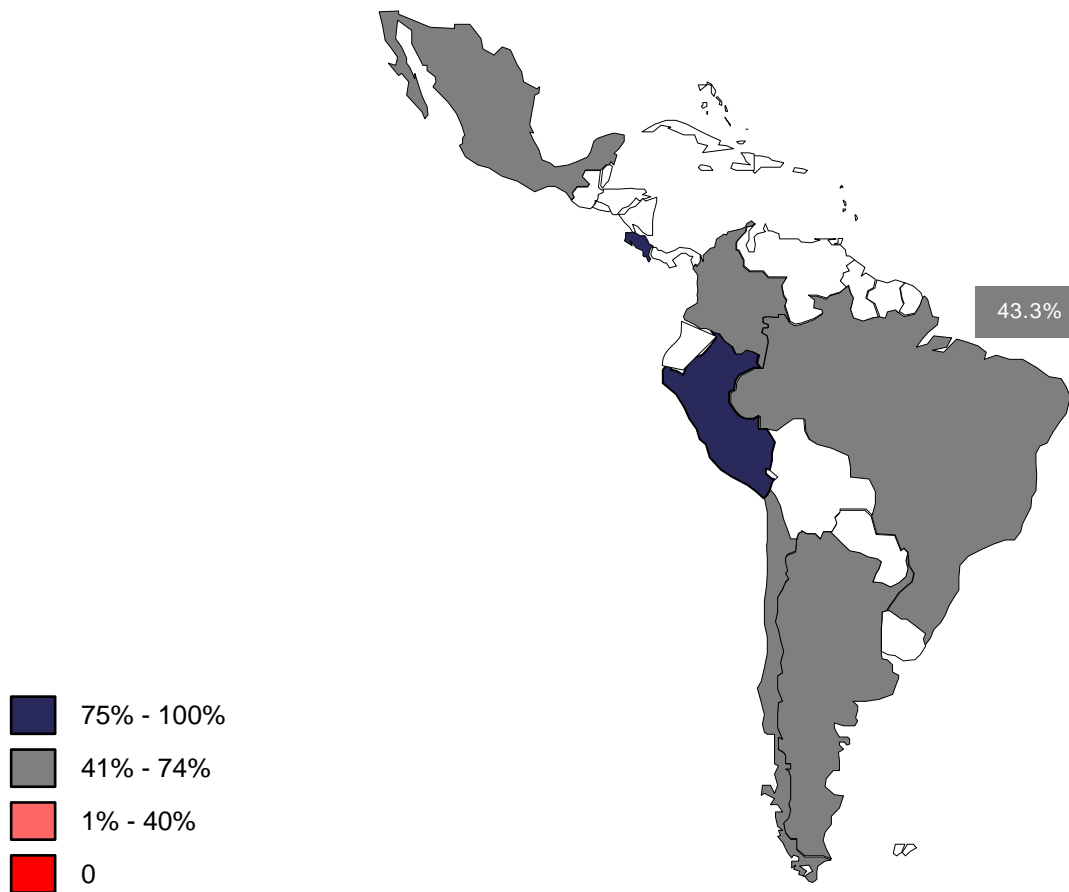
Sites offering dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on their sites every day

Only sites providing
Food services

- **Reformulated indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you offer dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on your site every day?

We Do - Nutrition Health and Wellness

- % of sites offering fish to consumers on their site at least twice a week



Key Figures

Fiscal 2015
Group
74.7%

Fiscal 2015
Cesam
Incl. Brazil
60.8%

Key Figures

Fiscal 2015
Brazil
43.3%



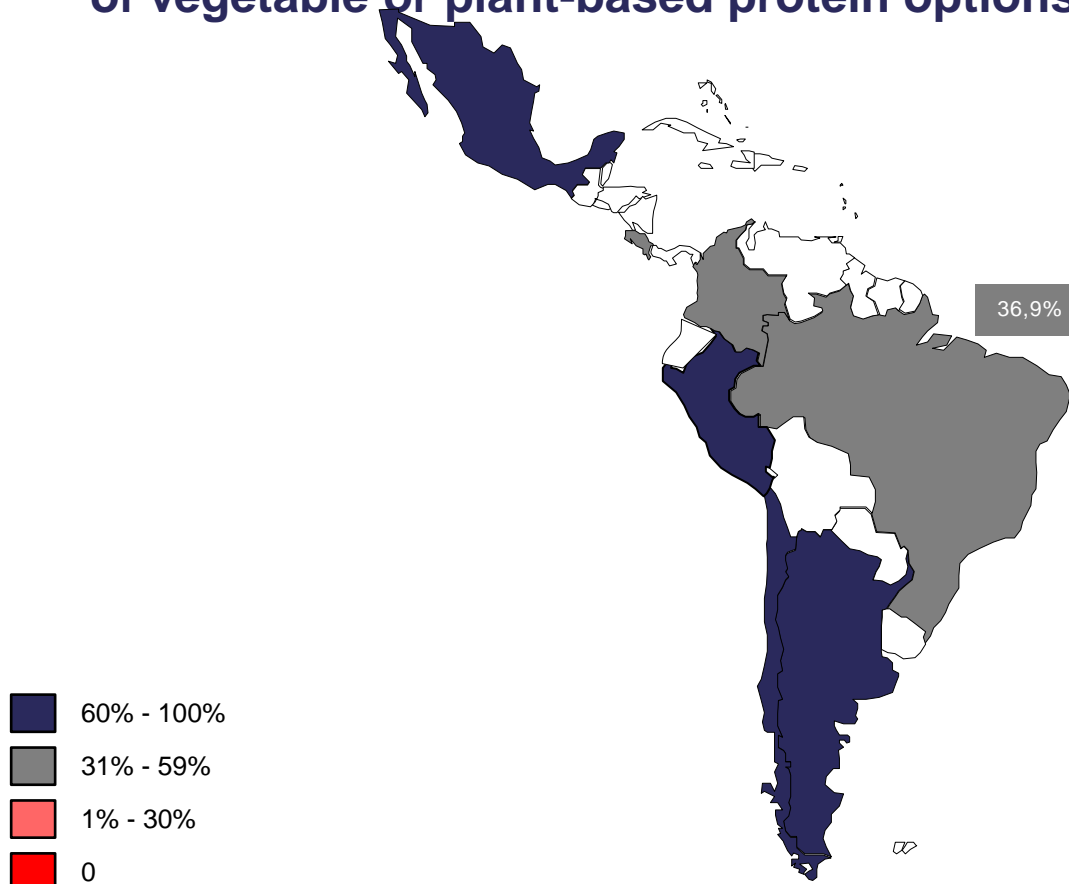
Sites offering fish to consumers on their site at least twice a week

Only sites providing Food services

- **Reformulated indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you offer fish to consumers on your site at least twice a week?

We Do - Nutrition Health and Wellness

- % of sites regularly (at least once a week) promoting offers that help consumers to have a balanced intake of proteins through the provision of vegetable or plant-based protein options



Key Figures

Fiscal 2015
Group
59.5%

Fiscal 2015
Cesam
Incl. Brazil
60.7%

Key Figures

Fiscal 2015
Brazil
36.9%



Sites regularly (at least once a week) promoting offers that help consumers to have a balanced intake of proteins

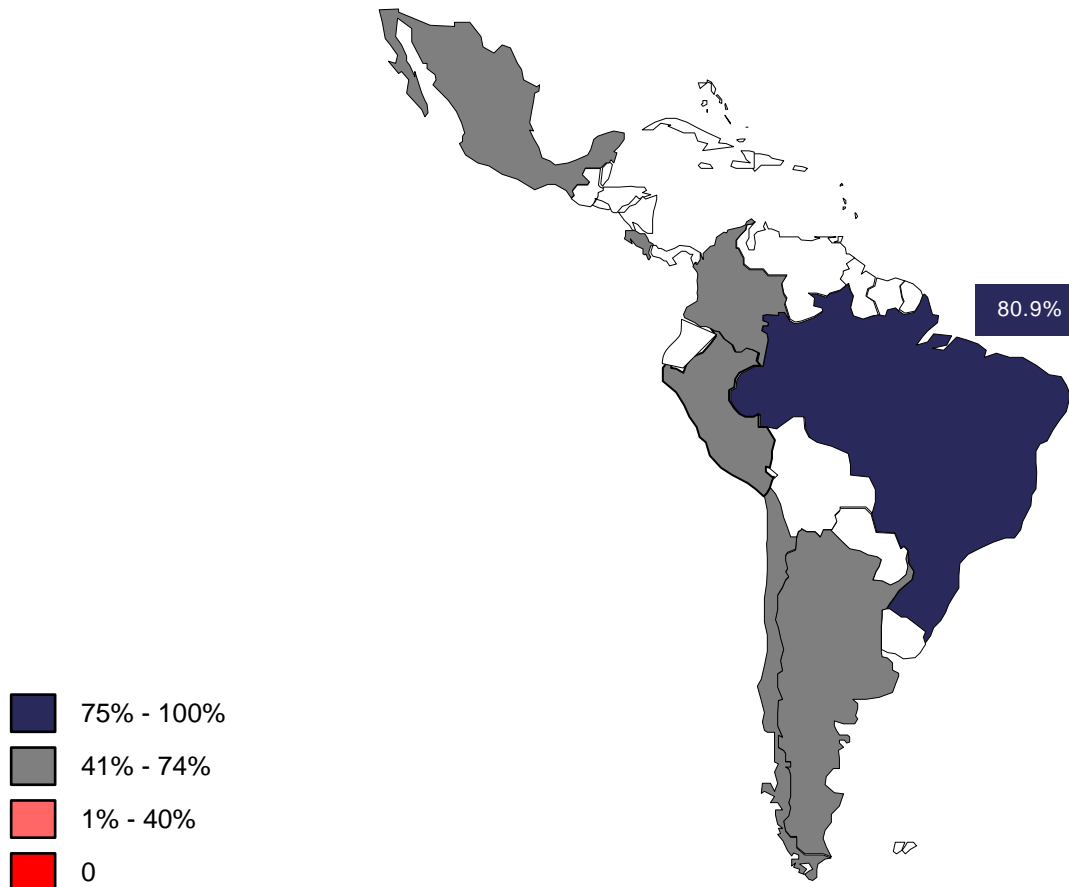
Only sites providing
Food services

- **Reformulated indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you regularly (at least once a week) provide and promote a balanced intake of proteins through the provision of vegetable or plant-based protein options? (e.g. Equilunch - A BTP Site-WIN initiative, Meatless Monday, My Monday, Jeudi Veggie...)

We Do - Nutrition Health and Wellness



- % of sites regularly (at least twice a week) providing either whole or semi-whole grain options (whole grain bread, bulgur, etc.)



Key Figures

Fiscal 2015
Group
74.1%

Fiscal 2015
Cesam
Incl. Brazil
60.5%

Key Figures

Fiscal 2015
Brazil
80.9%



Sites regularly (at least twice a week) providing either whole or semi-whole grain options (whole grain bread, bulgur, etc.)

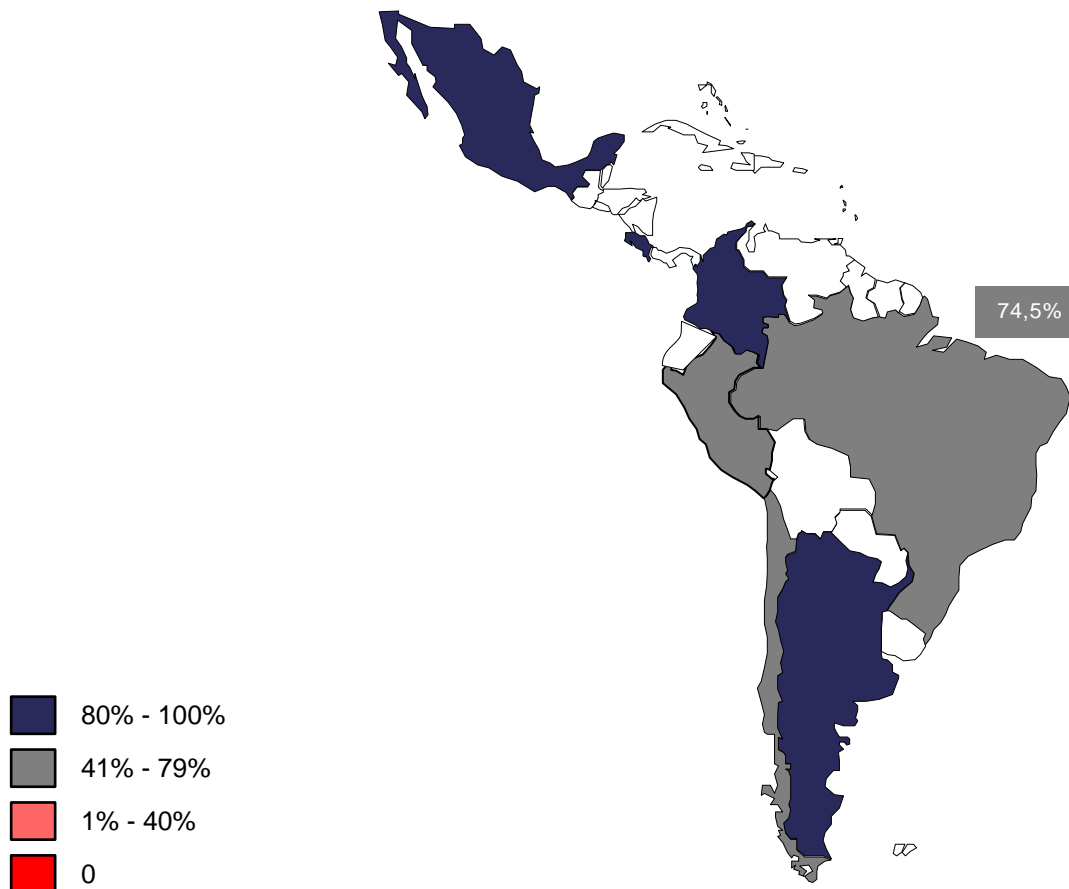
Only sites providing
Food services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you regularly (at least twice a week) provide either whole or semi-whole grain options on your site (whole grain bread, bulgur, etc.)?

We Do - Nutrition Health and Wellness



- % of sites offering low or sugar-free food products to consumers every day



Key Figures

Fiscal 2015
Group
79.7%

Fiscal 2015
Cesam
Incl. Brazil
72.4%

Key Figures

Fiscal 2015
Brazil
74.5%



Sites offering low or sugar-free food products to consumers every day

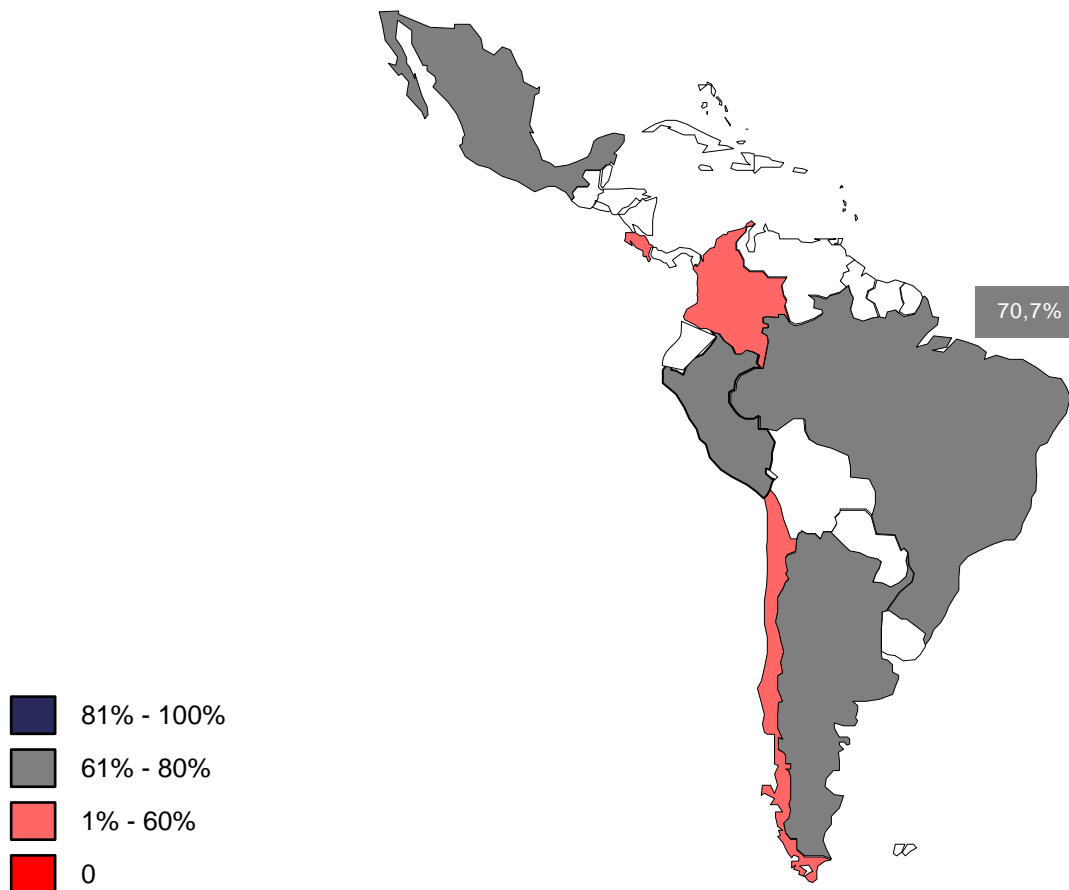
Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you offer low or sugar-free food products to consumers on your site every day?

We Do - Nutrition Health and Wellness



- % of sites supporting and promoting initiatives that help consumers to reduce their sugar intake



Key Figures

Fiscal 2015
Group
60.8%

Fiscal 2015
Cesam
Incl. Brazil
57.8%

Key Figures

Fiscal 2015
Brazil
70.7%



Sites supporting and promoting initiatives that help consumers to reduce their sugar intake

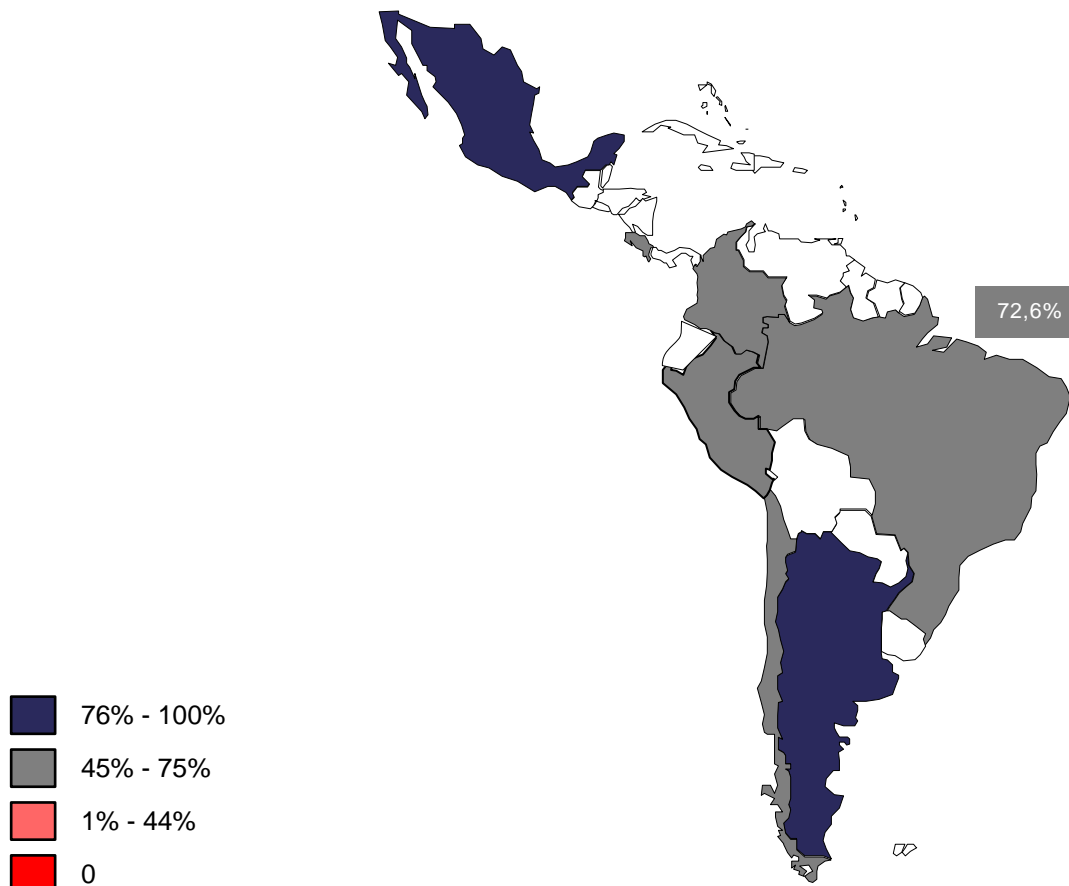
Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you support and promote initiatives that help consumers to reduce their sugar intake (at least one promotional or communication campaign during the last 12 months)?

We Do - Nutrition Health and Wellness



- % of sites monitoring and following appropriate salt usage for on-site cooking and food preparation



Key Figures

Fiscal 2015
Group
75.3%

Fiscal 2015
Cesam
Incl. Brazil
71.0%

Key Figures

Fiscal 2015
Brazil
72.6%



Sites monitoring and following appropriate salt usage for on-site cooking and food preparation

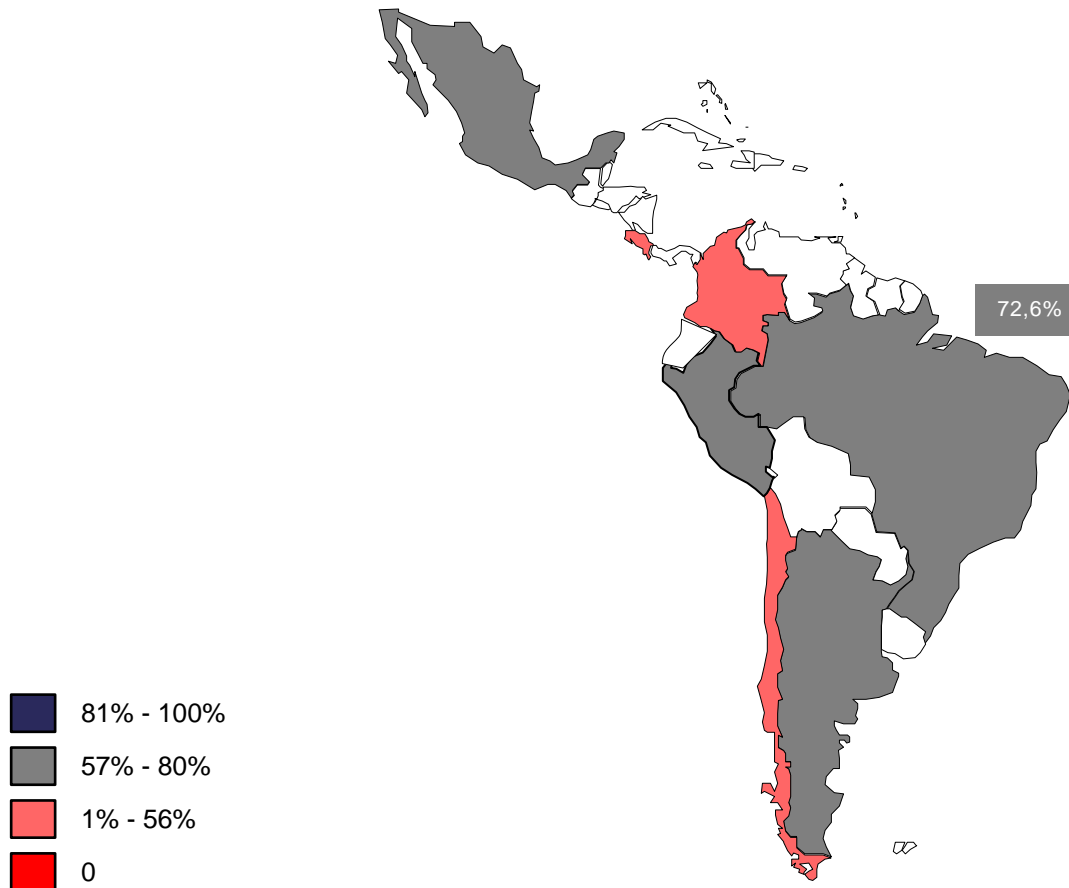
Only sites providing
Food services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you monitor and follow appropriate salt usage for on-site cooking and food preparation (using guidelines or tools)?

We Do - Nutrition Health and Wellness



- % of sites supporting and promoting initiatives that help consumers to reduce their salt intake



Key Figures

Fiscal 2015
Group
56.7%

Fiscal 2015
Cesam
Incl. Brazil
57.4%

Key Figures

Fiscal 2015
Brazil
72.6%



Sites supporting and promoting initiatives that help consumers to reduce their salt intake

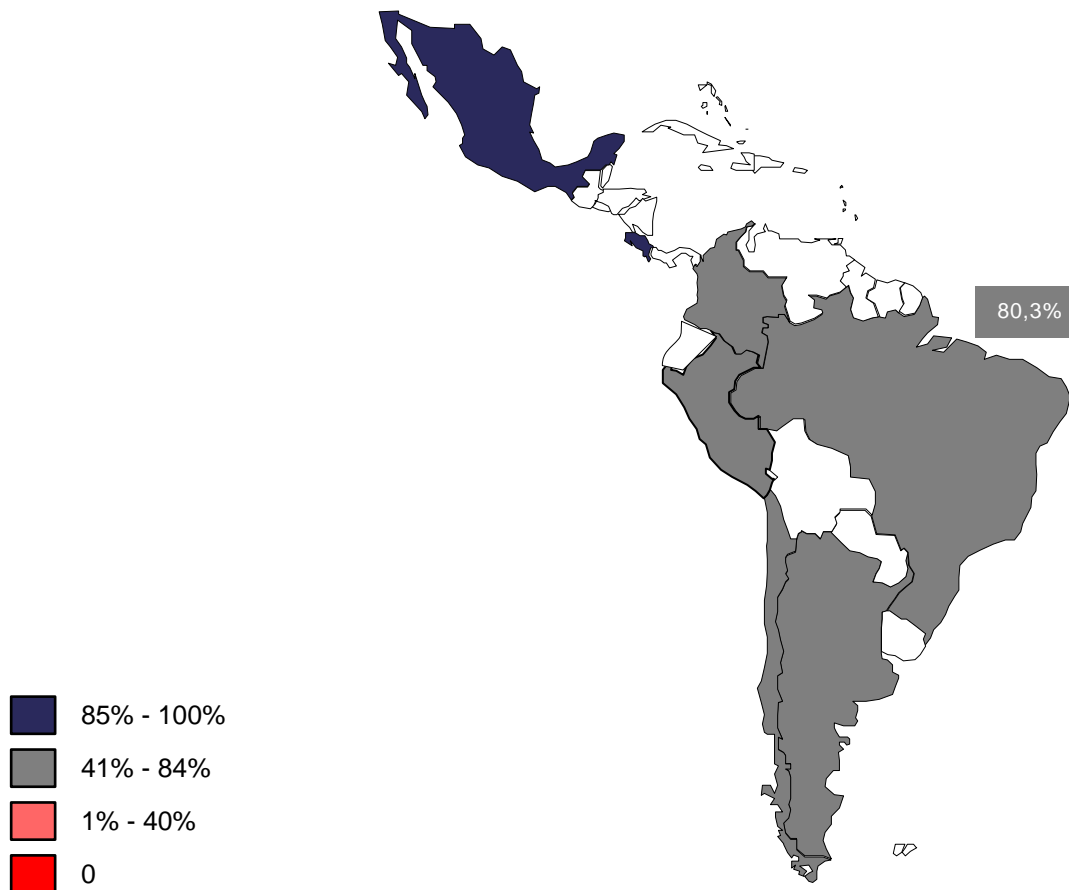
Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you support and promote initiatives that help consumers to reduce their salt intake (at least one promotional or communication campaign during the last 12 months)?

We Do - Nutrition Health and Wellness



- % of sites ensuring a reduced and diversified use of fats (vegetable and non-vegetable based) in cooking and seasoning



Key Figures

Fiscal 2015
Group
84.8%

Fiscal 2015
Cesam
Incl. Brazil
74.7%

Key Figures

Fiscal 2015
Brazil
80.3%



Sites ensuring a reduced and diversified use of fats (vegetable and non-vegetable based) in cooking and seasoning

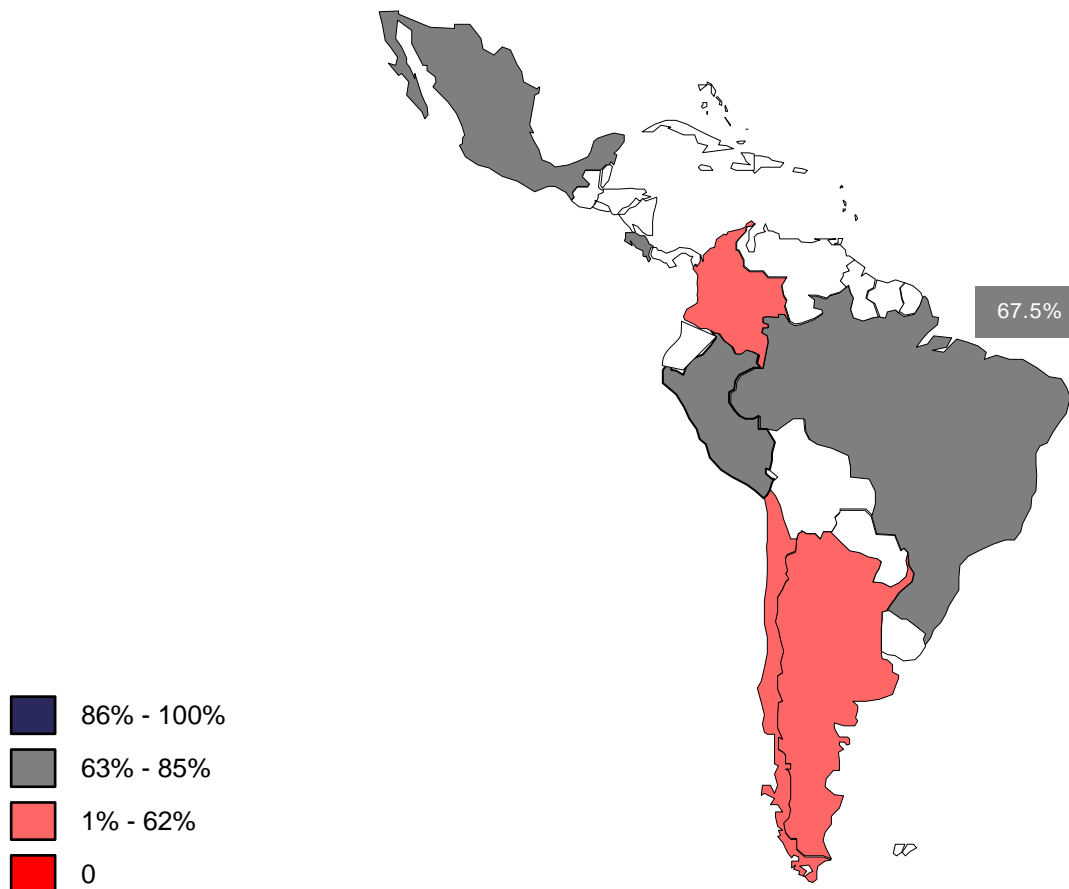
Only sites providing
Food services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you ensure a reduced and diversified use of fats (vegetable and non-vegetable based) in your cooking and seasoning?

We Do - Nutrition Health and Wellness



- % of sites supporting and promoting initiatives that help consumers to reduce their fat intake



Key Figures

Fiscal 2015
Group
62.0%

Fiscal 2015
Cesam
Incl. Brazil
60.5%

Key Figures

Fiscal 2015
Brazil
67.5%



Sites supporting and promoting initiatives that help consumers to reduce their fat intake

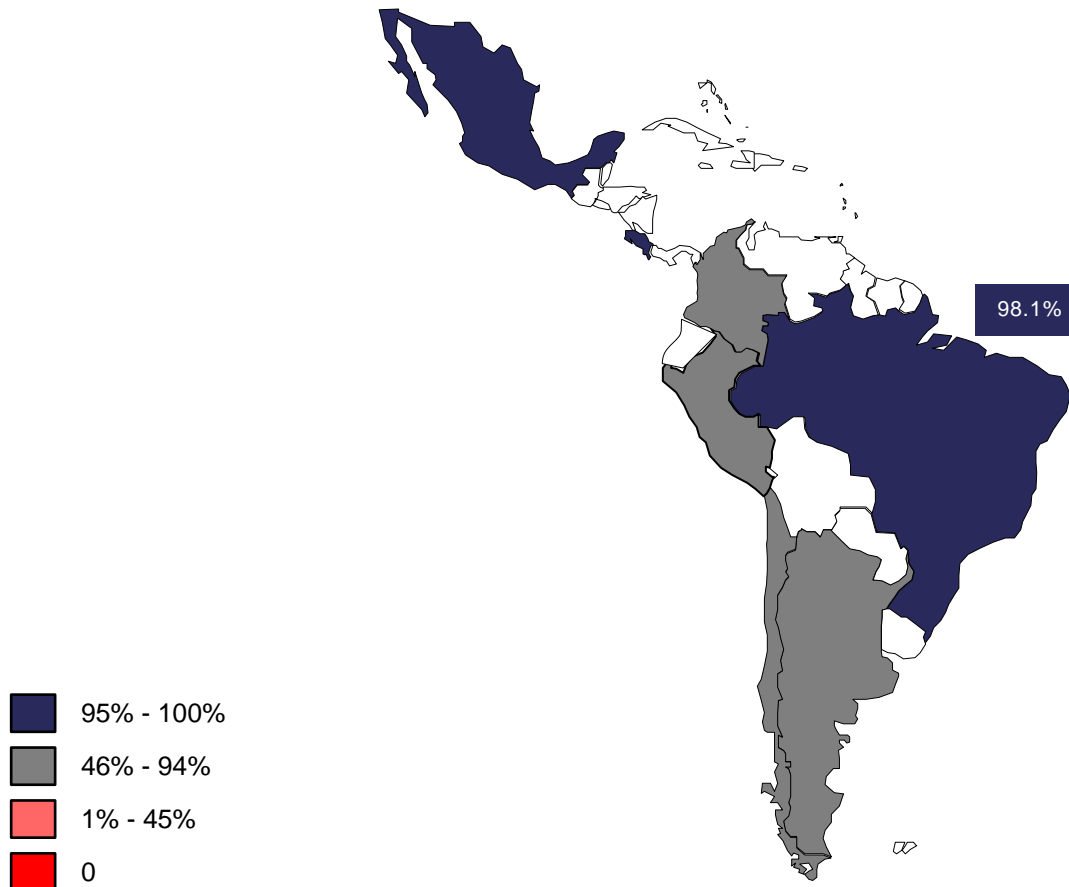
Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you support and promote initiatives that help consumers to reduce their fat intake (at least one promotional or communication campaign during the last 12 months)?

We Do - Nutrition Health and Wellness



- % of sites where water is accessible at any time during the day to consumers



Key Figures

Fiscal 2015
Group
94.1%

Fiscal 2015
Cesam
Incl. Brazil
93.0%

Key Figures

Fiscal 2015
Brazil
98.1%



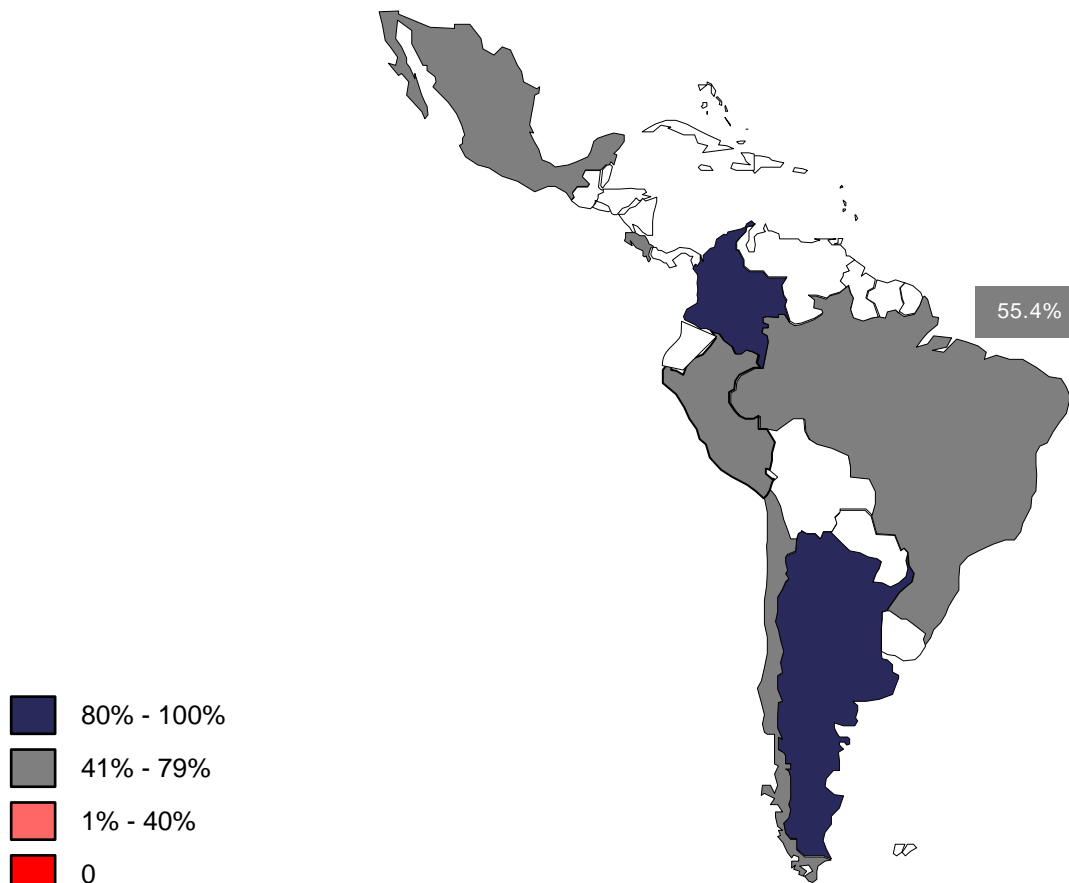
Sites where water is accessible at any time during the day to consumers

Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Is water accessible at any time during the day to consumers on your site (water fountains, coolers, jugs, bottles, etc.)?

We Do - Nutrition Health and Wellness

- % of sites offering a range of drinks with no added sugar to consumers every day



Key Figures

Fiscal 2015
Group
79.0%

Fiscal 2015
Cesam
Incl. Brazil
67.9%

Key Figures

Fiscal 2015
Brazil
55.4%



Sites offering a range of drinks with no added sugar to consumers every day

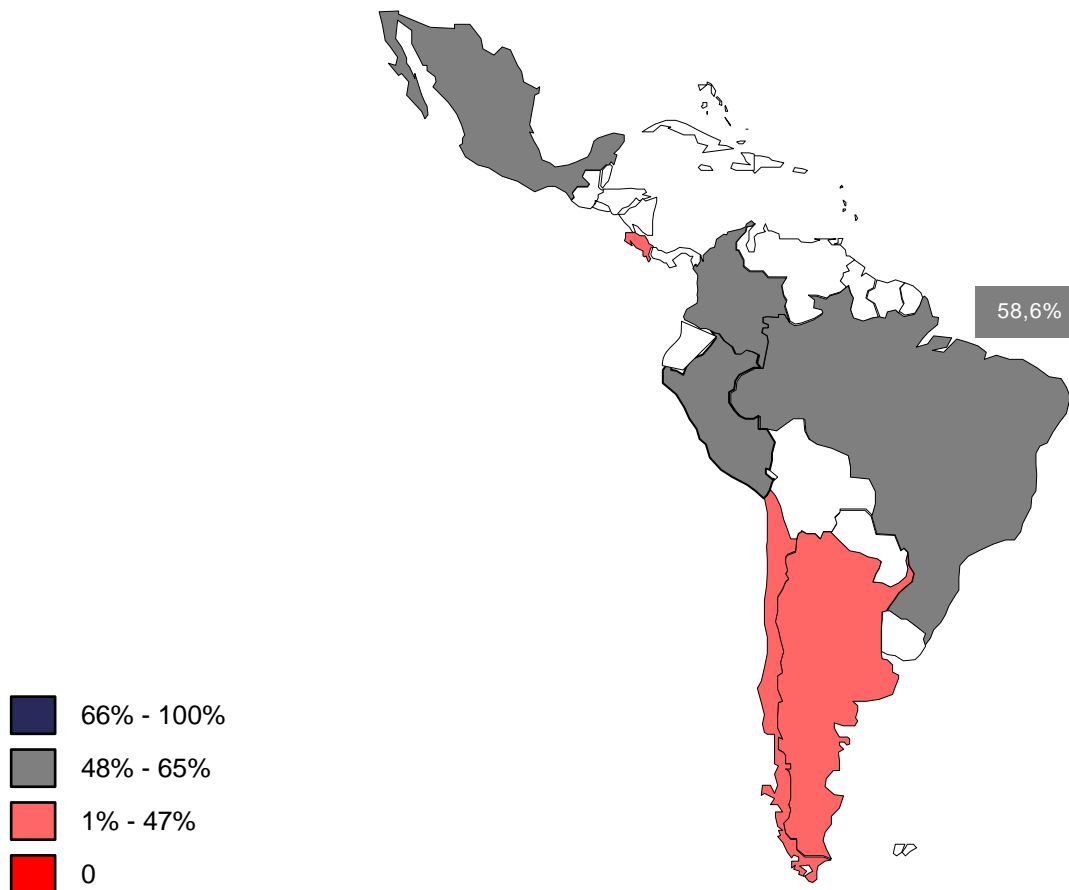
Only sites providing
Food services and
Vending services

- **Reformulated indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you offer a range of drinks with no added sugar to consumers on your site every day?

We Do - Nutrition Health and Wellness



- % of sites supporting and promoting initiatives that help consumers to practice physical activity



Key Figures

Fiscal 2015
Group
47.3%

Fiscal 2015
Cesam
Incl. Brazil
44.4%

Key Figures

Fiscal 2015
Brazil
58.6%



Sites supporting and promoting initiatives that help consumers to practice physical activity

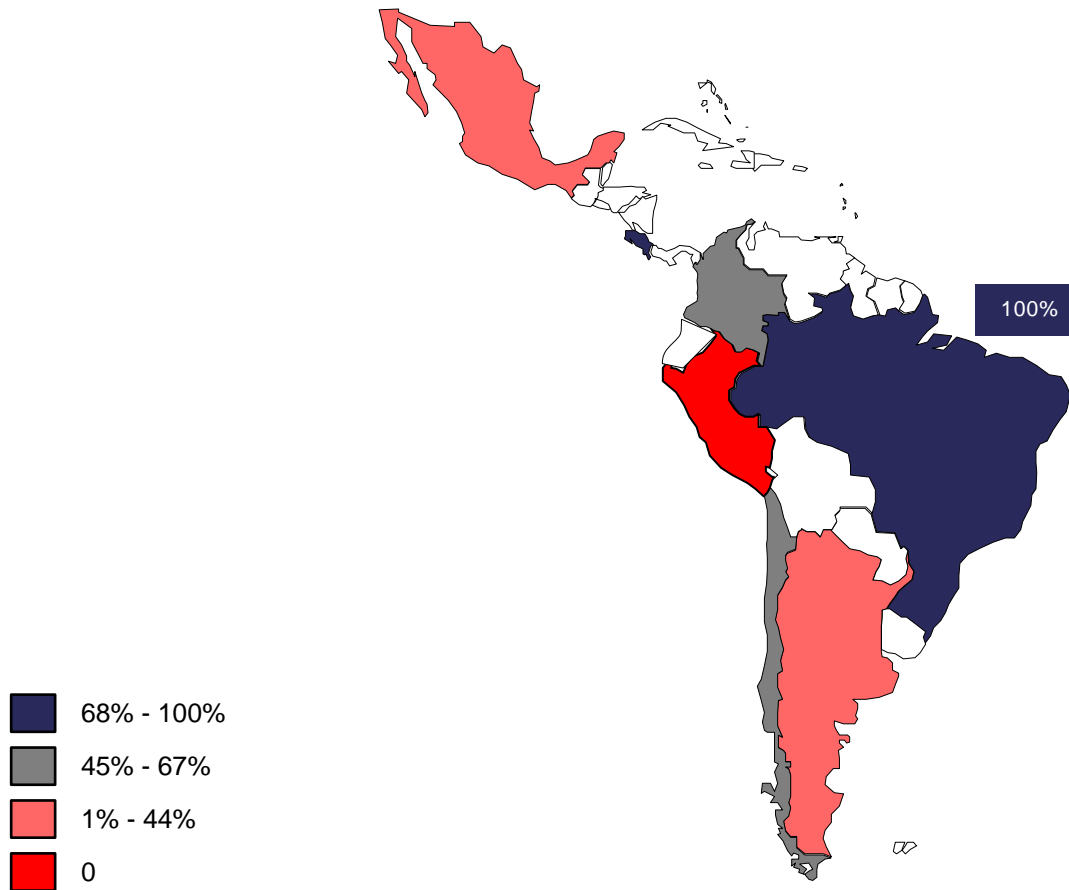
Only sites providing
Food services and
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Do you support and promote initiatives that help consumers to practice physical activity (regular programs or promotional/communication campaign)?

We Do - Nutrition Health and Wellness



- % of sites where the vending product selection is appropriate for different consumption moments of the day



Key Figures

Fiscal 2015
Group
67.6%

Fiscal 2015
Cesam
Incl. Brazil
51.4%

Key Figures

Fiscal 2015
Brazil
100%



Sites where the vending product selection is appropriate for different consumption moments of the day

Only sites providing
Vending services

- **New indicator** for this 2015 Site Survey
 - **To qualify for this indicator**, sites must reply “**yes**” to the following question :
 - Is your vending product selection appropriate for different consumption moments of the day (breakfast, snacks, lunch etc.)?

We Do – Health & Wellness Services

- % of Group revenues of countries developing and promoting health and wellness services



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
98.7%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Fiscal 2014
Cesam Incl.
Brazil
100%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries developing and promoting health and wellness services

- **To be compliant with this indicator**, the country must reply “**yes**” to the following 3 questions:
 1. *Do(es) your Marketing Offer team(s) have responsibility for the development of health and wellness services? (solutions that improve Quality of Life for employees and consumers not including offers that are food only)*
 2. *Has(ve) your Marketing Offer team(s) developed health and wellness services? (solutions that improve Quality of Life for employees and consumers not including offers that are food only)*
 3. *Have these health and wellness services been included in your generic commercial documents?*

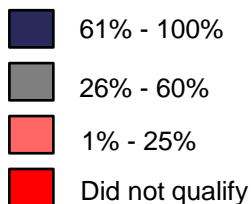
FISCAL 2015



Balancing meal options

We Do – Balancing Meal Options

- % of clients' sites that provide and promote varied and balanced food options **(the countries that are in red did not qualify)**



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
96.7%

Fiscal 2015
Cesam
Incl. Brazil
95.8%

Fiscal 2014
Cesam Incl.
Brazil
93.4 %



Key Figures

Fiscal 2014
BRAZIL
Non qualified



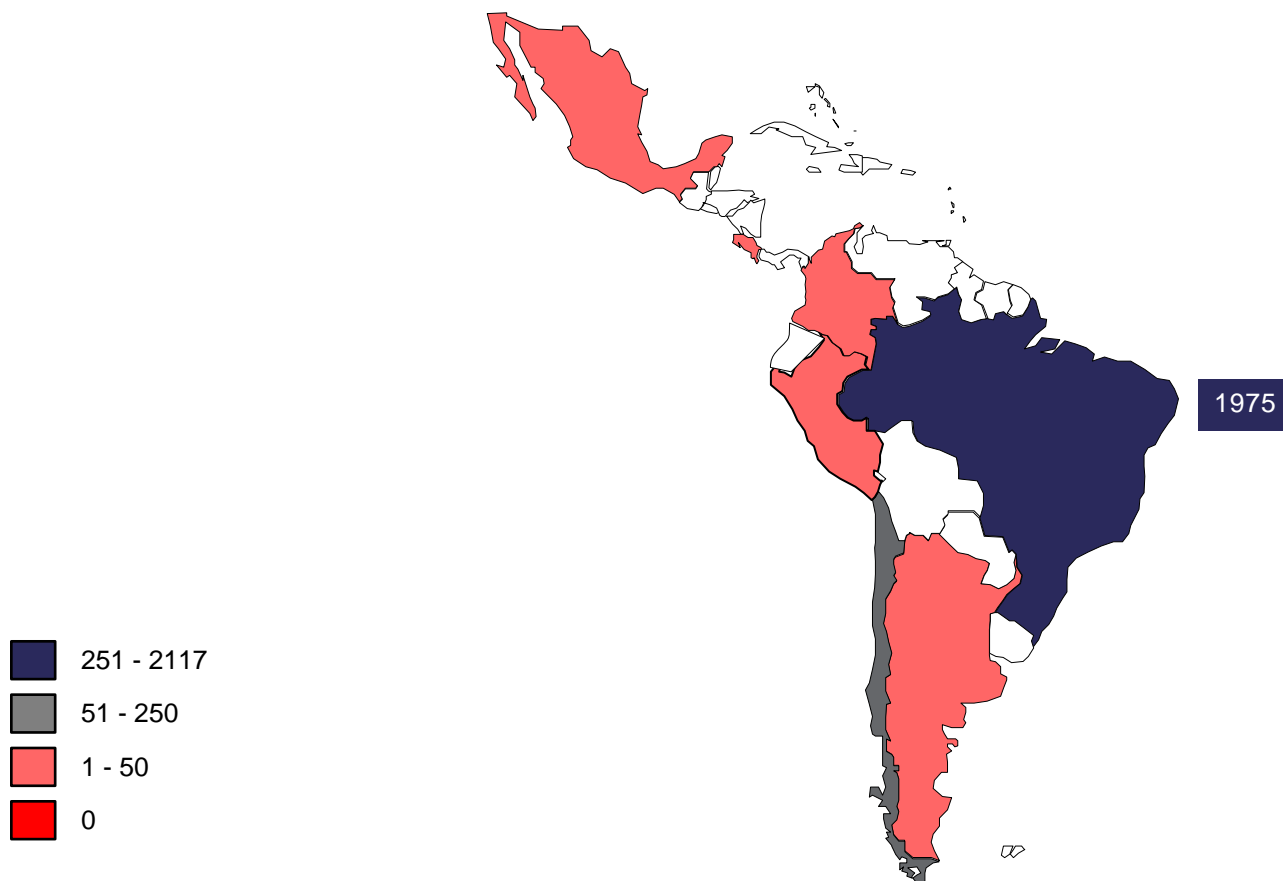
Fiscal 2015
BRAZIL
100%

clients' sites that provide and promote varied and balanced food options

- **To achieve the prequalifying criteria for this indicator**, the country has to respond "yes" to questions 1, 2, 3, and 5 or "yes" to questions 6, 7 and 8
 1. *Does your Marketing Offer team have responsibility for developing menus and recipes?*
If yes, then
 2. *Are these menus and recipes validated by a qualified nutritionist/dietitian?*
 3. *Do these menus and recipes state clear cooking practices and methodology?*
 4. *Do you have a system to track site compliance to the centrally developed menus and recipes?*
 5. *Do you have centrally developed ways to promote the varied and balanced food options that are communicated to sites?*
 - If no to question 1, then
 6. *Have you established a guideline to help the sites develop their own menus and recipes?*
 7. *Have you cascaded this guideline to the sites with specific training materials?*
 8. *Do you communicate to your site managers the necessity to promote varied and balanced food options?*
- **If qualified**, the % of Group revenues of countries qualifying for the qualitative criteria for providing and promoting varied and balanced food options calculation is performed
- In general, for the first prequalifying criteria, the majority of countries which did not achieve the prequalifying criteria replied "no" to questions **2, 4 & 5** and for the second one, they replied "no" to questions **6&7**

We Do – Balancing Meal Options

■ Number of registered dietitians employed by Sodexo



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
4918

Fiscal 2015
Cesam
Incl. Brazil
2174

Fiscal 2014
Cesam Incl.
Brazil
1749



Key Figures

Fiscal 2014
BRAZIL
1527



Fiscal 2015
BRAZIL
1975

Countries where menus and recipes are reviewed by a qualified dietitian

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question :
 1. *Does your Marketing Offer team have responsibility for developing menus and recipes?*
 - If yes, then**
 2. *Are these menus and recipes validated by a qualified nutritionist/dietitian?*

We Do – Balancing Meal Options

- % of Group revenues of countries having nutritional hotlines or weblines to provide nutritional advice for consumers



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
72.6%

Fiscal 2015
Cesam
Incl. Brazil
88.4%

Fiscal 2014
Cesam Incl.
Brazil
45.3 %



Key Figures

Fiscal 2014
BRAZIL

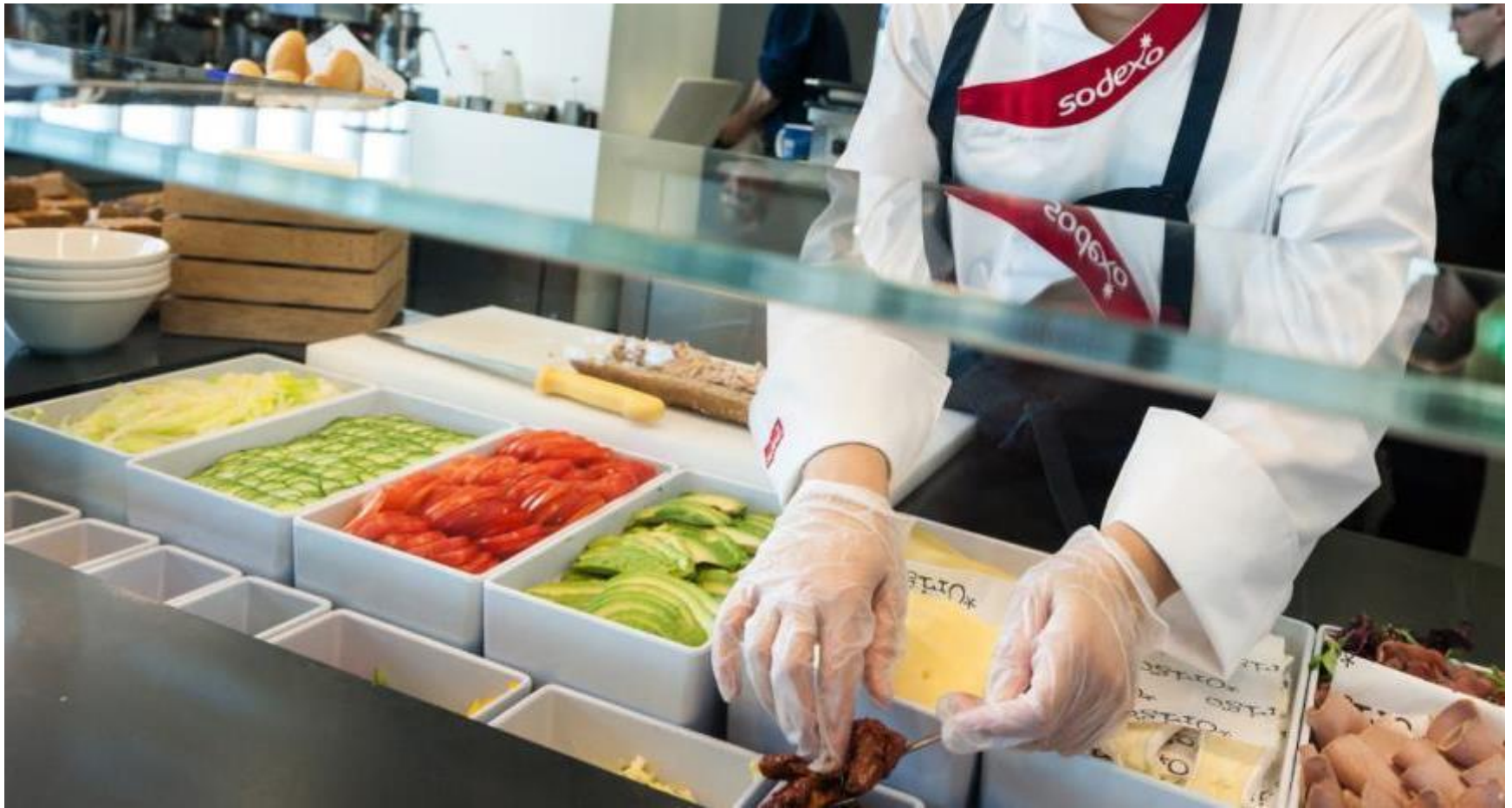


Fiscal 2015
BRAZIL

Countries having nutritional hotlines or weblines to provide nutritional advice for consumers

- **To be compliant with this indicator**, the country must reply “**yes**” to following question :
 1. *Do you have a nutritional hotline or weblines to provide advice to consumers ?*

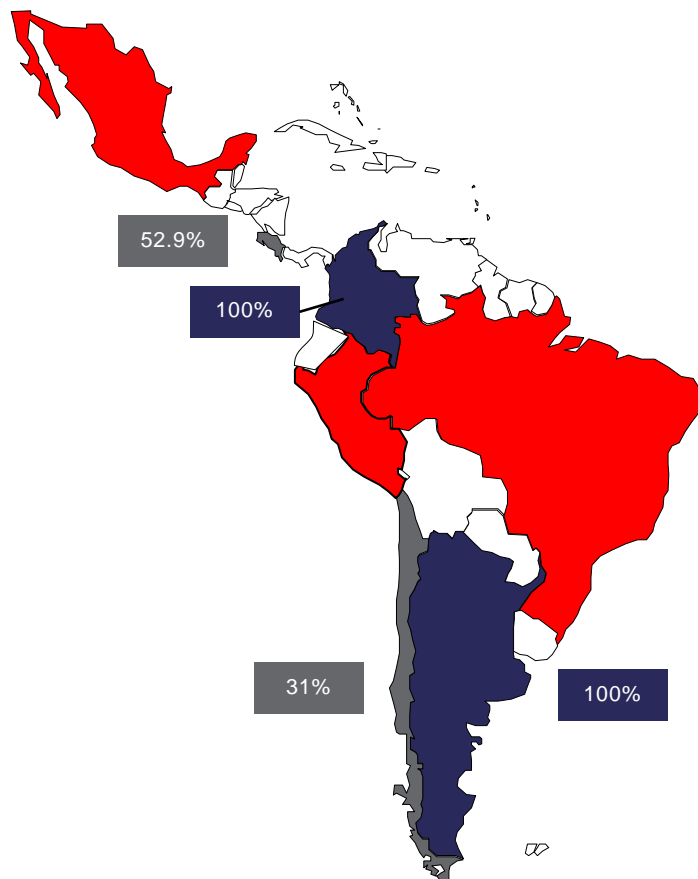
FISCAL 2015



Reduce Sugar, Salt & Fats

We Do – Reduce Sugar, Salt & Fats

- % of clients' sites that provide and promote choices with a reduced intake of sugar, salt and fats (the countries that are in red did not qualify)



Key Figures

Our Business Units across Central & South Americas

Fiscal 2015
OSS
68.4%

Fiscal 2015
Cesam
Incl. Brazil
63.0%

Fiscal 2014
Cesam Incl.
Brazil
64.9%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

% of clients' sites that provide and promote choices with a reduced intake of sugar, salt and fats

- **To achieve the prequalifying criteria for this indicator**, the country has to respond "yes" to the 6 following questions :
 1. *Have you established nutritional criteria that meet the guidelines for healthy consumers per country standards or guidelines?*
 2. *Have you established a list of products, ingredients and practices which are banned?*
 3. *Do you ensure that this list is cascaded to all sites with the appropriate training materials or that the products are banned in your central menu planning and purchasing catalogue systems?*
 4. *Have you established a list of alternative products and practices?*
 5. *Have you ensured that your Supply Chain team has delisted all the banned products and listed all the alternative ones?*
 6. *Have you taken action to promote the reduction of salt, sugar and fats on each site?*
- **If qualified**, the % of clients' sites that provide and promote choices with a reduced intake of sugar, salt and fats' calculation is performed
- In general, the majority of countries which did not achieve the prequalifying criteria replied "no" to questions **4 & 5**

We Do – Reduce Sugar, Salt & Fats

- % of On Site Service revenues of countries having established and removed identified products and practices



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
95.2%

Fiscal 2015
Cesam
Incl. Brazil
89.2%

Fiscal 2014
Cesam Incl.
Brazil
53.1%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having established and removed identified products and practices

- **To be compliant with this indicator**, the country must reply “**yes**” to the following 3 country survey questions :
 1. *Have you established a list of products, ingredients and practices which are banned ?*
 2. *Do you ensure that this list is cascaded to all sites with the appropriate training materials or that the products are banned in your central menu planning and purchasing catalogue systems ?*
 3. *Have you ensured that your Supply Chain team has delisted all the banned products and listed all the alternative ones ?*

FISCAL 2015



Local Communities

OUR COMMITMENTS TO LOCAL COMMUNITIES

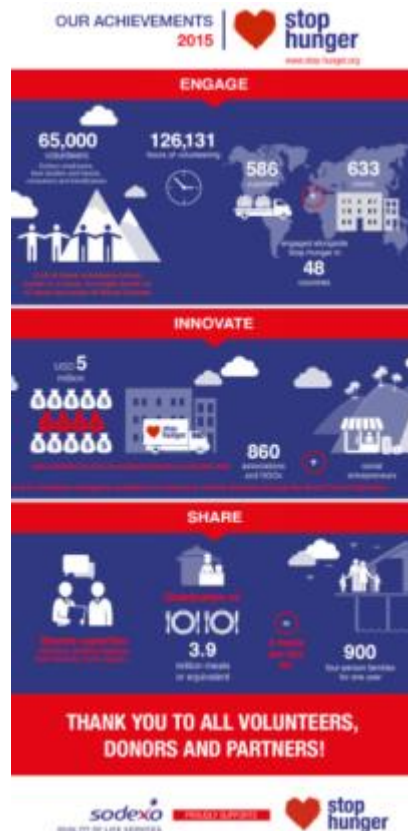
FIGHT AGAINST HUNGER AND MALNUTRITION

PARTNER INCLUSION PROGRAM

FAIRLY TRADED CERTIFIED PRODUCTS

65,000 Sodexo employees from **48 countries** participated in Stop Hunger

4 actions financed with **100%** of the donations collected during the first Stop Hunger Fundraising Dinner



30 countries representing **88.6%** of On Site Revenues have specific initiatives to integrate SMEs (Small and Medium Enterprises) into their supply chains

31% of the coffee we serve is from **certified sustainable sources**



FISCAL 2015



Fight Hunger and Malnutrition

We Do – Stop Hunger

- Number of countries fighting Hunger and Malnutrition through Stop Hunger



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
48

Fiscal 2015
Cesam
Incl. Brazil
7

Fiscal 2014
Cesam Incl.
Brazil
7

Key Figures

Fiscal 2014
BRAZIL

=

Fiscal 2015
BRAZIL

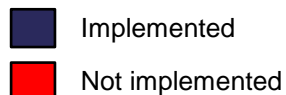
FISCAL 2015



Partner Inclusion Program

We Do – Partner Inclusion Program

- % of On Sites Services revenues of countries developing specific initiatives to integrate SMEs



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
88.6%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Fiscal 2014
Cesam Incl.
Brazil
88.0 %



Key Figures

Fiscal 2014
BRAZIL



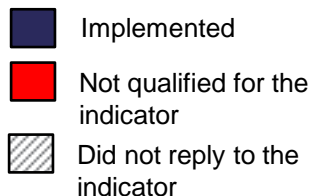
Fiscal 2015
BRAZIL

Countries developing specific initiatives to integrate SMEs

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question :
 1. *Have you developed or been involved in specific initiatives to integrate SMEs (Small and Medium Enterprises) (refer to user guide for definition) into Sodexo's Supply Chain?*

We Do – Partner Inclusion Program

- % of On Site Services revenues of countries developing specific initiatives related to women-owned and operated SMEs



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
87.6%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100%

Key Figures

Fiscal 2014
BRAZIL



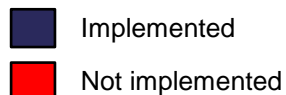
Fiscal 2015
BRAZIL

Countries developing specific initiatives related to women-owned and operated SMEs

- **To be compliant with this indicator**, the country must reply “**yes**” to the following questions :
 1. *Have you developed or been involved in specific initiatives to integrate SMEs (Small and Medium Enterprises) (refer to user guide for definition) into Sodexo's Supply Chain?*
 2. *If yes, are any of the initiatives related to the integration of women-owned and operated SMEs (Small and Medium Enterprises)?*

We Do – Partner Inclusion Program

- % of On Site Services revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs in Sodexo's Supply Chain **NEW**



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
67.2%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Key Figures

Fiscal 2015
BRAZIL

Countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs in Sodexo's Supply Chain

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following questions :
 1. *Do you have active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs (Small and Medium Enterprises) in Sodexo's Supply Chain?*
 2. *If yes, how many active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs (Small and Medium Enterprises) in Sodexo's Supply Chain do you have?*
 3. *If yes, please provide the names of the Local Communities, Local Authorities, NGOs or associations and the type of activity that is being carried out*

We Do – Partner Inclusion Program

- % of On Site Services revenues of countries having a system in place to track which of their Tier 1 (direct) suppliers are SMEs



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
61.1%

Fiscal 2015
Cesam
Incl. Brazil
17.8%

Fiscal 2014
Cesam Incl.
Brazil
38.5 %



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having a system in place to track which of their Tier 1 (direct) suppliers are SMEs

- **In order to calculate this indicator**, the number of countries having a system in place to track if tier 1 suppliers are SMEs (**question from the country survey**) is taken account for :
 1. *Do you have a system in place to track which of your tier 1 (direct) suppliers are SMEs (small and Medium Enterprises) ?*

and is divided by the total revenues of countries answering the question (**Revenue data**)

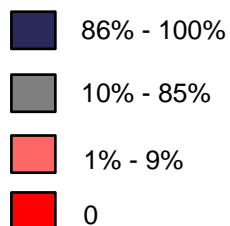
FISCAL 2015



Fairly traded certified products

We Do – Fairly traded certified sources

■ Sustainable coffee as a % of total coffee (kg)



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
30.9%

Fiscal 2015
Cesam
Incl. Brazil
0%

Fiscal 2014
Cesam Incl.
Brazil
0%

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Sustainable coffee as a % of total coffee (kg)

- **To achieve the prequalifying criteria for this indicator :**
 1. Data provided by the countries:
 - *Volume (in kilos) of independent 3rd party certified sustainable coffee (e.g. Fair Trade, Rainforest Alliance, UTZ certified) purchased*
 - *Volume (in kilos) of supplier proprietary sustainable coffee (e.g. Starbucks CAFÉ, Mondelez Coffee Made Happy)*
 - *Total volume (in kilos) of coffee purchased*
 2. Calculation method is as follows : $(\text{Purchase of Independent 3rd party certified, sustainable coffee (kg)} + \text{purchase of Supplier proprietary sustainable coffee (kg)}) / \text{Total purchase of coffee (kg)}$

FISCAL 2015



Environment

We Do – Environment

- % of Group revenues of countries employing environment managers



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
96.4%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Countries employing environmental managers

- **To achieve the prequalifying criteria for this indicator**, the country must pre-qualify as a country employing environmental resources and therefore reply “**yes**” to the following questions:
 1. *How many Sodexo employees work full time as environmental managers?*
 2. *How many Sodexo employees work part time as environmental managers?*
 3. *How many employees have environmental management as part of their role?*
 4. *Do you use environmental consultants?*

We Do – Environment

- % of Group revenues of countries having ISO 14001 certification



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
89.6%

Fiscal 2015
Cesam
Incl. Brazil
78.9%

Fiscal 2014
Cesam Incl.
Brazil
80.9 %



Key Figures


Fiscal 2014
BRAZIL

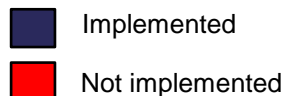


Fiscal 2015
BRAZIL

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Is any part of your business (contracts, sites, processes, divisions/segments) ISO 14001 certified ?

We Do – Environment

- Number of sites having a green building certification such as LEED, HQE, BREEAM, Green Mark or equivalent 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
389

Fiscal 2015
Cesam
Incl. Brazil
5

Key Figures

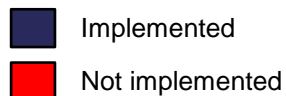
Fiscal 2015
BRAZIL

Number of sites having a green building certification such as LEED, HQE, BREEAM, Green Mark or equivalent

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must provide **data** to the following question :
 1. *How many sites have a green building certification such as LEED, HQE, BREEAM, Green Mark or equivalent ?*

We Do – Environment

- % of On Site Service revenues of countries using SALUS to report environmental incidents 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
20.0%

Fiscal 2015
Cesam
Incl. Brazil
10.4%

Key Figures

Fiscal 2015
BRAZIL

Countries using SALUS to report environmental incidents

- **New indicator** for this 2015 Country Survey
 - **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you use Salus to report environmental incidents?*

OUR COMMITMENTS TO THE ENVIRONMENT



SODEXO SUPPLIER CODE OF CONDUCT

LOCAL, SEASONAL OR SUSTAINABLE PRODUCTS

SUSTAINABLE FISH AND SEAFOOD

SUSTAINABLE EQUIPMENT AND SUPPLIES

Sodexo Supplier
Code of Conduct
available in
28 languages

93% of On Site
Services revenues of
countries have the
**Animal Welfare
Charter** available in
their national language

24% of total
fish and seafood
served by Sodexo
was certified as
sustainable
fish and seafood

77% of paper
disposables are
certified
sustainable

93% of contracted
suppliers have
signed the
**Sodexo Supplier
Code of Conduct**

38% of On Site
Services revenues of
countries selecting
products that support
the development of a
**sustainable palm
oil** industry


Sodexo is CDP
Forest Sector Leader
and most improved
company in Hotel,
Restaurants and
Leisure

68%
of total spend on
cleaning chemicals is
on **concentrated
chemicals**

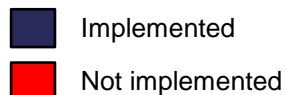
FISCAL 2015



Supply Chain Code of Conduct

We Do – Sodexo Supplier Code of Conduct

- % of Group revenues of countries having the Sodexo Supplier Code of Conduct in their national language



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
99.0%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100 %

Key Figures

Fiscal 2014
BRAZIL

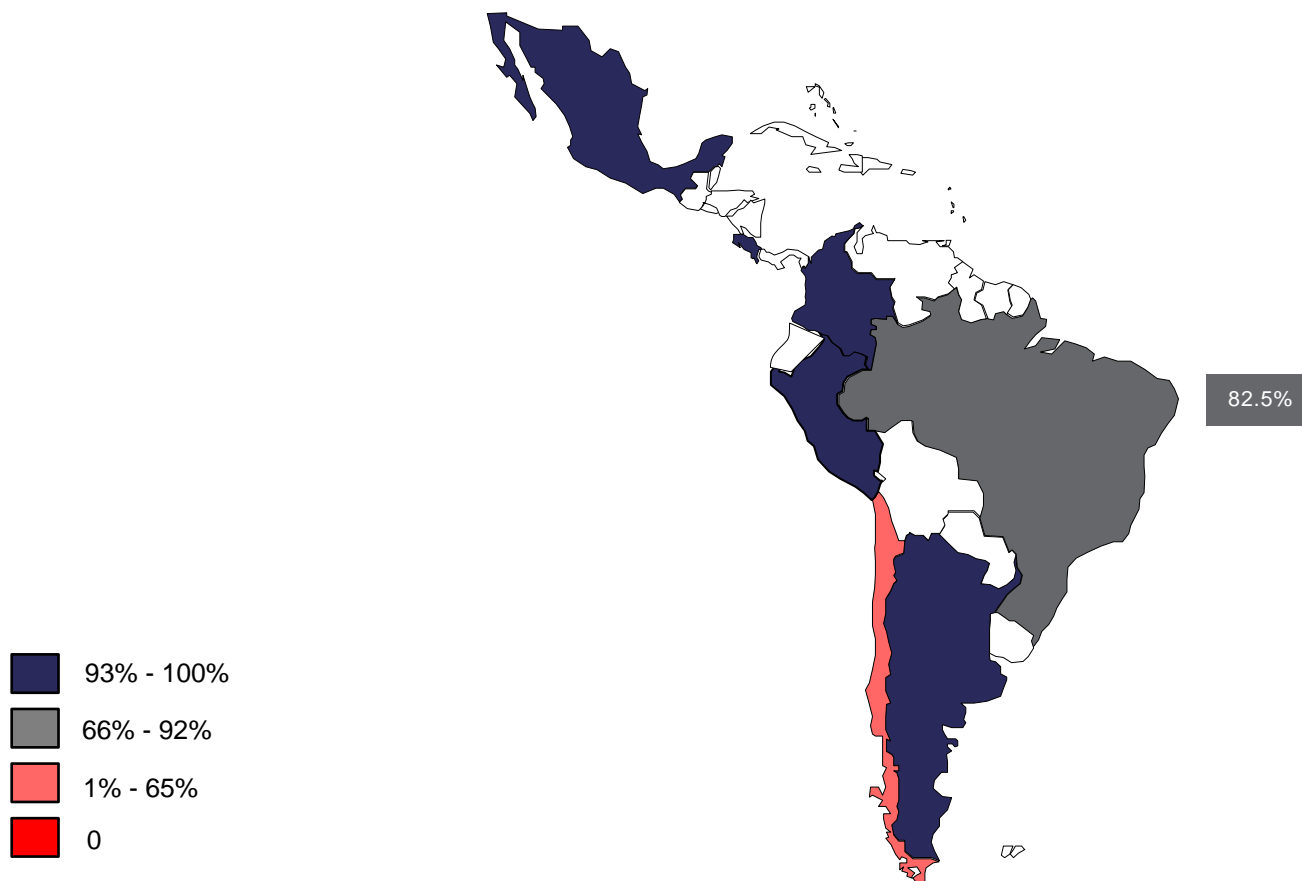
Fiscal 2015
BRAZIL

Countries having the Sodexo Supplier Code of Conduct in their national language

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you have the Sodexo Supplier Code of Conduct available in your national language?

We Do – Sodexo Supplier Code of Conduct

- % of purchasing spend with contracted suppliers having signed the Sodexo Supplier Code of Conduct



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
92.5%

Fiscal 2015
Cesam
Incl. Brazil
82.1%

Fiscal 2014
Cesam Incl.
Brazil
42.5 %



Key Figures

Fiscal 2014
BRAZIL
0%



Fiscal 2015
BRAZIL
82.5%

Purchasing spend with contracted suppliers having signed the Sodexo Supplier Code of Conduct

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Purchasing spend with contracted suppliers who have signed the Sodexo Supplier Code of Conduct (local currency)*
 2. *Purchasing spend with contracted suppliers (local currency)*

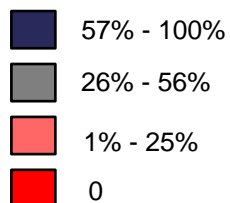
FISCAL 2015



Local, Seasonal or Sustainable products

We Do – Sustainable Supplies

- % of fruit and vegetables grown and consumed within the country (in kg)



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
78.1%

Fiscal 2015
Cesam
Incl. Brazil
99.6%

Fiscal 2014
Cesam Incl.
Brazil
99.4%



Key Figures

Fiscal 2014
BRAZIL
100%



Fiscal 2015
BRAZIL
100%

Fruit and vegetables grown and consumed within the country

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Number in kg of fruit and vegetables produced and consumed within the same country*
 2. *Total volume in kg of fruit and vegetables purchased*

We Do – Sustainable Supplies

- % of On-site Services revenues of countries raising awareness in their Supply Chain teams about sustainable palm oil



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
75.1%

Fiscal 2015
Cesam
Incl. Brazil
71.8%

Fiscal 2014
Cesam Incl.
Brazil
29.8%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries raising awareness in their Supply Chain teams about sustainable palm oil

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 - 1. Have you made sure that you and your team have been made aware of Sodexo’s sustainable palm oil commitment by using the Sustainable Palm Oil video?*

We Do – Sustainable Supplies

- % of On-site Services revenues of countries informing their suppliers about Sodexo's sustainable palm oil commitment



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
82.6%

Fiscal 2015
Cesam
Incl. Brazil
28.6%

Fiscal 2014
Cesam Incl.
Brazil
29.8%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries informing their suppliers about Sodexo's sustainable palm oil commitment

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Have you sent the sustainable palm oil letter to your margarine and frying oil suppliers?

We Do – Sustainable Supplies

- % of On-site Services revenues of countries requiring sustainable palm oil for their frying oil and margarine



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
32.9%

Fiscal 2015
Cesam
Incl. Brazil
0%

Fiscal 2014
Cesam Incl.
Brazil
0%

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Countries requiring sustainable palm oil for their frying oil and margarine

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Have you included the Sustainable Palm Oil RFI in your margarine and frying oil tenders ?

We Do – Sustainable Supplies

- % of On-site Services revenues of countries selecting products that support the development of a sustainable palm oil industry



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
37.9%

Fiscal 2015
Cesam
Incl. Brazil
0%

Fiscal 2014
Cesam Incl.
Brazil
0%



Key Figures

Fiscal 2014
BRAZIL



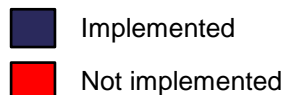
Fiscal 2015
BRAZIL

Countries selecting products that support the development of a sustainable palm oil industry

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you purchase any products that contain certified sustainable palm oil?

We Do – Sustainable Supplies

- % of On Site Service revenues of countries having the Group Animal Welfare Supplier Charter available in at least one official language



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
92.6%

Fiscal 2015
Cesam
Incl. Brazil
100%

Fiscal 2014
Cesam Incl.
Brazil
100%

Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having the Group Animal Welfare Supplier Charter available in at least one official language

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you have the Group Animal Welfare Supplier Charter available in your national language?

We Do – Sustainable Supplies

- % of On Site Service revenues of countries having the Group Animal Welfare Supplier Charter signed by meat and dairy suppliers



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
89.9%

Fiscal 2015
Cesam
Incl. Brazil
99.2%

Fiscal 2014
Cesam Incl.
Brazil
45.3%



Key Figures

Fiscal 2014
BRAZIL



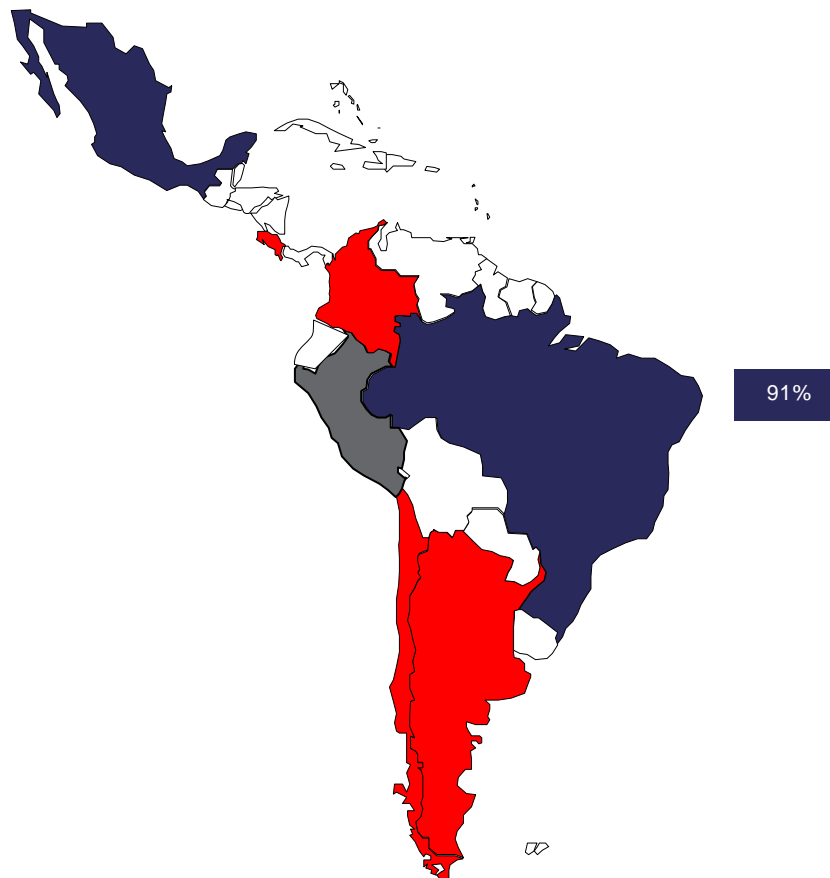
Fiscal 2015
BRAZIL

Countries having the Group Animal Welfare Supplier Charter signed by meat and dairy suppliers

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you ask your suppliers to sign the Group Animal Welfare Supplier Charter?

We Do – Sustainable Supplies

- % of beef that is certified to an Animal Welfare standard (in kg) 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
35.2%

Fiscal 2015
Cesam
Incl. Brazil
67.6%

Key Figures

Fiscal 2015
BRAZIL
91%

Beef that is certified to an Animal Welfare standard

- **New indicator** for this 2015 Country Survey
- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Volume in kg of animal welfare certified beef purchased (a specific standard e.g. RSPCA, Beter Leven, Global Protection Association, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)*
 2. *Total volume in kg of beef purchased*

We Do – Sustainable Supplies

- % of pork that is certified to an Animal Welfare standard (in kg) 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
18.7%

Fiscal 2015
Cesam
Incl. Brazil
73.5%

Key Figures

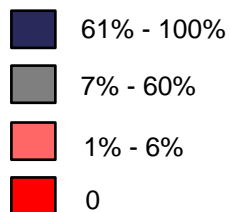
Fiscal 2015
BRAZIL
91%

Pork that is certified to an Animal Welfare standard

- **New indicator** for this 2015 Country Survey
- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Volume in kg of animal welfare certified pork purchased (a specific standard e.g. RSPCA, Beter Leven, Global Protection Association, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)*
 2. *Total volume in kg of pork purchased*

We Do – Sustainable Supplies

- % of poultry that is certified to an Animal Welfare standard (in kg) 



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
6.8%

Fiscal 2015
Cesam
Incl. Brazil
11.7%

Key Figures

Fiscal 2015
BRAZIL
0%

Poultry that is certified to an Animal Welfare standard

- **New indicator** for this 2015 Country Survey
- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Volume in kg of animal welfare certified poultry purchased (a specific standard e.g. RSPCA, Beter Leven, Global Protection Association, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)*
 2. *Total volume in kg of poultry purchased*

We Do – Sustainable Supplies

- % of shell eggs from barn, free range or organic hens 

Key Figures

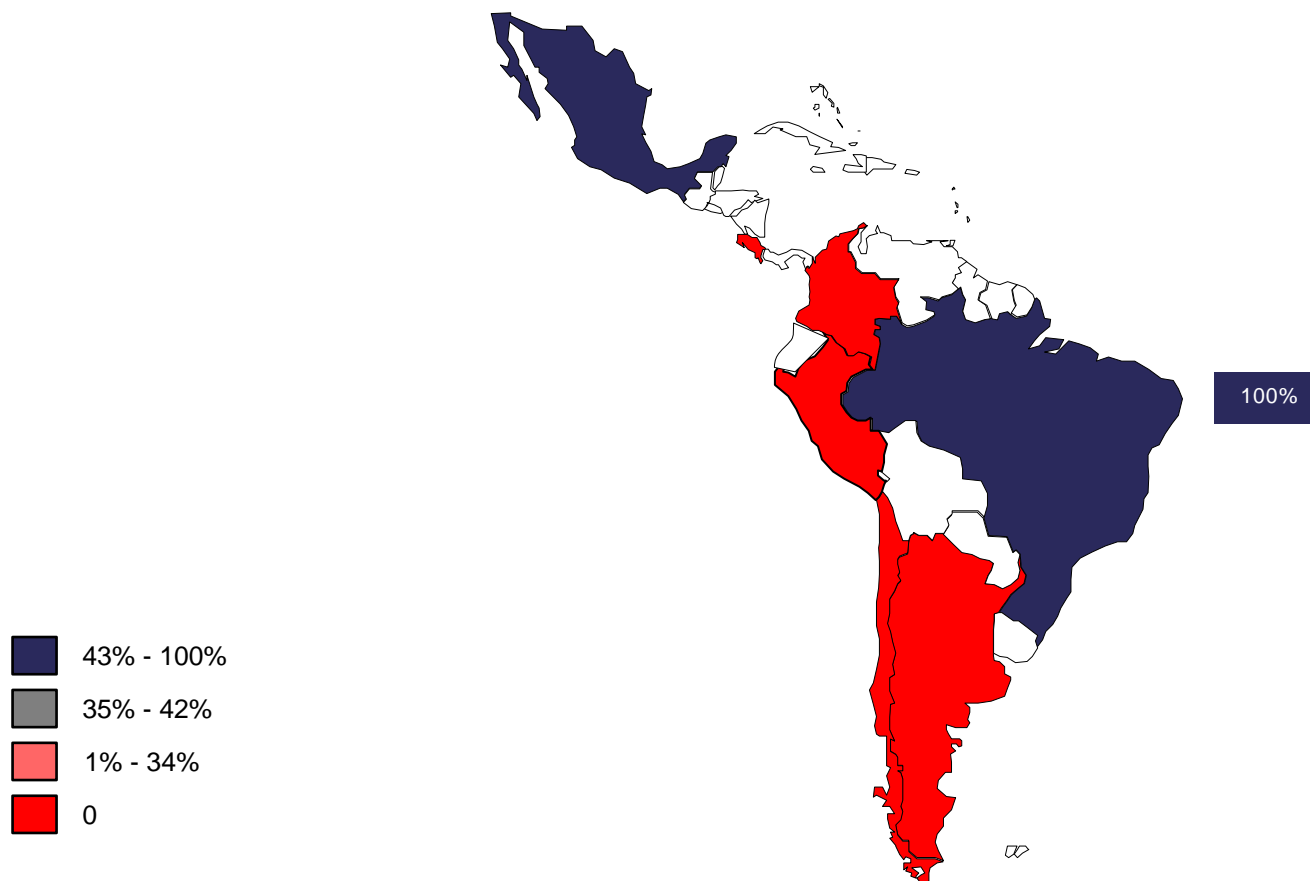
Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
41.6%

Fiscal 2015
Cesam
Incl. Brazil
51.5%

Key Figures

Fiscal 2015
BRAZIL
100%



Countries having shell eggs from barn, free range or organic hens

- **New indicator** for this 2015 Country Survey
- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Number of shell eggs from barn, free range or organic raised hens*
 2. *Total number of shell eggs*

FISCAL 2015



Sustainable Fish and Seafood

We Do – Sustainable Fish and Seafood

- % of On Site Service revenues of countries having eliminated the purchase of all at risk seafood species



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
98.3%

Fiscal 2015
Cesam
Incl. Brazil
97.1%

Fiscal 2014
Cesam Incl.
Brazil
100%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having eliminated the purchase of all at risk seafood species

- **To be compliant with this indicator**, the country must reply “**yes**” to the **2** following questions:
 1. *Has the Supply Chain eliminated all at risk species from the authorized lists of products?*
 2. *Has(ve) the Marketing Offer team(s) eliminated all at risk species from menus and recipes?*

We Do – Sustainable Fish and Seafood

- % of On Site Service revenues of countries having the Group Sustainable Seafood Supplier Charter available in national language



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
82.4%

Fiscal 2015
Cesam
Incl. Brazil
53.8%

Fiscal 2014
Cesam Incl.
Brazil
53.1%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries having the Group Sustainable Seafood Supplier Charter available in national language

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you have the Group Sustainable Seafood Supplier Charter available in your national language?

We Do – Sustainable Fish and Seafood

- % of On Site Service revenues of countries having MSC certification



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
71.7%

Fiscal 2015
Cesam
Incl. Brazil
0%

Fiscal 2014
Cesam Incl.
Brazil
0%



Key Figures

Fiscal 2014
BRAZIL



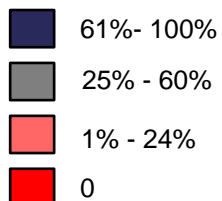
Fiscal 2015
BRAZIL

Countries having MSC certification

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question and sub-questions:
 1. *Do you have BtoB (Supply Chain) or BtoC (Site level) MSC certification?*
 - a. *If yes, how many MSC certified sites do you have ?*
 - b. *If yes, total spend on MSC certified seafood*
 - c. *If yes, spend on MSC certified sites excluding Education sites*

We Do – Sustainable Fish and Seafood

- % of sustainable fish and seafood as a % of total seafood (kg)



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
23.9%

Fiscal 2015
Cesam
Incl. Brazil
0%

Fiscal 2014
Cesam Incl.
Brazil
0%

Key Figures

Fiscal 2014
BRAZIL

Fiscal 2015
BRAZIL

Sustainable fish and seafood as a % of total seafood

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Volume in kg of certified sustainable (e.g. MSC, GlobalGAP, BAP, ASC) seafood*
 2. *Total volume in kg of seafood purchased*

FISCAL 2015



Sustainable Equipment and Supplies

We Do – Sustainable Equipment and Supplies

- % spend on concentrated chemicals as a % of total chemicals



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
67.6%

Fiscal 2015
Cesam
Incl. Brazil
86.2%

Fiscal 2014
Cesam Incl.
Brazil
80.4%



Key Figures

Fiscal 2014
BRAZIL
82.2%



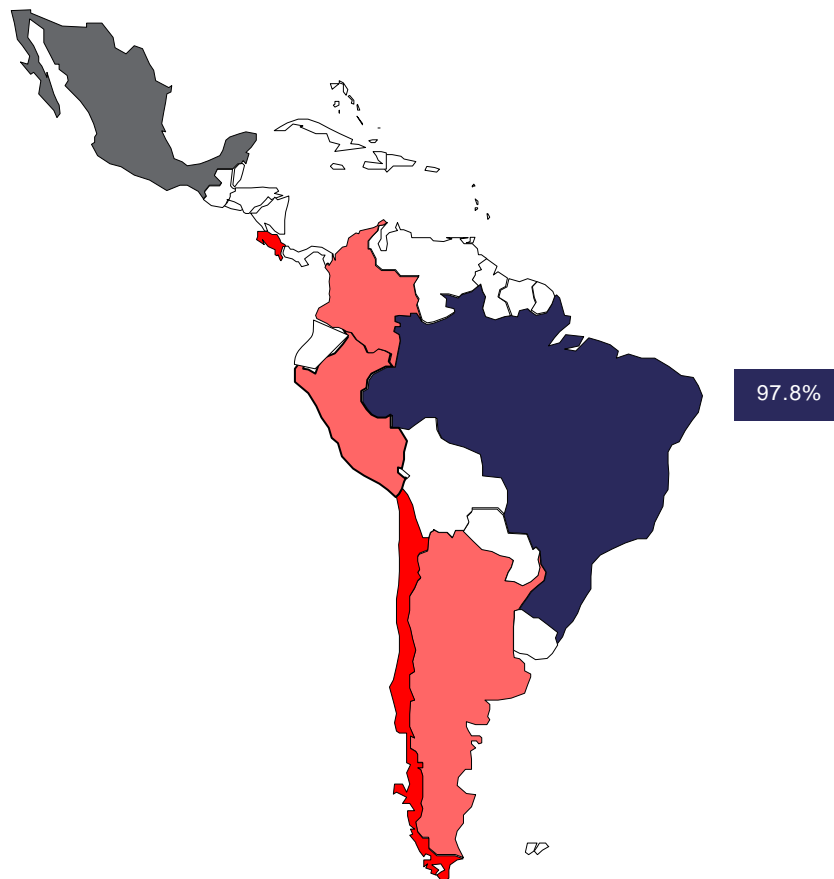
Fiscal 2015
BRAZIL
97.8%

Spend on concentrated chemicals as a % of total chemicals

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Purchasing spend on concentrated cleaning chemicals*
 2. *Total purchasing spend on cleaning chemicals*

We Do – Sustainable Equipment and Supplies

- % spend on certified chemicals as a % of total chemicals



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
39.8%

Fiscal 2015
Cesam
Incl. Brazil
61.3%

Fiscal 2014
Cesam Incl.
Brazil
49.0%



Key Figures

Fiscal 2014
BRAZIL
82.2%



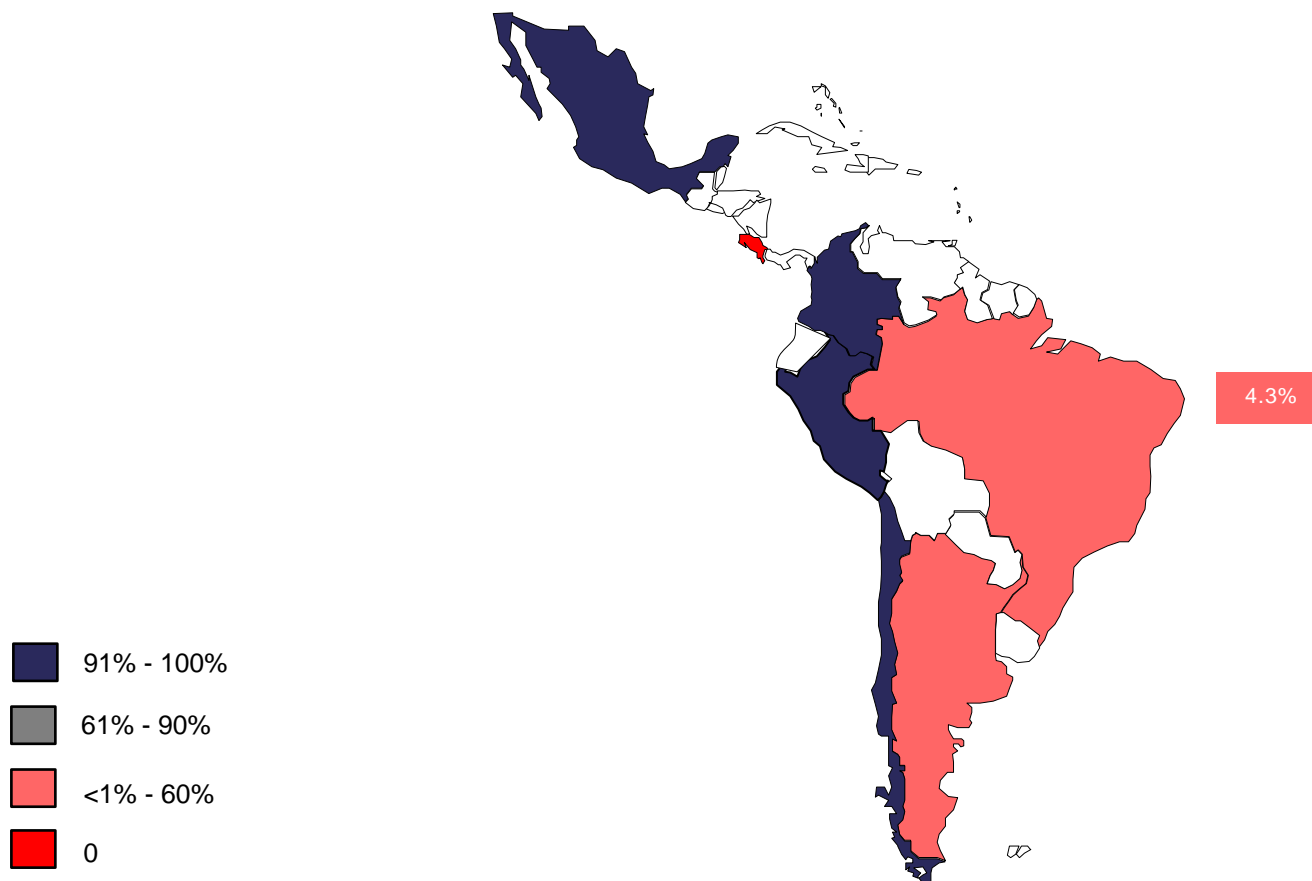
Fiscal 2015
BRAZIL
97.8%

Spend on certified sustainable chemicals as a % of total chemicals

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Purchasing spend on certified cleaning chemicals*
 2. *Total purchasing spend on cleaning chemicals*

We Do – Sustainable Equipment and Supplies

- % spend on sustainable paper disposables as a % of total paper disposables



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
77.1%

Fiscal 2015
Cesam
Incl. Brazil
57.5%

Fiscal 2014
Cesam Incl.
Brazil
56.2%



Key Figures

Fiscal 2014
BRAZIL
4.0%



Fiscal 2015
BRAZIL
4.3%

Spend on sustainable paper disposables as a % of total paper disposables

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Spend on certified sustainable disposable paper (e.g. FSC, PEFC, SFI, CSA, European Flower, Nordic Swan)*
 2. *Total purchasing spend on paper disposables*

We Do – Sustainable Equipment and Supplies

- % spend on sustainable office paper as a % of total office paper



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
OSS
38.0%

Fiscal 2015
Cesam
Incl. Brazil
88.6%

Fiscal 2014
Cesam Incl.
Brazil
66.5%



Key Figures

Fiscal 2014
BRAZIL
53.6%



Fiscal 2015
BRAZIL
100%

Spend on sustainable office paper as a % of total office paper

- **To qualify to this indicator**, the country must provide **data related** to the 2 following questions:
 1. *Spend on certified sustainable office paper (e.g. FSC, PEFC, SFI, CSA, European Flower, Nordic Swan)*
 2. *Total spend on office paper*

OUR COMMITMENTS TO THE ENVIRONMENT

ENERGY AND EMISSIONS

WATER AND EFFLUENTS

71% of sites
Implemented
awareness and
behavior steps to
reduce the
consumption of
WATER



14% of sites have
implemented
ENDOCUBE
a device to reduce
ENERGY
consumption of
refrigeration equipment

70% of sites
Implemented
awareness and
behavior steps to
reduce the
consumption of
ENERGY

48% of sites
have implemented
WasteWatch or an
equivalent to reduce
FOOD WASTE



89% of sites
have implemented
equipment and
processes to reduce
**ORGANIC
WASTE**

82% of sites have
implemented
equipment and
processes to reduce
**NON-
ORGANIC
WASTE**

ORGANIC WASTE

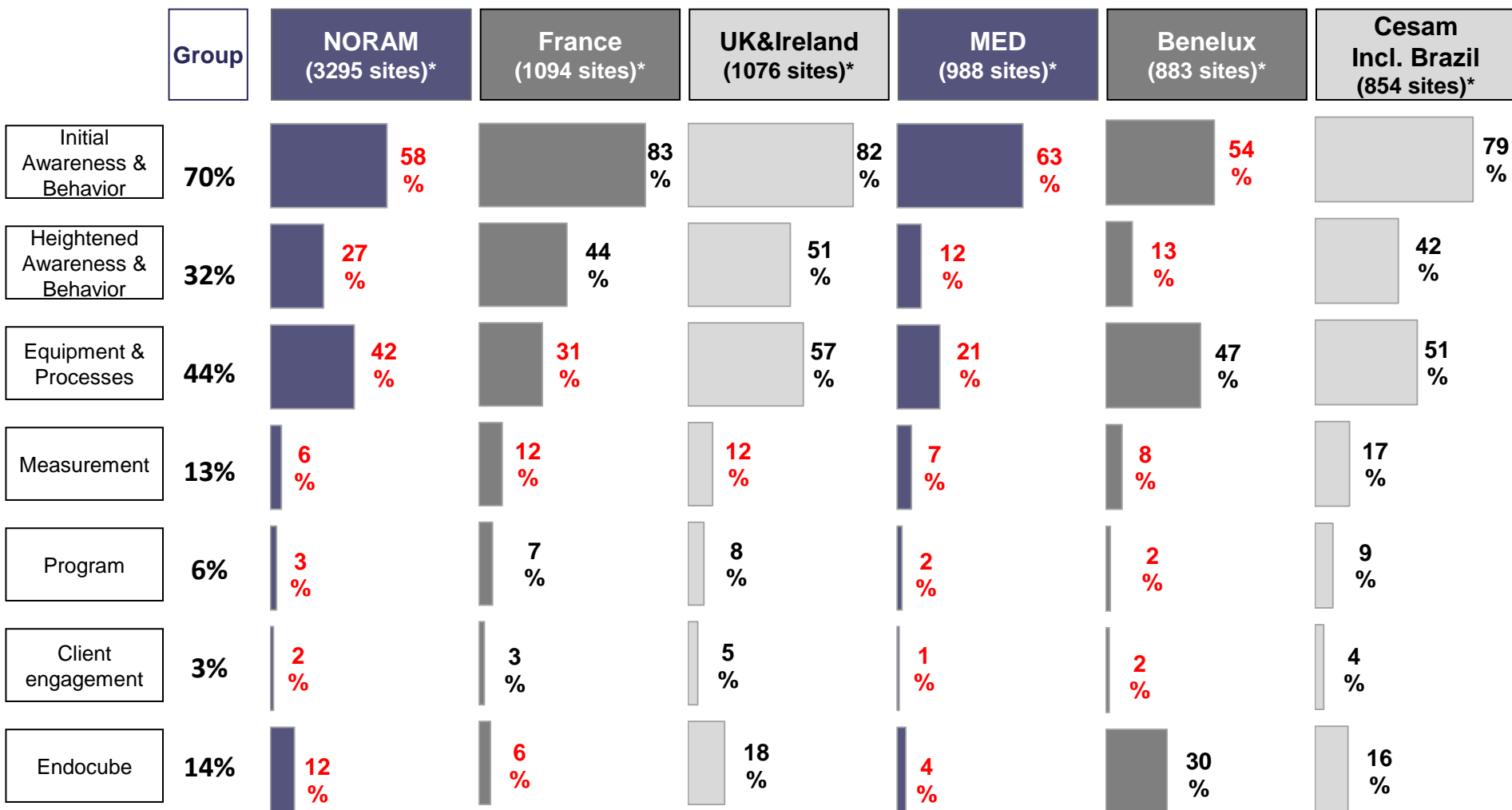
NON-ORGANIC WASTE

SITE SURVEY 2015



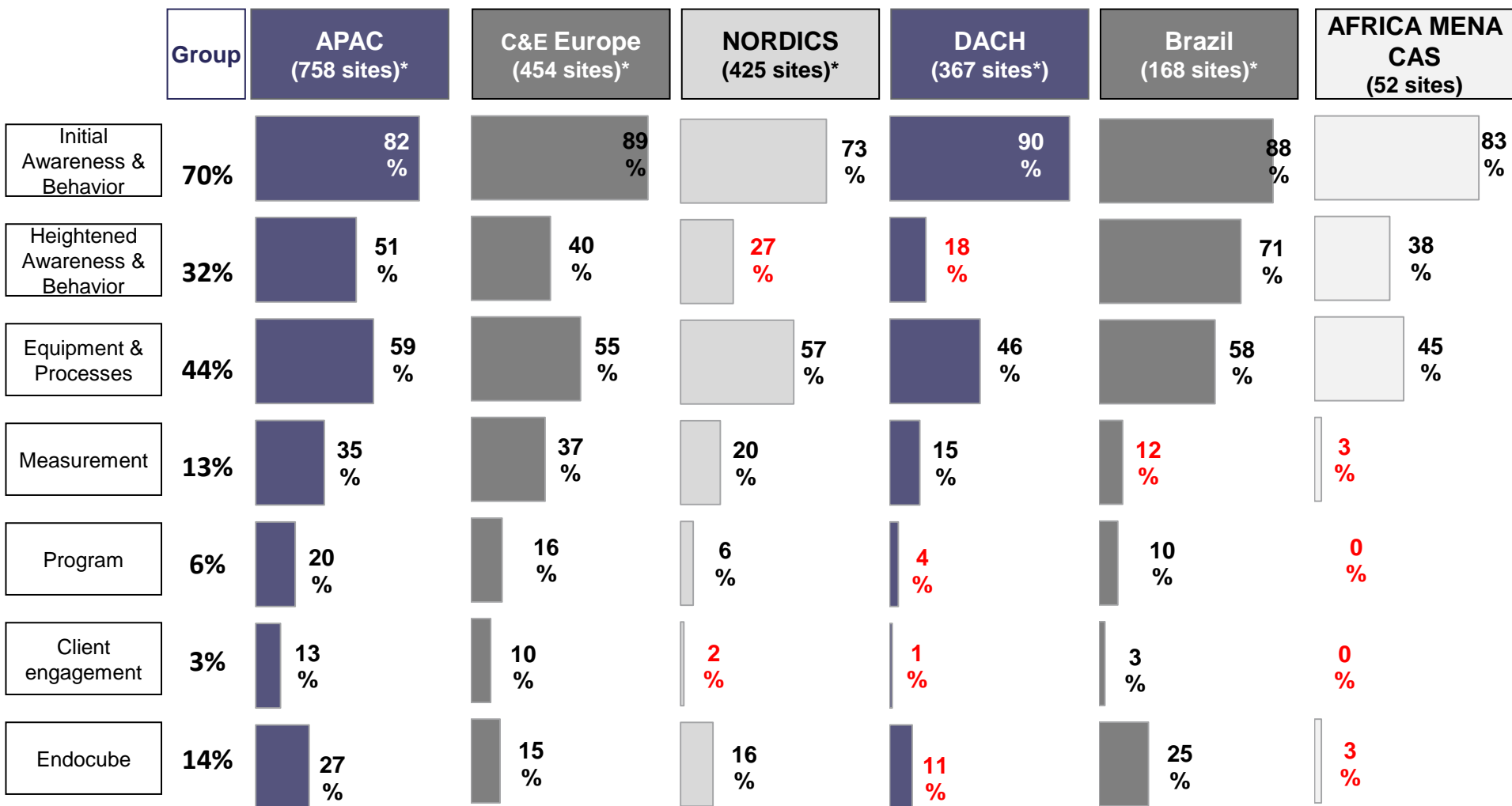
Energy & Emissions

Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites

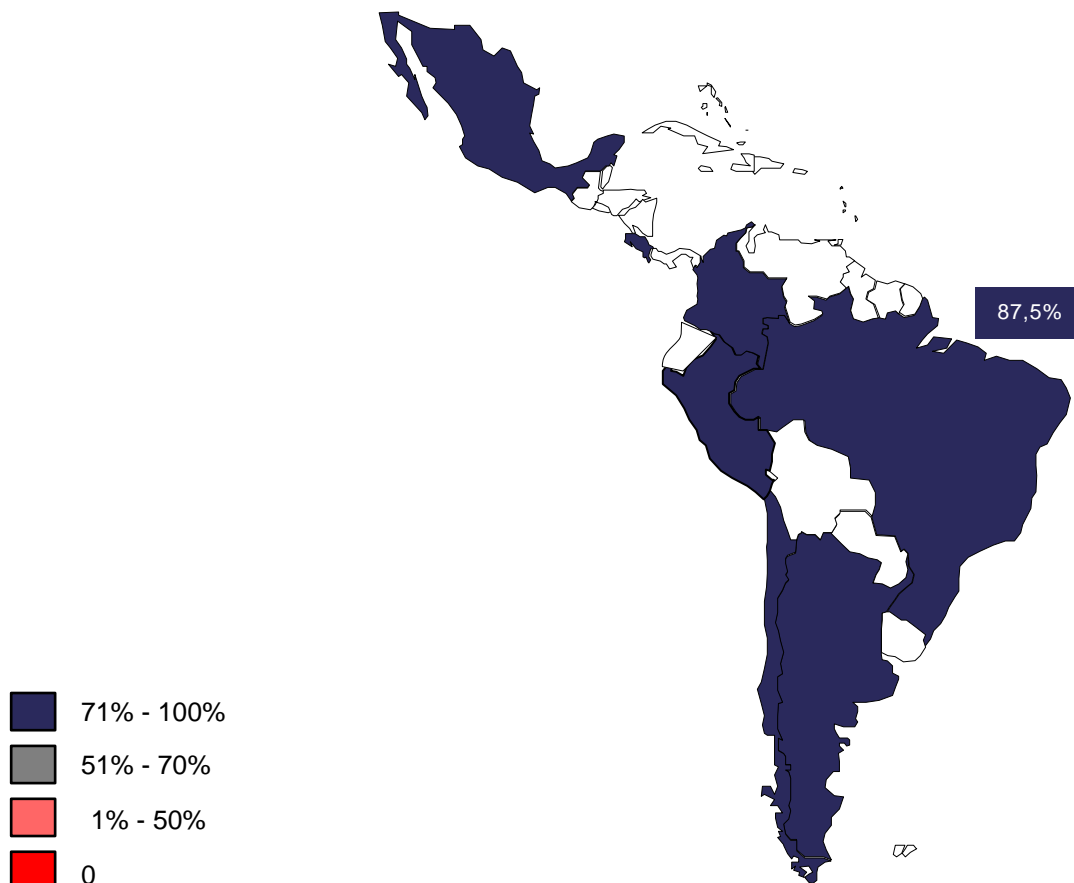
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites

We Do – Energy & Emissions

- % of sites implementing initial awareness and behavior steps to reduce their consumption of energy



Key Figures

Fiscal 2015
Group
70.2%

Fiscal 2015
Cesam
Incl. Brazil
78.8%

Fiscal 2014
Cesam Incl.
Brazil
79.1%

Brazil Key Figures

Fiscal 2014
Brazil
77.8%



Fiscal 2015
Brazil
87.5%



Sites implementing initial awareness and behavior steps to reduce their consumption of energy

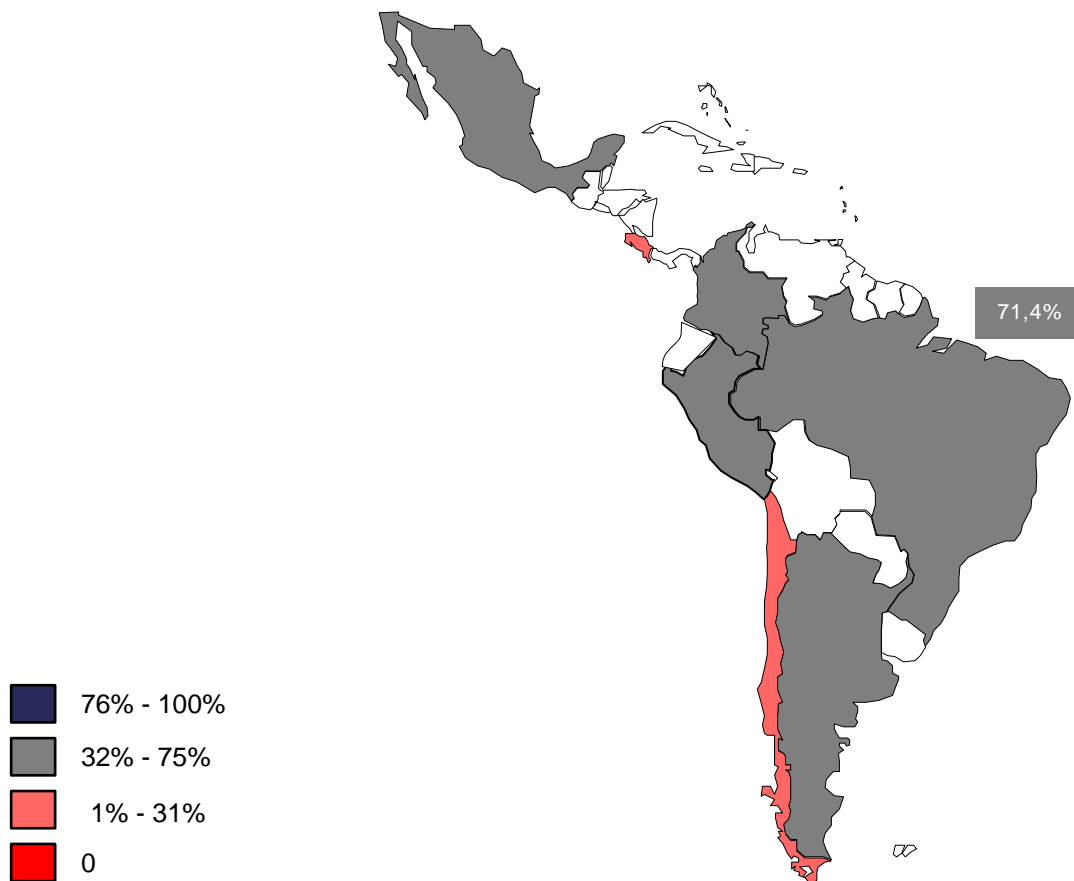
- **To qualify for this indicator**, sites have to respond « yes » to one of the following 3 questions:
 - Do you communicate the importance of energy conservation to your teams by talking about them in team meetings at least once a quarter
 - Do you communicate the importance of energy conservation to your teams by displaying posters or stickers for employees?
 - Do you communicate the importance of energy efficiency to your teams by training them?

and “yes” to the following question:

- Do you and your team ensure that electrical appliances are manually switched off when not in use during the working day?

We Do – Energy & Emissions

- % of sites implementing heightened awareness and behavior steps to reduce their consumption of energy



Key Figures

Fiscal 2015
Group
31.8%

Fiscal 2015
Cesam
Incl. Brazil
41.6%

Fiscal 2014
Cesam Incl.
Brazil
40.7%

Brazil Key Figures

Fiscal 2014
Brazil
51.1%



Fiscal 2015
Brazil
71.4%

Sites implementing heightened awareness and behavior steps to reduce their consumption of energy

▪ **To qualify for this indicator**, sites have to respond « yes » to one of the following 2 questions:

- Do you communicate the importance of energy conservation to your teams by talking about them in team meetings at least once a quarter
- Do you communicate the importance of energy conservation to your teams by displaying posters or stickers for employees?

and “yes” to the following question:

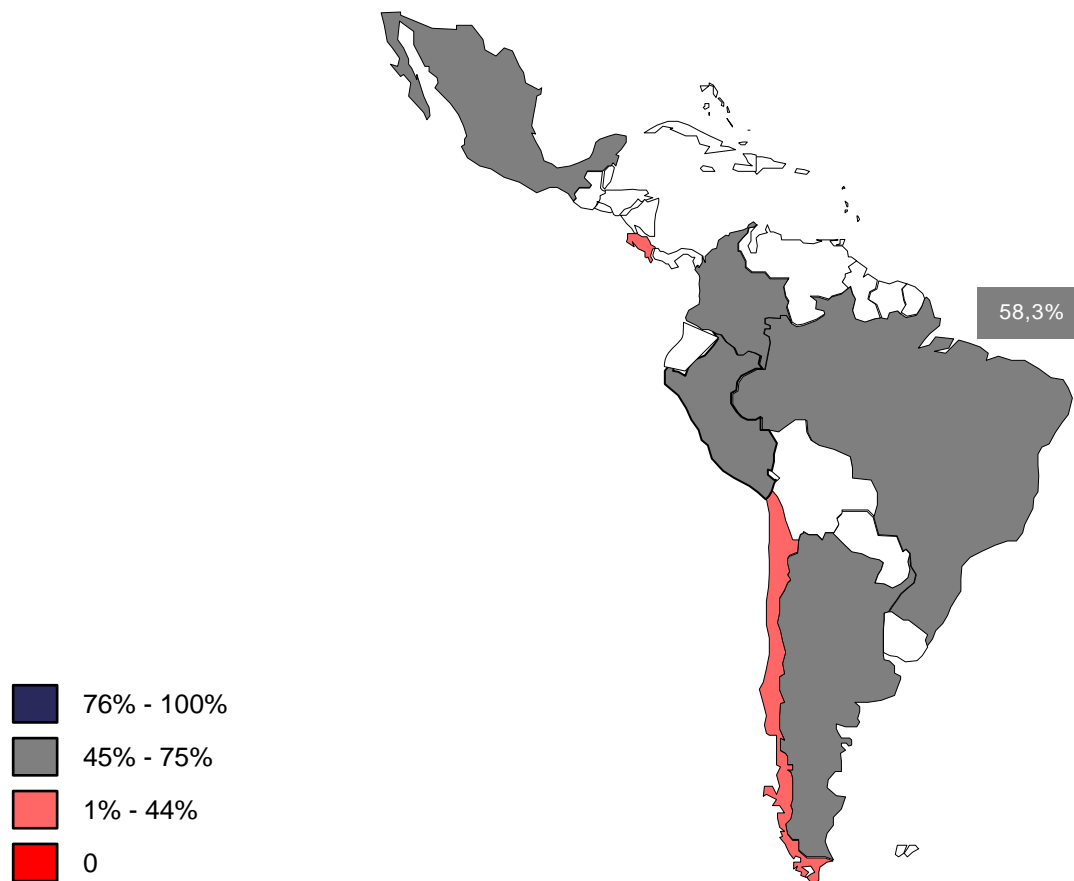
- Have you and your team implemented a start-up and shut-down schedule or checklist for equipment used for Sodexo’s activities on your site?

and yes to 3 from the 7 remaining questions:

- Do you communicate the importance of energy efficiency to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning energy efficiency?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo’s commitment to energy efficiency?
- Do you and your team ensure that electrical appliances are manually switched off when not in use during the working day?
- Do you and your team use all automatic use and automatic on/off features on equipment that has them?
- Does your site have a documented internal maintenance program for your equipment?
- (If yes only) Do you and your team implement your internal maintenance program?

We Do – Energy & Emissions

- % of sites implementing equipment and processes steps to reduce their consumption of energy



Key Figures

Fiscal 2015
Group
44.3%

Fiscal 2015
Cesam
Incl. Brazil
50.9%

Fiscal 2014
Cesam Incl.
Brazil
47.8%

Brazil Key Figures

Fiscal 2014
Brazil
62.2%



Fiscal 2015
Brazil
58.3%

Sites implementing equipment and processes steps to reduce their consumption of energy

- To qualify for this indicator, sites have to respond “yes” to:

4 questions from 10 for Food Service sites

- Have you or another member of the Sodexo organization agreed an energy efficiency action plan with your client?
- If yes, has this energy efficiency action plan been reviewed and updated with your client in the last 12 months?
- Which of the following measures been implemented on the Sodexo managed part of your site?

General

- An energy efficient equipment plan that recommends the purchase of more energy efficient appliances
- Identification of the key areas for action around energy efficiency
- An external maintenance program to ensure the equipment on your site is regularly serviced and maintained?

Lighting

- Use energy saving bulbs
- Reduce the use of unnecessary artificial lighting

Food Service Equipment

- Use automatic extraction/exhaust hoods that turn on only when necessary
- Use refrigerator optimizer technology
- Do you use cold storage air curtains to reduce air flow?

This will be 4 questions from 11 for Food Service sites who also provide Vending

- Use vending equipment timers or optimizers

3 questions from 8 for Employee and Business sites

- Have you or another member of the Sodexo organization agreed an energy efficiency action plan with your client?
- If yes, has this energy efficiency action plan been reviewed and updated with your client in the last 12 months?
- Which of the following measures have been implemented on the Sodexo managed part of your site?

General

- An energy efficient equipment plan that recommends the purchase of more energy efficient appliances
- Identification of the key areas for action around energy efficiency
- An external maintenance program to ensure the equipment on your site is regularly serviced and maintained?

Lighting

- Use energy saving bulbs
- Reduce the use of unnecessary artificial lighting
- Ensure that exterior lighting is switched on only when it is dark

8 questions from 17 for Equipment and Infrastructure sites

Same questions as Employee and Business sites

+

Food Service Equipment

- Use automatic extraction/exhaust hoods that turn on only when necessary
- Use refrigerator optimizer technology

Refrigerant Gases

- Replacement of refrigerant gases with environmentally friendly refrigerant gases

Heating, Ventilation and Air conditioning

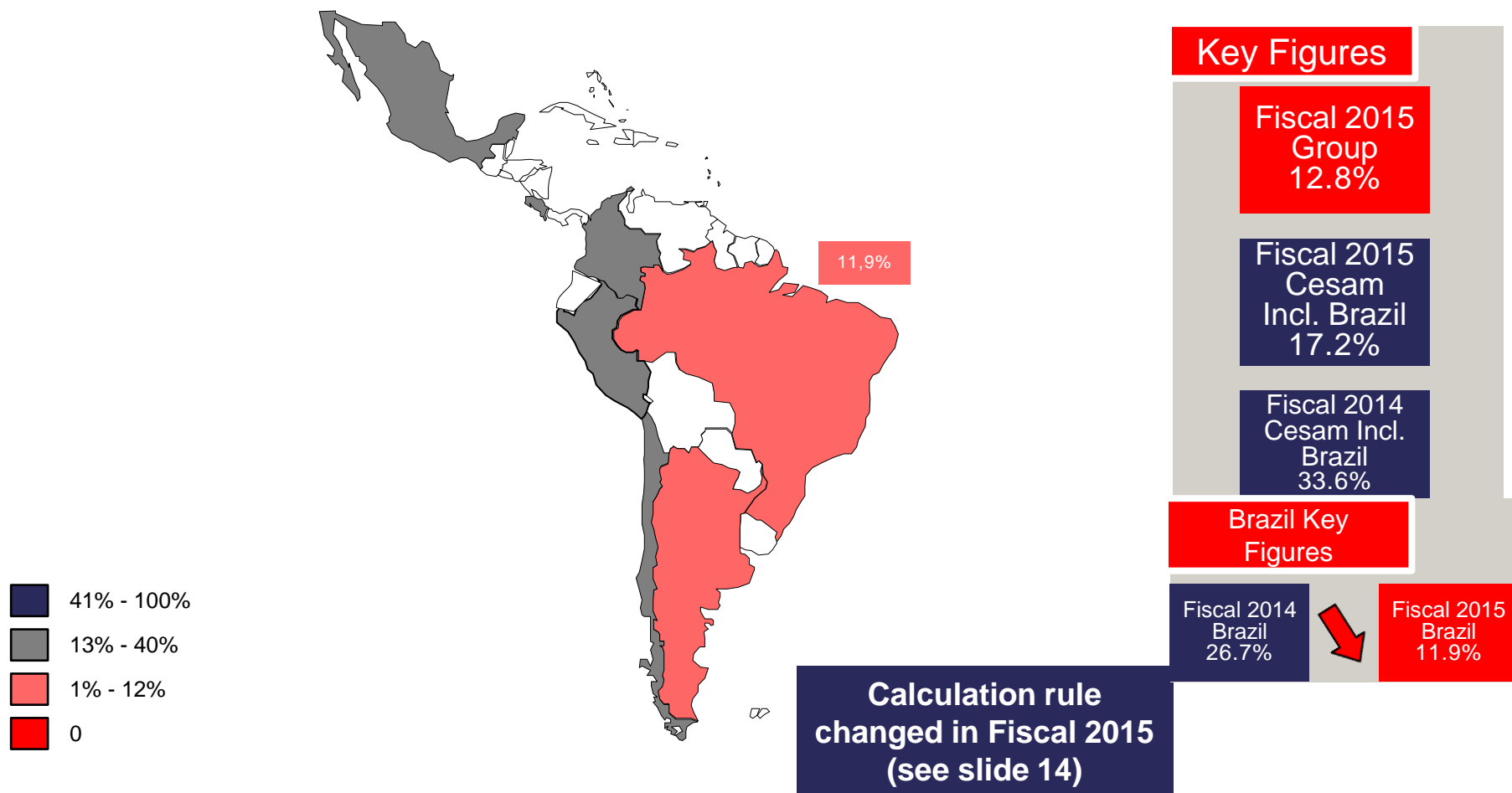
- Use energy efficient heating, ventilation and air conditioning systems
- Use variable frequency drives on the heating, ventilation and air conditioning system
- Clean and change the air conditioner filters regularly
- Adjust thermostats to ideal temperatures and avoid over heating or over cooling
- Install double glazed windows

Alternative Sources of Energy

- Do you use alternative sources of energy for the Sodexo managed part of your site?

We Do – Energy & Emissions

- % of sites which are able to accurately measure their progress to reduce their consumption of energy



Sites which are able to accurately measure their progress to reduce their consumption of energy

Measurement – 2014 – sites have to respond “yes” to one of the following questions :

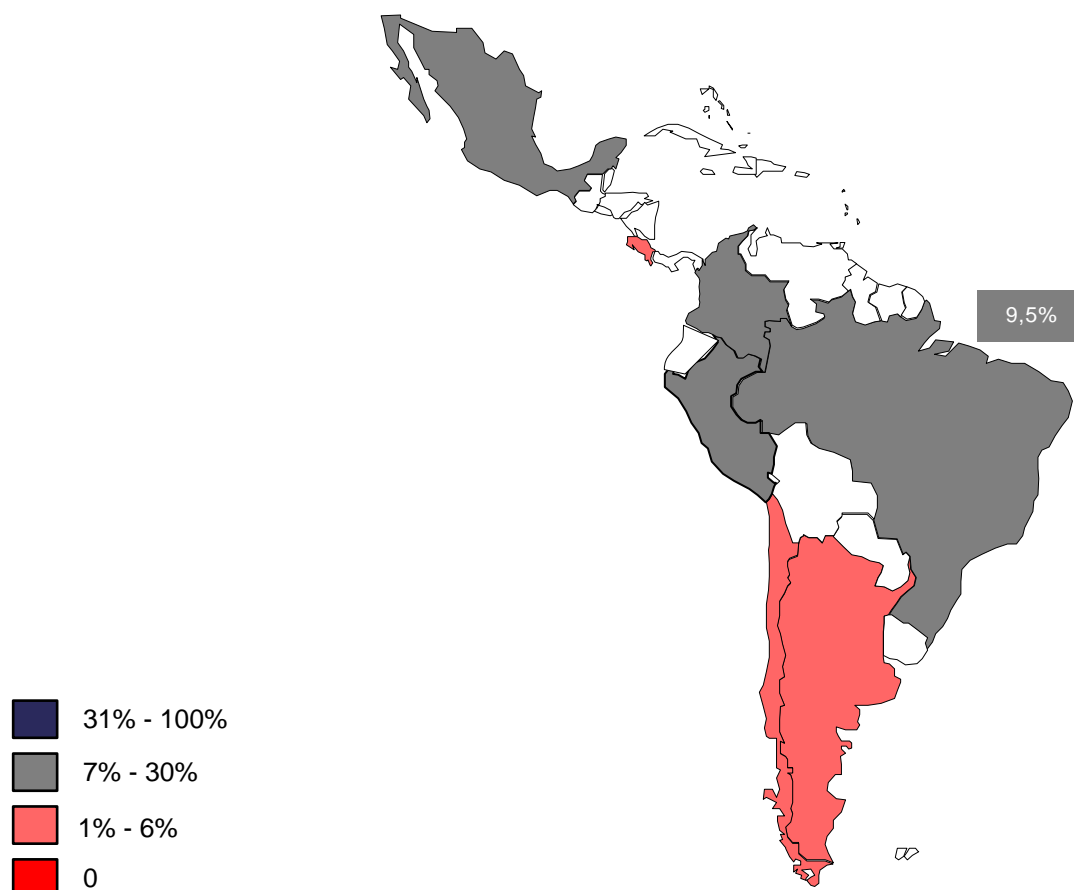
- Is it currently possible to have an accurate measurement of Sodexo’s consumption on the site (for electricity, for gas) through a sub meter?
- Do you use an alternative method to estimate Sodexo’s consumption of energy on the site?
 - An audit
 - Another performance measurement tool

Measurement – 2015 – sites have to respond “yes” to the first of the following questions:

- **Do you measure *and track* the quantity of energy (electricity, gas) consumed by Sodexo on the site?**
- If yes, please select the method that you use to measure and track Sodexo's consumption on the site:
 - accurate measurement (for electricity, for gas) through a sub meter
 - alternative method to estimate such as an audit
 - another performance measurement tool
- If yes, do you regularly review Sodexo’s energy consumption on the site?
- If yes, do you report Sodexo’s energy consumption and reductions on the site to your client?
- If yes, do you pay the electricity bill for Sodexo, the client or both?
 - If yes, what is the annual consumption of electricity?
- If yes, do you pay the gas bill for Sodexo, the client or both?
 - If yes, what is the annual consumption of gas?

We Do - Energy & Emissions

- % of sites implementing the carbon footprint reduction program



Key Figures

Fiscal 2015
Group
6.3%

Fiscal 2015
Cesam
Incl. Brazil
9.0%

Fiscal 2014
Cesam Incl.
Brazil
12.7%

Brazil Key Figures

Fiscal 2014
Brazil
15.6%



Fiscal 2015
Brazil
9.5%

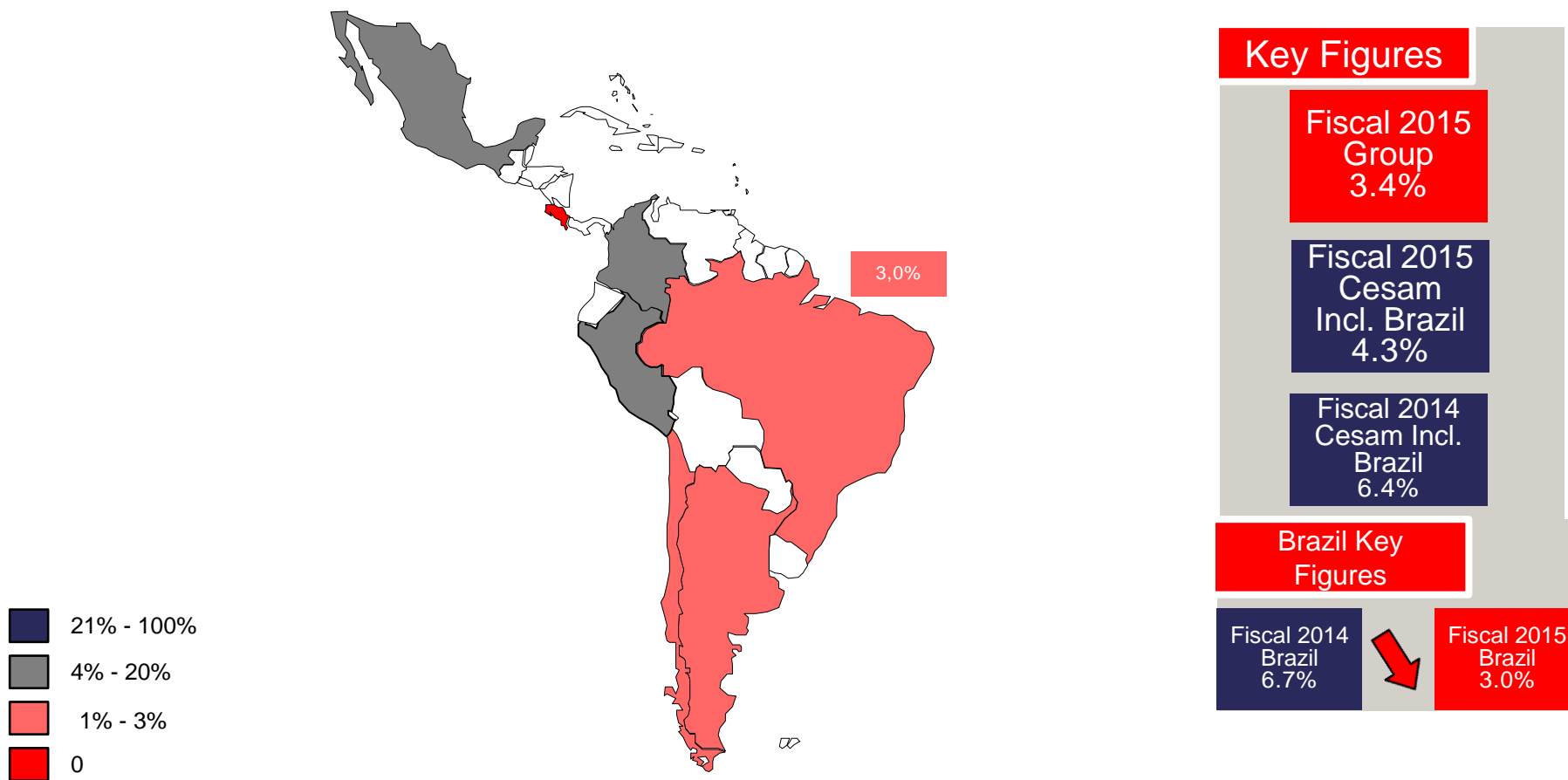


Sites implementing the carbon footprint reduction program

- **To qualify for this indicator**, sites have to qualify for the 3 following indicators:
 - Heightened Awareness and Behavior
 - Measurement
 - Equipment and Processes

We Do - Energy & Emissions

- % of sites engaging with clients to reduce their energy consumption





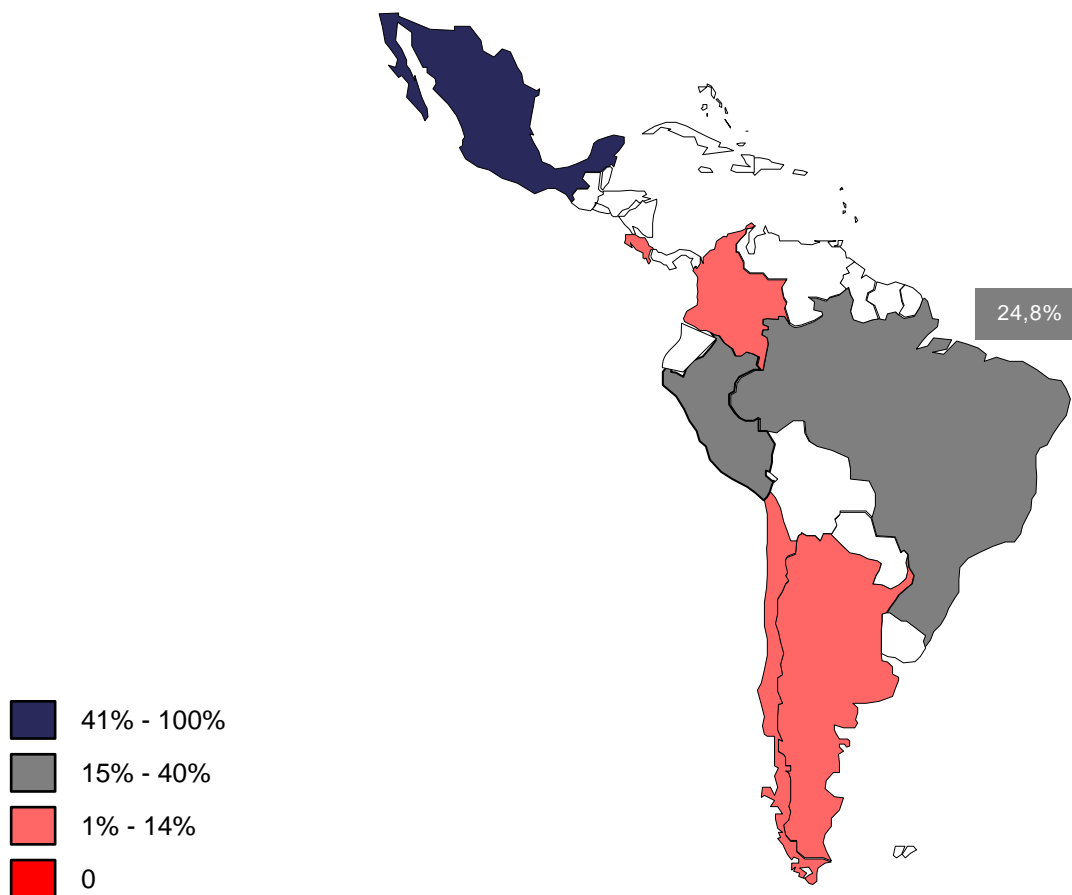
Sites engaging with clients to reduce their energy consumption

▪ **To qualify for this indicator**, sites have to respond « yes » to all of the 4 principal questions :

- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning energy efficiency?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo's commitment to energy efficiency?
- Have you or another member of the Sodexo organization agreed an energy efficiency action plan with your client?
 - If yes, has this energy efficiency action plan been reviewed and updated with your client in the last 12 months?
- Do you report Sodexo's energy consumption and reductions on the site to your client?

We Do - Energy & Emissions

- % of sites implementing the Endocube or an equivalent initiative



Key Figures

Fiscal 2015
Group
14.4%

Fiscal 2015
Cesam
Incl. Brazil
16.4%

Fiscal 2014
Cesam Incl.
Brazil
16.0%

Brazil Key Figures

Fiscal 2014
Brazil
18.2%



Fiscal 2015
Brazil
24.8%



Sites implementing the Endocube or an equivalent initiative

- **To qualify for this indicator** sites must reply “yes” to the following question :
 - Are your freezers and refrigerators equipped with the Endocube or an equivalent energy optimization technology? (Endocube – A BTP “Site-WIN” initiative)?

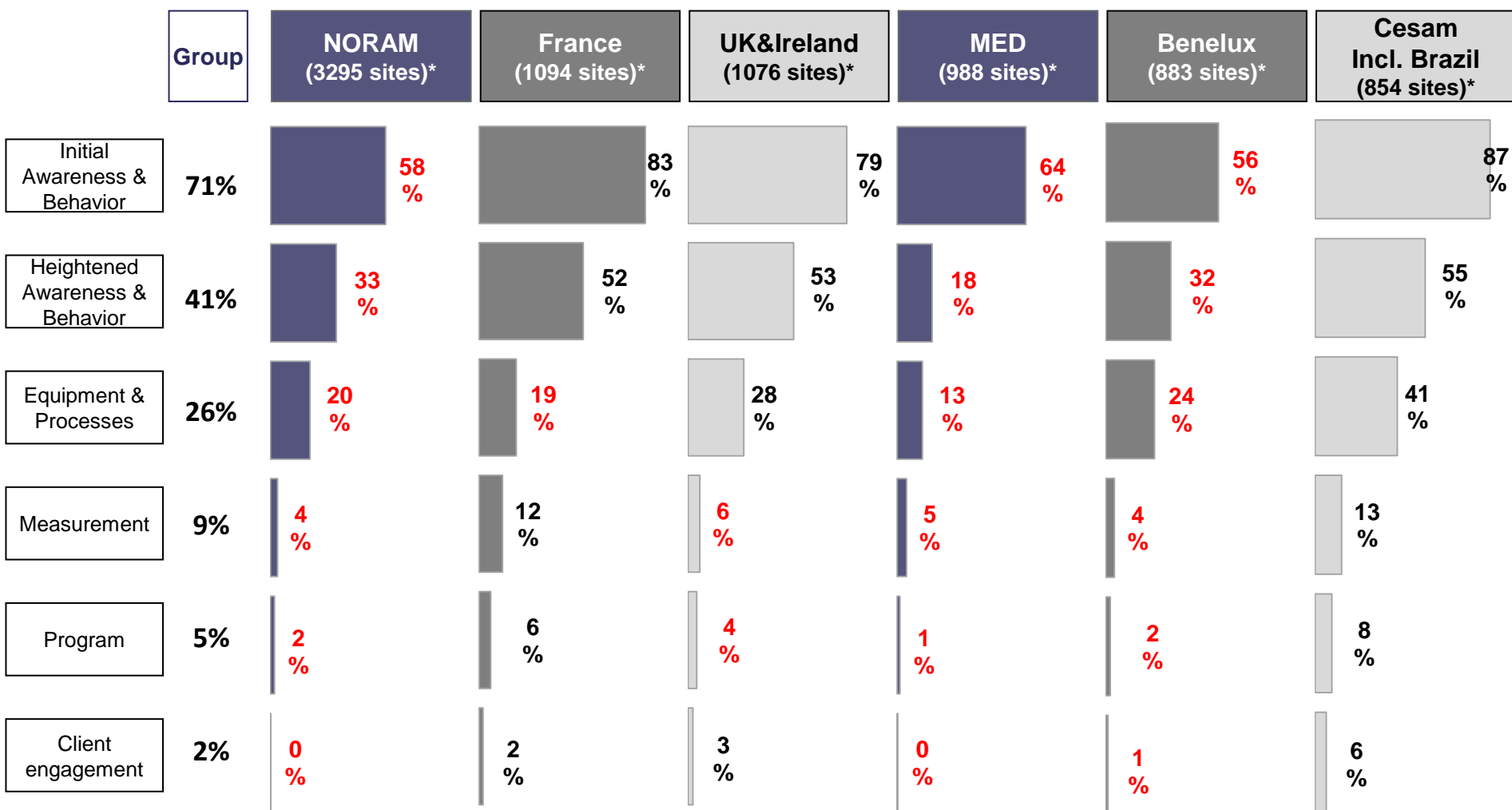
SITE SURVEY 2015



Water & Effluents



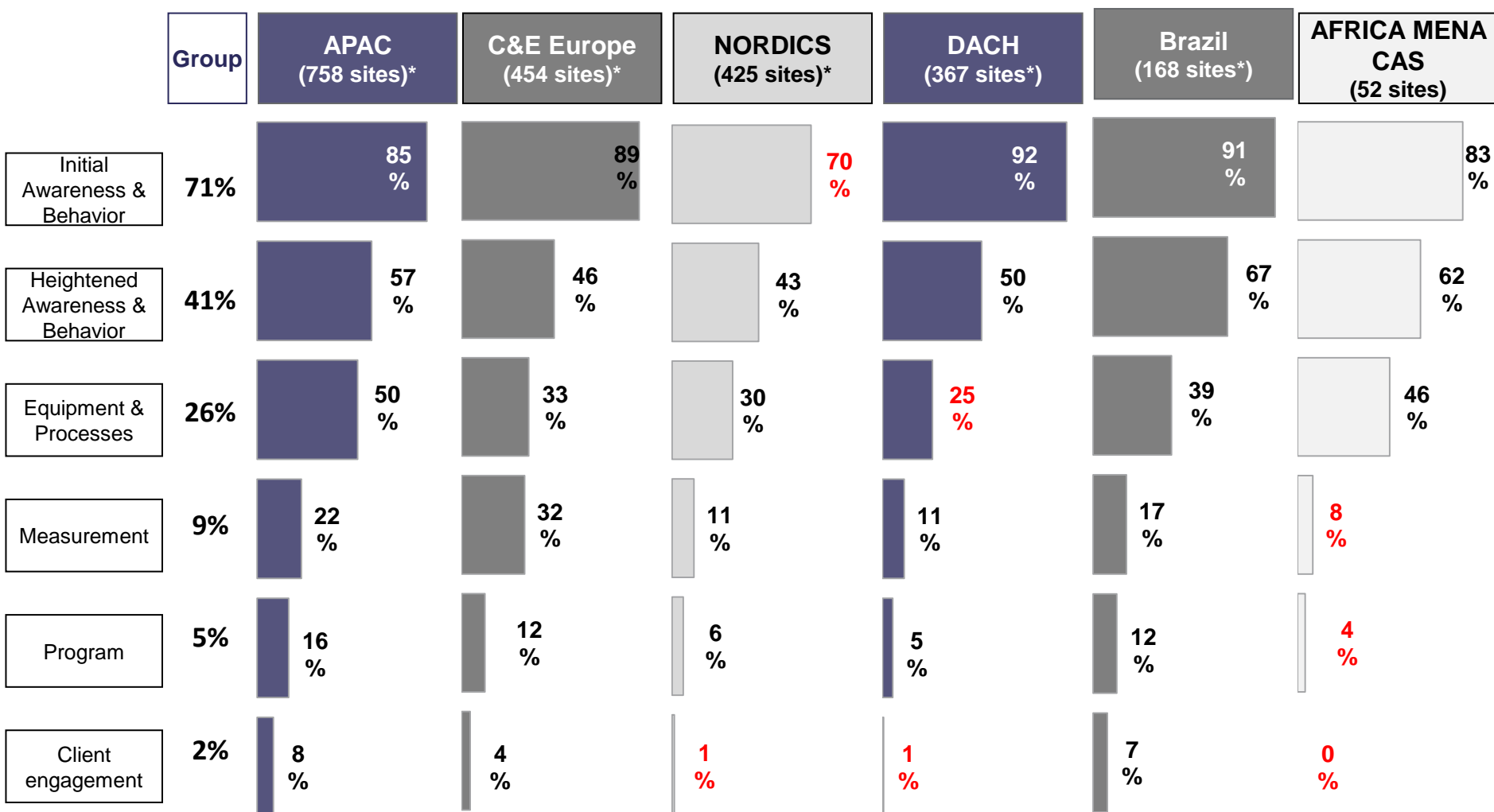
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites



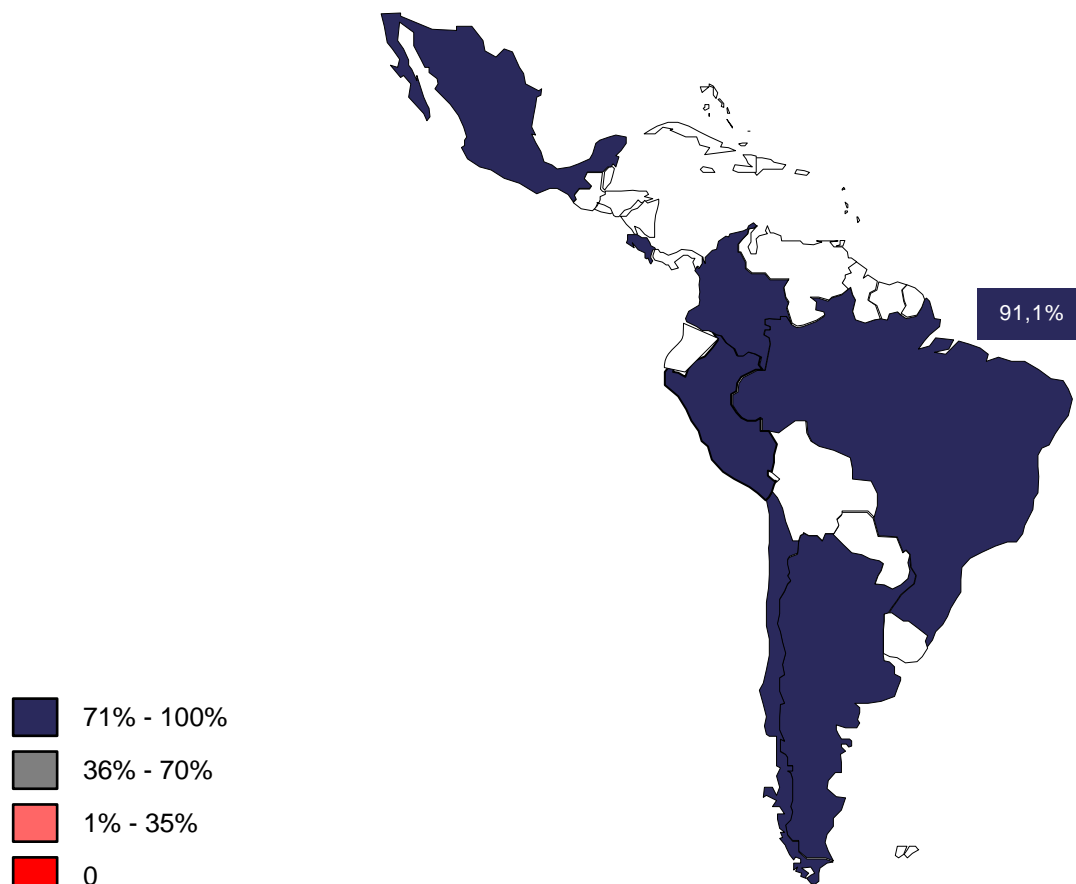
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites

We Do - Water & Effluents

- % of sites implementing initial awareness and behavior steps to reduce their consumption of blue water



Key Figures

Fiscal 2015
Group
70.8%

Fiscal 2015
Cesam
Incl. Brazil
87.2%

Fiscal 2014
Cesam Incl.
Brazil
85.4%

Brazil Key Figures

Fiscal 2014
Brazil
77.8%



Fiscal 2015
Brazil
91.1%



Sites implementing initial awareness and behavior steps to reduce their consumption of blue water

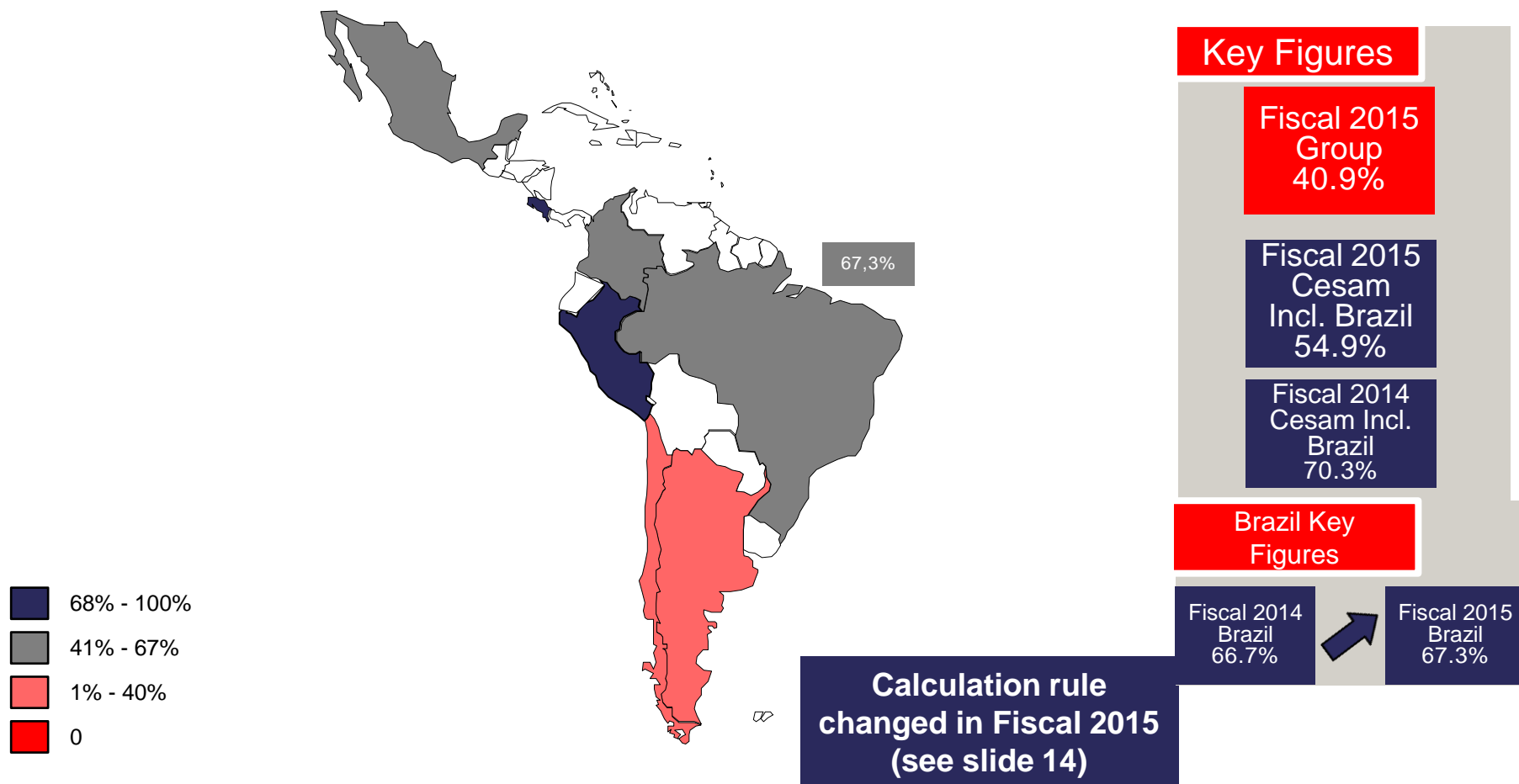
- **To qualify for this indicator**, sites have to respond « yes » to one of the following 3 questions:
 - Do you communicate the importance of water efficiency to your teams by talking about them in team meetings at least once a quarter
 - Do you communicate the importance of water efficiency to your teams by displaying posters or stickers for employees?
 - Do you communicate the importance of water efficiency to your teams by training them?

and “yes” to the 2 following questions:

- Do you and your team ensure that taps/faucets are not left running?
- Do you and your team regularly check for water leaks?

We Do - Water & Effluents

- % of sites implementing heightened awareness and behavior steps to reduce their consumption of blue water





Sites implementing heightened awareness and behavior steps to reduce their consumption of blue water

■ To qualify for this indicator, sites have to respond “yes” to one of the 2 following questions:

- Do you communicate the importance of water efficiency to your teams by talking about them in team meetings at least once a quarter
- Do you communicate the importance of water efficiency to your teams by displaying posters or stickers for employees?

and “yes” to the 2 following questions

- Do you and your team ensure that taps/faucets are not left running?
- Do you and your team regularly check for water leaks?

and “yes” to:

4 others from the 8 remaining questions for Food Service

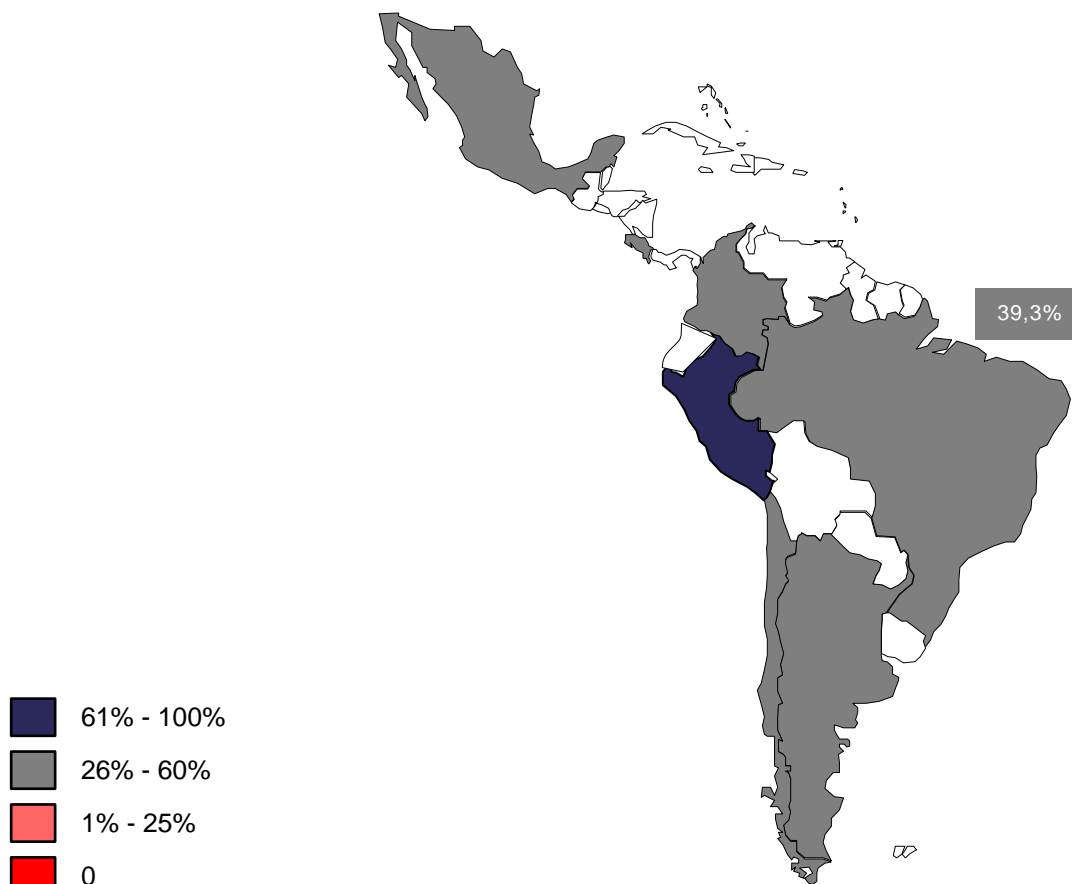
- Do you communicate the importance of water efficiency to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo’s commitment to water efficiency?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning water efficiency?
- Do you and your team use your equipment in a way that avoids wasting water such as electric salad bars are plugged in and not using ice, dishwashers are optimized, blowers or high pressure cleaning devices are used to clean external areas...?
- Do you immediately report (or fix if it is within Sodexo’s scope of work) water leaks?
- Do you and your team thaw meat and fish in the refrigerator (not under running water in the sink)?
- Does your site have documented water usage procedures?
 - (If yes only) Do you regularly check that these procedures are being followed?

3 others from the 7 remaining questions for EB and EI

- Do you communicate the importance of water efficiency to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo’s commitment to water efficiency?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning water efficiency?
- Do you and your team use your equipment in a way that avoids wasting water such as electric salad bars are plugged in and not using ice, dishwashers are optimized, blowers or high pressure cleaning devices are used to clean external areas...?
- Do you immediately report (or fix if it is within Sodexo’s scope of work) water leaks?
- Does your site have documented water usage procedures?
 - (If yes only) Do you regularly check that these procedures are being followed?

We Do - Water & Effluents

- % of sites implementing equipment and processes steps to reduce their consumption of blue water



Key Figures

Fiscal 2015
Group
25.6%

Fiscal 2015
Cesam
Incl. Brazil
41.1%

Fiscal 2014
Cesam Incl.
Brazil
48.3%

Brazil Key Figures

Fiscal 2014
Brazil
40.0%



Fiscal 2015
Brazil
39.3%



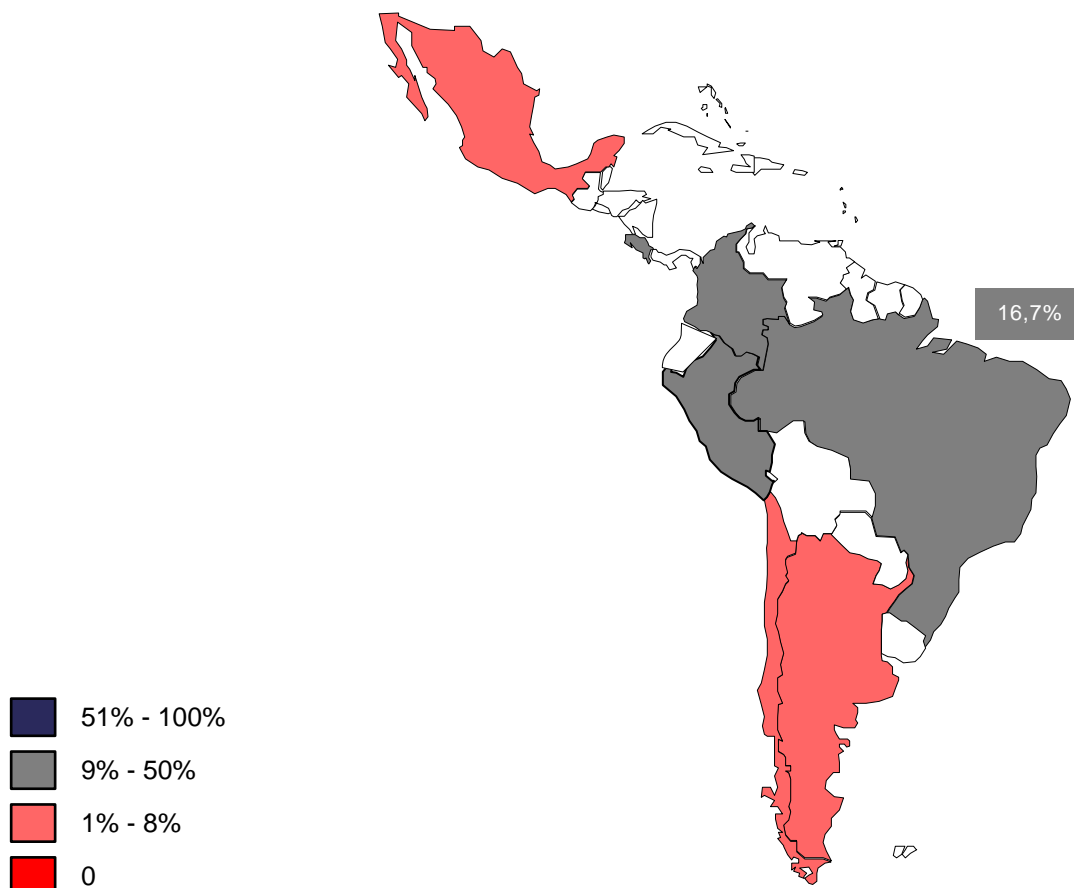
Sites implementing equipment and processes steps to reduce their consumption of blue water

- **To qualify for this indicator**, sites have to respond “yes” to:

4 questions from 12 for Food Service sites and Employee and Business sites	5 questions from 16 for Employee and Business sites providing landscaping	5 questions from 15 for Equipment and Infrastructure sites
<ul style="list-style-type: none">• Have you or another member of the Sodexo organization agreed a water efficiency action plan with your client?• If yes, has this water efficiency action plan been reviewed and updated with your client in the last 12 months?• Which of the following measures have been implemented on the Sodexo managed part of your site?<ul style="list-style-type: none">General<ul style="list-style-type: none">• A water efficiency plan that recommends the purchase of water efficient equipment• Identification of the key areas for action around water efficiency• Identification of areas/equipment having high water consumption• Shut-off the water supply to equipment and areas that are unusedWater efficient equipment and processes<ul style="list-style-type: none">• Use of water efficient taps/faucets• Use of low or no water cleaning techniques• Installation of electronically controlled valves• Do you have water recycling systems and devices to treat rainwater?• Do you manage the discharge of effluents at your site?• (If yes only) Have you agreed an effluent management action plan with your client?	<div>Same questions as Food Service</div> <div>+</div> <ul style="list-style-type: none">• Watering early in the morning or in the evening• Use of “fit for purpose” used water instead of clean fresh water where feasible• Use of low-volume irrigation• Adjustment of the irrigation schedule to allow for seasonal changes	<div>Same questions as Food Service</div> <div>+</div> <ul style="list-style-type: none">• Adjustment of boiler and cooling tower blow down rate to manufacturers’ specification• Returning steam condensation to the boiler for reuse• Shut off of water-cooled air conditioning units when not needed

We Do - Water & Effluents

- % of sites which are able to accurately measure their progress to reduce their consumption of blue water



Key Figures

Fiscal 2015
Group
8.9%

Fiscal 2015
Cesam
Incl. Brazil
13.2%

Fiscal 2014
Cesam Incl.
Brazil
28.7%

Brazil Key Figures

Fiscal 2014
Brazil
20.0%



Fiscal 2015
Brazil
16.7%

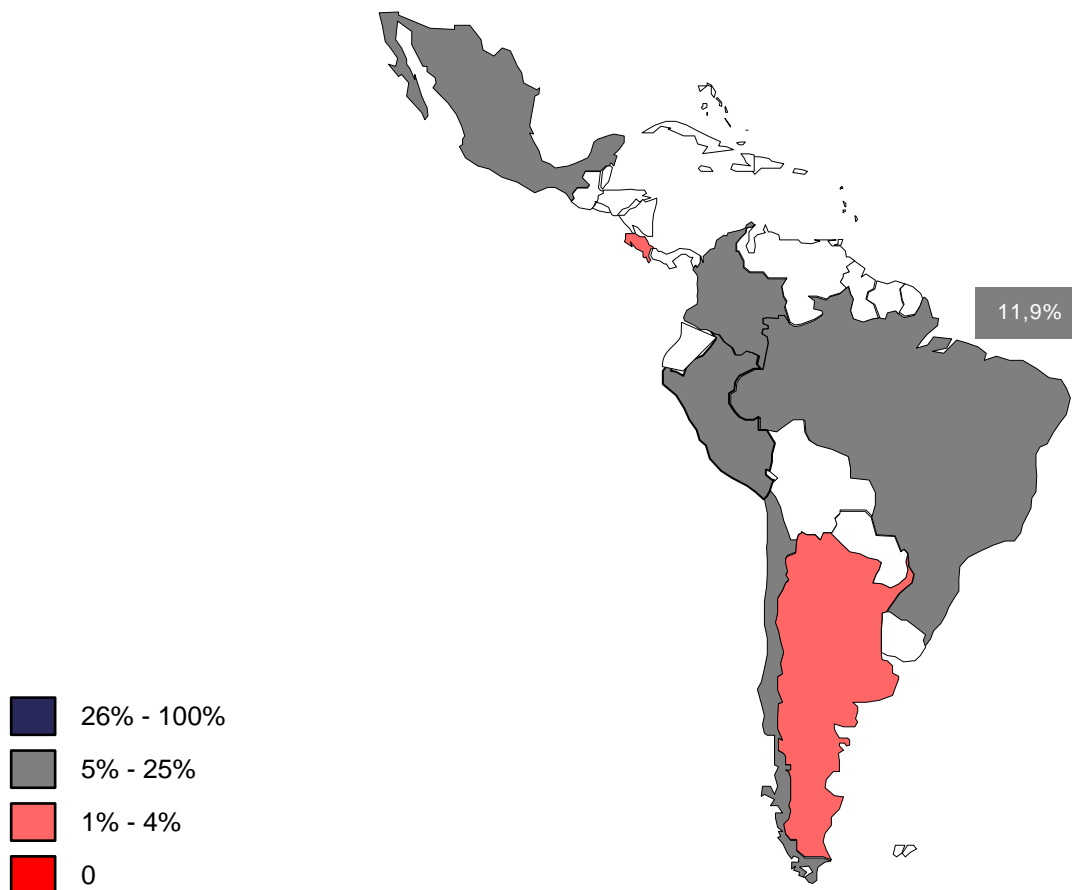


Sites which are able to accurately measure their progress to reduce their consumption of blue water

- **To qualify for this indicator**, sites have to respond “yes” to first of the following questions:
 - **Do you measure and *track* the quantity of water consumed by Sodexo on the site?**
 - If yes, please select the method that you use to measure and track Sodexo's water consumption on the site:
 - An accurate measurement through a sub meter
 - An alternative method such as an audit
 - Another performance measurement tool
 - If yes, please answer the following questions about your management of Sodexo's consumption of water on the site:
 - Do you regularly review Sodexo's water consumption on the site?
 - Do you report Sodexo's water consumption and reductions on the site to your client?
 - If yes, do you pay the water bill for Sodexo, the client or both?
 - If yes, what is the annual consumption of water?

We Do - Water & Effluents

- % of sites implementing the water conservation program



Key Figures

Fiscal 2015
Group
4.9%

Fiscal 2015
Cesam
Incl. Brazil
8.4%

Fiscal 2014
Cesam Incl.
Brazil
16.3%

Brazil Key Figures

Fiscal 2014
Brazil
13.3%



Fiscal 2015
Brazil
11.9%

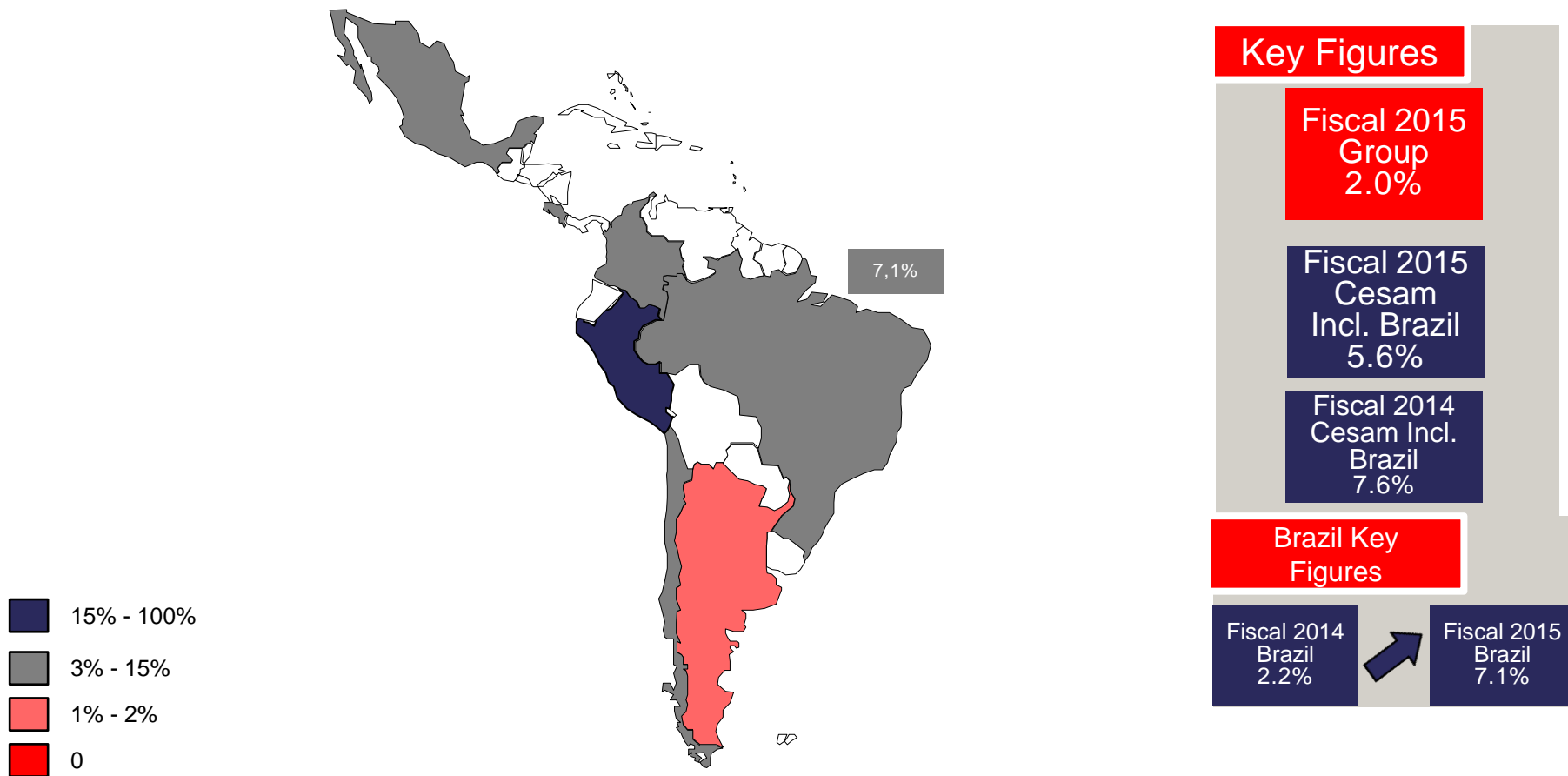


Sites implementing the water conservation program

- **To qualify for this indicator**, sites have to qualify for the 3 following indicators:
 - Heightened Awareness and Behavior
 - Measurement
 - Equipment and Processes

We Do - Water & Effluents

- % of sites engaging with clients to reduce their water consumption





Sites engaging with clients to reduce their water consumption

▪ **To qualify for this indicator**, sites have to respond « yes » to all of the 4 principal questions :

- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning water efficiency?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo's commitment to water efficiency?
- Have you or another member of the Sodexo organization agreed an water efficiency action plan with your client?
 - If yes, has this water efficiency action plan been reviewed and updated with your client in the last 12 months?
- Do you report Sodexo's water consumption and reductions on the site to your client?

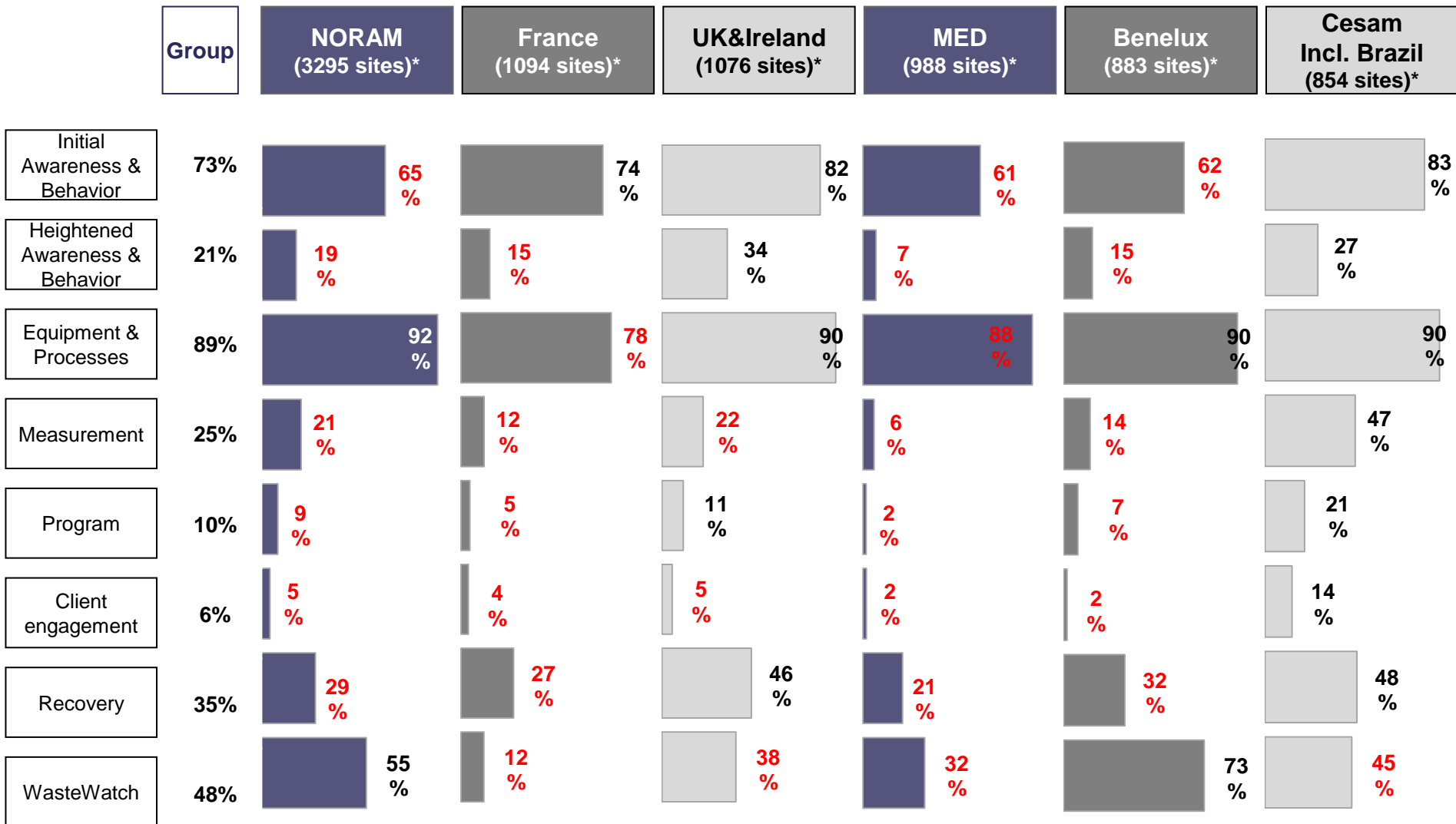
SITE SURVEY 2015



Organic Waste



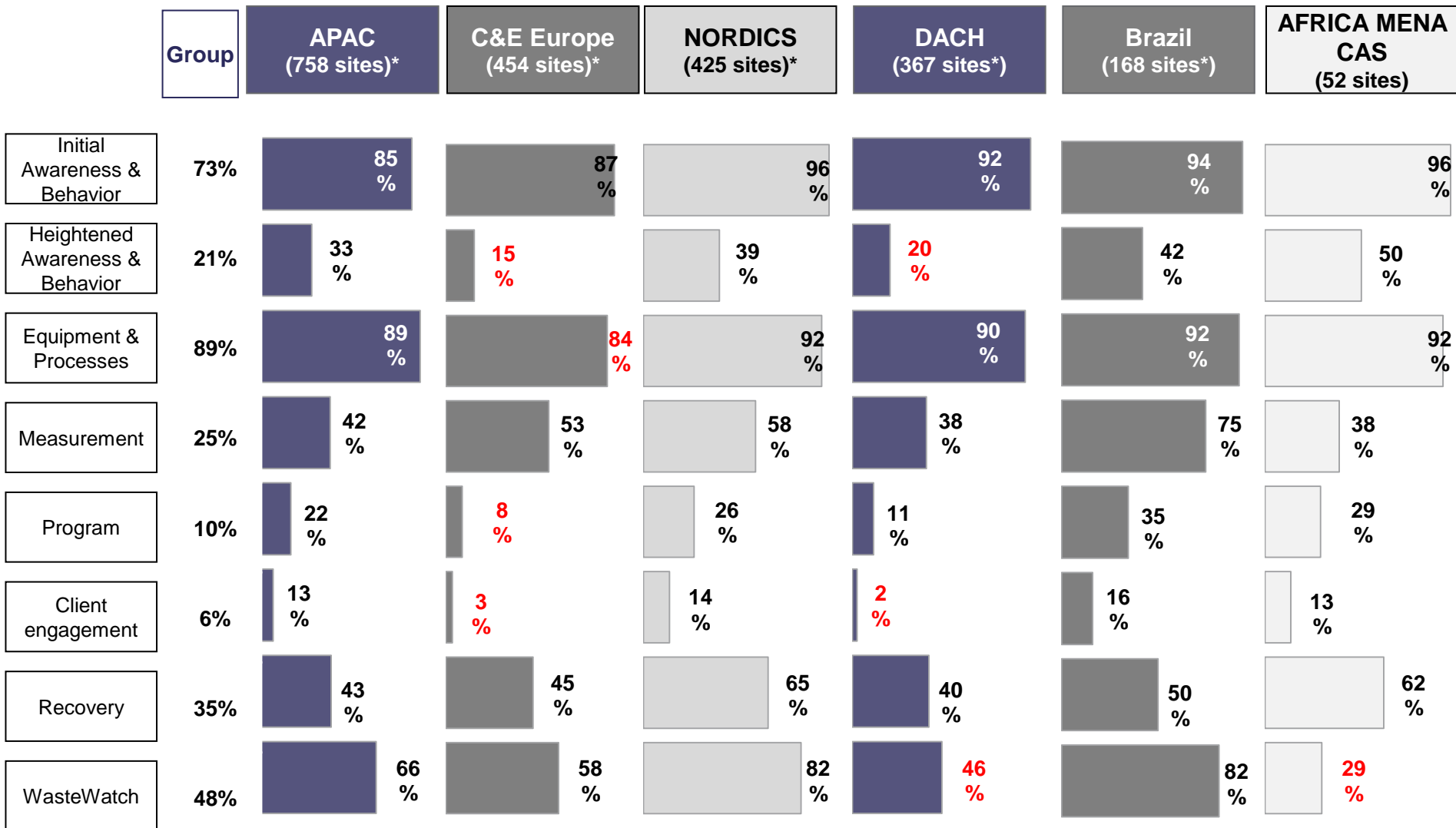
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites



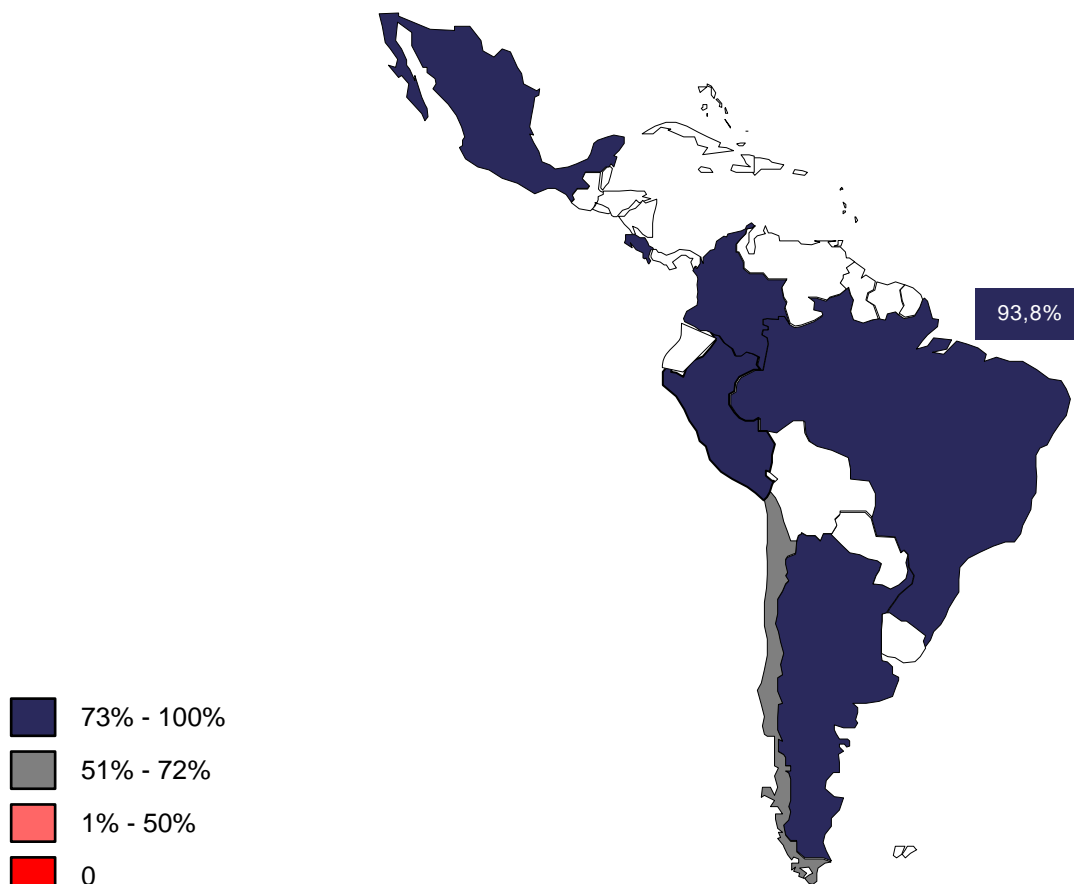
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites

We Do - Organic Waste

- % of sites implementing initial awareness and behavior steps to reduce organic waste



Key Figures

Fiscal 2015
Group
72.8%

Fiscal 2015
Cesam
Incl. Brazil
82.7%

Fiscal 2014
Cesam Incl.
Brazil
81.7%

Brazil Key Figures

Fiscal 2014
Brazil
85.7%



Fiscal 2015
Brazil
93.8%



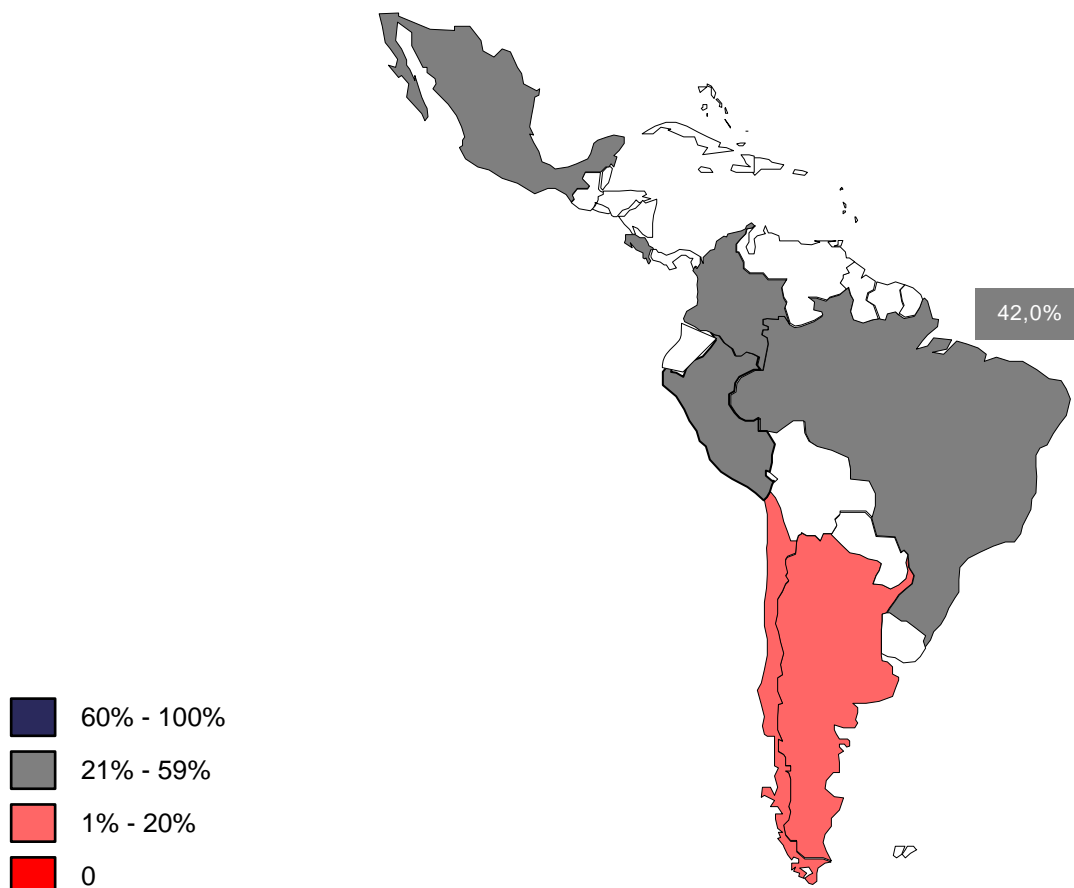
Sites implementing initial awareness and behavior steps to reduce organic waste

Only sites providing
foodservices or
landscaping services

- **To qualify for this indicator**, sites have to respond « yes » to one of the following 3 questions:
 - Do you communicate the importance of organic waste to your teams by talking about them in team meetings at least once a quarter
 - Do you communicate the importance of organic waste to your teams by displaying posters or stickers for employees?
 - Do you communicate the importance of organic waste to your teams by training them?

We Do - Organic Waste

- % of sites implementing heightened awareness and behavior steps to reduce organic waste



Key Figures

Fiscal 2015
Group
20.7%

Fiscal 2015
Cesam
Incl. Brazil
27.4%

Fiscal 2014
Cesam Incl.
Brazil
24.8%

Brazil Key Figures

Fiscal 2014
Brazil
19.1%



Fiscal 2015
Brazil
42.0%



Sites implementing heightened awareness and behavior steps to reduce organic waste

Only sites providing
foodservices or
landscaping services

▪ **To qualify for this indicator**, sites have to respond « yes » to one of the following 2 questions:

- Do you communicate the importance of organic waste to your teams by talking about them in team meetings at least once a quarter?
- Do you communicate the importance of organic waste to your teams by displaying posters or stickers for employees?

and “yes” to the following question for Food Service and Landscaping sites :

- Do you know what the options for food and other organic waste disposal are for your site?

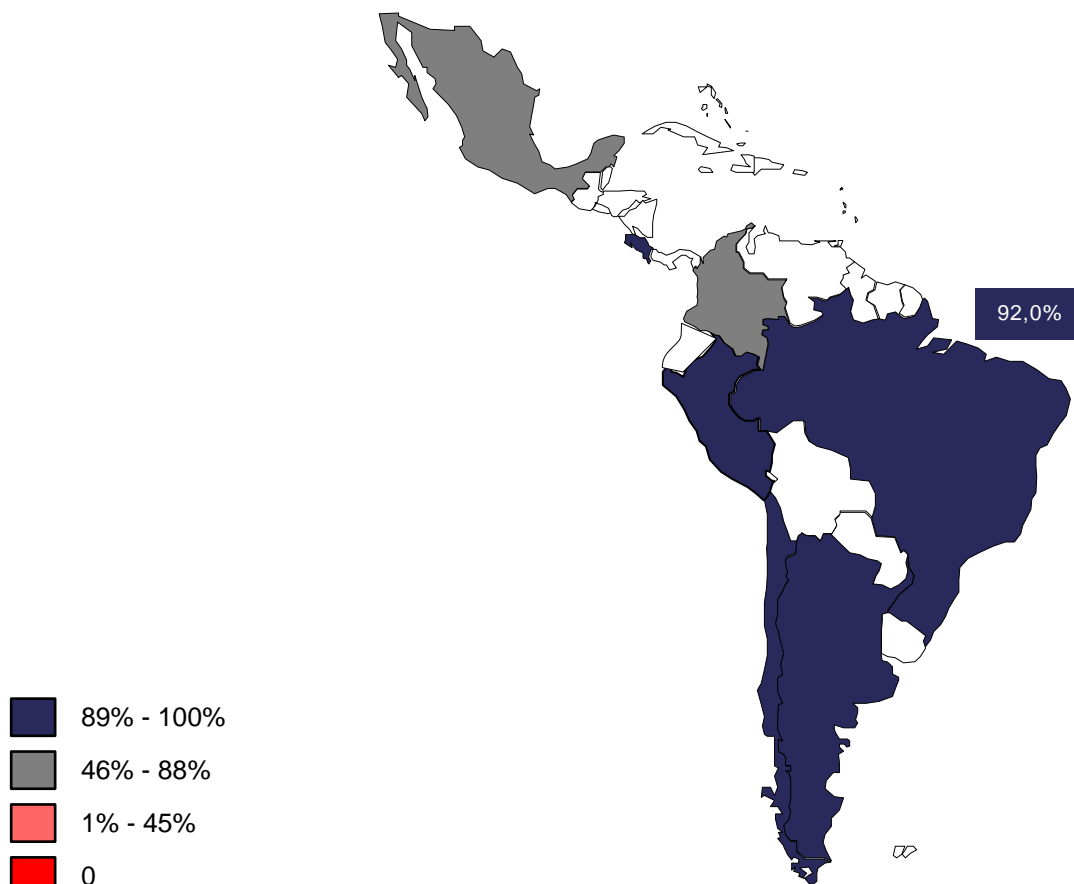
and 4 other from the 5 remaining questions for Food Service

and 4 other from the 4 remaining questions for Landscaping sites

- Do you communicate the importance of organic waste reduction to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning organic waste reduction?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo’s commitment to organic waste reduction
- (FS only) Do you display information on the importance of reducing food waste to your consumers either permanently or through campaigns?
- Do you and your teams follow the waste hierarchy: reduce. reuse. recycle (and recover)?

We Do - Organic Waste

- % of sites implementing equipment and processes steps to reduce organic waste



Key Figures

Fiscal 2015
Group
88.9%

Fiscal 2015
Cesam
Incl. Brazil
90.5%

Fiscal 2014
Cesam Incl.
Brazil
92.6%

Brazil Key Figures

Fiscal 2014
Brazil
71.4%



Fiscal 2015
Brazil
92.0%



Sites implementing equipment and processes steps to reduce organic waste

Only sites providing
foodservices or
landscaping services

- **To qualify for this indicator**, sites have to respond “yes” to:

3 questions from 9 for Food Service sites

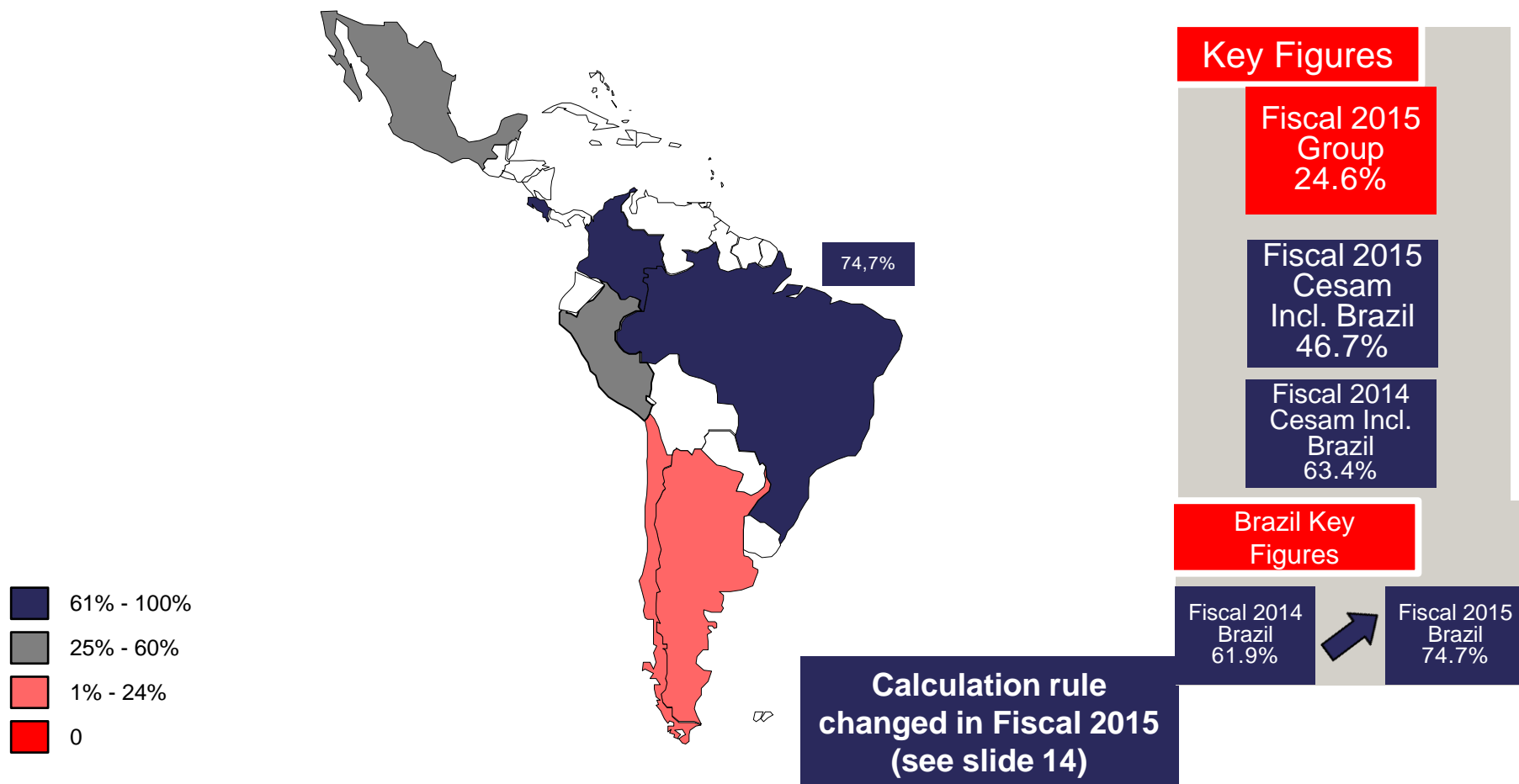
- Have you or another member of the Sodexo organization agreed an organic waste reduction action plan with your client?
- If yes, has this organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Which of the following measures been implemented on your site?
 - better portion control
 - improved ordering (pre-ordering for patients in hospitals...)
 - improved meal production forecasting
 - use of a food management system to help ordering and forecasting
 - charging for some or all food by weight
 - identification of the key areas for action around organic waste
- Have you improved meal production processes through the Sodexo collection and tracking of food waste (e.g: WasteWatch – A BTP Site-WIN initiative).?

1 question from 3 for Employee and Business sites providing landscaping

- Have you or another member of the Sodexo organization agreed an organic waste reduction action plan with your client?
- If yes, has this organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Have you identified key areas for action around organic waste

We Do - Organic Waste

- % of sites which are able to accurately measure their organic waste reduction progress





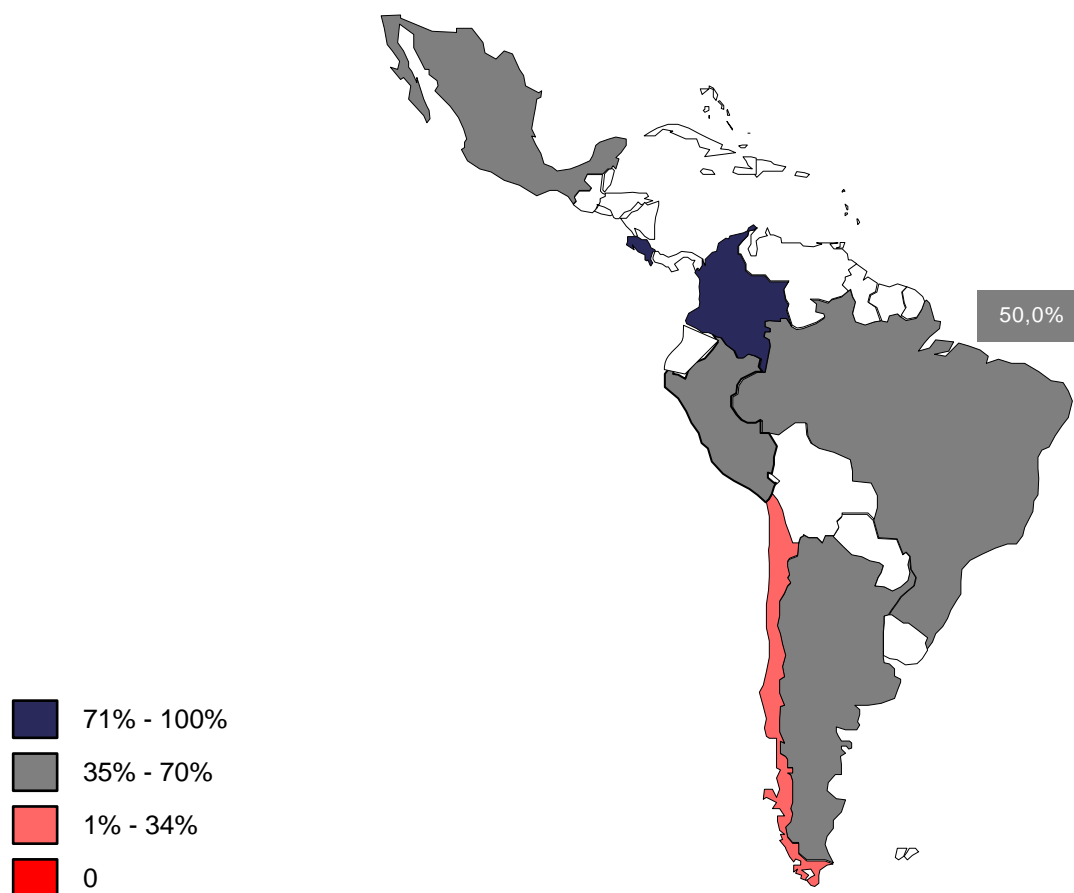
Sites which are able to accurately measure their waste reduction progress

Only sites providing
foods services or
landscaping services

- **To qualify for this indicator**, sites have to respond “yes” to the first of the following questions:
- **Do you measure and *track* the quantity of organic waste generated by Sodexo on the site?**
- Please select the method that you use to measure and track:
 - Weighing the waste (kg, lbs, etc)
 - Volume of waste (bags, bins, buckets)
 - Information from the site’s organic waste contractor
 - Alternative method to estimate organic waste generated such as an audit
 - Alternative method to estimate organic waste generated such as another performance measurement tool
- Do you regularly review Sodexo’s organic waste generation on the site?
- Do you report Sodexo’s quantities of organic waste reductions and/or recovery on the site to your client?

We Do - Organic Waste

■ % of sites recovering organic waste



Key Figures

Fiscal 2015
Group
34.8%

Fiscal 2015
Cesam
Incl. Brazil
47.7%

Fiscal 2014
Cesam Incl.
Brazil
53.4%

Brazil Key Figures

Fiscal 2014
Brazil
23.8%



Fiscal 2015
Brazil
50.0%



Sites recovering organic waste

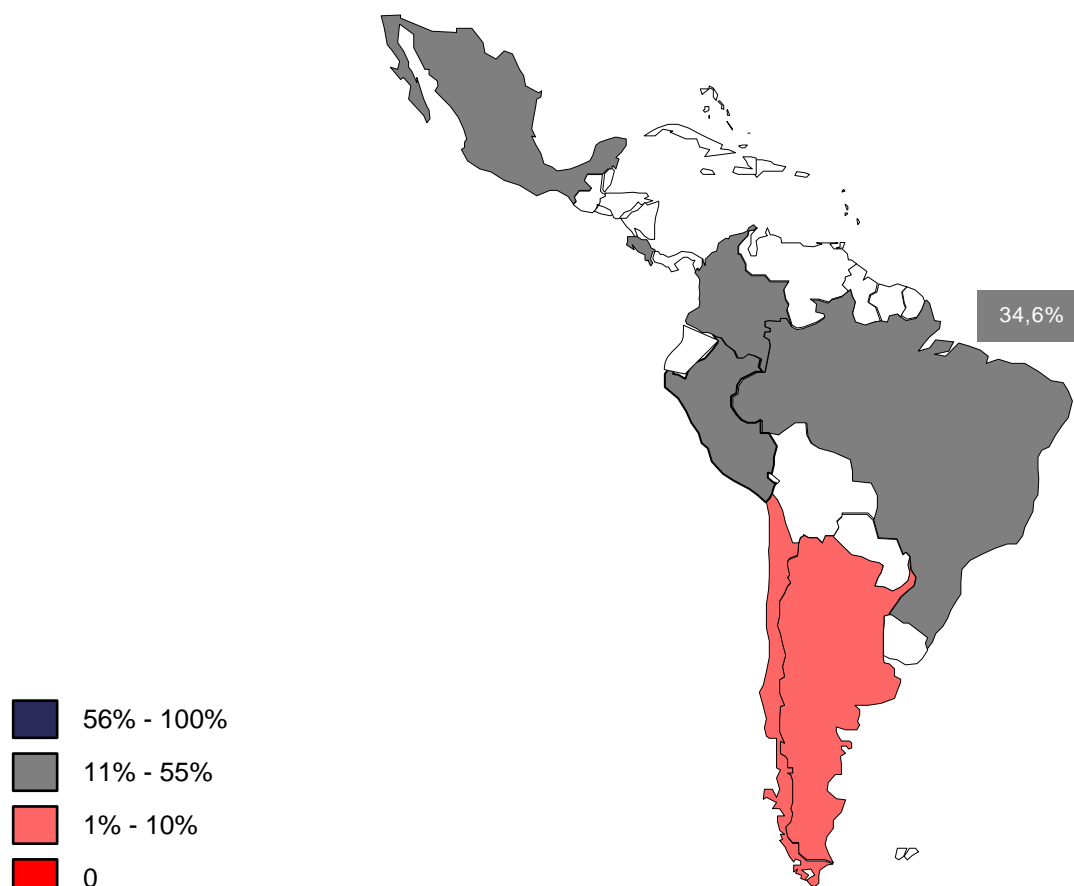
Only sites providing
foodservices or
landscaping services

To qualify for this indicator, sites have to respond “yes” to one of the 4 principal following questions:

- Have you agreed an organic waste recovery action plan with your client?
 - If yes, has this organic waste recovery action plan been reviewed and updated with your client in the last 12 months?
- Do you use on site organic waste recovery processes such as composting, digestion or energy production?
- Do you recover organic waste for an offsite destination other than landfill such as composting, digestion or energy production?
- Do you use recovered organic waste as compost for grounds maintenance or other appropriate purposes in compliance with local legislation?

We Do - Organic Waste

- % of sites implementing the organic waste reduction program



Key Figures

Fiscal 2015
Group
10.4%

Fiscal 2015
Cesam
Incl. Brazil
20.6%

Fiscal 2014
Cesam Incl.
Brazil
22.0%

Brazil Key Figures

Fiscal 2014
Brazil
14.3%



Fiscal 2015
Brazil
34.6%



Sites implementing the organic waste reduction program

Only sites providing
foodservices or
landscaping services

- **To qualify for this indicator**, sites have to qualify for the 3 following indicators:
 - Heightened Awareness and Behavior
 - Measurement
 - Equipment and Processes

We Do - Organic Waste

- % of sites engaging with clients to reduce their organic waste





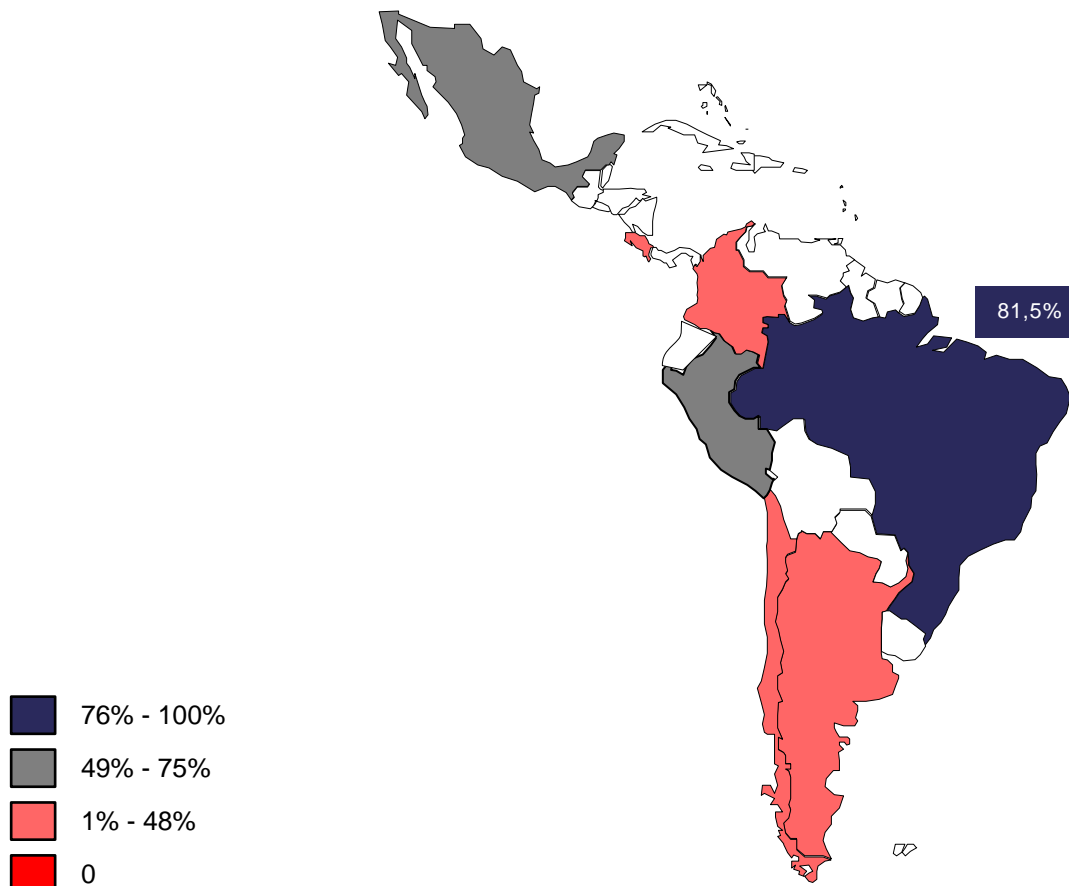
Sites engaging with clients to reduce their organic waste

Only sites providing
foods services or
landscaping services

- **To qualify for this indicator**, sites have to respond « yes » to all of the 4 principal questions :
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning organic waste reduction?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo's commitment to organic waste reduction?
- Have you or another member of the Sodexo organization agreed an organic waste reduction action plan with your client?
 - If yes, has this organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Do you report Sodexo's quantities of organic waste reductions and/or recovery on the site to your client?

We Do - Organic Waste

- % of sites implementing WasteWatch or an equivalent initiative



Key Figures

Fiscal 2015
Group
48.4%

Fiscal 2015
Cesam
Incl. Brazil
45.0%

Fiscal 2014
Cesam Incl.
Brazil
49.2%

Brazil Key Figures

Fiscal 2014
Brazil
36.4%



Fiscal 2015
Brazil
81.5%

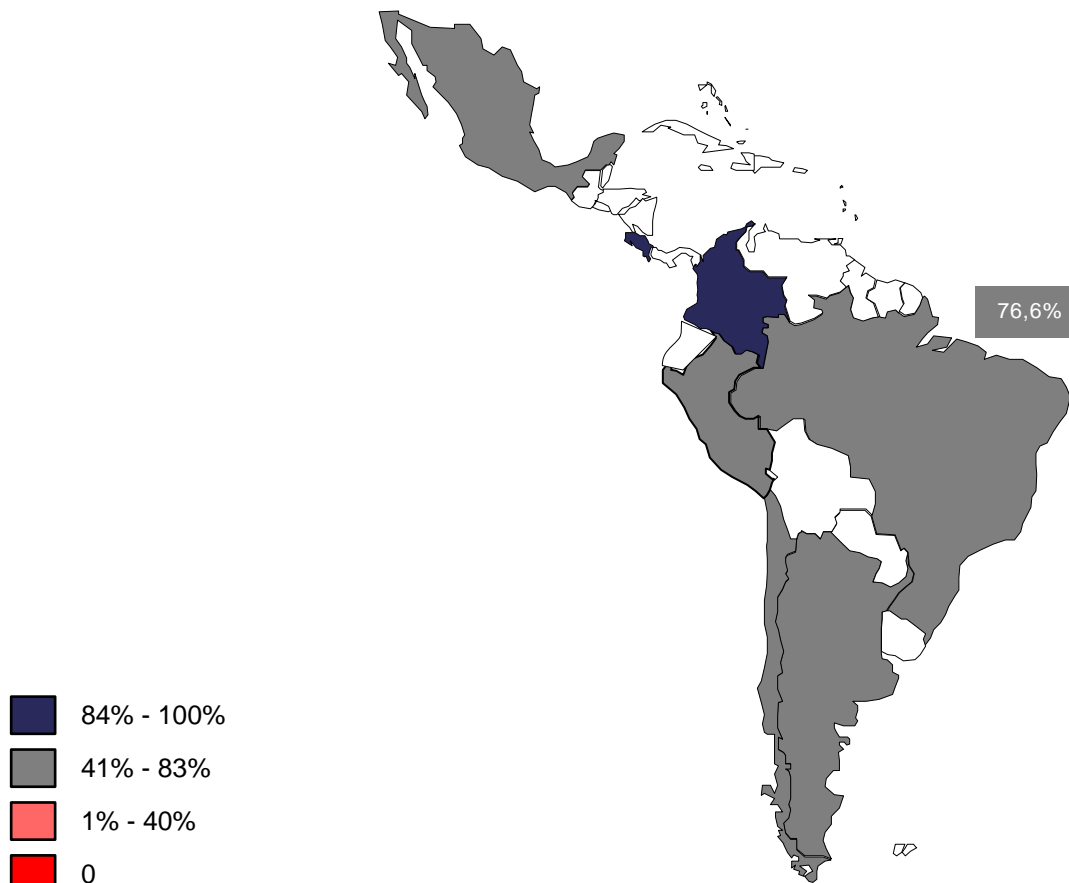


Sites implementing WasteWatch or an equivalent initiative

- **To qualify for this indicator**, sites must reply “yes” to the following question :
 - Have you improved meal production processes through the Sodexo collection and tracking of food waste (e.g: WasteWatch – A BTP Site-WIN initiative).?

We Do – Organic Waste

- % of sites where Used Cooking Oil is recovered



Key Figures

Fiscal 2015
Group
83.8%

Fiscal 2015
Cesam
Incl. Brazil
76.3%

Fiscal 2014
Cesam Incl.
Brazil
77.7%

Brazil Key Figures

Fiscal 2014
Brazil
90.9%



Fiscal 2015
Brazil
76.6%



Sites where Used Cooking Oil is recovered

Only sites providing
foodservices or
landscaping services

The questions only apply to sites to reply “yes” to the first question

- **To qualify for this indicator**, sites must reply “yes” to one of questions 2 or 3 :
 - Does your site use cooking oil?
 - Is Sodexo responsible for arranging the collection of used cooking oil?
 - Do you use a Sodexo or client authorized supplier to recover used cooking oil?
 - Do you measure and track the quantity of used cooking oil generated by Sodexo on the site?
 - Please select the method that you use to measure and track:
 - measuring used cooking oil at the site
 - by receiving volume information from the used cooking oil contractor
 - Do you report quantities of used cooking oil generated and recovered from the site to your client?

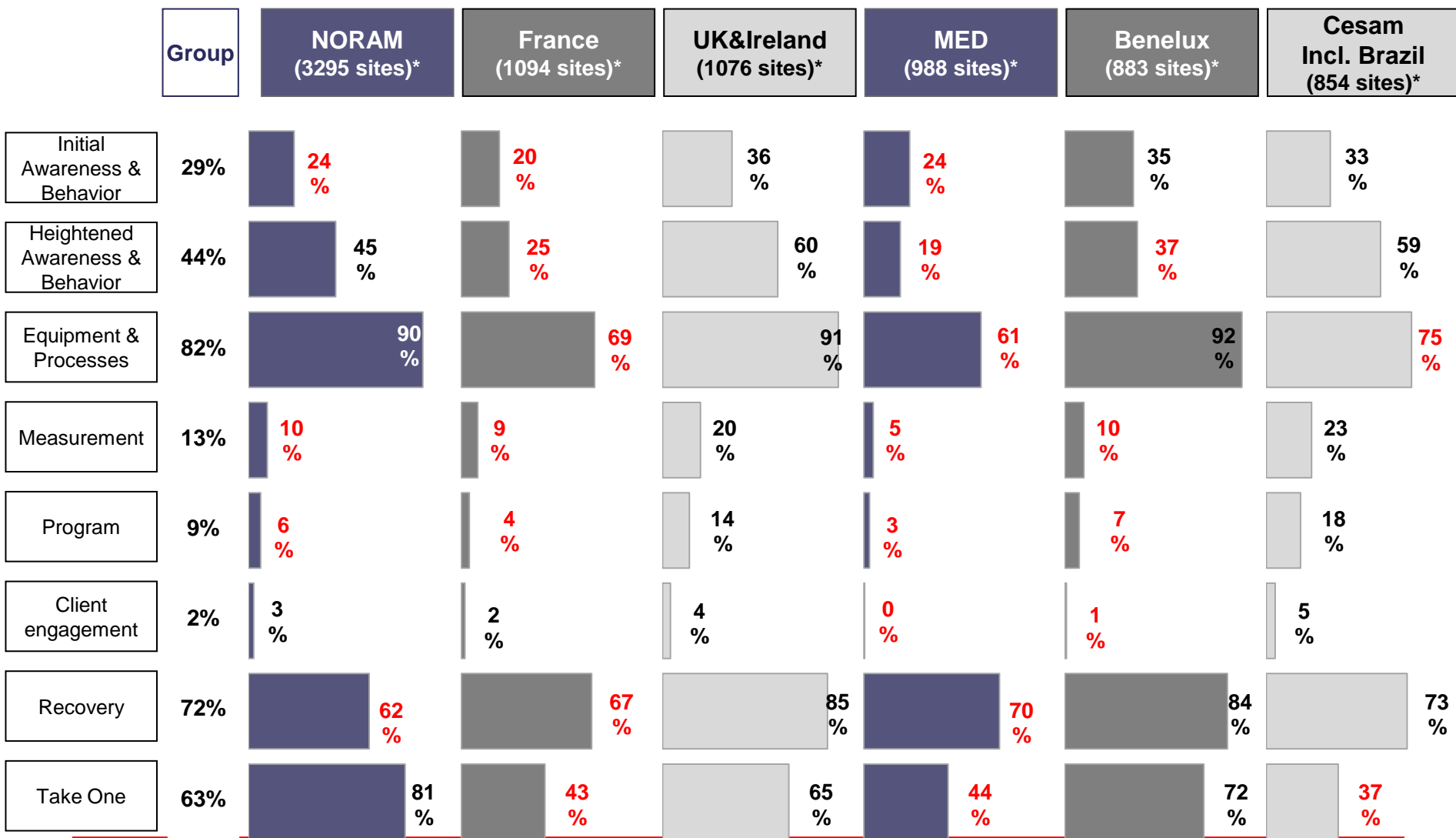
SITE SURVEY 2015



Non Organic Waste



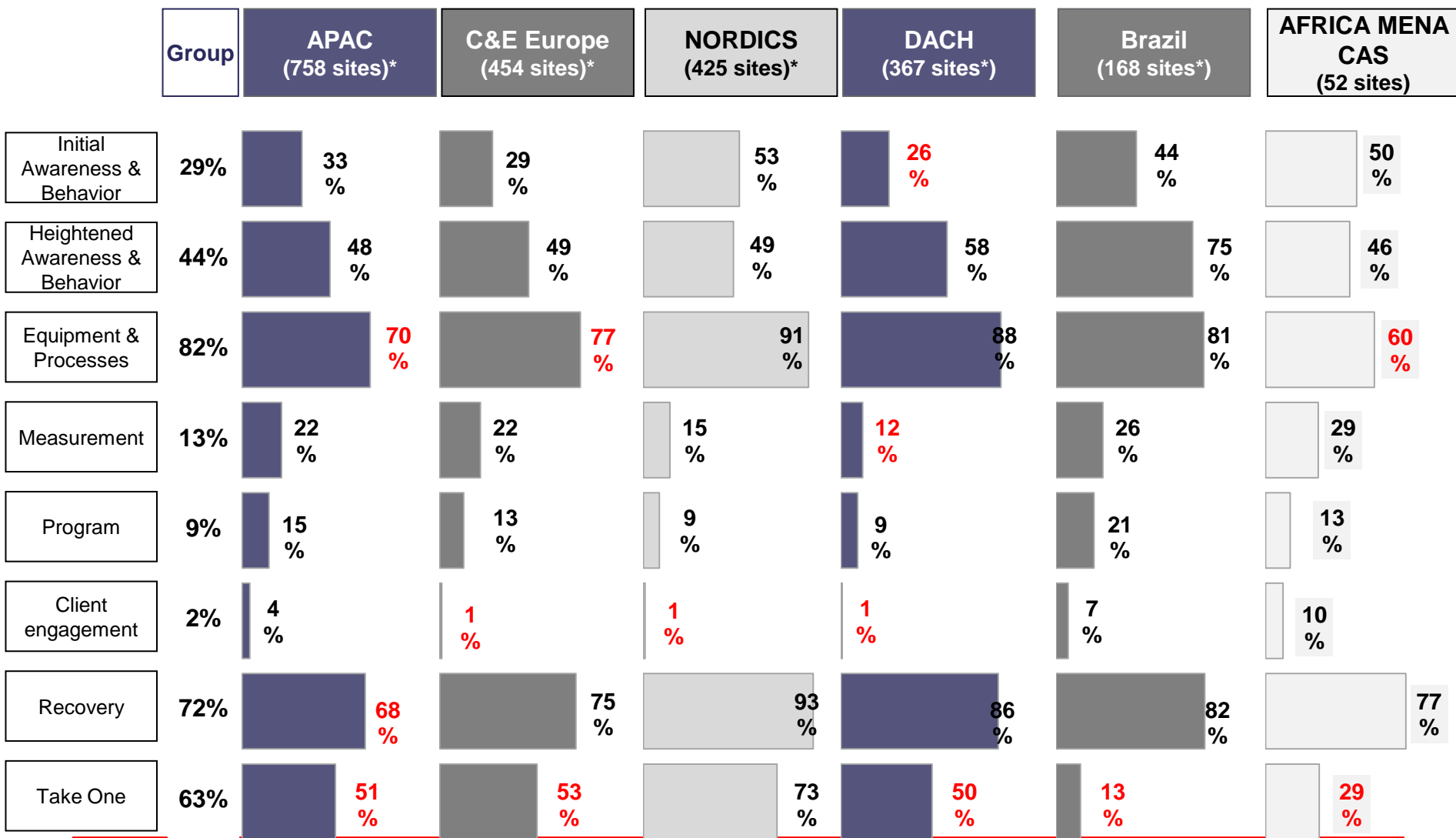
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites



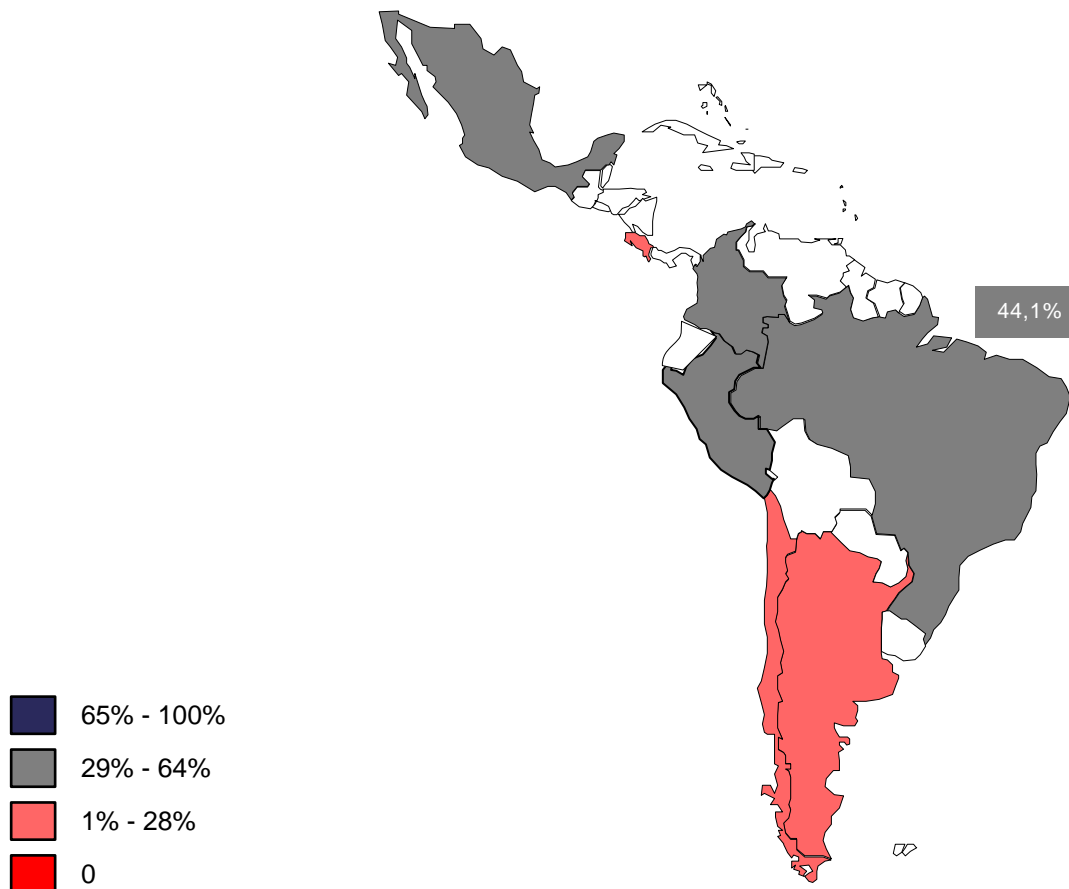
Fiscal 2015 KPIs – Breakdown by Group Region



* Participating Sites

We Do - Non Organic Waste

- % of sites implementing initial awareness and behavior steps to reduce non organic waste



Key Figures

Fiscal 2015
Group
28.6%

Fiscal 2015
Cesam
Incl. Brazil
33.1%

Fiscal 2014
Cesam Incl.
Brazil
38.9%

Brazil Key Figures

Fiscal 2014
Brazil
57.8%



Fiscal 2015
Brazil
44.1%



Sites implementing initial awareness and behavior steps to reduce non organic waste

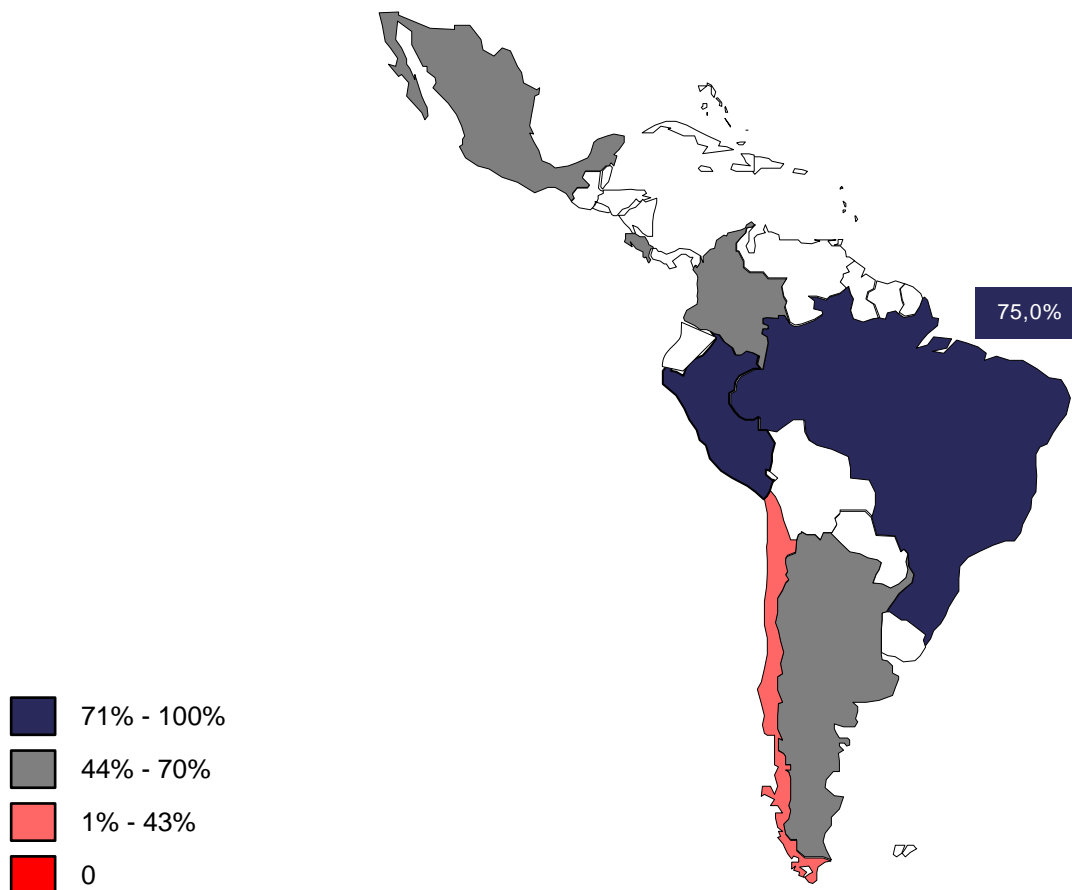
- **To qualify for this indicator**, sites have to respond « yes » to one of the following 3 questions:
 - Do you communicate the importance of non organic waste to your teams by talking about them in team meetings at least once a quarter?
 - Do you communicate the importance of non organic waste to your teams by displaying posters or stickers for employees?
 - Do you communicate the importance of non organic waste reduction to your teams by training them?

And “yes” to the question :

- Do you display information on the importance of reducing non organic waste to your consumers either permanently or through campaigns?

We Do - Non Organic Waste

- % of sites implementing heightened awareness and behavior steps to reduce non organic waste



Key Figures

Fiscal 2015
Group
43.6%

Fiscal 2015
Cesam
Incl. Brazil
59.1%

Fiscal 2014
Cesam Incl.
Brazil
52.0%

Brazil Key Figures

Fiscal 2014
Brazil
40.0%



Fiscal 2015
Brazil
75.0%



Sites implementing heightened awareness and behavior steps to reduce non organic waste

- **To qualify for this indicator**, sites have to respond « yes » to one of the following 2 questions:
 - Do you communicate the importance of non organic waste to your teams by talking about them in team meetings at least once a quarter?
 - Do you communicate the importance of non organic waste to your teams by displaying posters or stickers for employees?

And “yes” to the question :

- Do you know what can be recycled in your area?

And « yes » to one of the 5 remaining questions :

- Do you communicate the importance of non organic waste reduction to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning organic waste reduction?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo’s commitment to organic waste reduction
- Which of the following measures been implemented on your site? - Use of dispensing equipment
- Which of the following measures been implemented on your site? - Displaying information on the importance of reducing non organic waste to your consumers either permanently or through campaigns

We Do - Non Organic Waste

- % of sites implementing equipment and processes steps to reduce non organic waste





Sites implementing equipment and processes steps to reduce non organic waste

- To qualify for this indicator, sites have to respond “yes” to:

4 questions from 10 for Food Service sites

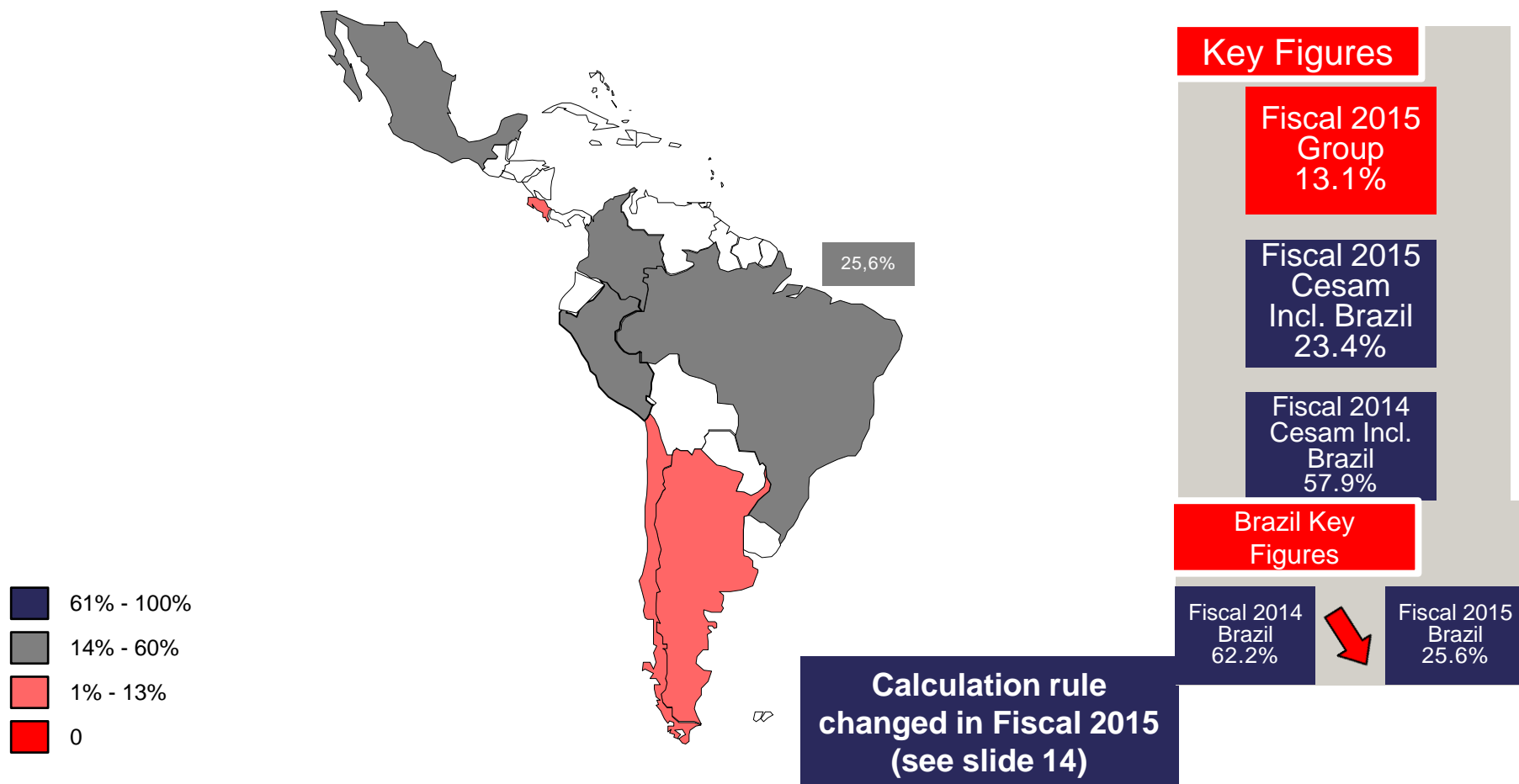
- Have you or another member of the Sodexo organization agreed a non organic waste reduction action plan with your client?
- If yes, has this non organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Which of the following measures been implemented on your site?
 - use of reusable/recyclable service ware
 - use of reusable trays
 - use of napkin dispensers at your site (eg: TakeONE! – A BTP Site-WIN initiative)
 - use of dispensers for other products on your site
 - use of dispensing equipment for chemicals
 - use of concentrated chemicals or biodegradable/ecological chemicals
 - use reusable/recyclable containers
 - Identification of the key areas for action around non organic waste

3 questions from 8 for Employee and Business sites Equipment and Infrastructure sites

- Have you or another member of the Sodexo organization agreed a non organic waste reduction action plan with your client?
- If yes, has this non organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Which of the following measures been implemented on your site?
 - use of napkin dispensers at your site (eg: TakeONE! – A BTP Site-WIN initiative)
 - use of dispensers for other products on your site
 - use of dispensing equipment for chemicals
 - use of concentrated chemicals or biodegradable/ecological chemicals
 - use reusable/recyclable containers
 - Identification of the key areas for action around non organic waste

We Do - Non Organic Waste

- % of sites accurately measures or uses an alternative method to estimate the quantity of non organic waste generated





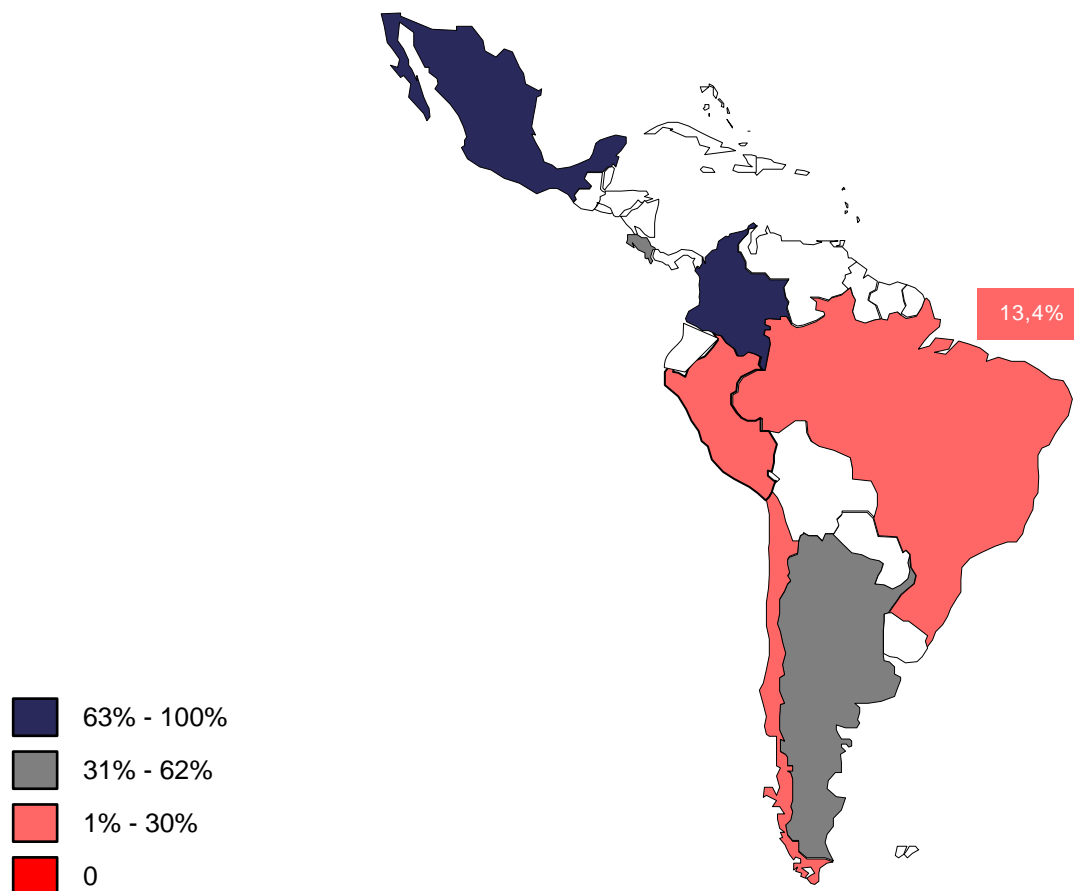
Sites accurately measuring or using an alternative method to estimate the quantity of non organic waste generated

- **To qualify for this indicator**, sites have to respond “yes” to the first of the following questions:
- **Do you measure *and track* the quantity of non-organic waste generated by Sodexo on the site?**
- Please select the method that you use to measure and track:
 - Accurate weighing of non-organic waste on site
 - Monitoring the number of bags or bins filled
 - Information from the site’s non-organic waste contractor
 - Alternative method to estimate non-organic waste generated such as an audit or review
 - Alternative method to estimate non-organic waste generated such as another performance measurement tool
- Do you regularly review Sodexo’s non organic waste generation on the site?
- Do you report quantities of non-organic waste reductions and/or recovery to your client?

We Do - Non Organic Waste



■ % of Sites implementing Take One



Key Figures

Fiscal 2015
Group
62.5%

Fiscal 2015
Cesam
Incl. Brazil
13.4%

Key Figures

Fiscal 2015
Brazil
13.4%

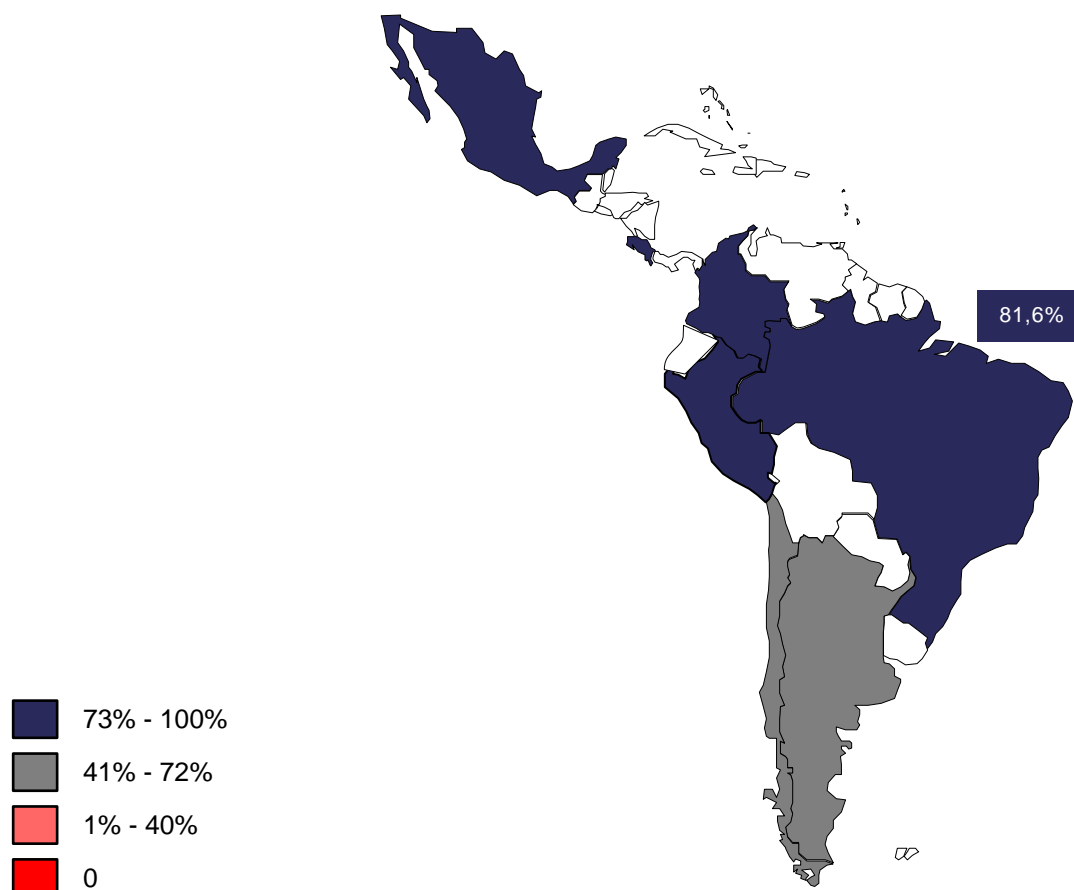


Sites implementing Take One

- **To qualify for this indicator**, sites must reply “yes” to the following question :
 - Have you implemented the use of napkin dispensers at your site? (eg: TakeONE! – A BTP Site-WIN initiative)?

We Do - Non Organic Waste

- % of sites recovering non organic waste



Key Figures

Fiscal 2015
Group
72.2%

Fiscal 2015
Cesam
Incl. Brazil
73.0%

Fiscal 2014
Cesam Incl.
Brazil
78.6%

Brazil Key Figures

Fiscal 2014
Brazil
71.1%



Fiscal 2015
Brazil
81.6%



Sites recovering non organic waste

■ **To qualify for this indicator**, sites have to respond « yes » to one of the 4 principal questions :

- Have you agreed to a non-organic waste recovery action plan with your client?
 - If yes, has this non organic waste recovery action plan been reviewed and updated with your client in the last 12 months?
- Do you separate/recycle non-organic waste streams at your site?
 - Is plastic separated and recovered from your site?
 - Are metal (steel) tins/cans separated and recovered from your site?
 - Is aluminum (soft drinks cans. foil. etc.) separated and recovered from your site?
 - Is paper (including office paper) separated and recovered from your site?
 - Is cardboard separated and recovered from your site?
 - Is glass separated and recovered from your site?
 - Is wood separated and recovered from your site?
 - Is mixed recycling separated and recovered from your site?
 - Is Waste Electrical Electric Equipment (WEEE) separated and recovered from your site?
 - Are light bulbs separated and recovered from your site?
 - Are batteries separated and recovered from your site?
 - Are used ink/prINTER cartridges separated and recovered from your site?
 - Are non-edible oils and chemicals separated and recovered from your site?
 - Is hazardous waste separated and recovered from your site?
 - Is clinical/medical waste separated and recovered from your site?
- Do you compact waste for recovery?
- Do you use a Sodexo or client supplier to collect non-organic waste?

We Do - Non Organic Waste

- % of sites implementing the non organic waste reduction program





Sites implementing the non organic waste reduction program

- **To qualify for this indicator**, sites have to qualify for the 3 following indicators:
 - Heightened Awareness and Behavior
 - Measurement
 - Equipment and Processes

Non Organic Waste – Client Engagement (%)

- % Site engaging with clients to reduce their non organic waste





Sites engaging with clients to reduce their non organic waste

- **To qualify for this indicator**, sites have to respond « yes » to all of the 4 principal questions :
 - Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning non organic waste reduction?
 - Have you or another member of the Sodexo organization talked to your client about Sodexo's commitment to non organic waste reduction?
 - Have you or another member of the Sodexo organization agreed a non organic waste reduction action plan with your client?
 - If yes, has this non organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
 - Do you report Sodexo's quantities of non organic waste reductions and/or recovery on the site to your client?

FISCAL 2015



WE ENGAGE

WE ENGAGE

EMPLOYEES

CLIENTS

CONSUMERS

SUPPLIERS

INSTITUTIONS



IS A PROUD SUPPORTER OF

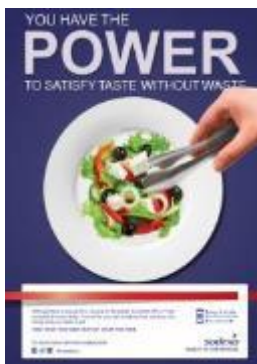


Engaging all stakeholder groups in the fight against hunger

wasteLESS
WEEK

Engaging our employees, clients
and consumers in **51** countries

Created in April 2015, the International Food Waste Coalition AISBL (IFWC) is an international not-for-profit association, constellation of food organizations joining forces to reduce food waste throughout the food services value chain.



Sodexo is a founding partner and Board Member of the **Global Sustainable Seafood Initiative (GSSI)**



Working with the OECD to promote the **Better Life Index**



Sodexo is a member of
RSPO
Roundtable on Sustainable Palm Oil

We Engage

- % of Group revenues of countries with organizations such as Local Communities, Local Authorities, Clients, NGOs or associations for Corporate Responsibility other than for Fighting Hunger, Stop Hunger or Partner Inclusion



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
88.6%

Fiscal 2015
Cesam
Incl. Brazil
55.9%

Fiscal 2014
Cesam Incl.
Brazil
49.7%



Key Figures

Fiscal 2014
BRAZIL



Fiscal 2015
BRAZIL

Countries with organizations such as Local Communities, Local Authorities, Clients, NGOs or associations for Corporate Responsibility other than for Fighting Hunger, Stop Hunger or Partner Inclusion

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Do you have active agreements with organizations such as Local Communities, Local Authorities, Clients, NGOs or associations for Corporate Responsibility other than for Fighting Hunger, "Stop Hunger" or Partner Inclusion?*

We Engage

- Number of countries where a Sodexo multi-stakeholder group or network has been created to focus on the subject of organic and/or non organic waste



■ Implemented
■ Not implemented

Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
15

Fiscal 2015
Cesam
Incl. Brazil
3

Fiscal 2014
Cesam Incl.
Brazil
0



Key Figures

Fiscal 2014
BRAZIL



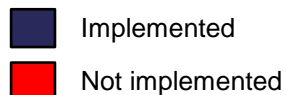
Fiscal 2015
BRAZIL

Number of countries where a Sodexo multi-stakeholder group or network has been created to focus on the subject of organic and/or non organic waste

- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
1. Do you participate in any “multi-stakeholder group or network” that is focused on the subject of organic and/or non organic waste ?

We Engage

- % of Group revenues of countries having received external awards or recognitions for Corporate Responsibility actions during the year



Key Figures

Our Business Units
across Central & South
Americas

Fiscal 2015
Group
67.8%

Fiscal 2015
Cesam
Incl. Brazil
38.5%

Fiscal 2014
Cesam Incl.
Brazil
55.4%



Key Figures

Fiscal 2014
BRAZIL

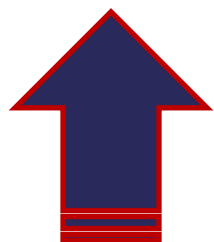


Fiscal 2015
BRAZIL

Countries having received external awards or recognitions for Corporate Responsibility actions during the year

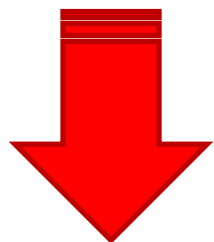
- **To be compliant with this indicator**, the country must reply “**yes**” to the following question:
 1. *Have you received any external awards or recognitions for your Corporate Responsibility actions during the year ?*

Fiscal 2015 - Key facts to remember



Brazil KPIs in **Diversity & Inclusion, Health & Safety** results are above the Group average

All **Water and Organic Waste** KPIs for Brazil are above the Group average



In terms of **Sustainable Coffee, Palm Oil, Fish & Seafood**, Brazil KPIs are lower than the Group results

Brazil has the lowest KPI result for **Take One** « Site-Win » initiative, among all Group regions

Thank you