

#### **SUMMARY**



- 1. Sodexo's Evolved Corporate Responsibility Roadmap
- 2. Corporate Responsibility performance BRAZIL
  - Better Tomorrow Governance
  - Business Integrity
  - Our commitment to individuals as an Employer
  - Our commitment to communities as an Employer
  - Our commitment to the environment as an Employer
  - Our commitment to individuals as a Service Provider
  - Our commitment to communities as a Service Provider
  - Our commitment to the environment as a Service Provider
  - Our commitment to individuals as a Corporate Citizen
  - Our commitment to the environment as a Corporate Citizen
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# Sodexo's Evolved Corporate Responsibility Roadmap



#### **OUR VALUES AND ETHICAL PRINCIPLES**



#### **OUR VALUES**

- Service Spirit
- Team Spirit
- Spirit of Progress

#### **OUR ETHICAL PRINCIPLES**

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

#### OUR STATEMENT OF BUSINESS INTEGRITY

- Outlines our commitment to ethical business practices
- Provides employees with practical guidelines for action



#### **ONE MISSION**

Since the creation of Sodexo, our mission has been to improve quality of life of our employees and all who we serve and to contribute to the economic, social and environmental development of the communities, regions and countries in which we operate.

As a company that promises to improve quality of life of people, corporate responsibility lies at the core of everything we do.

We believe quality of life is a legitimate personal aspiration that needs to be fulfilled, because organizations and society, at large, progress better and faster when they promote opportunities for a better life.

We believe also that quality of life needs to be collective and long-lasting, that improving the quality of life of one set of individuals here, now, should never come at the expense of others, including future generations.

This is what drives us. This is why we exist.

And this is why it's **one single mission** that drives our business and corporate responsibility roadmap.



#### OUR ROLE AS AN EMPLOYER



As the world's 19<sup>th</sup> largest employer, employing over 425,000 people that come from diverse backgrounds, we are responsible for our people's personal well-being and development, as well as the communities where they work and live.



#### OUR ROLE AS A SERVICE PROVIDER



**As a service provider** to clients in three business activities and 7 global market segments with over 75 million consumers served each day, we have a duty to understand and provide for their unique needs, as well as their long-term aspirations.



#### **OUR ROLE AS A CORPORATE CITIZEN**



**As a corporate citizen,** operating in over 80 countries, and with a history of over 50 years, we have responsibility for conducting a business that brings positive impact to the world, drives progress and respects the resources on which our future depends.



#### OUR IMPACT ON INDIVIDUALS

Given the right environments and tools, people are capable of improving their own quality of life and transforming their futures.

This is why Sodexo's primary impact is on **individuals**.

Internally as well as externally, we strive to have **people's safety**, **health** and well-being secured, and every day life made **easier**. In communities, we aim to assist individuals with their basic needs.

We are committed to giving access to opportunities for development and **personal growth** to everybody.





#### **OUR IMPACT ON COMMUNITIES**

Fulfilling social interactions within communities contribute to progress and quality of life.

This is why Sodexo supports communities.

Among our different stakeholders, we contribute to **create positive** and rewarding interactions with mutual benefits.

We are committed to fostering business practices that are **inclusive** so that people feel they belong.



#### OUR IMPACT ON THE ENVIRONMENT

A rich and resourceful planet is indispensable for quality of life in the long term.

This is why Sodexo looks after the environment.

In everything we do, we aspire to build a harmonious relationship between individuals, communities and the world in which we live.

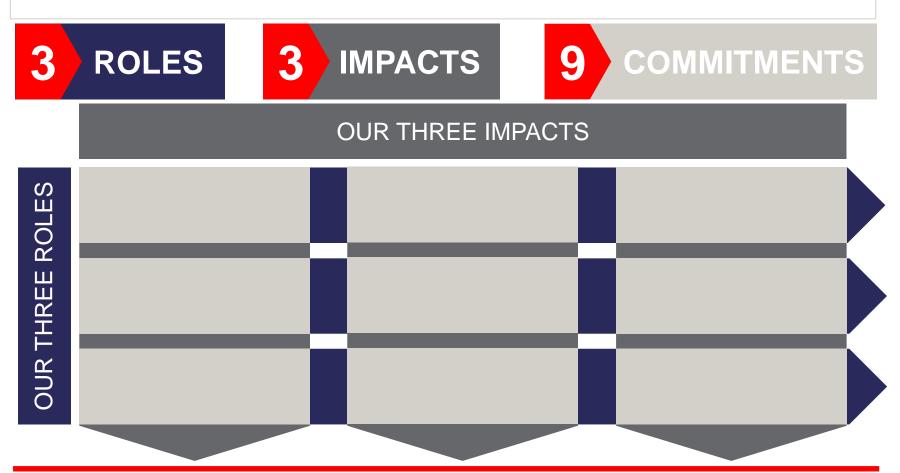
We are committed to leaving a healthier planet.





#### NINE COMMITMENTS FOR A BETTER TOMORROW

We have developed our approach to corporate responsibility by looking not only at the different roles that we play as a large global organization, but also at the different impacts our actions have in the world.



#### NINE COMMITMENTS FOR A BETTER TOMORROW

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER	Improve the Quality of Life of our employees.	Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve.	Foster a culture of environmental responsibility within our workforce and workspaces.
AS SERVICE PROVIDER	Provide and encourage our consumers to access healthy lifestyle choices.	Promote local development, fair, inclusive and sustainable business practices.	Source responsibly and provide energy management services that reduce carbon emissions.
AS CORPORATE CITIZEN	Fight hunger and malnutrition.	Drive diversity and inclusion as a catalyst for societal change.	Champion sustainable resource usage.



#### UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The evolved roadmap was developed in accordance to the United Nations Sustainable Development Goals

The 17 United Nations
Sustainable Development
Goals articulate the
expectations of the
international community
for a post-2015 socioeconomic development
agenda.



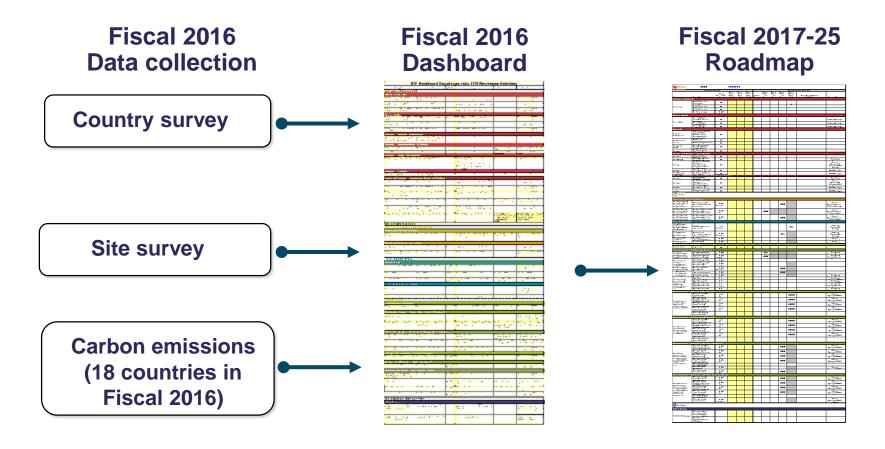
More information available on the United Nations SDGs and Better Tomorrow 2025 presentation



# Corporate Responsibility Performance BRAZIL

#### **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.





#### **BRAZIL**





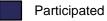
Coverage rate



#### Key Figures

Our Business Units across BRAZIL

Sodexo On-Site Services BRAZIL Sodexo Benefits & Rewards BRAZIL



Did not participate



#### Quality of Life for our Employees -

Commitment





% of Workforce of countries having the Human Rights policy available in

at least one official language

**Indicator Title** 

Implemented

survey

Not implemented Did Not Participate in



Indicator scope (OSS and/or B&R)



Fiscal 2016 Group 95.6%

Fiscal 2015 LATAM Ext. 95.5%



Fiscal 2016 LATAM Ext. 100%

Group and Regional results (OSS and B&R consolidated)

Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	= 1	Yes

Countries results for 2015 and 2016

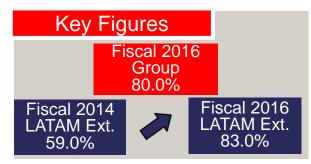






 % of employees who believe Sodexo is a socially and environmentally responsible organization





<b>Brazil Country</b>	Fiscal 2014		Fiscal 2016
Brazil	79.0%	<b>T</b>	90.0%
Brazil B&R			



survey





- % of employees who believe Sodexo is a socially and environmentally responsible organization
- Indicator taken from the 2016 Employee Engagement Survey
- This indicator is calculated from responses to the following Employee Engagement Survey statement:

"I believe Sodexo is a socially and environmentally responsible organization"

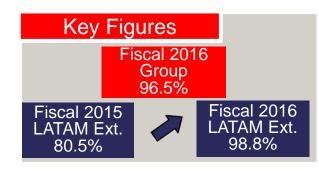






 % of Group revenues of countries implementing annual objectives linked to the Better Tomorrow Plan





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries implementing annual objectives linked to the Better Tomorrow Plan
  - To qualify for this indicator, the country must reply "yes" to at least one of the following 4 questions:
    - 1. Does the Country President have part of their annual objectives linked to the Better Tomorrow Plan?
    - 2. Does the Better Tomorrow Champion have part of their annual objectives linked to Better Tomorrow?
    - 3. Do members of the Supply Management team have part of their annual objectives linked to Better Tomorrow?
    - 4. Do other members of the management team have part of their annual objectives linked to Better Tomorrow?

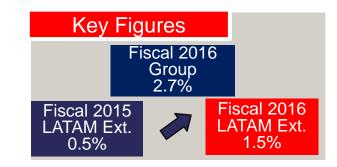






% of Group revenues of countries using the ISO 26000 standard to implement social responsibility





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R	No	=	No



Implemented

survey

Not implemented





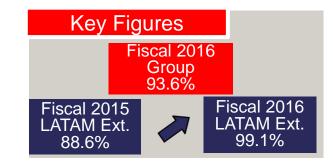
- % of Group revenues of countries using the ISO 26000 standard to implement social responsibility
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Is any part of your business (contracts, sites (offices, production), processes, departments) using the ISO 26000 standard to implement social responsibility into the organization?"





 % 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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	7	Yes
BRAZIL B&R	Yes	=	Yes







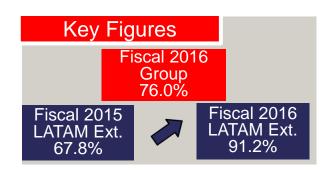
- % of Group revenues of countries with organizations such as Local Communities, Local Authorities, Clients, NGOs or associations for Corporate Responsibility other than for Fighting Hunger, Stop Hunger or Partner Inclusion
- To qualify for this indicator, the country must reply "yes" to the following 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?





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	7	Yes
BRAZIL B&R	Yes		Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries having received external awards or recognitions for Corporate Responsibility actions during the year
- To qualify for this indicator, the country must reply "yes" to the following question:
  - Have you received any external awards or recognitions for your Corporate Responsibility actions during the year?



## **Business Integrity**

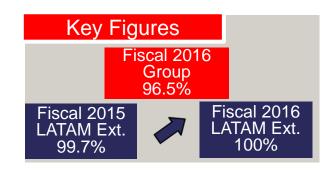
#### **Business Integrity**





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented

Did Not Participate in

#### **Business Integrity**





- % of Workforce of countries having the Sodexo Statement of Business Integrity available in at least one official language
- To qualify for 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)?



### OUR COMMITMENT TO INDIVIDUALS AS AN EMPLOYER

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER	Improve the Quality of Life of our employees.		
AS SERVICE PROVIDER			
AS CORPORATE CITIZEN			



## Human Rights

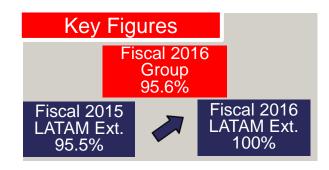
#### Quality of Life for our Employees





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented Did Not Participate in

#### Quality of Life for our Employees





- % of Workforce of countries having the Human Rights policy available in at least one official language
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. Is the Human Rights policy available in the national language(s)?

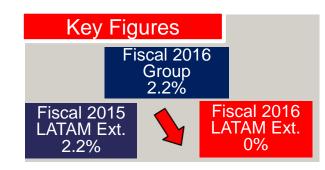






% of Group revenues of countries having one or more SA 8000 certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	Ш	No
BRAZIL B&R	No	=	No



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries having one or more SA 8000 certification
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Is any part of your business (contracts, sites, processes, divisions/segments, departments) SA 8000 certified?"



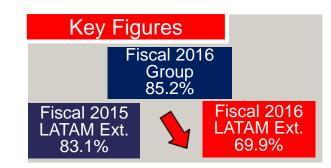
## Occupational Health & Safety





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	No	=	No



Implemented

survey





- % of Group revenues of countries having one or more OHSAS 18001 certification
- To qualify for 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?







% of Group revenues of countries employing occupational health & safety resources





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries employing occupational health & safety resources
- To qualify for this indicator, the country must either provide data > 0 to question 1 or 2 or reply "yes" to question 3:
  - "How many Sodexo employees work full time as occupational health and safety managers?"
  - 2. How many Sodexo employees work part time as occupational health and safety managers?
  - 3. Do you use occupational health & safety consultants?

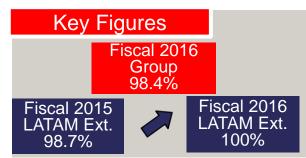






 % of Group revenues of Countries having a formal risk-based site audit program to ensure compliance with local Occupational Health and Safety laws and regulations





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes



Implemented

survey

Not implemented

Did Not Participate in



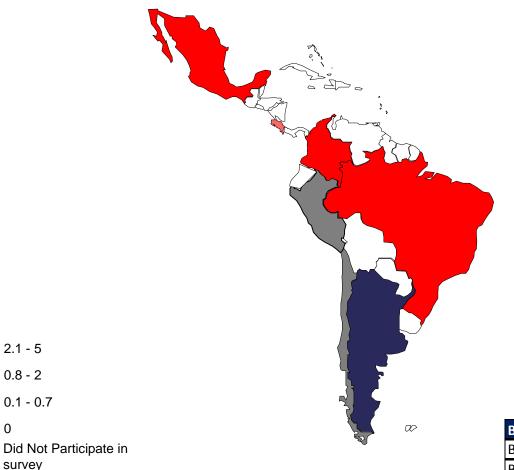


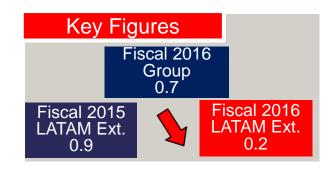
- % of Group revenues of Countries having a formal riskbased site audit program to ensure compliance with local Occupational Health and Safety laws and regulations
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. Do you have a formal risk-based site audit program to ensure compliance with local Occupational Health and Safety laws and regulations?





Average number of Occupational Health and Safety audits per site





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	0.0	I	0.0
Brazil B&R	0.0		0.0



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- Average number of Occupational Health and Safety audits per site
- Ratio calculated from the following information provided by the country:
  - Number of sites that is included in the formal risk-based site audit program for Occupational Health and Safety within a breakdown selection list per segment
  - 2. Number of independent Occupational Health and Safety audits carried out on sites (2nd or 3rd party only: excludes self-audits and audits by regulators and enforcement authorities) within a breakdown selection list per segment



### OUR COMMITMENT TO COMMUNITIES AS AN EMPLOYER

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER		Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve.	
AS SERVICE PROVIDER			
AS CORPORATE CITIZEN			

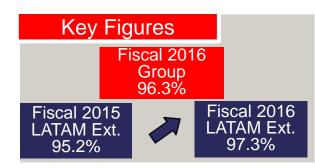
# Diversity and Inclusion Governance





 % of Workforce of countries demonstrating awareness about Diversity & Inclusion





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes



Implemented

survey

Not implemented

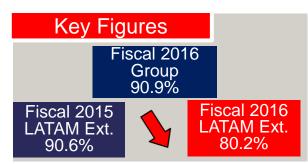
Did Not Participate in





% of Workforce of countries demonstrating commitment to Diversity & Inclusion





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes



Implemented

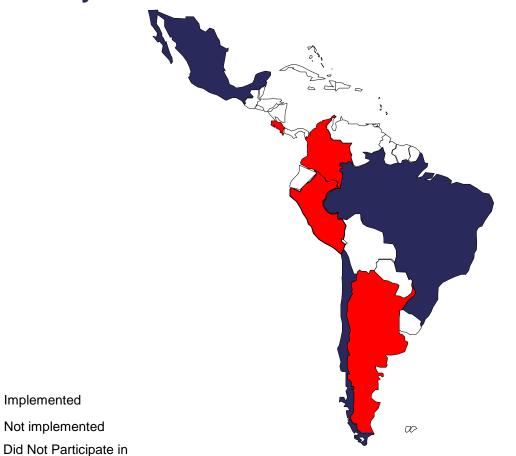
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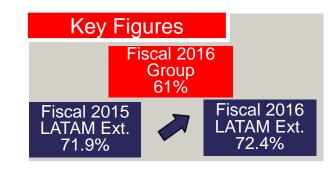
Not implemented





% of Workforce of countries demonstrating accountability in relation to **Diversity & Inclusion** 





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	7	No



Implemented

survey

Not implemented





- % of Workforce of countries demonstrating awareness about Diversity & Inclusion
- % of Workforce of countries demonstrating commitment to Diversity & Inclusion
- % of Workforce of countries demonstrating accountability in relation to Diversity
   & Inclusion
- For the General Diversity and Inclusion indicators, 4 questions are included in the country survey:
  - 1. Do you have a documented Diversity and Inclusion strategy with specific objectives as appropriate in your entity?

If yes, please select which of the five key areas are included in the strategy:

- gender balance
- people with disabilities
- generations
- cultures and origins/minorities
- sexual orientation
- 2. Do you have someone responsible for Diversity and Inclusion? If yes, please select whether this is a full time or a part time:
- Full time champion/person
- Part time champion/person
- 3. Is Diversity and Inclusion called out in your business strategy and do you review progress at least once a year in the Country Presidents' Meetings?
- 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

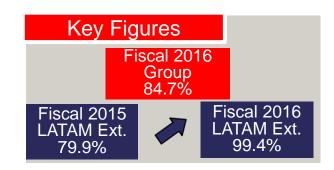






 % of Workforce of countries having the Diversity & Inclusion Strategy available in at least one official language





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries having the Diversity & Inclusion Strategy available in at least one official language
- 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)?







 % of Workforce of countries communicating Sodexo's commitment to diversity and inclusion to employees



Key Figures	
Fiscal 2016 Group 98.3%	
Fiscal 2016 LATAM Ext. 100%	

Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries communicating Sodexo's commitment to Diversity and inclusion to employees
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Have you communicated Sodexo's commitment to diversity and inclusion to employees?"

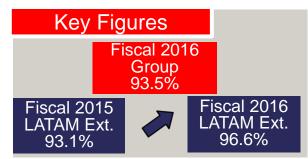






% of Workforce of countries communicating the Diversity and Inclusion strategy to clients and suppliers





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented





- % of Workforce of countries communicating the Diversity and Inclusion strategy to clients and suppliers
  - 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?"

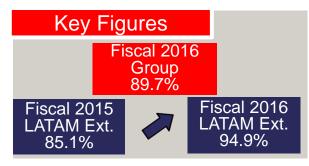






 % of Workforce of countries implementing Diversity & Inclusion networks for employees





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	7	Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries implementing Diversity & Inclusion networks for employees
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - "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
      - people with disabilities
      - generations
      - cultures and origins/minorities
      - sexual orientation e.g. Sodexo Pride

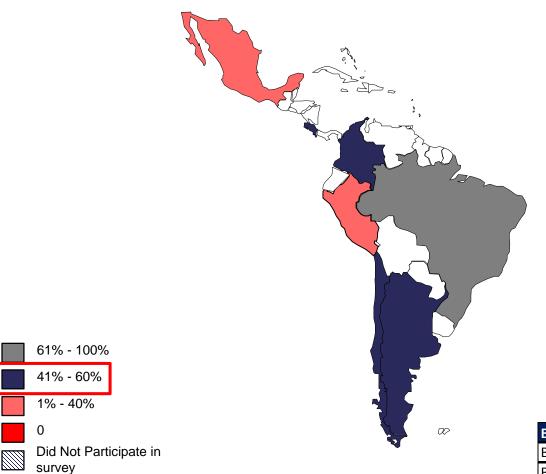


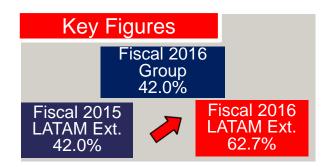
### Diversity and Inclusion GENDER BALANCE





% of Women in management positions





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	87.7%	7	87.3%
Brazil B&R	40.7%	7	43.5%







- % of 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)





% of Women's representation in total workforce



#### **Key Figures**

Fiscal 2016 Group 54%

Fiscal 2016 LATAM Ext. 60.5%

<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil		69.2%
Brazil B&R		56.8%



61% - 100%

41% - 60%

1% - 40%

survey

Did Not Participate in





% of Women's representation in total workforce



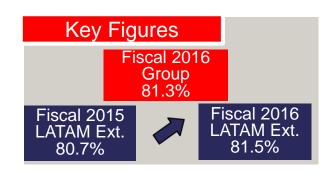
In order to calculate this indicator, the number of women in workforce (HR data) is divided by the total number of workforce (HR data)





% of Workforce of countries having a policy on workplace flexibility





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	No	=	No



Implemented

survey





- % of Workforce of countries having a policy on workplace flexibility
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do you have a policy on workplace flexibility?"

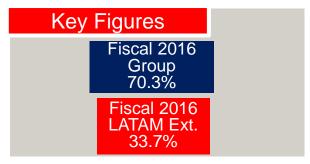






 % of Workforce of countries having initiatives to raise awareness on workplace flexibility among employees





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		No
BRAZIL B&R		No



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries having initiatives to raise awareness on workplace flexibility among employees
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do you have any initiatives to raise awareness on workplace flexibility among your employees?"

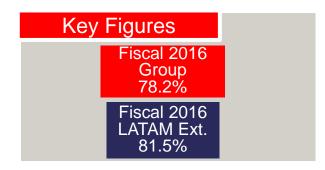






 % of Workforce of countries having guidelines to support managers in requesting and approving flexibility





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		No



Implemented

survey

Not implemented

Did Not Participate in





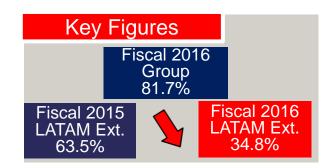
- % of Workforce of countries having guidelines to support managers in requesting and approving flexibility
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do you have any guidelines to support managers in requesting and approving flexibility?"





% of Workforce of countries having initiatives to advance women





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No		No
BRAZIL B&R	No	=	No



Implemented

survey

Not implemented





- % of Workforce of countries having initiatives to advance women
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. Do you have initiatives to advance women? If yes, please select what initiatives to advance women:
    - Mentoring
    - Sponsorship
    - SWIFt leadership development program
    - Other leadership development program in your country/dimension/region
    - Assignment to special projects or task forces
    - Participation in a gender network
    - Other, please specify

If yes, how many women are in these initiatives?

- Mentoring
- Sponsorship
- SWIFt leadership development program
- Other leadership development program in your country/dimension/region
- Assignment to special projects or task forces
- Participation in a gender network
- Other, please specify



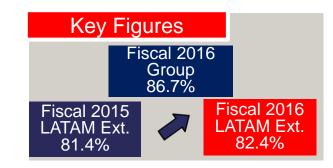
# Diversity and Inclusion DISABILITIES





 % of Workforce of countries implementing action plans to integrate people with disabilities into the workplace





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries implementing action plans 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/person been nominated? (a person identified to be in charge of Disabilities as part of their role)?
    - 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 either for or about people with disabilities?



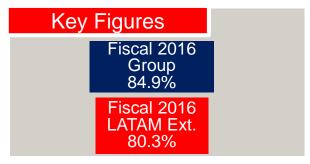




% of Workforce of countries having initiatives to communicate on

disabilities





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in





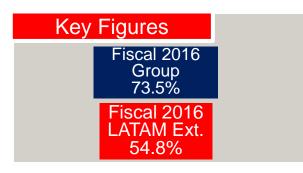
- % of Workforce of countries having initiatives to communicate on disabilities
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. "Have initiatives to communicate on disabilities such as the use of material designed by the Group Communication and D&I teams to mark International Day for Disabled People or the use of Locally designed communication been implemented?"





 % of Workforce of countries implementing specific Human Resources policies and processes for People With Disabilities





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		No



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries implementing specific Human Resources policies and processes for People With Disabilities
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Have specific Human Resources policies and processes been implemented for People With Disabilities?"

If yes, please select which specific Human Resources policies and processes:

- Recruitment of People with Disabilities (Training of recruiting personnel, Accessibility of recruiting material, Agreements with sourcing agencies / institutions / associations, etc.)
- Accommodation or adjustments for People with Disabilities
- Accessibility of the built environment / workplace (Doors, staircases, elevators, toilets, etc.)

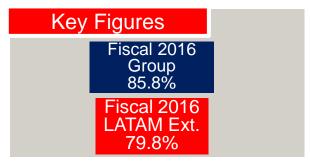






 % of Workforce of countries having partnerships with NGOs or clients on the topic of Disabilities





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		No



Implemented

survey

Not implemented

Did Not Participate in





- % of Workforce of countries having partnerships with NGOs or clients on the topic of disabilities
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Have partnerships with NGOs or clients been developed on the topic of Disabilities?"



# OUR COMMITMENT TO ENVIRONMENT AS A EMPLOYER

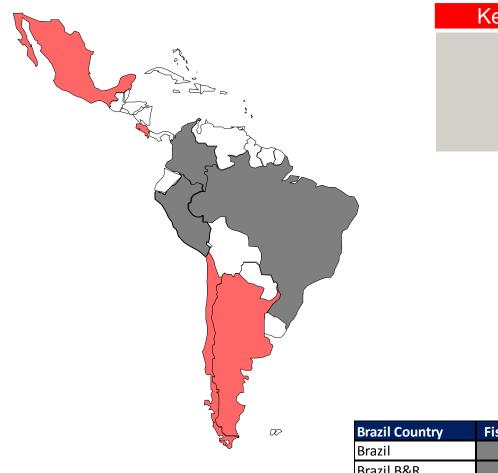
	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			Foster a culture of environmental responsibility within our workforce and workspaces.
AS SERVICE PROVIDER			
AS CORPORATE CITIZEN			

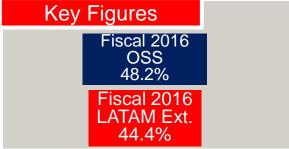


# Culture of Environmental Responsibility



% of client sites with training on sustainable practices





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil		51.8%
Brazil B&R		



76% - 100%

49% - 75%

1% - 48%

survey

Did Not Participate in

#### Culture of Environmental Responsibility



% of client sites with training on sustainable practices S



- To qualify for this indicator, sites must reply "yes" to one of the following questions :
  - Do you communicate the importance of energy efficiency to your teams by training them?
  - Do you communicate the importance of water efficiency to your teams by training them?
  - Do you communicate the importance of organic reduction waste to your teams by training them?
  - Do you communicate the importance of non organic waste reduction to your teams by training them?



# OUR COMMITMENT TO INDIVIDUALS AS A SERVICE PROVIDER

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			
AS SERVICE PROVIDER	Provide and encourage our consumers to access healthy lifestyle choices.		
AS CORPORATE CITIZEN	Fight hunger and malnutrition.		



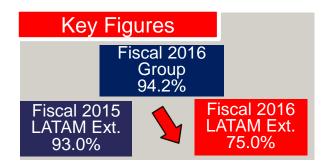
# Health & Safety





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes		Yes
BRAZIL B&R	No	=	No



Implemented

survey

Not implemented





- % of Group revenues of countries having one or more ISO 9001 certification
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - Is any part of your business (contracts, sites, processes, divisions/segments) ISO 9001 certified?

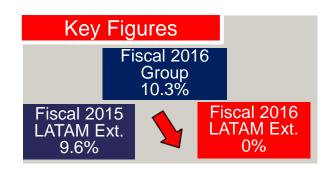






% of Group revenues of countries having one or more ISO 22301 certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No		No
BRAZIL B&R	No	=	No







- % of Group revenues of countries having one or more ISO 22301 certification
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. "Is any part of your business (contracts, sites, processes, divisions/segments, departments) ISO 22301 certified?"

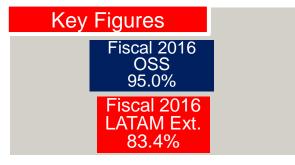
They must also provide detail about the scope of that certification.





 % of On-site Services revenues of countries having either ISO 9001 or ISO 22000 certification for food safety





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in



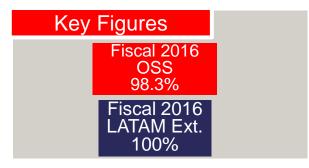
- % of On-site Services revenues of countries having either ISO 9001 or ISO 22000 certification for food safety
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. "Is any part of your business (contracts, sites, processes, divisions/segments, departments) ISO 22000 certified?
    - If yes, please provide more detail e.g. which processes, which departments, number of sites, ...?"
  - OR must have replied "yes" to the previous question :
    - 2. "If yes, have you obtained ISO 9001 for food safety?



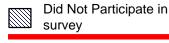


 % of On-site Services revenues of countries employing food safety resources





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		



Implemented

Not implemented





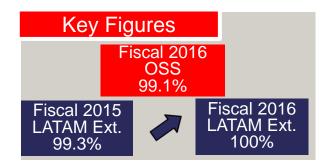
- % of On-site Services revenues of countries employing food safety resources
- **To qualify for this indicator**, the country must either provide **data > 0** to question 1 or 2 or reply "**yes**" to question 3:
  - 1. "How many Sodexo employees work full time as food safety managers?"
  - 2. "How many Sodexo employees work part time as food safety managers?"
  - 3. "Do you use food safety consultants?"





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





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey



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





% of authorized food suppliers



Key F	igures	
	Fiscal 201 OSS 72.9%	6
Fiscal 201 LATAM Ex 67.1%		Fiscal 2016 LATAM Ext. 73.2%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	58.4%	<b>T</b>	68.6%
Brazil B&R			



73% - 100%

51% - 72%

1% - 50%

survey

Did Not Participate in



- % of authorized food suppliers
  - In order to calculate this indicator:
    - 1. Number of food suppliers authorized to supply food to Sodexo

and is divided by

2. Total number of food suppliers



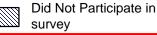


 Spend with authorized food suppliers as a % of total spend with food suppliers



Key	Fig	ures		
	Fi	scal 201 OSS 92.2%	6	
Fiscal 20 LATAM E 92.8%	xt.			scal 2016 TAM Ext. 96.1%

<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	88.3%	7	93.0%
Brazil B&R			



93% - 100%

51% - 92%

1% - 50%





- Spend with authorized food suppliers as a % of total spend with food suppliers
  - In order to calculate this indicator:
    - 1. Spend on food purchases from authorized food suppliers

and is divided by

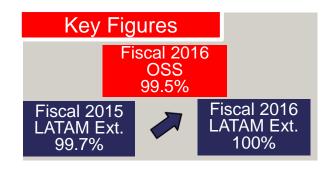
2. Total spend on food purchases from authorized food suppliers





% 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





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey

Not implemented

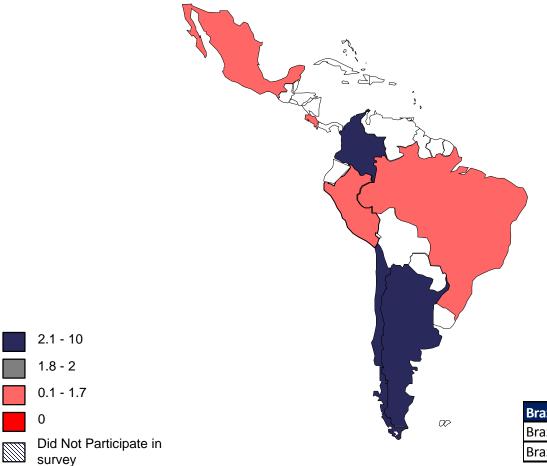


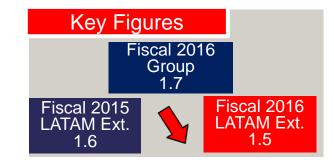
- % of On-site Services revenues of countries having a formal risk-based site audit program to check compliance with local food safety laws and regulations and the Global Food Safety & Hygiene policy
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. Do you have a formal risk based site audit program to check compliance with local food safety laws and regulations and Global Food Safety and Hygiene Policy?





Average number of food safety audits per food service site





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	1.40	7	1.56
Brazil B&R			





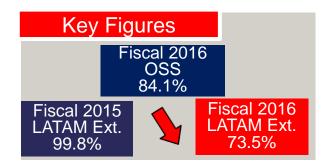
- Average number of food safety audits per food service site
- The ratio is calculated from:
  - Number of food service sites that is included the formal risk-based site audit program for Food Safety and Hygiene
  - Number of independent food safety audits carried out on sites (2nd or 3rd part only : excludes self-audits by regulators and enforcement authorities





% of On-site Services revenues of countries with a system in place to record all food safety incidents





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey

Not implemented

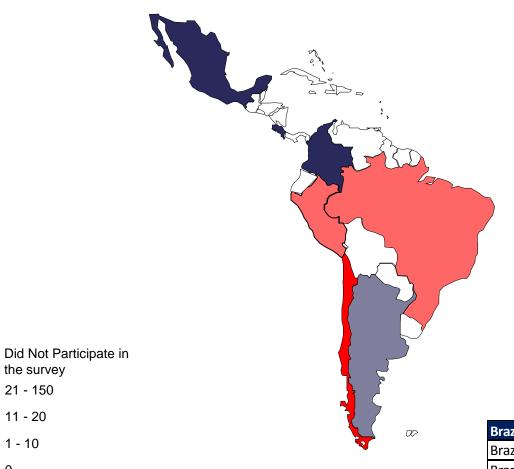


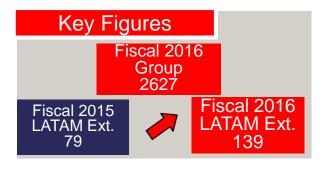
- % of On-site Services revenues of countries with a system in place to record all food safety incidents
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. "Do you have a system in place to record all food safety incidents?"





**Number of food safety incidents** 





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	7	7	12
Brazil B&R			



1 - 10

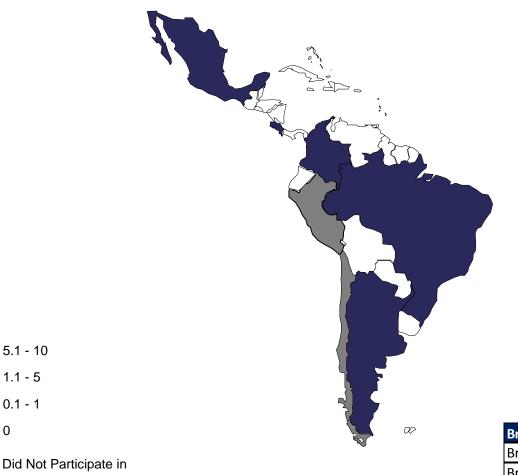


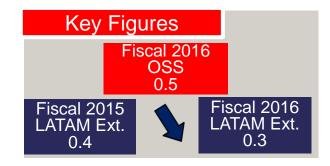
#### Number of food safety incidents

 Number of food safety incidents including food borne illness, foreign objects, chemical illness and allergic reactions



Number of food safety incidents per M Euro Food Spend





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil	0.0	0.0
Brazil B&R	0.0	0.0



5.1 - 10

1.1 - 5 0.1 - 1

survey



- Number of food safety incidents per million euro food spend
- Ratio calculation:
  - Number of food safety incidents including food borne illness, foreign objects, chemical illness and allergic reactions
  - Total spend on food purchases from all food suppliers/million



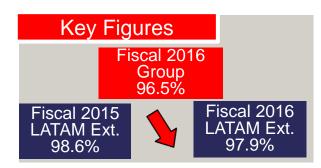
# Nutrition, Health & Wellness





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries developing and promoting health and wellness services
- To qualify for this indicator, the country must reply "yes" to the following 2 questions:
  - "Has(ve) your Marketing team(s) developed Health and Wellness Services and Offers? (services and offers that improve Quality of Life for employees and/or consumers not including offers that are food only)?"
  - "Have these Health and Wellness Services been included in your generic commercial documents?"





 % of On-site Services revenues of countries where Healthy Building Services are provided





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		No
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in

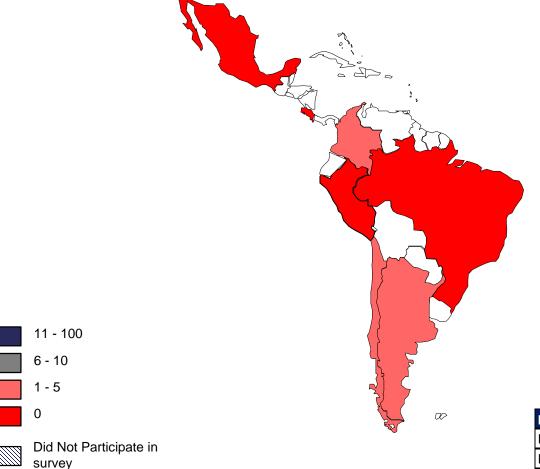


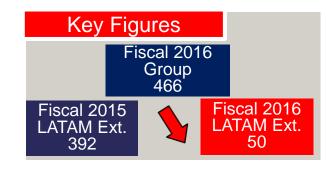
- % of On-site Services revenues of countries where Healthy Building Services are provided
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do the Health and Wellness Services include healthy building services?"





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	0	II	0
Brazil B&R	0	=	0







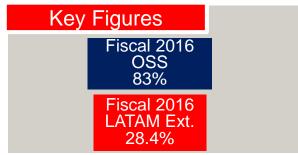
- Number of client sites having a green building certification such as LEED, HQE, BREEAM, Green Mark or equivalent
  - To qualify for this indicator, the country must provide data to the following question :
    - 1. How many sites have a healthy/green building certification such as LEED, HQE, BREEAM, Green Mark, WELL Building or equivalent?





 % of On-site Services Revenues of countries where Physical Wellness Services are provided





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		No
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in

- % of On-site Services Revenues of countries where Physical Wellness Services are provided
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do the Health and Wellness Services include physical wellness services?"





Number of client sites offering Physical Wellness services





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil		
Brazil B&R		



76 - 100

11 - 75

1 - 10

indicator

Did not qualify to the



- Number of client sites offering Physical Wellness services
- **To qualify for this indicator,** the country must provide **data > 0** to the following question :
  - "If yes, how many sites offer physical wellness services?"





% of On-site Services Revenues of countries having defined a

nutritional policy 🚳

Fiscal 2016 OSS 84.1% Fiscal 2016 LATAM Ext. 10.5%

Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		No
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in

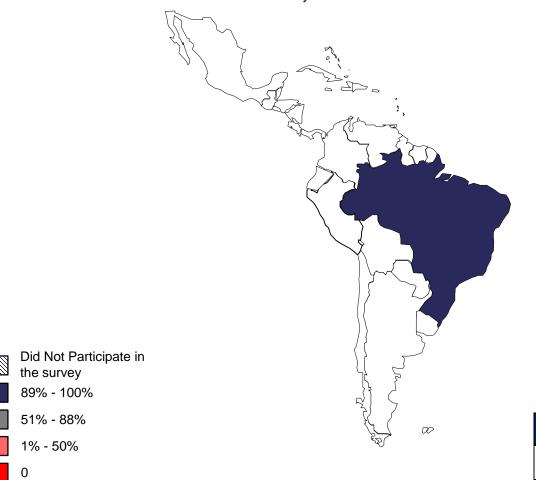


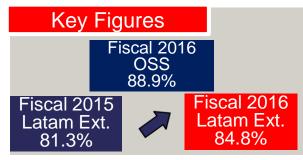
- % of On-site Services Revenues of countries having defined a nutritional policy
  - To qualify for this indicator, the country must reply "yes" to the 6 following questions :
    - 1. "Has a nutritional policy been defined?"
    - 2. "Have the Sodexo 10 Golden Rules for Nutrition, Health and Wellness been implemented?"
    - "Are menus and recipes adapted to each different type of consumer? E.g; different types of patients and staff in hospitals, different age groups of children, different profiles in corporate, allergies..."
    - 4. "Are menus and recipes validated by a qualified nutritionist/dietitian?"
    - 5. "Do menus and recipes state clear cooking practices and methodology?"
    - "Are centrally developed promotional support materials for varied and balanced food options provided to sites?"





% of client sites with actions that proactively address the Sodexo 10
 Golden Rules of Nutrition, Health and Wellness





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	88.5%	7	91.5%





- % of client sites with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness
- 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 or seafood 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 drinking 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.)?



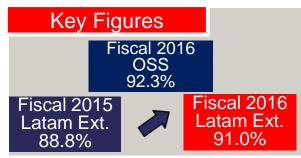


- % of client sites with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness
- To qualify as a site with actions that proactively address the 10 golden rules of Nutrition, Health and Wellness, sites have to respond as follows:
  - Sites that provide food and vending 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



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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	86.6%	<b>\</b>	92.8%







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





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



Did Not Participate in

the survey 95% - 100%

46% - 94%

1% - 45%



Key	Figures		
	Fiscal 20 OSS 94.9%		
Fiscal 20 Latam Ex 87.6%	xt.	Lá	scal 2016 atam Ext. 88.5%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	80.3%	<b>\</b>	87.6%





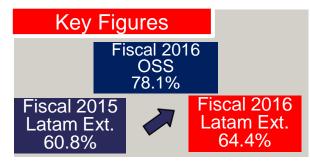
- % of clients sites offering dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on their sites every day
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you offer dairy products (milk, yoghurt, cheese, milk based recipes...) or dairy alternatives to consumers on your site every day?





% of client sites offering fish or seafood to consumers on their site at least twice a week





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	43.3%	7	41.8%



the survey 79% - 100%

41% - 78%

1% - 40%

0

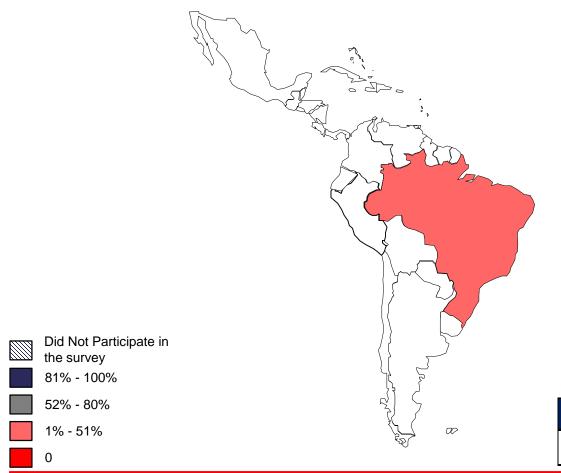


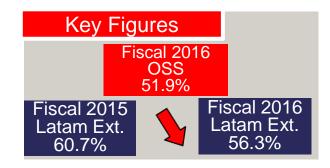
- % of client sites offering fish or seafood to consumers on their site at least twice a week
  - To qualify for this indicator, sites must reply "yes" to the following question:
    - Do you offer fish or seafood to consumers on your site at least twice a week?





 % of client 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 (Equilunch or an equivalent initiative)





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	36.9%	<b>\</b>	43.8%





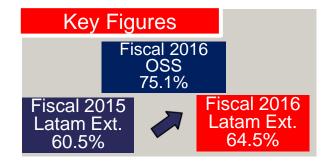
Only sites providing Food services

- % of client 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
  - 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...)



 % of client sites regularly (at least twice a week) providing either whole or semi-whole grain options to consumers





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	80.9%	<b>\</b>	85.6%



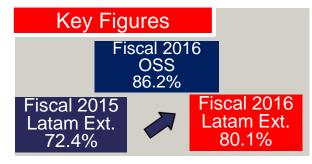


- % of client sites regularly (at least twice a week) providing either whole or semi-whole grain options (whole grain bread, bulgur, etc.)
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you regularly (at least twice a week) provide either whole or semi-whole grain options on your site (whole grain bread, bulgur, etc.)?



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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	74.5%	<b>\</b>	81.7%



the survey 87% - 100%

46% - 86%

1% - 45%

0





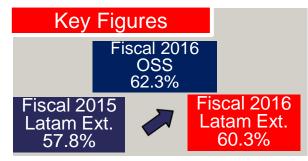
- % of client sites offering low or sugar-free food products to consumers/ces every day
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you offer low or sugar-free food products to consumers on your site every day?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	70.7%	1	69.3%





Only sites providing Food services and Vending services

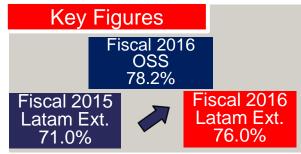
- % of client sites supporting and promoting initiatives that help consumers to reduce their sugar intake
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you support and promote initiatives that help consumers to reduce their sugar intake (at least one promotional or communication campaign during the last 12 months)?





 % of client sites monitoring and following appropriate salt usage for onsite cooking and food preparation





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	72.6%	<b>\</b>	75.8%



Did Not Participate in

the survey 79% - 100%

41% - 78%

1% - 40%

0



Only sites providing Food services

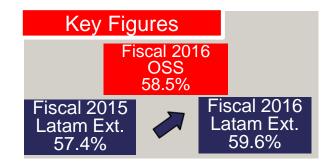
- % of client sites monitoring and following appropriate salt usage for on-site cooking and food preparation
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you monitor and follow appropriate salt usage for on-site cooking and food preparation (using guidelines or tools)?





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil Country	72.6%	7	73.2%



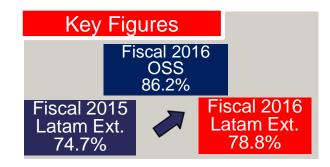


- % of client sites supporting and promoting initiatives that help consumers to reduce their salt intake
  - To qualify for this indicator, sites must reply "yes" to the following question:
    - Do you support and promote initiatives that help consumers to reduce their salt intake (at least one promotional or communication campaign during the last 12 months)?



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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	80.3%	<b>\</b>	85.6%





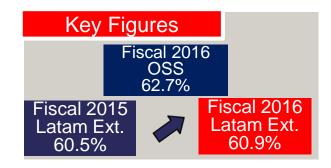
- % of client sites ensuring a reduced and diversified use of fats (vegetable and non-vegetable based) in cooking and seasoning
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you ensure a reduced and diversified use of fats (vegetable and non-vegetable based) in your cooking and seasoning?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	67.5%	7	70.6%





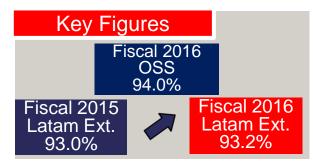
Only sites providing
Food Services and
Vending Services

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



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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	98.1%	1	95.4%



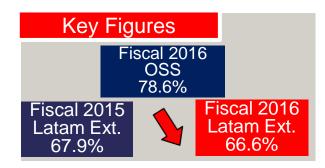


- % of client sites where drinking water is accessible at any time during the day to consumers
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Is drinking water accessible at any time during the day to consumers on your site (water fountains, coolers, jugs, bottles, etc.)?



 % of client sites offering a range of drinks with no added sugar including water to consumers on their site every day





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	55.4%	7	52.9%





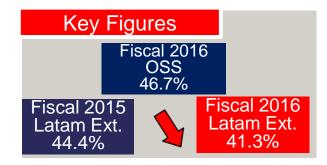
Only sites providing
Food Services and
Vending Services

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



 % of client sites supporting and promoting initiatives that help consumers to practise physical activity





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	58.6%	4	50.3%





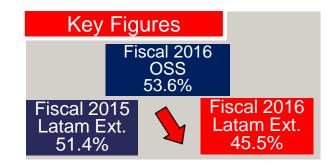
- % of client sites supporting and promoting initiatives that help consumers to practice physical activity
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Do you support and promote initiatives that help consumers to practice physical activity (regular programs or promotional/communication campaign)?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	100.0%	7	33.3%





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





Number of registered dietitians employed by Sodexo



Fiscal 2016
Group
4770

Fiscal 2015
LATAM Ext.
4918

Fiscal 2016
LATAM Ext.
2180

<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	1975	7	1948
Brazil B&R	0	Ш	0



survey



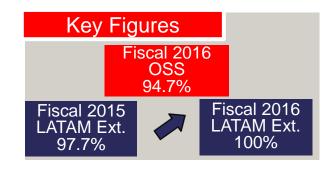


- Number of registered dietitians employed by Sodexo
  - 1. Number of registered dietitians employed by Sodexo



 % of On-site Services revenues of countries having menus and recipes reviewed by a qualified dietician





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in



- % of On-site Services revenues of countries having menus and recipes reviewed by a qualified dietician
- To qualify for this indicator, the country must reply "yes" to following question :
  - 1. "Are these menus and recipes validated by a qualified nutritionist/dietitian?"







Fiscal 2016

LATAM Ext.

82.6%

% of Group revenues of countries having a nutritional hotline, webline or other digital tool or application to provide nutritional advice to





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes

Group 75.6%



Implemented

survey

Not implemented

Did Not Participate in





- % of Group revenues of countries having a nutritional hotline, webline or other digital tool or application to provide nutritional advice to consumers
- To qualify for this indicator, the country must reply "yes" to following question:
  - 1. "Do you have a nutritional hotline, webline or other digital tool or application to provide advice to consumers?"



# OUR COMMITMENT TO COMMUNITIES AS A SERVICE PROVIDER

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			
AS SERVICE PROVIDER		Promote local development, fair, inclusive and sustainable business practices.	
AS CORPORATE CITIZEN		Drive diversity and inclusion as a catalyst for societal change.	

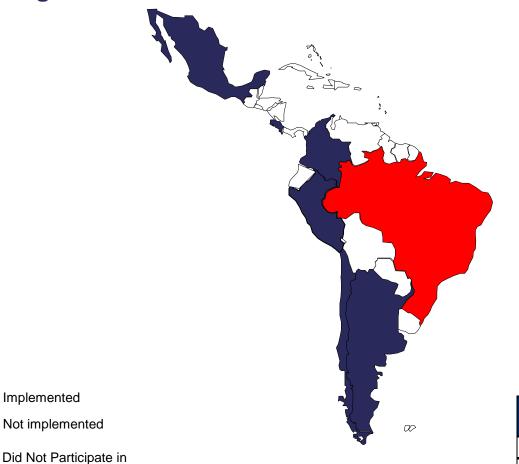


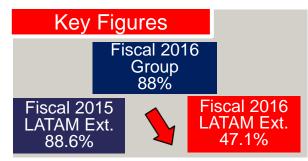
# Partner Inclusion Program





% of Group revenues of countries developing specific initiatives to **integrate SMEs** 





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	7	No
BRAZIL B&R			No



Implemented

survey

Not implemented





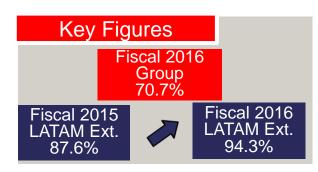
- % of Group revenues of countries developing specific initiatives to integrate SMEs
- To qualify for this indicator, the country must reply "yes" to the following question :
  - 1. Have you developed or been involved in specific initiatives to integrate SMEs (Small and Medium Enterprises) (refer to user guide for definition) into Sodexo's Supply/Value Chain?





 % of Group revenues of countries developing specific initiatives related to women-owned and operated SMEs





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	0.0%	
BRAZIL B&R		



Implemented

indicator

Not implemented

Did not qualify to the





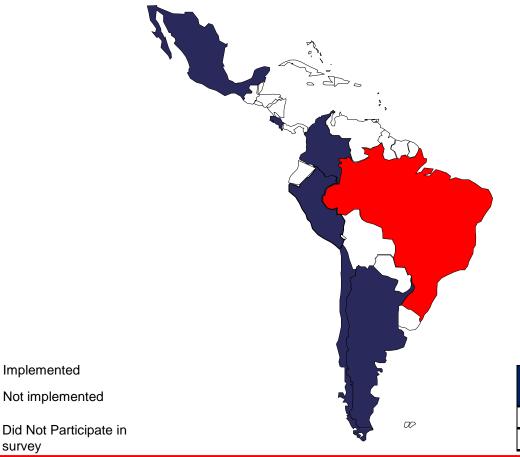
- % of Group revenues of countries developing specific initiatives related to women-owned and operated SMEs
- To qualify for this indicator, the country must reply "yes" to the following questions:
  - "If yes, are any of the initiatives related to the integration of women-owned and operated SMEs (Small and Medium Enterprises)?"

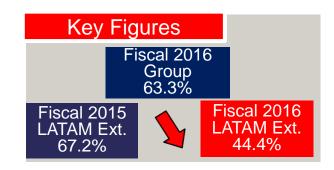






% of Group revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs in Sodexo's Value Chain





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	7	No
BRAZIL B&R			No



survey





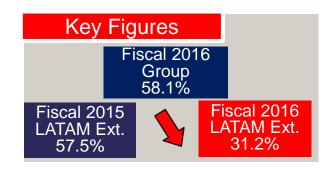
- % of Group revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs in Sodexo's Value Chain
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - "Do you have active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs (Small and Medium Enterprises) in Sodexo's Supply/Value Chain?"





% of Group revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of women-owned and operated SMEs in Sodexo's Value Chain





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			No



Implemented

survey

Not implemented





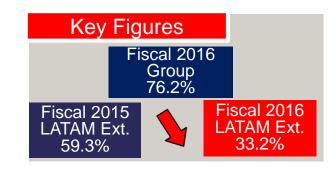
- % of Group revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of women-owned and operated SMEs in Sodexo's Value Chain
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do you have active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of women-owned and operated SMEs (Small and Medium Enterprises) in Sodexo's Supply/Value Chain?"





% of Group revenues of countries having active agreements with Clients to promote the inclusion of SMEs in Sodexo's Value Chain





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			No



Implemented

survey

Not implemented





- % of Group revenues of countries having active agreements with Clients to promote the inclusion of SMEs in Sodexo's Value Chain
  - To qualify for this indicator, the country must reply "yes" to the following question :
    - 1. "Do you have active agreements with Clients to promote the inclusion of SMEs (Small and Medium Enterprises) in Sodexo's Supply/Value Chain?"

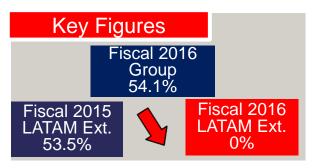






 % of Group revenues of countries having active agreements with Clients to promote the inclusion of women-owned and operated SMEs in Sodexo's Value Chain





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	=	No
BRAZIL B&R			No







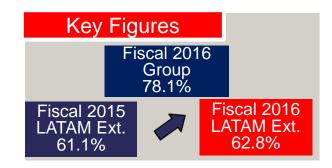
- % of Group revenues of countries having active agreements with Clients to promote the inclusion of women-owned and operated SMEs in Sodexo's Value Chain
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. "Do you have active agreements with Clients to promote the inclusion of womenowned and operated SMEs (Small and Medium Enterprises) in Sodexo's Supply/Value Chain?"





% of Group revenues of countries having a system in place to track which of their Tier 1 (direct) suppliers/merchants (affiliates) are SMEs





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	7	Yes
BRAZIL B&R			



survey



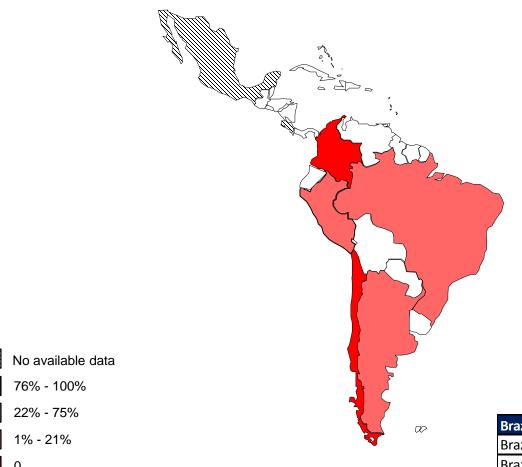


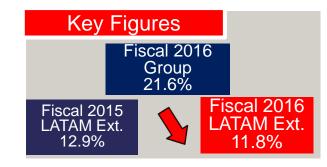
- % of Group revenues of countries having a system in place to track which of their Tier 1 (direct) suppliers are SMEs
- In order To qualify for this indicator, a country must reply 'yes' to the question:
  - 1. "Do you have a system in place to track which of your tier 1 (direct) suppliers/merchants are SME's (Small and Medium Enterprises)?"





% of purchasing spend with SMEs





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil		11.4%
Brazil B&R		





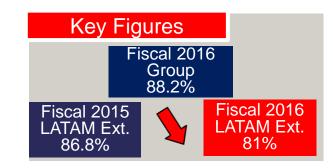
- % of purchasing spend with SMEs
- To calculate this indicator::
  - 1. Spend with tier 1 (direct) SME's (Small and Medium Enterprises)
  - 2. Purchasing spend with contracted suppliers





% of On-site Services revenues of countries where the Supply
 Management teams have received Diversity and Inclusion training





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in





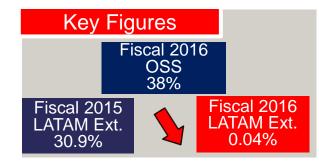
- % of Group revenues of countries where the Supply Management teams have received Diversity and Inclusion training
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Have the members of your Supply Management team been given any Diversity and Inclusion training? E.g. Spirit of Inclusion"

### Fairly traded certified sources



Total sustainable coffee as a % of total coffee (kg)





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	0.0%	II	0.0%
Brazil B&R			



survey



- Total sustainable coffee as a % of total coffee (kg)
- 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
- Calculation method is as follows: (Purchase of Independent 3rd party certified, sustainable coffee (kg) + purchase of Supplier proprietary sustainable coffee (kg))/ Total purchase of coffee (kg)



## Sodexo Supplier Code of Conduct





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



Key Fig	ures	
Fi	scal 201 Group 99.5%	6
Fiscal 2015 LATAM Ext. 99.1%		Fiscal 2016 LATAM Ext. 100%

Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



Implemented

survey

Not implemented

Did Not Participate in



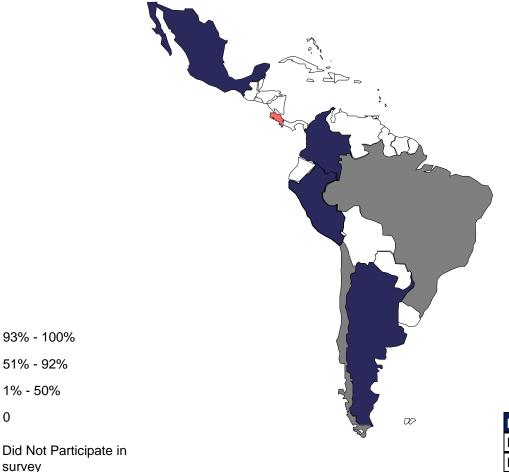


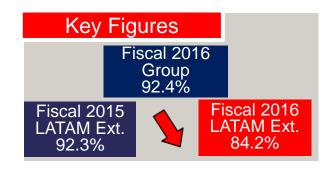
- % of Group revenues of countries having the Sodexo Supplier Code of Conduct in their national language
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you have the Sodexo Supplier Code of Conduct available in your national language(s)?"





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	82.5%	7	82.5%
Brazil B&R	100%	=	100%







- % of purchasing spend with contracted suppliers having signed the Sodexo Supplier Code of Conduct
  - % calculated from:
    - 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)







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





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in





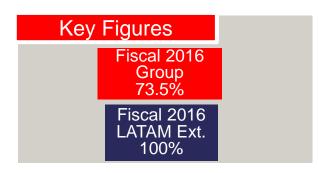
- % of Group revenues of countries having the Sodexo Supplier Code of Conduct - Supplier Guide available in their national language
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you have the Sodexo Supplier Code of Conduct Supplier Guide available in your national language(s)?"





% of Group revenues of countries having made the Sodexo Supplier
 Code of Conduct - Supplier Guide available to suppliers





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		Yes
BRAZIL B&R		Yes



Implemented

survey

Not implemented

Did Not Participate in



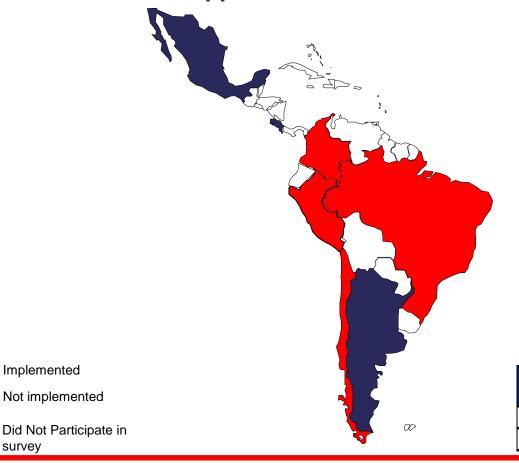


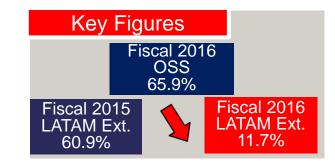
- % of Group revenues of countries having made the Sodexo Supplier
   Code of Conduct Supplier Guide available to suppliers
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Have you communicated the Sodexo Supplier Code of Conduct Supplier Guide to your suppliers?"





 % of On-site Services revenues of countries having a process in place to track the contracted suppliers for which Sodexo represents more than 30% of the supplier's annual turnover





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R	No		



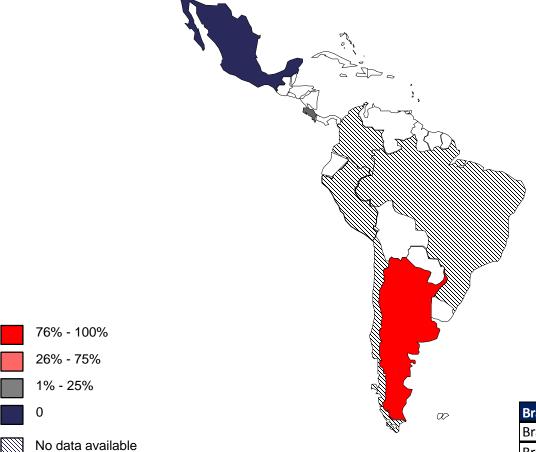


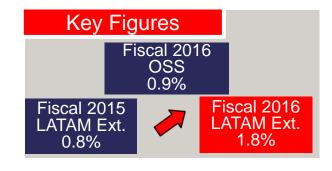
- % of On-site Services revenues of countries having a process in place to track the contracted suppliers for which Sodexo represents more than 30% of the supplier's annual turnover
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you have a process in place to track the contracted suppliers for which Sodexo represents more than 30% of the supplier's annual turnover?"





 % purchasing spend with contracted suppliers for which Sodexo represents more than 30% of annual turnover





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil		
Brazil B&R		



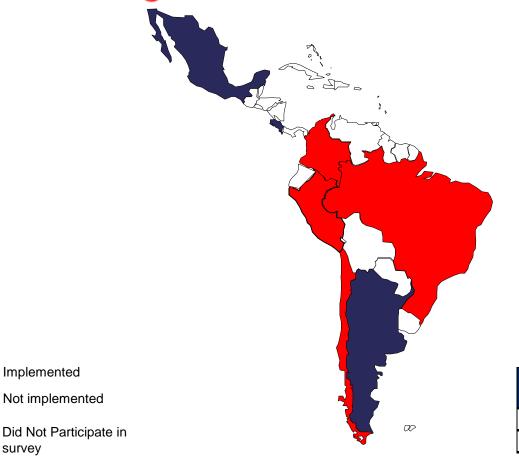


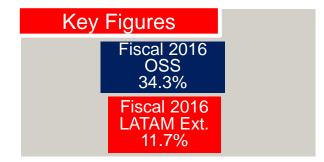
- % purchasing spend with contracted suppliers for which Sodexo represents more than 30% of annual turnover
  - % calculated from:
    - 1. purchasing spend with contracted suppliers for which Sodexo represents more than 30% of annual turnover (local currency)
    - 2. Purchasing spend with contracted suppliers (local currency)





% of On-site Services revenues of countries having a process in place to track contracted suppliers having Corporate Responsibility certifications





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL		No
BRAZIL B&R		



Implemented

survey

Not implemented



- % of On-site Services revenues of countries having a process in place to track contracted suppliers having Corporate Responsibility certifications
- To qualify for this indicator, the country must reply "yes" to the following question:
  - "Do you track which of your contracted suppliers have Corporate Responsibility certifications?"

#### If yes:

- Environmental e.g. ISO 14001
- Social e.g. SA 8000
- Health and Safety e.g. OHSAS 18001
- Food Safety e.g. ISO 22000
- Other, please specify



### OUR COMMITMENT TO ENVRIONMENT AS A SERVICE PROVIDER

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			
AS SERVICE PROVIDER			Source responsibly and provide energy management services that reduce carbon emissions.
AS CORPORATE CITIZEN			

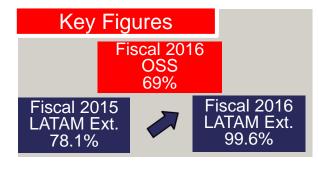


# Local, Seasonal or Sustainable products



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





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil	100%	100%
Brazil B&R		



survey



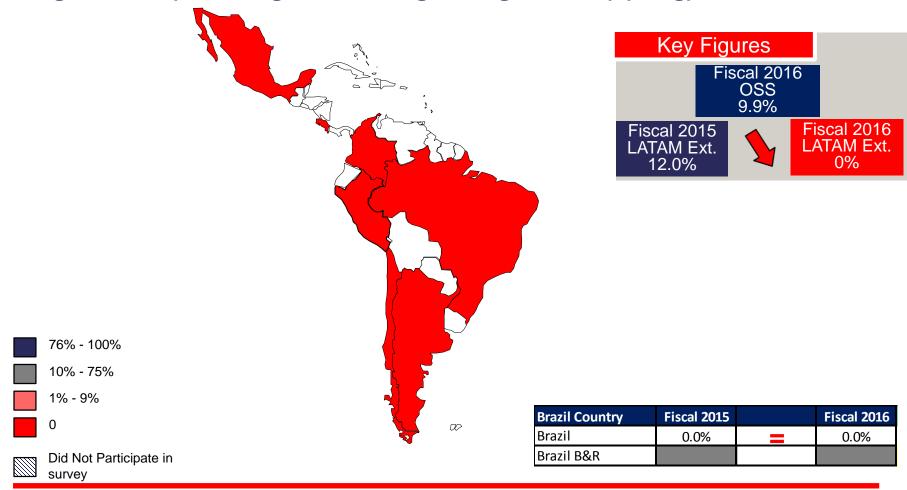
% of fruit and vegetables grown and consumed within the country (in kg)

- % calculated from:
  - 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





 % of fruit and vegetables that are sourced from certified sustainable agriculture (including certified organic agriculture) (in kg)



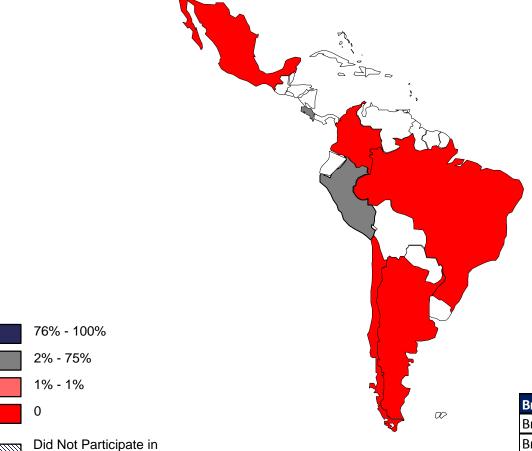


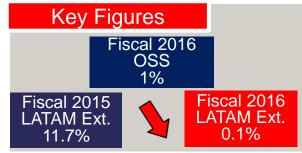
- % of fruit and vegetables that are sourced from certified sustainable agriculture (including certified organic agriculture) (in kg)
  - % calculated from:
    - 1. Number of kg of certified sustainably grown products including certified organic agriculture
    - 2. Total volume in kg of fruit and vegetables purchased





 % of fruit and vegetables that are sourced from certified organic agriculture (in kg)





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	0.0%	II	0.0%
Brazil B&R			



survey



- % of fruit and vegetables that are sourced from certified organic agriculture (in kg)
  - % calculated from:
    - 1. Number of kg of certified organically grown fruit and vegetables
    - 2. Total volume in kg of fruit and vegetables purchased





% of beef raised and consumed within the country (in kg)





- % of beef raised and consumed within the country (in kg)
- % calculated from:
  - 1. Number of kg of beef raised and consumed in the same country
  - 2. Total volume in kg of beef purchased



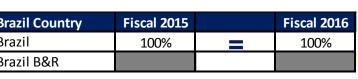


Fiscal 2016 LATAM Ext.

97.3%

% of poultry raised and consumed within the country (in kg)





OSS 87.8%





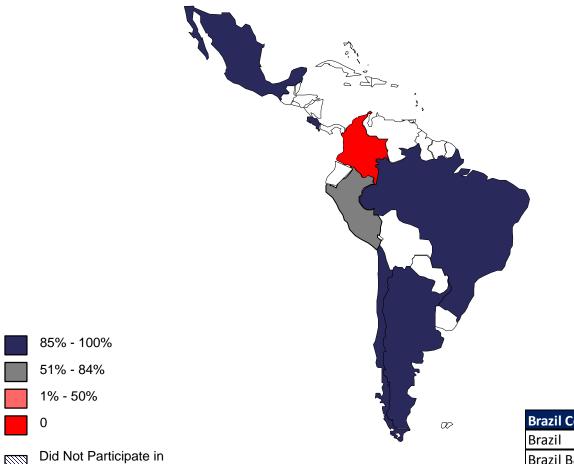
% of poultry raised and consumed within the country (in kg)

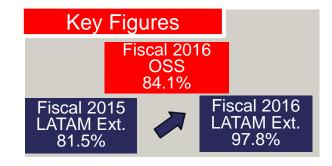
- % calculated from:
  - 1. Number of kg of poultry raised and consumed in the same country
  - 2. Total volume in kg of poultry purchased





% of pork raised and consumed within the country (in kg)





<b>Brazil Country</b>	Fiscal 2015	Fiscal 2016
Brazil	100%	100%
Brazil B&R		



survey



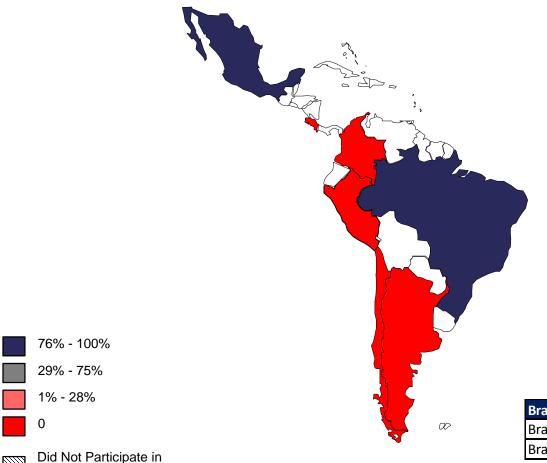
% of pork raised and consumed within the country (in kg)

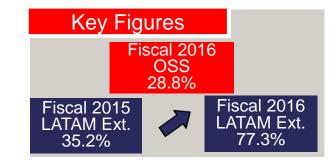
- % calculated from:
  - 1. Number of kg of pork raised and consumed in the same country
  - 2. Total volume in kg of pork purchased





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	91.0%	<b>T</b>	100%
Brazil B&R			



survey

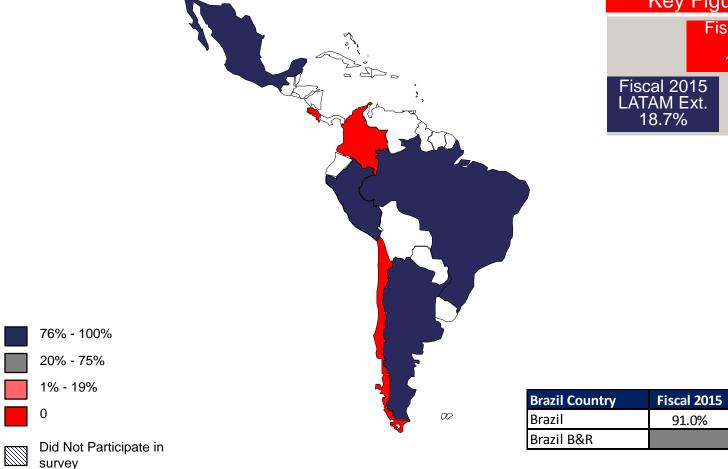


- % of beef that is certified to an Animal Welfare standard (in kg)
- % calculated from:
  - 1. Volume in kg of animal welfare certified beef purchased (a specific standard e.g. RSPCA, Beter Leven, Global Animal Partnership, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)
  - 2. Total volume in kg of beef purchased





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	91.0%	7	100%
Brazil B&R			





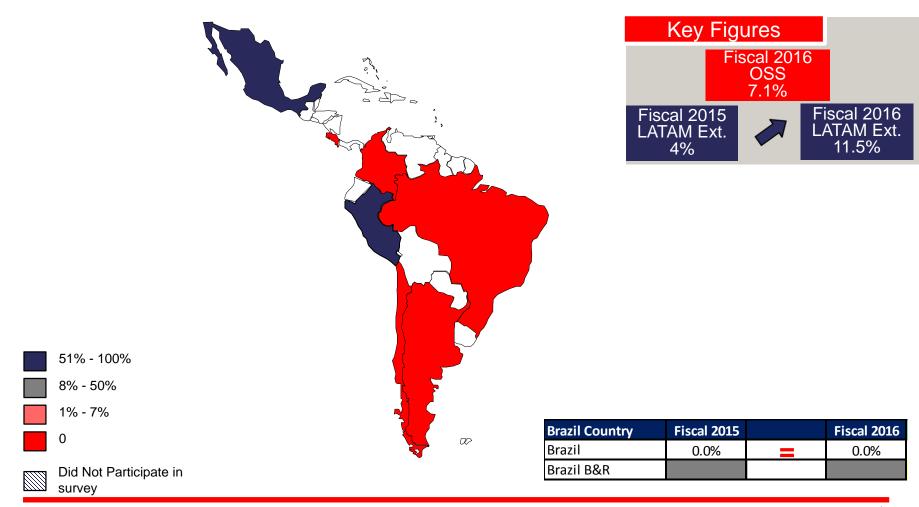
% of pork that is certified to an Animal Welfare standard (in kg)

- % calculated from:
  - 1. Volume in kg of animal welfare certified pork purchased (a specific standard e.g. RSPCA, Beter Leven, Global Animal Partneship, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)
  - 2. Total volume in kg of pork purchased





% of pork that is not raised in gestation crates (in kg)





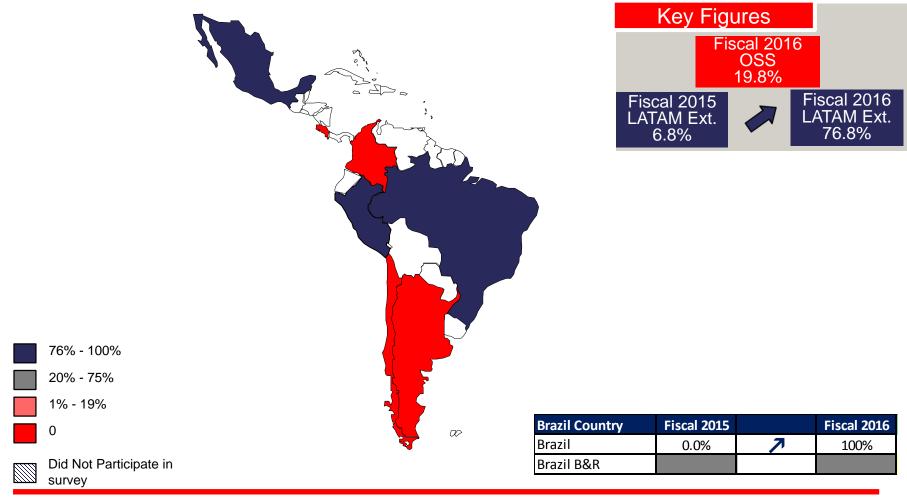
% of pork that is not raised in gestation crates (in kg)

- % calculated from:
  - 1. Volume in kg of pork purchased that has not been raised in gestation crates (in kg)
  - 2. Total volume in kg of pork purchased





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





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

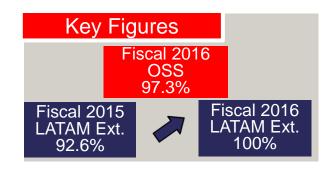
- % calculated from:
  - Volume in kg of animal welfare certified poultry purchased (a specific standard e.g. RSPCA, Beter Leven, Global Animal Partnership, or a general standard including animal welfare criteria e.g. GlobalGAP, Organic, Red Tractor, ...)
  - 2. Total volume in kg of poultry purchased



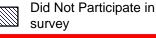


 % of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier Charter available in at least one official language





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

Not implemented





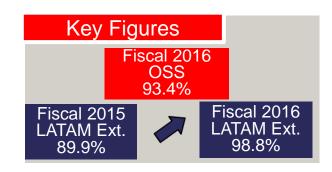
- % of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier Charter available in at least one official language
- **To qualify for this indicator**, the country must reply "**yes**" to the following question:
  - 1. "Do you have the Sodexo Animal Welfare Supplier Charter available in your national language(s)?"





 % of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier Charter signed by meat and dairy suppliers





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	II	Yes
BRAZIL B&R			



Implemented

survey

Not implemented

Did Not Participate in



- % of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier Charter signed by meat and dairy suppliers
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you ask your suppliers to sign the Sodexo Animal Welfare Supplier Charter?"





% of cage free shell eggs as a total of shell eggs



Key Figures

Fiscal 2016 OSS 25.5%

Fiscal 2016 LATAM Ext. 0%

<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016	
Brazil	0.0%	=	0.0%	
Brazil B&R				

76% - 100%

26% - 75%

1% - 25%

survey

Did Not Participate in



% of cage free shell eggs as a total of shell eggs 🥯



- **To qualify to this indicator**, the country must provide **data related** to the 3 following questions:
  - 1. Number of barn raised shell eggs
  - 2. Number of free range (including organic) shell eggs
  - 3. Total number of shell eggs
- Calculation method is as follows: (Number of barn raised shell eggs + Number of free range (including organic) shell eggs)) / Total number of shell eggs





% of cage free liquid eggs as a total of liquid eggs





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	0.0%	<b>T</b>	4.3%
Brazil B&R			

76% - 100%

10% - 75%

Did Not Participate in

1% - 9%

survey



% of cage free liquid eggs as a total of liquid eggs



- **To qualify to this indicator**, the country must provide **data related** to the 3 following questions:
  - Volume in litres of barn raised liquid eggs
  - 2. Volume in litres of free range (including organic) liquid eggs
  - Total volume of liquid eggs
- Calculation method is as follows: (Volume in litres of barn raised liquid eggs + Volume in litres of free range (including organic) liquid eggs) / Total volume of liquid eggs

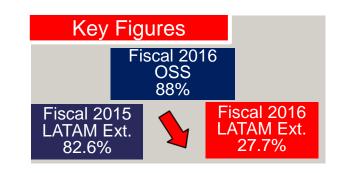


# Sustainable Palm Oil



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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			



Implemented

survey

Not implemented



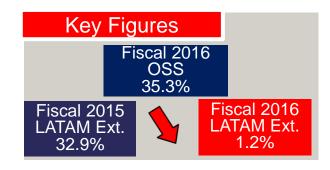
- % of On-site Services revenues of countries informing their suppliers about Sodexo's sustainable palm oil commitment
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. Have you sent the sustainable palm oil letter to your margarine and frying oil suppliers?





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





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			



Implemented

survey

Not implemented



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





#### % certified sustainable palm oil



Fiscal 2016
OSS
41.4%

Fiscal 2015
LATAM Ext.
0%

Fiscal 2016
LATAM Ext.
0%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	0.0%	II	0.0%
Brazil B&R			



76% - 100%

42% - 75%

1% - 41%

No palm oil declared



#### % of certified sustainable palm oil

- To qualify to this indicator, the country must provide data related to the 2 following questions:
  - Volumes of certified sustainable palm oil purchased broken down into GreenPalm, mass balance, segregated and identity preserved
  - Volumes of non-certified palm oil purchased through purchases of palm oil, frying oil or margarine
- Calculation method is as follows:
- Volume of GreenPalm certified sustainable palm oil purchased <u>+</u> Volume of mass balance certified sustainable palm oil purchased <u>+</u> Volume of segregated certified sustainable palm oil purchased <u>+</u> Volume of identity preserved certified sustainable palm oil purchased
- / Total volume of palm oil purchased

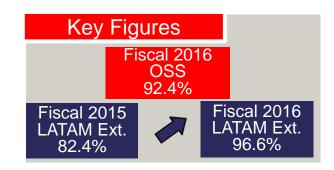


# Sustainable Fish and Seafood



% of On-site Services revenues of countries having the Sodexo
 Sustainable Seafood Supplier Charter available in national language





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	7	Yes
BRAZIL B&R			



Implemented

survey

Not implemented

Did Not Participate in



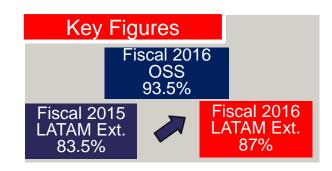
- % of On-site Services revenues of countries having the Sodexo Sustainable Seafood Supplier Charter available in national language
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you have the Sodexo Sustainable Seafood Supplier Charter available in your national language(s)?"





% of On-site Services revenues of countries having the Sodexo Sustainable Seafood Supplier Charter signed by seafood suppliers





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey

Not implemented



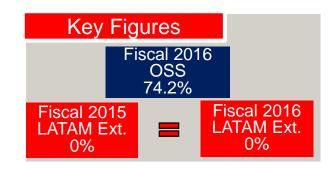
- % of On-site Services revenues of countries having the Sodexo Sustainable Seafood Supplier Charter signed by seafood suppliers
- To qualify for this indicator, the country must reply "yes" to the following question:
   1. "Do you ask your suppliers to sign the Sodexo Sustainable Seafood Supplier Charter?"





% of On-site Services revenues of countries having MSC certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	Ш	No
BRAZIL B&R			



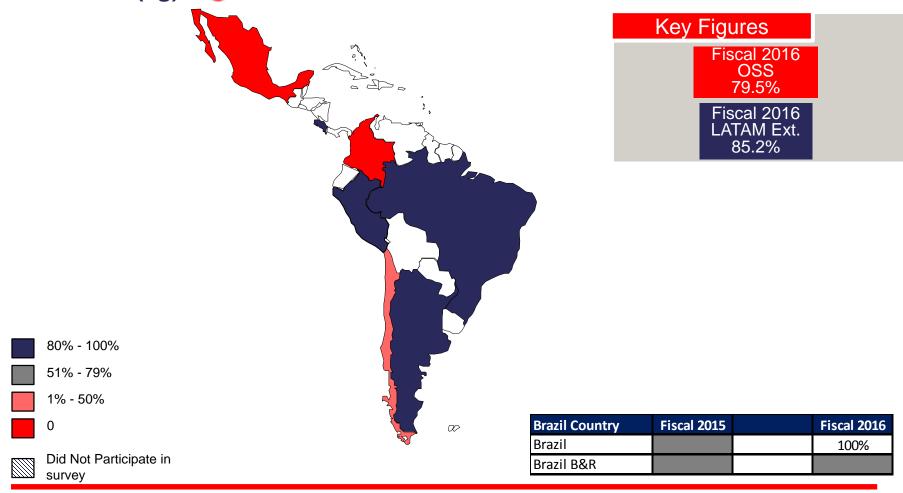


- % of On-site Services revenues of countries having MSC certification
  - To qualify for this indicator, the country must reply "yes" to the following question:
    - 1. Do you have BtoB (Supply Chain) or BtoC (Site level) MSC certification?





 % of sustainable fish and seafood which is sustainable as a % of total seafood (kg)\*\*







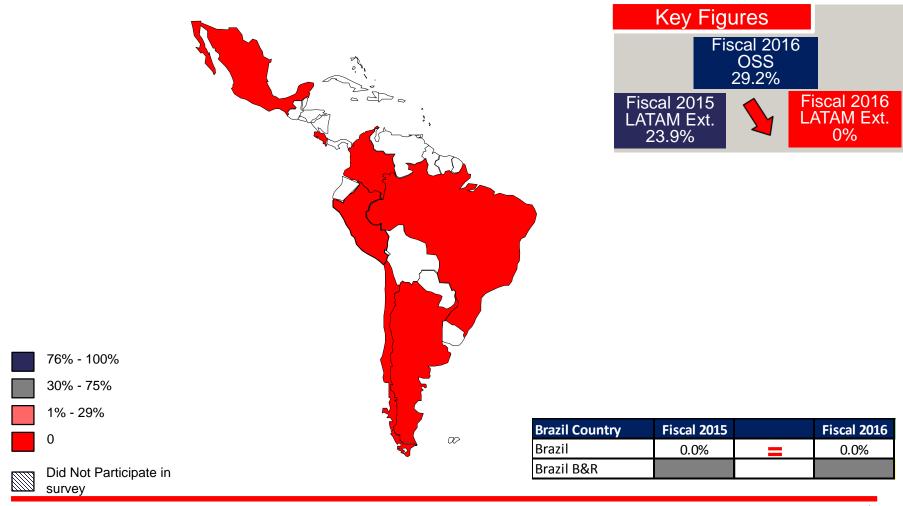


- % of sustainable fish and seafood which is sustainable as a % of total seafood (kg)
  - To qualify to this indicator, the country must provide data related to the 3 following questions:
    - Volume in kg of green listed species purchased
    - 2. Volume in kg of orange listed species purchased which respect the control measures listed in the Sustainable Seafood Sourcing Guide
    - 3. Total volume in kg of seafood purchased
- Calculation method is as follows: (Volume in kg of green listed species purchased + Volume in kg
  of orange listed species purchased which respect the control measures listed in the Sustainable
  Seafood Sourcing Guide) / Total volume in kg of seafood purchased





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







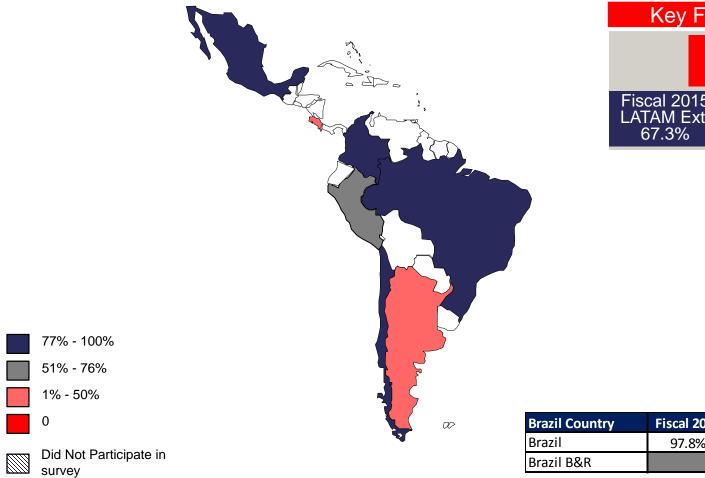
- % of certified sustainable fish and seafood as a % of total seafood (kg)
  - % calculated from:
    - 1. Volume in kg of certified sustainable (e.g. MSC, Alaska RFM, GlobalGAP, BAP, ASC, Organic) seafood
    - 2. Total volume in kg of fish and seafood purchased



# Sustainable Equipment and Supplies



% spend on concentrated chemicals as a % of total chemicals



Fiscal 2016 OSS 76.1% Fiscal 2015 Fiscal 2016
Fiscal 2015 Fiscal 2016
LATAM Ext. 67.3% LATAM Ext. 87.1%

<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	97.8%	7	99.7%
Brazil B&R			





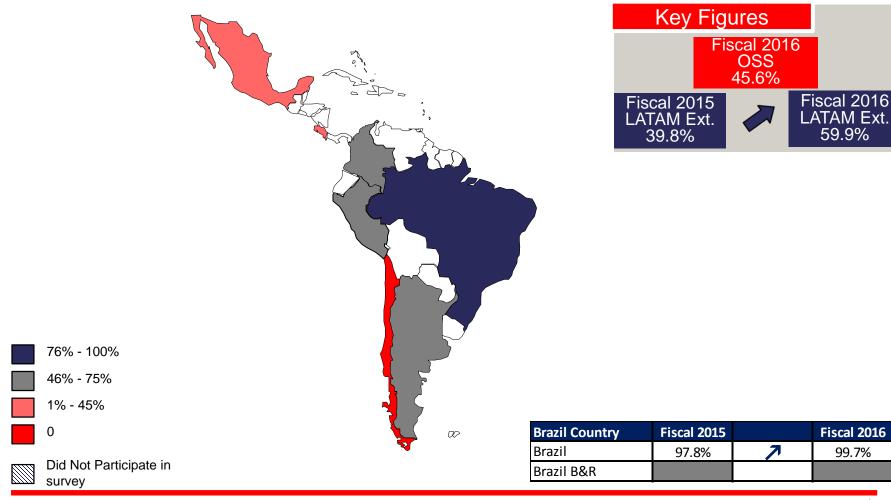
% spend on concentrated chemicals as a % of total chemicals

- % calculated from:
  - 1. Spend on concentrated cleaning products
  - 2. Total spend on cleaning products





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



99.7%

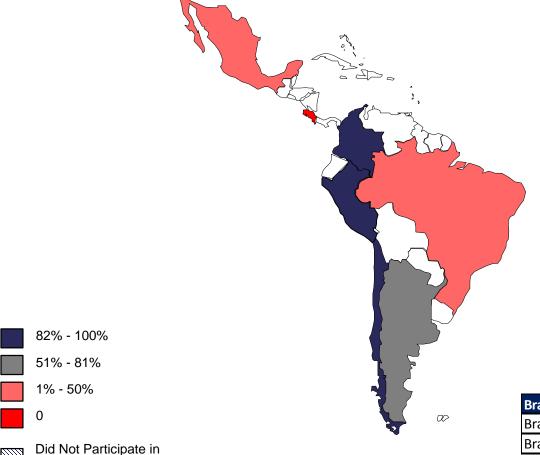


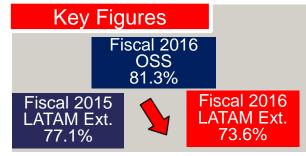
- % spend on certified sustainable chemicals as a % of total chemicals
  - % calculated from:
    - 1. Spend on certified sustainable cleaning chemicals (e.g. European Flower, Nordic Swan, Ecologo or any other ISO 14024 ecolabel)
    - 2. Total spend on cleaning products





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





<b>Brazil Country</b>	Fiscal 2015		Fiscal 2016
Brazil	4.3%	7	37.3%
Brazil B&R			



survey



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

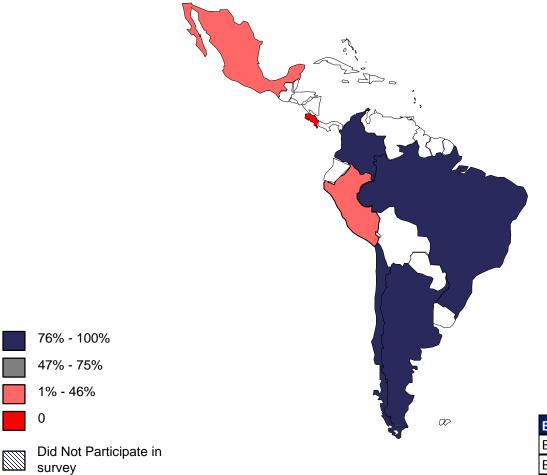
- % calculated from:
  - 1. Spend on certified sustainable disposable paper (e.g. FSC, PEFC, SFI, CSA, European Flower, Nordic Swan)
  - 2. Total spend on paper disposables

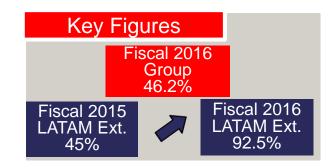






% spend on sustainable office paper as a % of total office paper





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil	100%		100%
Brazil B&R	100%	=	100%







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

- % calculated from:
  - 1. Spend on certified sustainable office paper (e.g. FSC, PEFC, SFI, CSA, European Flower, Nordic Swan)
  - 2. Total spend on office paper

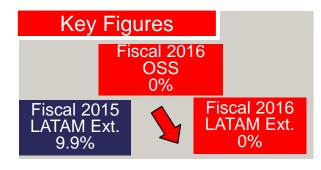


# Environment GENERAL INFORMATION



 % of On-site Services revenues of countries having one or more ISO 55000 certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	Ш	No
BRAZIL B&R			



Implemented

survey

Not implemented

Did Not Participate in



- % of On-site Services revenues of countries having one or more ISO 55000 certification
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. Is any part of your business (contracts, sites, processes, divisions/segments, departments) ISO 55000 certified?

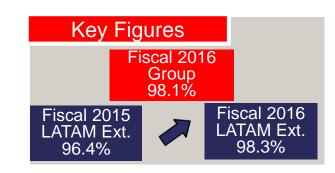






% of Group revenues of countries employing environmental resources





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R	Yes	Yes



Implemented

survey

Not implemented





- % of Group revenues of countries employing environmental resources
- To achieve the prequalifying criteria for this indicator, the country must pre-qualify as a country employing environmental resources and therefore must either provide data > 0 to question 1, 2 or 3 or reply "yes" to question 4:
  - 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?"

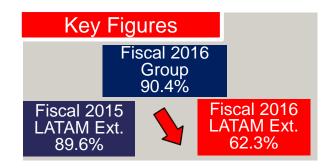






% of Group revenues of countries having ISO 14001 certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	Yes	II	Yes
BRAZIL B&R	No	=	No





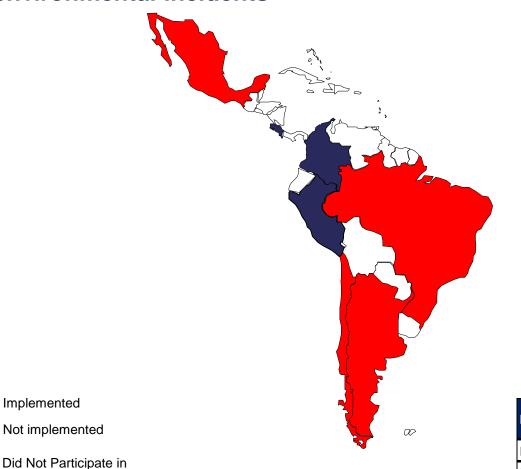


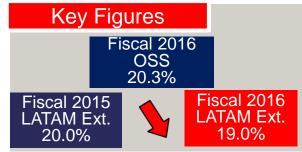
- % of Group revenues of countries having ISO 14001 certification
- To qualify for this indicator, the country must reply "yes" to the following question:
   1. "Is any part of your business (contracts, sites, processes, divisions/segments, departments) ISO 14001 certified?"





% of On-site Services revenues of countries using SALUS to report environmental incidents





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			



Implemented

survey

Not implemented



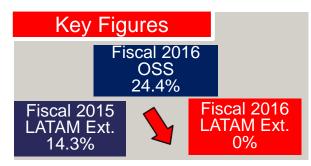
- % of On-site Services revenues of countries using SALUS to report environmental incidents
- To qualify for this indicator, the country must reply "yes" to the following question :
  - 1. "Do you use Salus to report environmental incidents?"

## **Energy & Emissions**



% of On-site Services revenues of countries having one or more ISO 50001 certification





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	Ш	No
BRAZIL B&R			



Implemented

survey

Not implemented



- % of On-site Services revenues of countries having one or more ISO 50001 certification
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Is any part of your business (contracts, sites, processes, divisions/segments) ISO 50001 certified?"

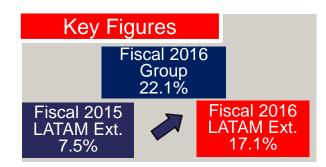






% of Group revenues of countries purchasing renewable electricity





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	Ш	No
BRAZIL B&R			Yes



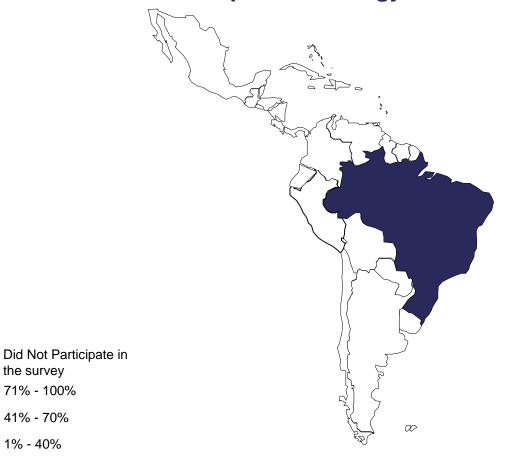


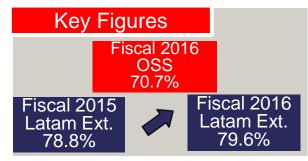
- % of Group revenues of countries purchasing renewable electricity
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Have you started to purchase renewable electricity for either Sodexo's own electricity or for clients?"





% of client sites implementing initial awareness and behaviour steps to reduce their consumption of energy





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	87.5%	<b>N</b>	87.8%



the survey 71% - 100%

41% - 70%

1% - 40%

0



- % of client 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:

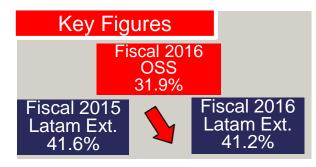
 Do you and your team ensure that electrical appliances are manually switched off when not in use during the working day?





 % of client sites implementing heightened awareness and behaviour steps to reduce their consumption of energy





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	71.4%	1	69.5%





## % of client 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:

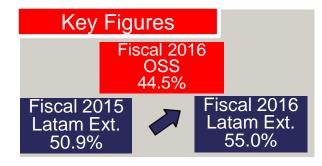
- Do you communicate the importance of energy efficiency to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning energy efficiency?
- Have you or another member of the Sodexo organization talked 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?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	58.3%	<b>\</b>	59.8%





- % of client 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

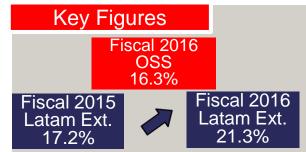
• Do you use alternative sources of energy for the Sodexo managed part of your site?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	11.9%	<b>\</b>	17.7%



Did Not Participate in

the survey 31% - 100%

17% - 30%

1% - 16%



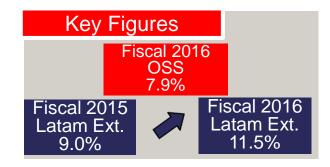
- % of client sites which are able to accurately measure their progress to reduce their consumption of energy
- •To qualify for this indicator, sites have to respond « yes » to one of the 3 options of the first question below:
- Do you measure and track the quantity of energy (electricity, gas) consumed by Sodexo on the site?
  - by an accurate measurement (for electricity, for gas) through a sub meter
  - · by an alternative method to estimate such as an audit
  - by another performance measurement tool
- Other Measurement questions asked in the survey:
- 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?
  - for the Client?
  - If yes, what is the annual consumption of electricity?
- If yes, do you pay the gas bill?
  - for Sodexo?
  - for the Client?
  - If yes, what is the annual consumption of gas?





% of client sites implementing the carbon footprint reduction program





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	9.5%	<b>\</b>	12.8%





% of client 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



% of client sites engaging with clients to reduce their energy

consumption

Did Not Participate in

the survey 11% - 100%

5% - 10% 1% - 4%



Key Fig	gures	
F	iscal 201 OSS 4.1%	16
Fiscal 2015 Latam Ext. 4.3%		Fiscal 2016 Latam Ext. 5.2%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	3.0%	7	2.4%





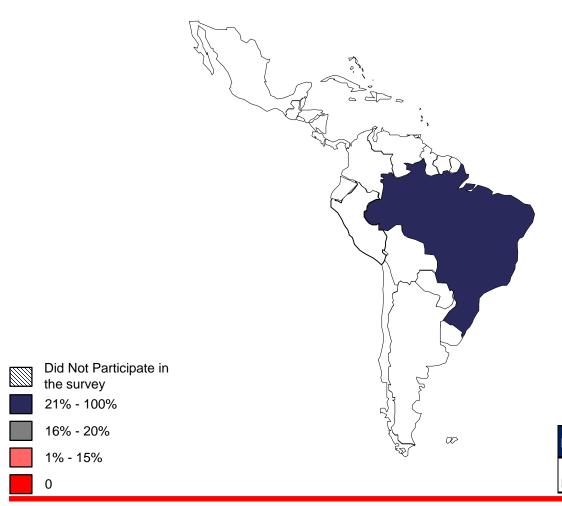
% of client sites engaging with clients to reduce their energy consumption

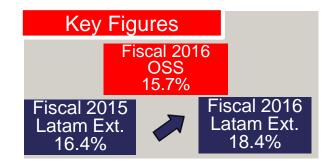
- To qualify for this indicator, sites have to respond « yes » to all of the 4 principal questions :
  - Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning energy efficiency?
  - Have you or another member of the Sodexo 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?





% of client sites implementing the Endocube or an equivalent initiative





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	24.8%	<b>\</b>	30.7%





% of client sites implementing the Endocube or an equivalent initiative

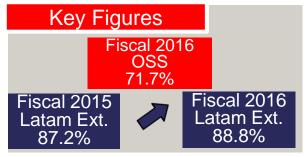
- To qualify for this indicator sites must reply "yes" to the following question :
  - Are your freezers and refrigerators equipped with the Endocube or an equivalent energy optimization technology? (Endocube – A BTP "Site-WIN" initiative)?

## Water & Effluents



 % of client sites implementing initial awareness and behaviour steps to reduce their consumption of blue water





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	91.1%	1	90.2%



Did Not Participate in

the survey 72% - 100%

41% - 71%

1% - 40%



- % of client 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:

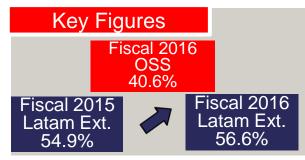
- Do you and your team ensure that taps/faucets are not left running?
- Do you and your team regularly check for water leaks?





% of client sites implementing heightened awareness and behaviour steps to reduce their consumption of blue water





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	67.3%	4	62.2%



the survey 81% - 100%

41% - 80%

1% - 40%



#### % of client 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 guarter
- 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

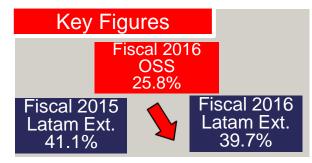
- Do you communicate the importance of water efficiency to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client (in the last 12 months) about Sodexo's commitment to water efficiency?
- Have you or another member of the Sodexo organization talked to 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?





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	39.3%	7	35.4%





- % of client 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

- 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?

#### General

- •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 unused

Water efficient equipment and processes

- •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?

5 questions from 16 for Employee and Business sites providing landscaping

Same questions as Food Service

+

- 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

5 questions from 15 for Equipment and Infrastructure sites

Same questions as Food Service

+

- 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





% of client sites which are able to accurately measure their consumption of blue water



Key F	gures	
	Fiscal 201 OSS 12.1%	6
Fiscal 2015 Latam Ext. 13.2%		Fiscal 2016 Latam Ext. 13.8%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	16.7%	7	14.6%



the survey 21% - 100%

13% - 20%

1% - 12%



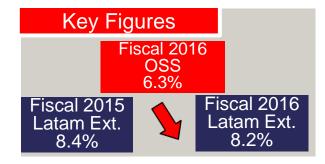
- % of client sites which are able to accurately measure their progress to reduce their consumption of blue water
- To qualify for this indicator, sites have to respond "yes" to one of the 3 options of the first question below:
- Do you measure and track the quantity of water consumed by Sodexo on the site?
  - by an accurate measurement through a sub meter
  - by an alternative method such as an audit
  - by another performance measurement tool
- Other Measurement questions asked in the survey:
- 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?
  - for the Client?
- If yes, what is the annual consumption of water?





% of client sites implementing the water conservation program





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	11.9%	7	6.7%





% of client 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



% of client sites engaging with clients to reduce their blue water

consumption

Did Not Participate in

the survey 11% - 100%

3% - 10%

1% - 2%



Key Fig	ures	
Fi	scal 201 OSS 2.7%	6
Fiscal 2015 Latam Ext. 5.6%	1	Fiscal 2016 Latam Ext. 5.0%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	7.1%	7	6.1%





% of client 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?

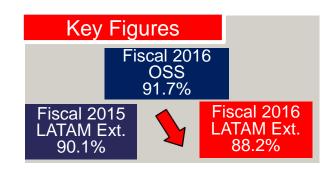


# Organic Waste



 % of On-site Services revenues of countries ensuring that the Used Cooking Oil collection supplier(s) recover the oil collected





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

survey

Not implemented

Did Not Participate in



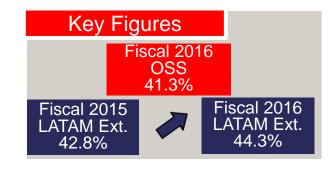
- % of On-site Services revenues of countries ensuring that the Used Cooking Oil collection supplier(s) recover the oil collected
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you ensure that authorised Used Cooking Oil collection supplier(s) recover and recycle the used cooking oil collected?"





 % of On-site Services revenues of countries ensuring that the Organic Waste collection supplier(s) recover the organic waste collected





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No		No
BRAZIL B&R			



survey



- % of On-site Services revenues of countries ensuring that the Organic Waste collection supplier(s) recover the organic waste collected
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you ensure that authorized organic waste collection supplier(s) recover and divert from landfill the organic waste collected?"





 % of client sites implementing initial awareness and behaviour steps to reduce their organic waste



Key Fi	gures	
	iscal 2016 OSS 73.7%	
Fiscal 2015 Latam Ext. 82.7%		iscal 2016 atam Ext. 85.7%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	93.8%	<b>\</b>	97.5%



Did Not Participate in

the survey 74% - 100%

41% - 73%

1% - 40%



Only sites providing foodservices or landscaping services

- % of client sites implementing initial awareness and behavior steps to reduce 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 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?





% of client sites implementing heightened awareness and behaviour steps to reduce their organic waste



Key Fig	ures	
Fi	scal 201 OSS 22.4%	6
Fiscal 2015 Latam Ext. 27.4%	1	Fiscal 2016 Latam Ext. 26.9%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	42.0%	<b>\</b>	43.8%



the survey 41% - 100%

23% - 40%

1% - 22%



Only sites providing foodservices or landscaping services

- % of client sites implementing heightened awareness and behavior steps to reduce 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 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)?





% of client sites implementing equipment and processes steps to

reduce their organic waste



Key Fig	ures		
Fi	scal 201 OSS 89.7%	16	
Fiscal 2015 Latam Ext. 90.5%	1	Fiscal 2016 Latam Ext. 89.9%	

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	92.0%	4	91.9%



Did Not Participate in

the survey 90% - 100%

46% - 89%

1% - 45%



Only sites providing foodservices or landscaping services

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

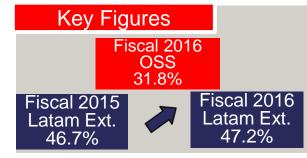
- Have you or another member of the Sodexo organization agreed an organic waste reduction action plan with your client?
- If yes, has this organic waste reduction action plan been reviewed and updated with your client in the last 12 months?
- Have you identified key areas for action around organic waste





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	74.7%	1	70.0%



Did Not Participate in

the survey 61% - 100%

32% - 60%

1% - 31%



Only sites providing foodservices or landscaping services

- % of client sites which are able to accurately measure their organic waste reduction progress
- To qualify for this indicator, sites have to respond "yes" to one of the 5 options of the first question below:
- Do you measure and track the quantity of organic waste generated by Sodexo on the site?
  - by the accurate weighing of organic waste on site (kg, lbs, etc)
  - by monitoring the number of bags, bins or buckets filled
  - with information from the site's organic waste contractor
  - by an alternative method to estimate such as an audit
  - by another performance measurement tool

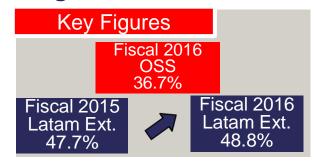
- Other Measurement questions asked in the survey:
- Do you regularly review Sodexo's organic waste generation on the site?
- Do you report Sodexo's quantities of organic waste reductions and/or recovery on the site to your client?





% of client sites implementing initiatives to recover organic waste





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	50.0%	<b>\</b>	60.0%





% of client sites recovering organic waste

**To qualify for this indicator**, sites have to respond "yes" to one of the 5 principal following questions:

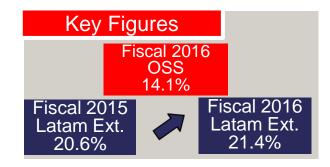
- Have you agreed an organic waste recovery action plan with your client?
  - If yes, has this organic waste recovery action plan been reviewed and updated with your client in the last 12 months?
- Do you use on site organic waste recovery processes such as composting, digestion or energy production?
- 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?
- Do you donate safe surplus food to a local anti-hunger partner (if this is in compliance with local legislation)?





% of client sites implementing an organic waste reduction program





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	34.6%	<b>\</b>	37.5%





Only sites providing foodservices or

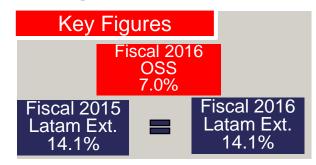
- % of client sites implementing the organic waste reduction program
- To qualify for this indicator, sites have To qualify for the 3 following indicators:
  - Heightened Awareness and Behavior
  - Measurement
  - Equipment and Processes





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	16.1%	<b>\</b>	19.4%



the survey 21% - 100%

8% - 20%

1% - 7%



Only sites providing foodservices or landscaping services

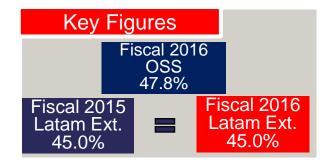
- % of client sites engaging with clients to reduce their organic waste
- To qualify for this indicator, sites have to respond « yes » to all of the 4 principal questions :
  - Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning 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?





% of client sites implementing WasteWatch or an equivalent initiative





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	81.5%	1	79.1%



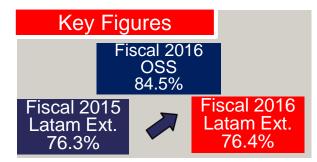


- % of client sites implementing WasteWatch or an equivalent initiative
  - To qualify for this indicator, sites must reply "yes" to the following question :
    - Have you improved meal production processes through the Sodexo collection and tracking of food waste (e.g: WasteWatch – A BTP Site-WIN initiative).?



% of client sites where Used Cooking Oil is recovered





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	76.6%	7	80.7%





Only sites providing foodservices or landscaping services

% of client sites where Used Cooking Oil is recovered

The questions only apply to sites to reply "yes" to the first question

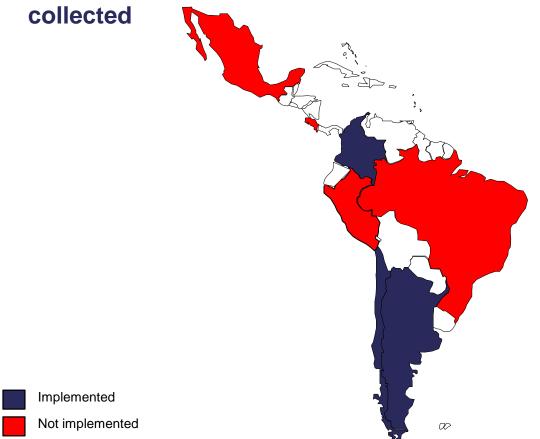
- To qualify for this indicator, sites must reply "yes" to one of questions 2 or 3:
  - Does your site use cooking oil?
  - Is Sodexo responsible for arranging the collection of used cooking oil?
  - Do you use a Sodexo or client authorized supplier to recover used cooking oil?
  - Do you measure and 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?

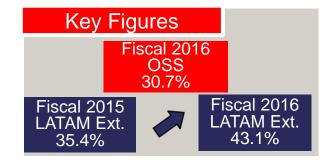


# Non Organic Waste



 % of On-site Services revenues of countries ensuring that the Non Organic Waste collection supplier(s) recover the non organic waste





Brazil Country	Fiscal 2015		Fiscal 2016
BRAZIL	No	II	No
BRAZIL B&R			



Did Not Participate in

survey



- % of On-site Services revenues of countries ensuring that the Non Organic Waste collection supplier(s) recover the non organic waste collected
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you ensure that authorized non organic waste collection supplier(s) recover and recycle the non organic waste collected?"





 % of client sites implementing initial awareness and behaviour steps to reduce their non organic waste



Key F	Key Figures		
	Fiscal 2016 OSS 29.0%	5	
Fiscal 201 Latam Ex 33.1%		Fiscal 2016 Latam Ext. 33.2%	

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	44.1%	7	45.7%



Did Not Participate in

the survey 30% - 100%

16% - 29%

1% - 15%



- % of client 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:

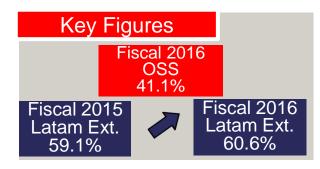
 Do you display information on the importance of reducing non organic waste to your consumers either permanently or through campaigns?





 % of client sites implementing heightened awareness and behaviour steps to reduce their non organic waste





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	75.0%	<b>\</b>	76.2%





- % of client 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 :

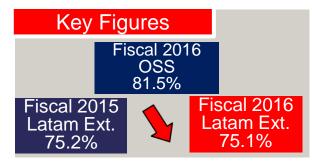
- Do you communicate the importance of non organic waste reduction to your teams by training them?
- Have you or another member of the Sodexo organization talked to your client to find out about their plans and objectives concerning organic waste reduction?
- Have you or another member of the Sodexo 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





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





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	81.0%	7	78.7%



the survey 82% - 100%

41% - 81%

1% - 40%

0



- % of client 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





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



Key	Figures	
	Fiscal 2016 OSS 19.5%	5
Fiscal 20 Latam E 23.4%	xt.	Fiscal 2016 Latam Ext. 27.9%

Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	25.6%	<b>\</b>	35.4%



Did Not Participate in

the survey 41% - 100%

20% - 40%

1% - 19%



- % of client sites which are able to accurately measure their non organic waste reduction progress
- To qualify for this indicator, sites have to respond "yes" to one of the 5 options of the first question below:
- Do you measure and track the quantity of non-organic waste generated by Sodexo on the site?
  - · by an accurate weighing of non-organic waste on site
  - by monitoring the number of bags or bins filled
  - with information from the site's non-organic waste contractor
  - by an alternative method to estimate such as an audit or review
  - by an alternative method to estimate such as another performance measurement tool

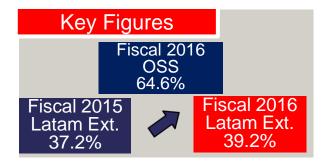
- Other Measurement questions asked in the survey:
- Do you regularly review Sodexo's non organic waste generation on the site?
- Do you report quantities of non-organic waste reductions and/or recovery to your client?





% of client sites implementing Take One or an equivalent initiative





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	13.4%	<b>N</b>	19.6%



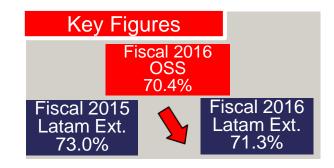


- % of client sites implementing Take One or an equivalent initiative
  - To qualify for this indicator, sites must reply "yes" to the following question:
    - Have you implemented the use of napkin dispensers at your site? (eg: TakeONE! A BTP Site-WIN initiative)?



% of client sites implementing initiatives to recover non organic waste





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	81.6%	<b>N</b>	89.0%





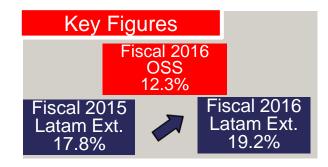
- % of client sites implementing initiatives to recover non organic waste
- To qualify for this indicator, sites have to respond « yes » to one of the 4 principal questions :
  - Have you agreed to a non-organic waste recovery action plan with your client?
    - If yes, has this non organic waste recovery 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?





% of client sites implementing an non organic waste reduction program





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	20.8%	<b>\</b>	26.8%



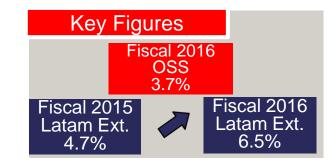


- % of client sites implementing an non organic waste reduction program
- To qualify for this indicator, sites have To qualify for the 3 following indicators:
  - Heightened Awareness and Behavior
  - Measurement
  - Equipment and Processes



% of client sites engaging with clients to reduce their non organic waste





Brazil Country	Fiscal 2015		Fiscal 2016
Brazil Country	6.6%	7	4.3%





- % client 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?

# OUR COMMITMENT TO INDIVIDUALS AS A CORPORATE CITIZEN

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			
AS SERVICE PROVIDER			
AS CORPORATE CITIZEN	Fight hunger and malnutrition.		



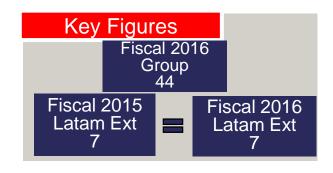
# Stop Hunger

## Fight Hunger and Malnutrition



Number of countries contributing to a hunger-free world through Stop Hunger





Brazil Country	Fiscal 2015	Fiscal 2016
BRAZIL	Yes	Yes
BRAZIL B&R		



Implemented

Not implemented

# OUR COMMITMENT TO ENVIRONMENT AS A CORPORATE CITIZEN

	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER			
AS SERVICE PROVIDER			
AS CORPORATE CITIZEN			Champion sustainable resource usage.



# Stakeholder Engagement

#### Champion Sustainable Resource Usage





% of Group revenues 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



Key Figures				
	Fi	scal 201 Group 66.4%	6	
Fiscal 20 LATAM E 67.1%	xt.	1		scal 2016 TAM Ext. 47.6%

Brazil Country	Fiscal 2015		Fiscal 2016	
BRAZIL	No	Ш	No	
BRAZIL B&R			Yes	



Implemented

survey

Not implemented

#### Champion Sustainable Resource Usage



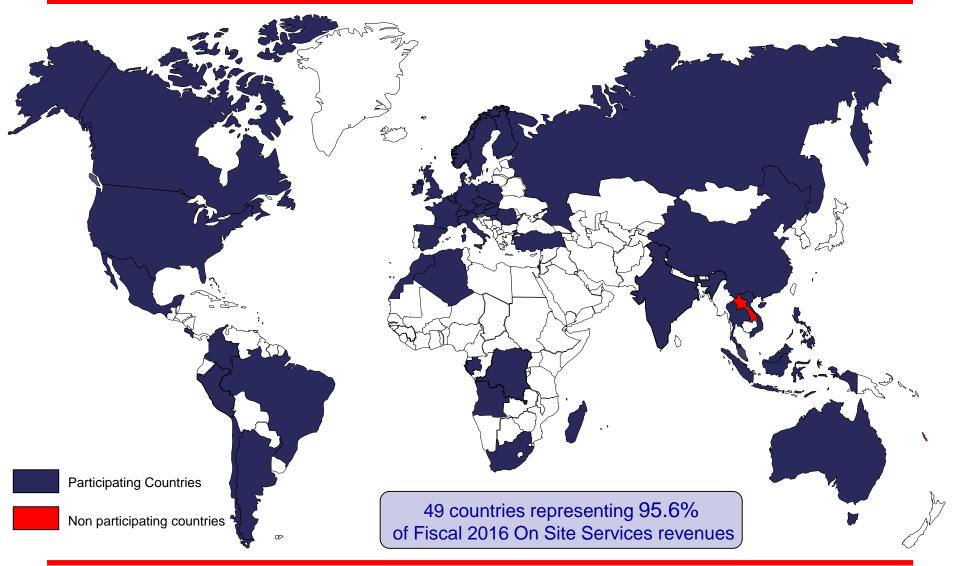


- % of Group revenues of countries where a Sodexo "multi-stakeholder group" or network has been created to focus on the subject of organic and/or non organic waste
- To qualify for this indicator, the country must reply "yes" to the following question:
  - 1. "Do you participate in any "multi-stakeholder group or network" that is focused on the subject of organic and/or non-organic waste?"

# **ANNEXES**

## Fiscal 2016 Site Survey - Global Coverage



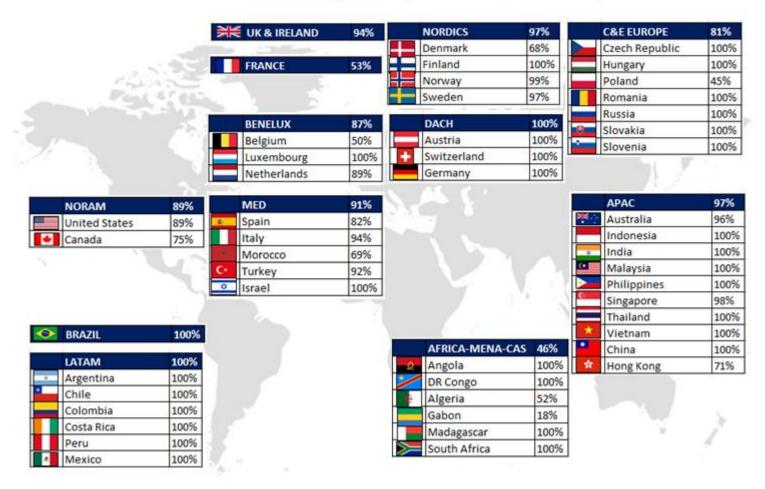




#### Fiscal 2016:Participation Rate per Region



#### Fiscal 2016 Site Survey Participation Rate per Country

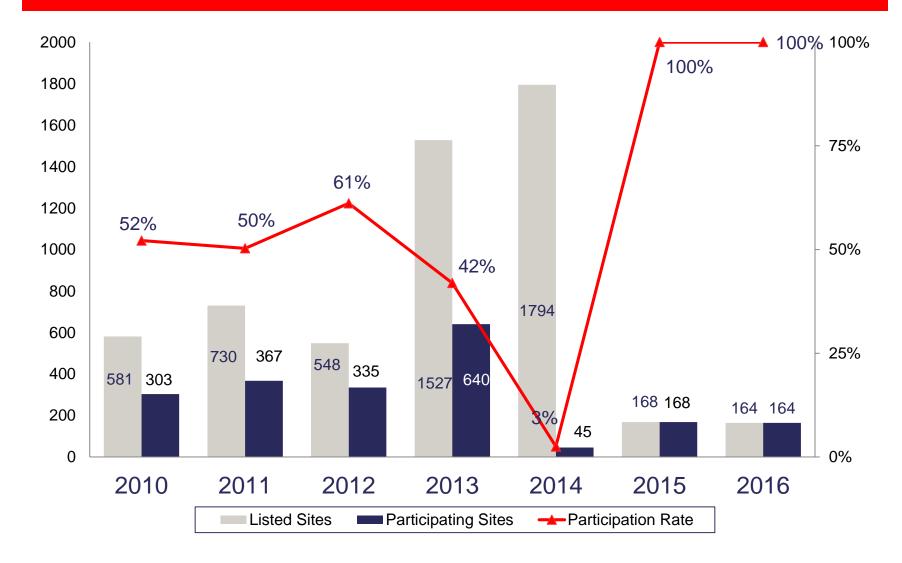


## Annual Site Survey 2016 – Key Figures



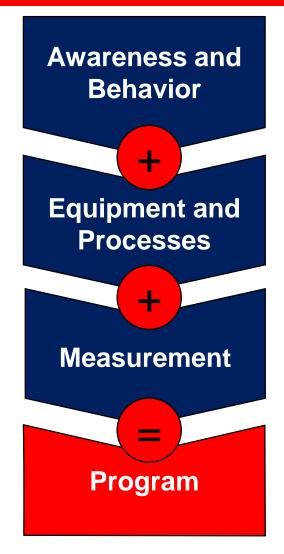
	2010	2011	2012	2013	2014	2015	2016
Participation rate	49%	55%	68%	70%	67%	84%	83%
Participating sites	10830	8462	11058	10611	9656	10246	10082
Listed sites	22175	15207	16193	15264	14329	12190	12095
Participating countries	52	48	56	43	52	53	49
Languages	11	18	22	24	24	24	24

#### **Evolution of the Participation Rate: Brazil**





#### 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.

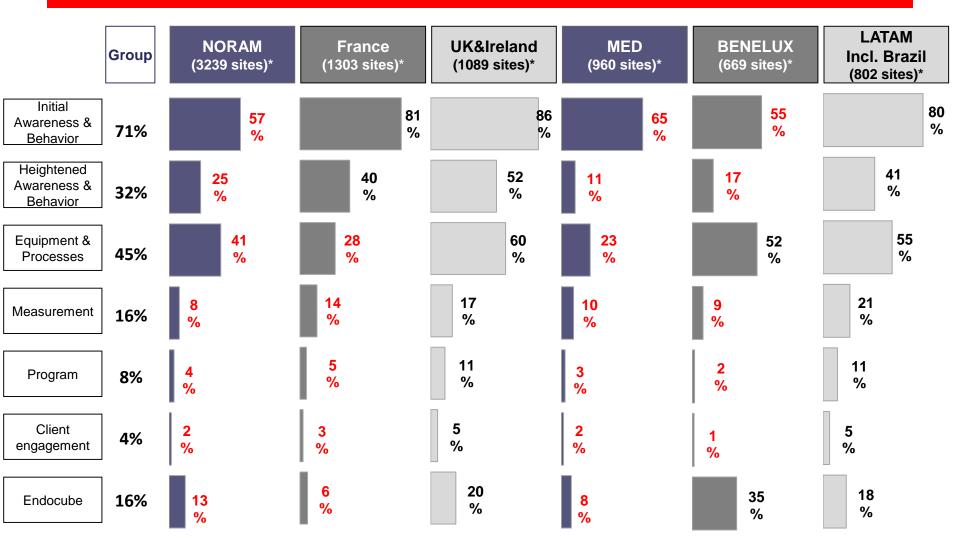
Actions that are included in this section will generally require some prior agreement with the client. They may require some small adjustments to existing equipment or processes, an energy audit, or some more significant investment in new equipment.

Measure the impact of our activity on the environment.

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

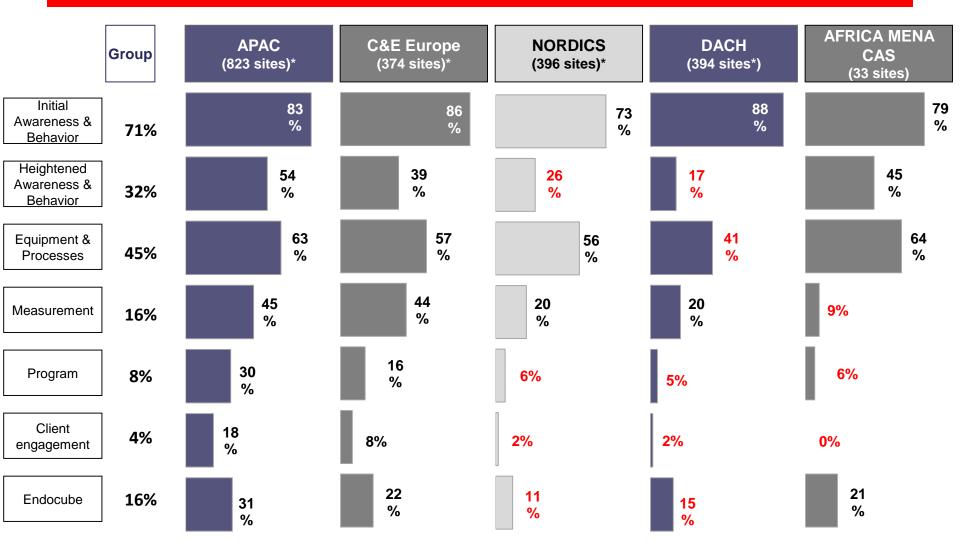






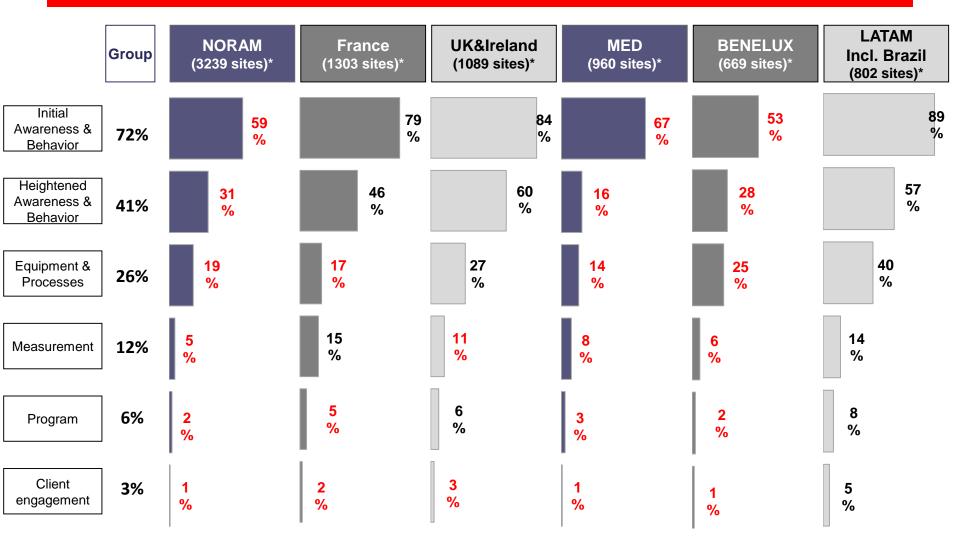






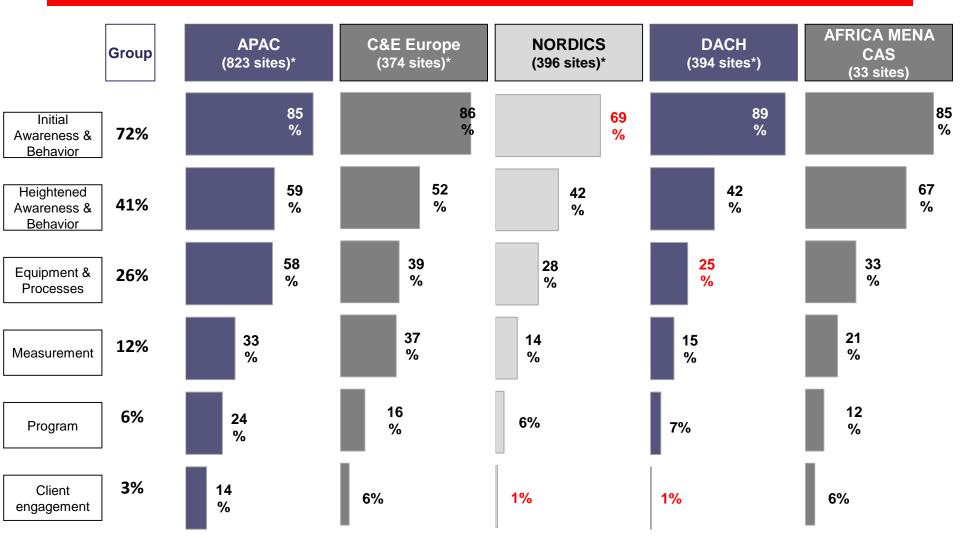






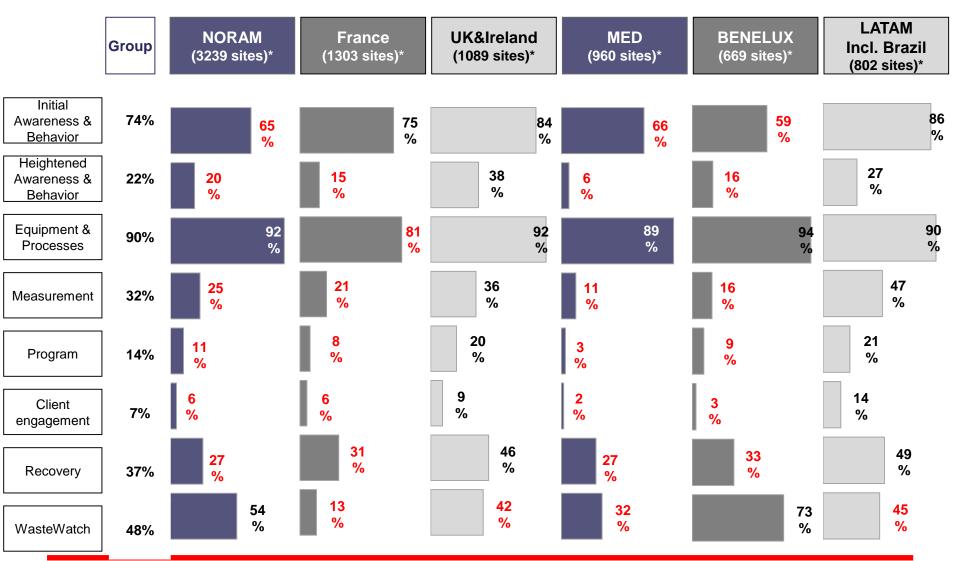


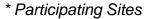






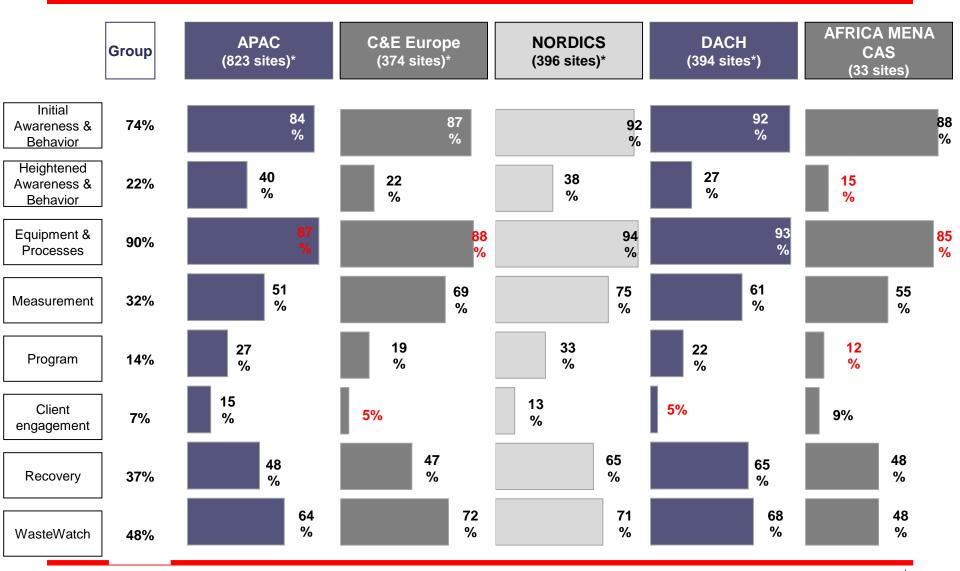






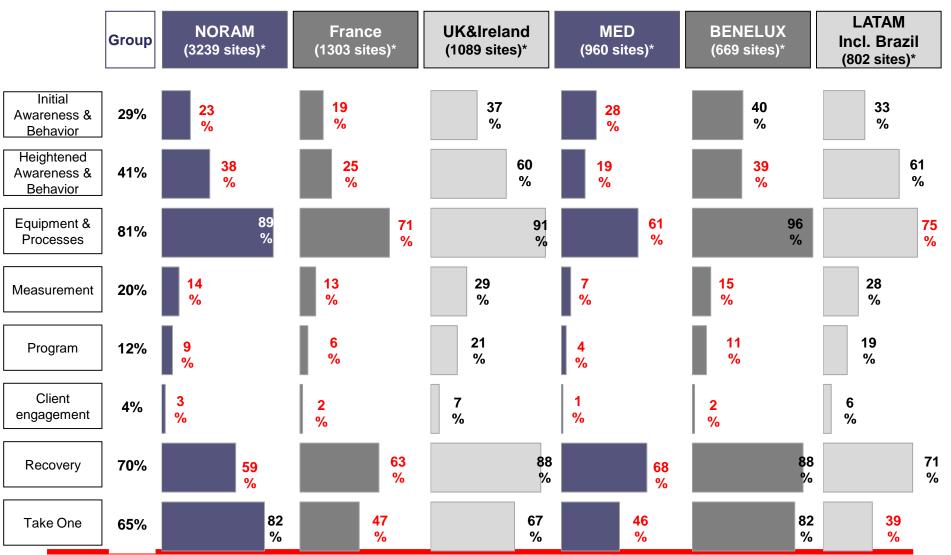








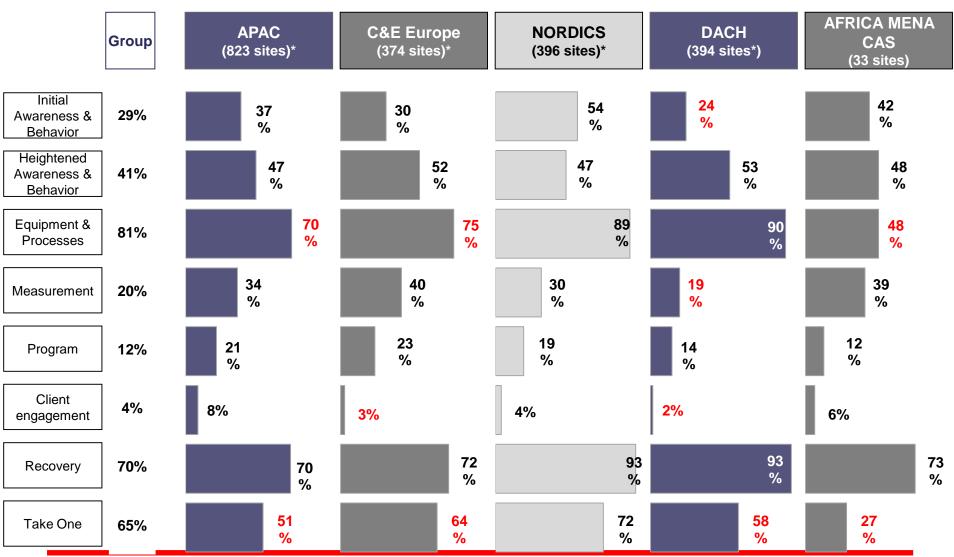




<sup>\*</sup> Participating Sites







<sup>\*</sup> Participating Sites





# Thank you

