

Fiscal 2017 Corporate Responsibility Report

BRAZIL - February 2018

Agenda - Fiscal 2017 Corporate Responsibility Report – BRAZIL



01

Corporate
Responsibility and
Quality of Life

03

Corporate
Responsibility
Performance:
BRAZIL



02

Our Corporate
Responsibility
Roadmap : Impact
and Reporting



04

Q&A

Agenda - Fiscal 2017 Corporate Responsibility Report – BRAZIL

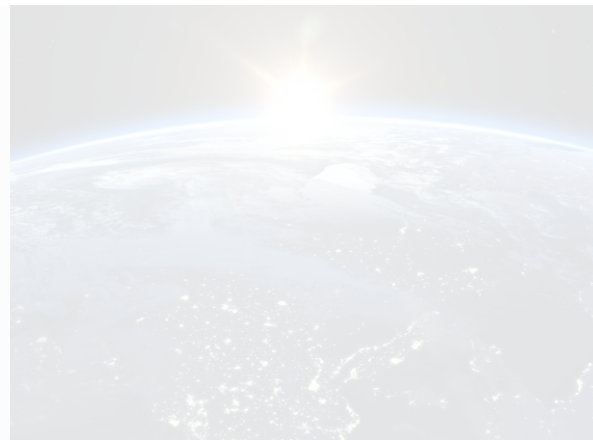


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Q&A

The background image shows a person in a light blue shirt and dark pants working in a field. In the foreground, there are many small, young plants with green leaves and brown seed pods growing out of dark soil. The scene is outdoors with natural lighting.

For over 50 years,
Sodexo has been
true to its
**mission and
values**

Better Tomorrow 2025
Our corporate responsibility
roadmap supporting our
Quality of Life positioning

CORPORATE RESPONSIBILITY

Underlining our strategic priorities

**IMPROVE
THE QUALITY
OF LIFE OF
OUR
EMPLOYEES**

**IMPLEMENT
THE NEW
ORGANIZATION**

**DEVELOP
AND SELL
OFFERS** that
improve
consumers'
Quality of Life and
clients'
performance

**INCREASE THE
VALUE WE
BRING
THROUGH
INNOVATION**

REDUCE OUR COST TO DELIVER
to boost our competitiveness and invest in future growth

We will execute our priorities while delivering on our Corporate Responsibility commitments

3 EXAMPLES

WHY CORPORATE RESPONSIBILITY IS IMPORTANT FOR OUR STAKEHOLDERS & THEREFORE OUR BUSINESS

Employees

They are looking for a responsible company to work for.

▶ **We attract, develop, engage and retain the best talent.**

Clients

They want to improve their Corporate Responsibility performance and profile.

▶ **We bring additional expertise that they value.**

Consumers

They prefer companies that understand them and can positively impact their quality of life.

▶ **We use our insights to engage them and address their unique needs.**

Suppliers and Merchants

They want to be associated with the best in class.

▶ **We grow and strengthen relationships.**

Institutions and NGOs

They want to change things for the better.

▶ **We are a trusted voice on relevant issues.**

Investors

They look for stability and sustained profitable growth.

▶ **We ensure a long-term commitment.**

EMPLOYEES

100%

BRAZIL Site Managers participation rate
FY17 Site Survey

GLOBAL ANNUAL SITE SURVEY 2017 – KEY FIGURES



- **80%** of our employees believe that Sodexo is a socially and environmentally responsible organization*
- **80%** of our employees believe diversity and inclusion is a key driver of engagement
- **76%** of millennial consider a company's social and environmental commitments when deciding where to work

CLIENTS

- Businesses increasingly perceive **sustainability as an opportunity**
- **Stakeholder demands** are increasing driving more companies to address corporate responsibility within their business goals*
- Companies small and large are increasingly **aligning strongly** with UN Sustainable Development Goals
- Changing the nature of stakeholder dialogues
Strengthening stakeholder relationships**



Source: BHP BILLITON



FOR ALL

OUR MISSION
IN ACTION

SUSTAINABILITY

ACTIVITIES &
BRANDS

RESEARCH &
INNOVATION

*McKinsey Global Survey Results 2016

**Deloitte Report: Tracking the trends 2016

CONSUMERS

- 33% of consumers are now choosing to buy from brands they believe are doing **social or environmental good**.*
- “Commitment to **social and environmental responsibility** is surpassing some of the more traditional influences for many consumers.”**
- “...sales from **brands with a demonstrated commitment to sustainability** grew at a rate that was **four times faster** than non-sustainable goods and services.”**

*new international study by Unilever

**Discerning taste by Think parallax

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CORPORATE RESPONSIBILITY AT SODEXO

TODAY

- **Heightened awareness** of CR throughout the Group
- Employees attracted to Sodexo because of our CR performance
- Ongoing **client engagement** on the topic
- A **roadmap** with long-term commitments and robust performance and measurement system
- CR actions increasingly being **embedded** into our **processes and offers**
- Ability to comply with **increasing regulations and legislations**
- Dedicated **CR team and network**

However, yet to fully capitalize on the value that has been created.

BETTER TOMORROW 2025

9 OBJECTIVES	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER	80% Employee Engagement rate	100% of our employees work for gender balanced management teams	100% of our employees are trained on sustainable practices
AS SERVICE PROVIDER	100% of our consumers are offered healthy lifestyle options everyday	Euro 10 billion of our business value will benefit SMEs.	34% reduction of carbon emissions
AS CORPORATE CITIZEN	100 million beneficiaries impacted by Stop Hunger activities	100% of our countries are collaborating on initiatives that improve the quality of life of women.	100% of our countries are partnering to deliver on the UN food waste goal

COUNTRY & SITE SURVEY PROCESS

WHY

a key success factor - our ability as a Group to measure and report our progress against our commitments, regularly, transparently and accurately

OBJECTIVE

INTERNAL

REPORT ON OUR
CORPORATE
RESPONSIBILITY
PERFORMANCE

EXTERNAL

REPORT TO
CLIENTS, RATING
AGENCIES AND
ANALYSTS

COMPLY TO
GRENELLE II
(French Law)

INDICATORS

Work groups yearly review the indicators so as to ensure they reflect our corporate responsibility engagements

Since FY2013, external verification was achieved for the presence of information and the precision of the data reported

CORPORATE RESPONSIBILITY: SUSTAINABILITY DISTINCTIONS

A selected panel* of recognitions and awards around the world:

Named the **top-rated company in its sector** on the **Dow Jones Sustainability Index (DJSI)** for the **13th consecutive year**.



Earned the **highest marks in RobecoSAM's "Sustainability Yearbook"** for **11th straight year**



ROBECOSAM
Sustainability Award
Gold Class 2018



FTSE4Good

FORTUNE
WORLD'S MOST
ADMIRED
COMPANIES[®] 2017



*Sodexo has carefully selected the rankings and ratings that it pursues, focusing those that:

- Reflect the highest global standards and scope
- Have the credibility of the rankings systems and organizations among our key stakeholders

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THE BETTER TOMORROW PERFORMANCE PROCESS

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

Fiscal 2017
Data collection

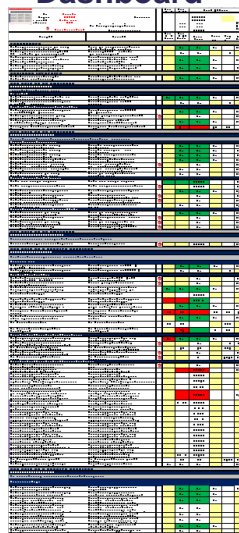
Country survey

Site survey

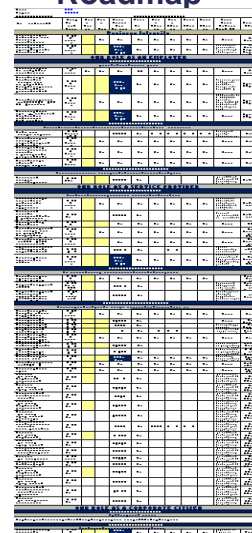
Carbon emissions
(28 countries in
Fiscal 2017)

NEW this year : the Dashboards and Roadmaps have been merged to create one single powerful management tool

Fiscal 2017
Dashboard



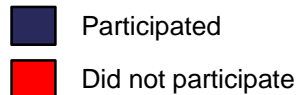
Fiscal 2018-25
Roadmap



BRAZIL



■ Coverage rate



Key Figures

Our Business Units

**Sodexo On-Site Services
BRAZIL**

**Sodexo Benefits &
Rewards
BRAZIL B&R**

Societal Change

Commitment



- % 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, Women Empowerment

Indicator scope
(OSS and/or B&R)

Indicator Title

Key Figures

Fiscal 2017
Group
93.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

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

Coun			
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

Countries results for
2016 and 2017

Implemented

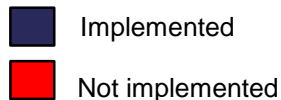
Not implemented

Better Tomorrow 2025 Governance

Better Tomorrow Governance



- % of Group revenues of countries implementing annual objectives linked to the Better Tomorrow 2025



Key Figures

Fiscal 2017
Group
95.3%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % of Group revenues of countries implementing annual objectives linked to the Better Tomorrow 2025
- **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 2025?*
 2. *Does the Better Tomorrow Champion have part of their annual objectives linked to Better Tomorrow 2025?*
 3. *Do members of the Supply Management team have part of their annual objectives linked to Better Tomorrow 2025?*
 4. *Do other members of the management team have part of their annual objectives linked to Better Tomorrow 2025?*



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
48.0%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No



- % 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?"*

Our commitment to INDIVIDUALS AS AN EMPLOYER

9 COMMITMENTS	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 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



Human Rights

Human Rights



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
47.4%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No



- % 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?"*

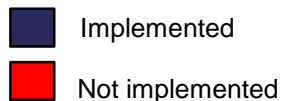


Occupational Health & Safety

Quality of Life for our Employees



- % of Group revenues of countries having one or more OHSAS 18001 or ISO 45001 certification



Key Figures

Fiscal 2017
Group
81.8%

Fiscal 2016
BRAZIL
67.0%



Fiscal 2017
BRAZIL
68.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No

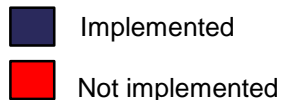


- % of Group revenues of countries having one or more OHSAS 18001 or ISO 45001 certification
- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *Is any part of your business (contracts, sites, processes, divisions/segments, departments) OHSAS 18001/ISO 45001 certified??*

Quality of Life for our Employees



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



Key Figures

Fiscal 2017
Group
99.6%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % 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:
 1. *"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?*

Quality of Life for our Employees



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



Key Figures

Fiscal 2017
Group
99.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



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

Our commitment to COMMUNITIES AS AN EMPLOYER

9 COMMITMENTS

	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 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

Diversity and Inclusion Governance

Diversity and Inclusion



■ % of Workforce of countries demonstrating awareness about Diversity & Inclusion



Key Figures

Fiscal 2017
Group
94.5%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented
■ Not implemented

Diversity and Inclusion



■ % of Workforce of countries demonstrating commitment to Diversity & Inclusion



Key Figures

Fiscal 2017
Group
89.8%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



■ Implemented
■ Not implemented

Diversity and Inclusion



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



 Implemented
 Not implemented

Key Figures

Fiscal 2017
Group
84.3%

Fiscal 2016
BRAZIL
98.2%



Fiscal 2017
BRAZIL
98.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No

Diversity and Inclusion



- % 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*
 - *LGBTQ+*
 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 Regional Leadership Council/Country Comex 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



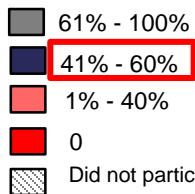
Diversity and Inclusion

GENDER BALANCE

Diversity and Inclusion



■ % of Women in management positions



Key Figures

Fiscal 2017
Group
43.0%

Fiscal 2016
BRAZIL
84.6%



Fiscal 2017
BRAZIL
84.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	87.3%	↓	87.0%
BRAZIL B&R	43.5%	↑	45.0%

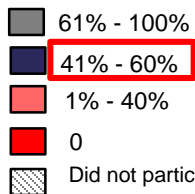


- **% of Women in management positions**
- **In order to calculate this indicator**, the number of women in management positions (**HR data**) is divided by the total number of managers (**HR data**)

Diversity and Inclusion



■ % of Women's representation in total workforce



Key Figures

Fiscal 2017
Group
54.0%

Fiscal 2016
BRAZIL
69.0%



Fiscal 2017
BRAZIL
68.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	69.2%	↓	68.8%
BRAZIL B&R	56.8%	↑	57.9%



- % 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**)

Diversity and Inclusion



■ % of Workforce of countries having a policy on workplace flexibility



Key Figures

Fiscal 2017
Group
78.5%

Fiscal 2016
BRAZIL
98.2%



Fiscal 2017
BRAZIL
98.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No

■ Implemented
■ Not implemented

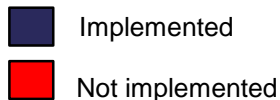


- % of Workforce of countries having a policy on workplace flexibility
- To qualify for this indicator, the country must reply “**yes**” to the following question :
 1. *“Do you have a policy on workplace flexibility?”*

Diversity and Inclusion



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



Key Figures

Fiscal 2017
Group
68.1%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No



- % 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?”*

Diversity and Inclusion



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



Key Figures

Fiscal 2017
Group
69.6%

Fiscal 2016
BRAZIL
98.2%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	↓	No
BRAZIL B&R	No	=	No

■ Implemented
■ Not implemented



- % 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?”*

Diversity and Inclusion



■ % of Workforce of countries having initiatives to advance women



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
92.9%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
98.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No



- % 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
 - Allocation of time during Talent Review to assess the gender balance of the leadership pipelines
 - Other, please specify in the comment box
 - 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
 - Gender balance in Talent review
 - Other, please specify



Diversity and Inclusion

DISABILITIES

Diversity and Inclusion



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
87.8%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- **% of Workforce working in 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?*

Diversity and Inclusion



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
78.5%

Fiscal 2016
BRAZIL
98.2%



Fiscal 2017
BRAZIL
98.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No



- % 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.)*

Diversity and Inclusion

LGBTQ+

Diversity and Inclusion



- % of Workforce of countries having initiatives to raise awareness on LGBTQ+



Key Figures


Fiscal 2017
Group
69.5%

Fiscal 2017
BRAZIL
1.7%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL			No
BRAZIL B&R			Yes

■ Implemented
■ Not implemented



- % of Workforce of countries having initiatives to raise awareness on LGBTQ+ 
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Have initiatives to raise awareness within the teams such as training or mentoring programs been implemented either for or about LGBTQ+ employees ?*

Our commitment to ENVIRONMENT AS AN EMPLOYER

9 COMMITMENTS

	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 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

Culture of Environmental Responsibility

Culture of Environmental Responsibility



■ % of client sites with training on sustainable practices



Key Figures

Fiscal 2017
OSS
49.4%

Fiscal 2016
BRAZIL
51.8%



Fiscal 2017
BRAZIL
53.6%



- % of client sites with training on sustainable practices
- **To qualify for this indicator**, sites must reply “**yes**” to one of the following questions :
 1. *Do you communicate the importance of energy efficiency to your teams by training them?*
 2. *Do you communicate the importance of water efficiency to your teams by training them?*
 3. *Do you communicate the importance of organic reduction waste to your teams by training them?*
 4. *Do you communicate the importance of non organic waste reduction to your teams by training them?*

Culture of Environmental Responsibility



■ % of Group revenues of countries employing environmental resources



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
97.7%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % 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?”*

Our commitment to INDIVIDUALS AS A SERVICE PROVIDER

9
COMMITMENTS

	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 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



Health & Safety

Healthy Lifestyle Choices



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
95.5%

Fiscal 2016
BRAZIL
67.0%



Fiscal 2017
BRAZIL
68.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No



- % 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:
 1. *Is any part of your business (contracts, sites, processes, divisions/segments) ISO 9001 certified ?*

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
Group
53.9%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No

■ Implemented
■ Not implemented

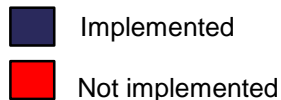


- % of Group revenues of countries having one or more ISO 22301 certification
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *“Is any part of your business (contracts, sites, processes, divisions/segments, departments) ISO 22301 certified?”**They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

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
OSS
97.4%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			

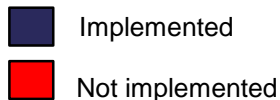


- % of On-site Services revenues of countries having either ISO 9001 or ISO 22000 certification for food safety
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *“Is any part of your business (contracts, sites, processes, divisions/segments, departments) 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?”*

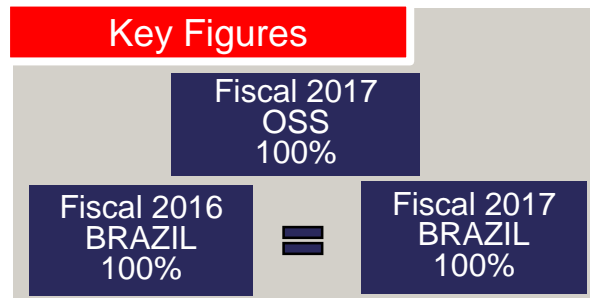
Healthy Lifestyle Choices



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



Key Figures



Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % 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?”*

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
OSS
98.0%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			

■ Implemented

■ Not implemented



- **% 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?*

Healthy Lifestyle Choices



■ % of authorized food suppliers



74% - 100%

51% - 73%

1% - 50%

0

Did not participate in the survey

Key Figures

Fiscal 2017
OSS
73.1%

Fiscal 2016
BRAZIL
68.6%



Fiscal 2017
BRAZIL
91.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	68.62%	↗	91.60%
BRAZIL B&R			



- **% of authorized food suppliers**

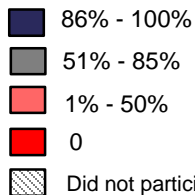
- **In order to calculate this indicator:**
 - 1. Number of food suppliers authorized to supply food to Sodexo*

- and is divided by**
 - 2. Total number of food suppliers*

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
OSS
85.5%

Fiscal 2016
BRAZIL
93.0%



Fiscal 2017
BRAZIL
76.5%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	93.0%	↘	76.5%
BRAZIL B&R			



- **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 (local currency)*

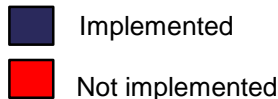
and is divided by

 2. *Total spend on food purchases from authorized food suppliers (local currency)*

Healthy Lifestyle Choices



- % 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



Key Figures

Fiscal 2017
OSS
98.0%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			



- % 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 ?*

Healthy Lifestyle Choices



■ Number of food safety accidents



Key Figures

Fiscal 2017
OSS
2776

Fiscal 2016
BRAZIL
12



Fiscal 2017
BRAZIL
13

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	12	↗	13
BRAZIL B&R			



- **Number of food safety accidents**

1. *Number of food-borne illnesses, foreign objects, chemical illnesses and allergic reactions reported through Salus or another tool*



Nutrition, Health & Wellness

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
Group
95.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



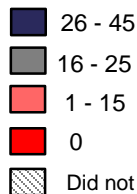
- % of Group revenues of countries developing and promoting health and wellness services

- **To qualify for this indicator**, the country must reply “**yes**” to the following 2 questions:
 1. *“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)?”*
 2. *“Have these Health and Wellness Services been included in your generic commercial documents?”*

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
Group
413

Fiscal 2016
BRAZIL
44



Fiscal 2017
BRAZIL
42

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	44	↓	42
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?*

Healthy Lifestyle Choices



- % of On-site Services Revenues of countries providing Health and Wellness Services including physical wellness services



Key Figures

Fiscal 2017
OSS
82.6%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented

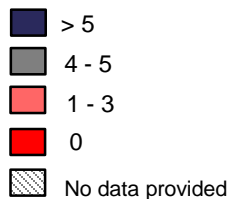


- % of On-site Services Revenues of countries providing Health and Wellness Services including physical wellness services
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *“Do the Health and Wellness Services include physical wellness services?”*

Healthy Lifestyle Choices



■ Number of client sites offering Physical Wellness services



Key Figures

Fiscal 2017
OSS
2251

Fiscal 2016
BRAZIL
No data



Fiscal 2017
BRAZIL
No data

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL			
BRAZIL B&R			



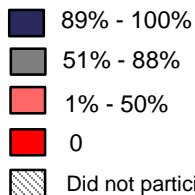
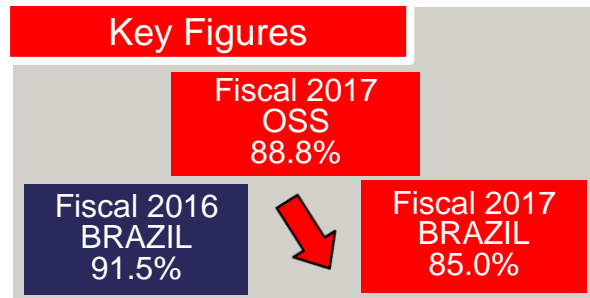
- Number of client sites offering Physical Wellness services

- To qualify for this indicator, the country must provide **data > 0** to the following question :
 1. *“If yes, how many sites offer physical wellness services?”*

Healthy Lifestyle Choices



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



Healthy Lifestyle Choices



Only sites providing
Food services and/or
Vending services

■ % of client sites implementing actions that proactively address the 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 plant-based protein options? (e.g. Equilunch - A Better Tomorrow initiative, Green & Lean, CompensEAT, Meatless Monday, My Monday, Jeudi Veggie...) as alternatives to meat proteins ?
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 (e.g. fresh fruit as dessert, no-added sugar juices, reduced sugar yoghurts...) 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.)?
16. Do you offer vegetarian options to your site ?
17. Services provided

Healthy Lifestyle Choices



Only sites providing
Food services and/or
Vending services

- % 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

Healthy Lifestyle Choices



■ Number of registered dietitians employed by Sodexo



Key Figures

Fiscal 2017
OSS
5029

Fiscal 2016
BRAZIL
1952



Fiscal 2017
BRAZIL
2001

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	1948	↗	1997
BRAZIL B&R	4	=	4

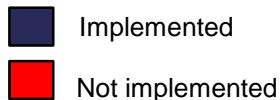


- Number of registered dietitians employed by Sodexo
 - 1. *Number of registered dietitians employed by Sodexo*

Healthy Lifestyle Choices



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



Key Figures

Fiscal 2017
Group
72.6%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % 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

9
COMMITMENTS

	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 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

Partner Inclusion Program

Fair, Inclusive and Sustainable Business Practices



- % of Group revenues of countries having specific initiatives to integrate SMEs (Small and Medium Enterprises) into Sodexo's Value Chain



Key Figures

Fiscal 2017
Group
91.4%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No

■ Implemented

■ Not implemented

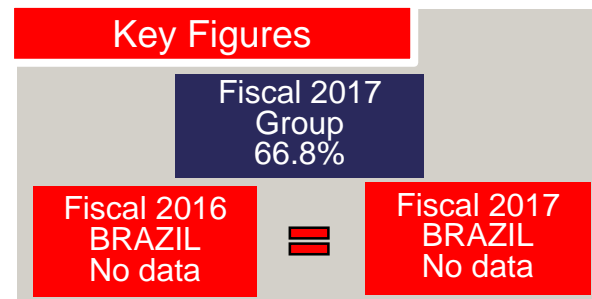
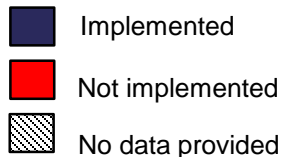


- % of Group revenues of countries having specific initiatives to integrate SMEs (Small and Medium Enterprises) into Sodexo's Value Chain
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Have you developed or been involved in specific initiatives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

Fair, Inclusive and Sustainable Business Practices



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



Country Name	Fiscal 2016		Fiscal 2017
BRAZIL			
BRAZIL B&R			



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

- **To qualify for this indicator**, the country must reply “**yes**” to the following questions :
 1. *“If yes, are any of the initiatives related to the integration of women-owned and operated SMEs (Small and Medium Enterprises)?”*

Fair, Inclusive and Sustainable Business Practices



- % 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



Implemented
 Not implemented

Key Figures

Fiscal 2017
Group
64.7%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No



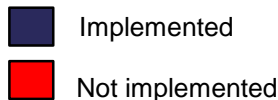
- % of Group revenues of countries having active agreements with Local Communities, Local Authorities, NGOs or associations to promote the inclusion of SMEs in Sodexo's Value Chain

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

Fair, Inclusive and Sustainable Business Practices



- % 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



Key Figures

Fiscal 2017
Group
59.7%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
31.4%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	↗	Yes



- % 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?”*

Fair, Inclusive and Sustainable Business Practices



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



Implemented
 Not implemented

Key Figures

Fiscal 2017
Group
63.2%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	No



- % 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?”*

Fair, Inclusive and Sustainable Business Practices



- % 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



Implemented
 Not implemented

Key Figures

Fiscal 2017
Group
45.2%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	No	=	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 women-owned and operated SMEs (Small and Medium Enterprises) in Sodexo's Supply/Value Chain?”*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
78.3%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



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

- **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)?”*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
89.1%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



- % 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

Fair, Inclusive and Sustainable Business Practices



- Total sustainable coffee as a % of total coffee (kg) / % in kg of certified sustainable coffee



Key Figures

Fiscal 2017
OSS
43.2%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
58.8%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	↗	58.8%
BRAZIL B&R			

76% - 100%

44% - 75%

1% - 43%

0

Did not participate in the survey



- **Total sustainable coffee as a % of total coffee (kg) / % in kg of certified sustainable coffee**

- 1. Data provided by the countries:**
 - *Volume (in kilos) of independent 3rd party certified sustainable coffee (e.g. Fair Trade, Rainforest Alliance, UTZ certified, 4C) purchased*
 - *Volume (in kilos) of supplier proprietary sustainable coffee (e.g. Starbucks CAFÉ, Mondelez Coffee Made Happy)*
 - *Total volume (in kilos) of coffee purchased*

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

Indigenous Communities

Indigenous Communities



- % of On-Site Services revenues of countries having programs or initiatives to support the development of Indigenous Communities **NEW**



Key Figures

Fiscal 2017
OSS
52.1%


Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL			No
BRAZIL B&R			

■ Implemented

■ Not implemented



- % of On-Site Services revenues of countries having programs or initiatives to support the development of Indigenous Communities 
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *Do you have programs or initiatives in place to support the development of Indigenous communities ?*



Sodexo Supplier Code of Conduct

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
98.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



- % 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)?”*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
91.7%

Fiscal 2016
BRAZIL
86.0%



Fiscal 2017
BRAZIL
72.8%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	82.5%	↓	66.9%
BRAZIL B&R	100%	=	100%

92% - 100%

51% - 91%

1% - 50%

0

Did not participate in the survey

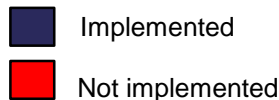


- % of spend with contracted suppliers having signed the Sodexo Supplier Code of Conduct
- % calculated from:
 1. *Purchasing spend with contracted suppliers who have signed the Sodexo Supplier Code of Conduct (local currency)*
 2. *Purchasing spend with contracted suppliers (local currency)*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
90.8%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes



- % 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)?”*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
Group
91.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented

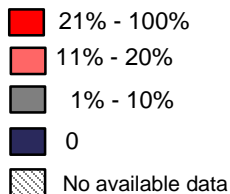


- % of Group revenues of countries having made the Sodexo Supplier Code of Conduct – SUPPLIER GUIDE available to suppliers
- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *“Have you communicated the Sodexo Supplier Code of Conduct – SUPPLIER GUIDE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

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
OSS
0.4%

Fiscal 2016
BRAZIL
No data

=

Fiscal 2017
BRAZIL
No data

Country Name	Fiscal 2016		Fiscal 2017
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)*

Fair, Inclusive and Sustainable Business Practices



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



Key Figures

Fiscal 2017
OSS
20.9%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ 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:
 1. *“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 ENVIRONMENT AS A SERVICE PROVIDER

9
COMMITMENTS

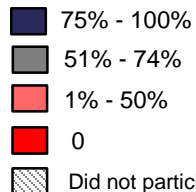
	INDIVIDUALS	COMMUNITIES	THE ENVIRONMENT
AS EMPLOYER	Improve the Quality of Life of our employees	Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve	Foster a culture of environmental responsibility within our workforce and workspaces
AS SERVICE PROVIDER	Provide and encourage our consumers to access healthy lifestyle choices	Promote local development, fair, inclusive and sustainable business practices	Source responsibly and provide 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

Local, Seasonal
or
Sustainable products

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
74.6%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	=	100%
BRAZIL B&R			

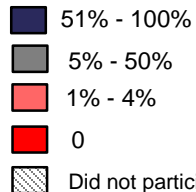


- % of fruit and vegetables grown and consumed within the country (in kg)
- % calculated from:
 1. *Number in kg of fruit and vegetables produced and consumed within the same country*
 2. *Total volume in kg of fruit and vegetables purchased*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
4.6%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	=	0.0%
BRAZIL B&R			



- % 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*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
2.6%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	=	0.0%
BRAZIL B&R			

51% - 100%

3% - 50%

1% - 2%

0

Did not participate in the survey

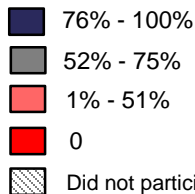


- % of fruit and vegetables that are sourced from certified organic agriculture (in kg)
- % calculated from:
 1. *Number of kg of certified organically grown fruit and vegetables*
 2. *Total volume in kg of fruit and vegetables purchased*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
51.4%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
9.7%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↓	9.7%
BRAZIL B&R			



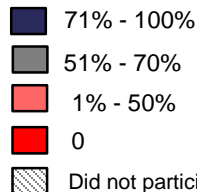
- % of beef raised and consumed within the country (in kg)

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

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
70.4%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
10.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↓	10.3%
BRAZIL B&R			



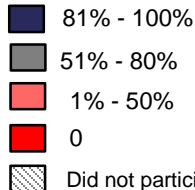
- % of poultry raised and consumed within the country (in kg)

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

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
80.3%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	=	100%
BRAZIL B&R			



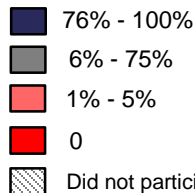
- % of pork raised and consumed within the country (in kg)

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

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
5.2%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
9.7%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↓	9.7%
BRAZIL B&R			



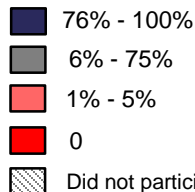
- % of beef that is certified to an Animal Welfare standard (in kg)

- % 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*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
5.8%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↓	0.0%
BRAZIL B&R			



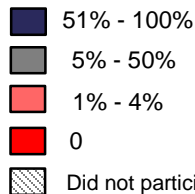
- % of pork that is certified to an Animal Welfare standard (in kg)

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

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
4.7%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	=	0.0%
BRAZIL B&R			



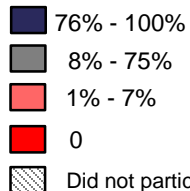
- % of pork that is not raised in gestation crates (in kg)

- % 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*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
7.9%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
10.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↓	10.3%
BRAZIL B&R			



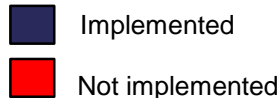
- % of poultry that is certified to an Animal Welfare standard (in kg)

- % calculated from:
 1. *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*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
95.3%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			



- % 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)?”*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
84.1%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			

■ Implemented

■ Not implemented

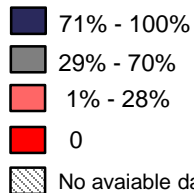


- % of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier Charter signed by meat and dairy suppliers
- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *“Do you ask your suppliers to sign the Sodexo Animal Welfare Supplier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

Responsible Sourcing



- % of cage free eggs (of the total of shell eggs purchased by Sodexo)



Key Figures

Fiscal 2017
OSS
25.4%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	=	0.0%
BRAZIL B&R			



- % of cage free eggs (of the total of shell eggs purchased by Sodexo)

- **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 : $(\text{Number of barn raised shell eggs} + \text{Number of free range (including organic) shell eggs}) / \text{Total number of shell eggs}$

Responsible Sourcing



- % of cage free liquid eggs (of the total liquid eggs purchased by Sodexo)



Key Figures

Fiscal 2017
OSS
28.6%

Fiscal 2016
BRAZIL
4.3%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	4.3%	↓	0.0%
BRAZIL B&R			

51% - 100%

16% - 50%

1% - 15%

0

No available data



- % of cage free liquid eggs as a total of liquid eggs (of the total liquid eggs purchased by Sodexo)
- **To qualify to this indicator**, the country must provide **data related** to the 3 following questions:
 1. *Volume in litres of barn raised liquid eggs*
 2. *Volume in litres of free range (including organic) liquid eggs*
 3. *Total volume of liquid eggs*
- Calculation method is as follows : $(\text{Volume in litres of barn raised liquid eggs} + \text{Volume in litres of free range (including organic) liquid eggs}) / \text{Total volume of liquid eggs}$

Sustainable Palm Oil

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
86.5%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ 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?*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
82.6%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented

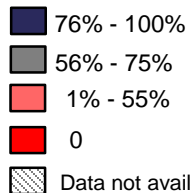


- % of On-site Services revenues of countries requiring sustainable palm oil for their frying oil and margarine
- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *Have you included the Sustainable Palm Oil RFI in your margarine and frying oil tenders ?*

Responsible Sourcing



■ % of physical certified sustainable palm oil (CSPO)



Key Figures

Fiscal 2017
OSS
31.8%

Fiscal 2016
BRAZIL
0%

Fiscal 2017
BRAZIL
No data

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%		
BRAZIL B&R			



- % of physical certified sustainable palm oil (CSPO)

- To qualify to this indicator, the country must provide **data related** to the 2 following questions:
 1. *Volume of palm oil purchased for cooking (kg)*
 2. *Volumes of certified sustainable palm oil purchased broken down into GreenPalm/RSPO PalmTrace, mass balance, segregated and identity preserved*

- Calculation method is as follows:

(Volume of mass balance certified sustainable palm oil purchased \pm Volume of segregated certified sustainable palm oil purchased \pm Volume of identity preserved certified sustainable palm oil purchased)

Total volume of palm oil purchased



Sustainable Fish and Seafood

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
92.4%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			

■ Implemented

■ Not implemented



- % of On-site Services revenues of countries having the Sodexo Sustainable Seafood 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 Sustainable Seafood Supplier Charter available in your national language(s) ?”*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
91.6%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R			

■ Implemented

■ 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 ?”*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
72.8%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented



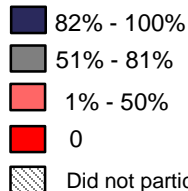
- % of On-site Services revenues of countries having MSC certification
- To qualify for this indicator, the country must reply “**yes**” to the following question:
 1. *Do you have BtoB (Supply Chain) or BtoC (Site level) MSC certification?*

Responsible Sourcing



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

** green listed or orange listed meeting control measures per Sodexo Sustainable Seafood Sourcing Guide



Key Figures

Fiscal 2017
OSS
83.7%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	=	100%
BRAZIL B&R			

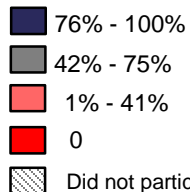


- % of sustainable fish and seafood which is sustainable as a % of total seafood (kg)
- **To qualify to this indicator**, the country must provide **data related** to the 3 following questions:
 1. *Volume in kg of green listed species purchased*
 2. *Volume in kg of orange listed species purchased which 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

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
41.3%

Fiscal 2016
BRAZIL
0%



Fiscal 2017
BRAZIL
87.3%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	0.0%	↗	87.3%
BRAZIL B&R			



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

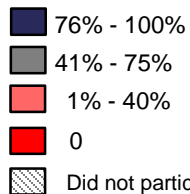
- % calculated from:
 1. *Volume in kg of certified sustainable (e.g. MSC, Alaska RFM, Iceland RFM, GlobalGAP, BAP, ASC, Organic) seafood*
 2. *Total volume in kg of fish and seafood purchased*

Sustainable Equipment and Supplies

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
68.4%

Fiscal 2016
BRAZIL
99.7%



Fiscal 2017
BRAZIL
92.0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	99.7%	↓	92.0%
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*

Responsible Sourcing



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



76% - 100%

37% - 75%

1% - 36%

0

Did not participate in the survey

Key Figures

Fiscal 2017
OSS
36.2%

Fiscal 2016
BRAZIL
99.7%



Fiscal 2017
BRAZIL
67.5%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	99.7%	↓	67.5%
BRAZIL B&R			



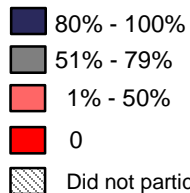
- % spend on certified sustainable chemicals as a % of total chemicals

- % 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*

Responsible Sourcing



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



Key Figures

Fiscal 2017
OSS
80.0%

Fiscal 2016
BRAZIL
37.3%



Fiscal 2017
BRAZIL
44.4%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	37.3%	↗	44.4%
BRAZIL B&R			

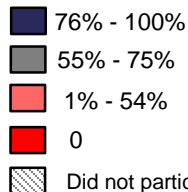


- % spend on certified paper disposables as a % of total paper disposables
- % calculated from:
 1. Spend on certified sustainable disposable paper (e.g. FSC, PEFC, SFI, CSA, European Flower, Nordic Swan)
 2. Total spend on paper disposables

Responsible Sourcing



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



Key Figures

Fiscal 2017
Group
54.0%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
99.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	100%	↘	97.3%
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

Environment Management



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



Key Figures

Fiscal 2017
OSS
48.0%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented



- % 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?*

Environment Management



- % of Group revenues of countries having one or more ISO 14001 certification



Key Figures

Fiscal 2017
Group
93.6%

Fiscal 2016
BRAZIL
67.0%



Fiscal 2017
BRAZIL
68.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	No	=	No

■ Implemented

■ Not implemented



- % of Group revenues of countries having one or more 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?”*

Environment Management



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



Key Figures

Fiscal 2017
OSS
20.8%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented



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

Energy & Emissions

Environment Management



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



Key Figures

Fiscal 2017
OSS
67.7%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ 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?”*

Environment Management



■ % of Group revenues of countries purchasing renewable electricity



Key Figures

Fiscal 2017
Group
20.7%

Fiscal 2016
BRAZIL
33.0%



Fiscal 2017
BRAZIL
31.4%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



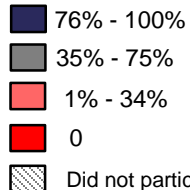
- % of Group revenues of countries purchasing renewable electricity

- **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?”*

Environment Management



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



Key Figures

Fiscal 2017
OSS
34.2%

Fiscal 2016
BRAZIL
69.5%



Fiscal 2017
BRAZIL
66.0%



- % 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?*

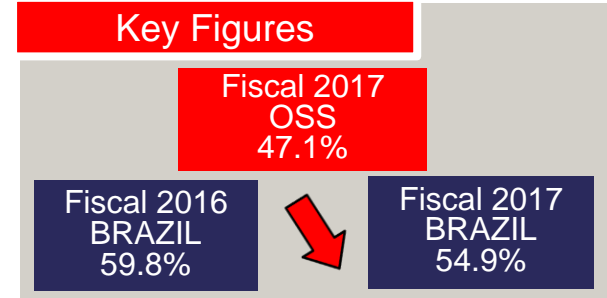
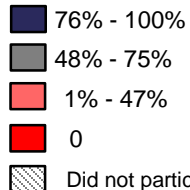
and yes to 3 from the 7 remaining questions:

- *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?*

Environment Management



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



Environment Management



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

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?
 - Use vending equipment timers or optimizers

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

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

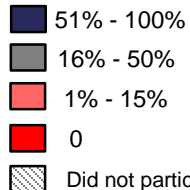
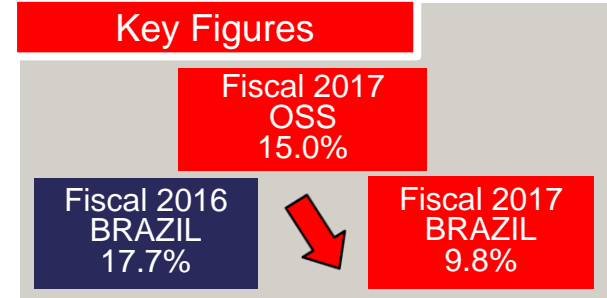
+

- **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?

Environment Management



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



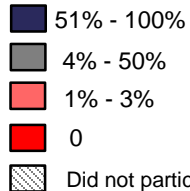


- **% of client sites which are able to accurately measure their progress to reduce their consumption of energy**
- **To qualify for this indicator**, sites have to respond « yes » to one of the 3 options of the first question below:
 - *Do you measure and track the quantity of energy (electricity, gas) 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?*

Environment Management



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



Key Figures

Fiscal 2017
OSS
3.5%

Fiscal 2016
BRAZIL
2.4%



Fiscal 2017
BRAZIL
0%



- % 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?*

Water & Effluents

Environment Management



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



Key Figures

Fiscal 2017
OSS
40.0%

Fiscal 2016
BRAZIL
62.2%



Fiscal 2017
BRAZIL
57.5%

Environment Management



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

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

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

and “yes” to the 2 following questions

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

and “yes” to:

4 others from the 8 remaining questions for Food Service

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

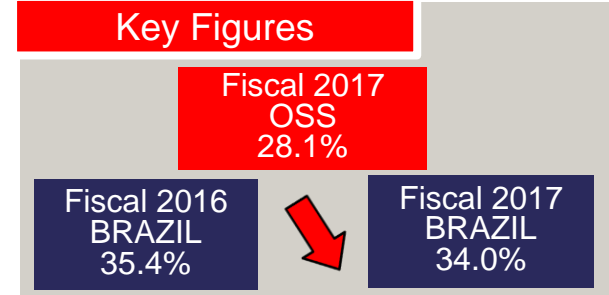
3 others from the 7 remaining questions for EB and EI

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

Environment Management



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



51% - 100%

29% - 50%

1% - 28%

0

Did not participate in the survey

Environment Management



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

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

Environment Management



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



Key Figures

Fiscal 2017
OSS
11.8%

Fiscal 2016
BRAZIL
14.6%



Fiscal 2017
BRAZIL
14.4%

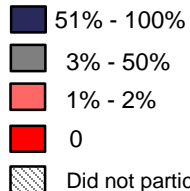


- **% of client sites which are able to accurately measure their progress to reduce their consumption of blue water**
- **To qualify for this indicator**, sites have to respond “yes” to one of the 3 options of the first question below:
 - *Do you measure and track the quantity of water consumed by Sodexo 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?*

Environment Management



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



Key Figures

Fiscal 2017
OSS
2.7%

Fiscal 2016
BRAZIL
6.1%



Fiscal 2017
BRAZIL
3.3%



- % 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

Environment Management



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



Key Figures

Fiscal 2017
OSS
90.3%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	↘	No
BRAZIL B&R			

■ Implemented

■ Not implemented



- % 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 authorized Used Cooking Oil collection supplier(s) recover and recycle the used cooking oil collected?”*

Environment Management



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



Key Figures

Fiscal 2017
OSS
40.7%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented



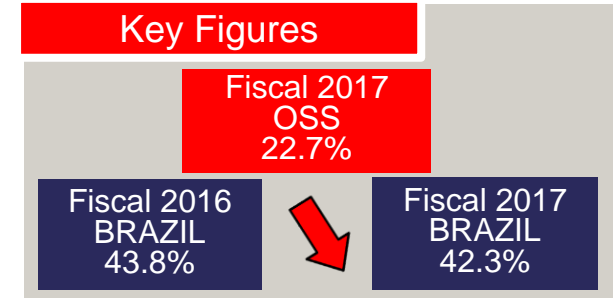
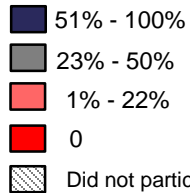
- % of On-site Services revenues of countries ensuring that the Organic Waste collection supplier(s) recover the organic waste collected

- **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?”*

Environment Management



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



Environment Management

Only sites providing
foods services or
landscaping services

■ % of client sites implementing heightened awareness and behavioral steps to reduce their 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)?*

Environment Management



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



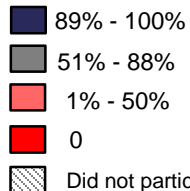
Key Figures

Fiscal 2017
OSS
88.2%

Fiscal 2016
BRAZIL
91.9%



Fiscal 2017
BRAZIL
83.2%



Environment Management

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

Only sites providing
foodservices or
landscaping services

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 Program).?

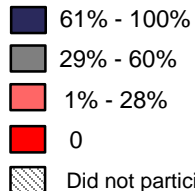
1 question from 3 for Employee and Business sites providing landscaping

- 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

Environment Management



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



Key Figures

Fiscal 2017
OSS
28.0%

Fiscal 2016
BRAZIL
70.0%



Fiscal 2017
BRAZIL
73.8%

Environment Management



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?*

Environment Management



■ % of client sites implementing initiatives to recover organic waste



Key Figures

Fiscal 2017
OSS
42.0%

Fiscal 2016
BRAZIL
60.0%



Fiscal 2017
BRAZIL
54.4%

76% - 100%

43% - 75%

1% - 42%

0

Did not participate in the survey

Environment Management



Only sites providing
foodservices or
landscaping services

- % of client sites implementing initiatives to recover 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)?*

Environment Management



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



Key Figures

Fiscal 2017
OSS
5.0%

Fiscal 2016
BRAZIL
19.4%



Fiscal 2017
BRAZIL
14.8%

76% - 100%

6% - 75%

1% - 5%

0

Did not participate in the survey

Environment Management

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?*

Environment Management



■ % of client sites where Used Cooking Oil is recovered



Key Figures

Fiscal 2017
OSS
84.5%

Fiscal 2016
BRAZIL
80.7%



Fiscal 2017
BRAZIL
81.4%

Environment Management



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

Environment Management



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



Key Figures

Fiscal 2017
OSS
40.3%

Fiscal 2016
BRAZIL
0%

=

Fiscal 2017
BRAZIL
0%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R			

■ Implemented

■ Not implemented

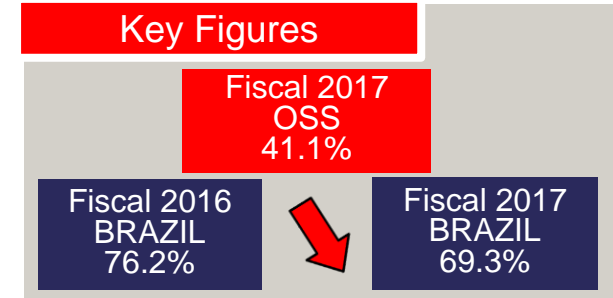
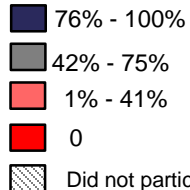


- % of On-site Services revenues of countries ensuring that the Non Organic Waste collection supplier(s) recover the non organic waste collected
- **To qualify for this indicator**, the country must reply “**yes**” to the following question:
 1. *“Do you ensure that authorized non organic waste collection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

Environment Management



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





- % of client sites implementing heightened awareness and behavior steps to reduce their 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*

Environment Management



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



Key Figures

Fiscal 2017
OSS
80.7%

Fiscal 2016
BRAZIL
78.7%



Fiscal 2017
BRAZIL
79.7%



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

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!)
 - 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

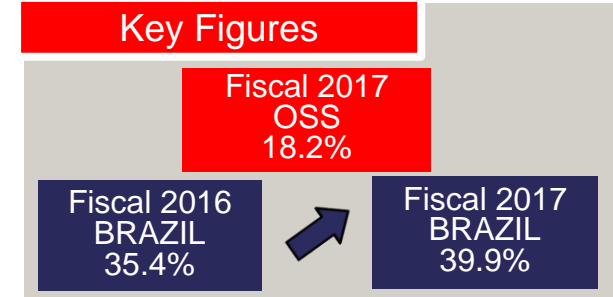
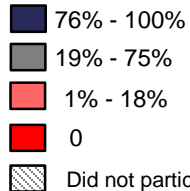
3 questions from 8 for Employee and Business sites Equipment and Infrastructure sites

- 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 Better Tomorrow 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

Environment Management



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



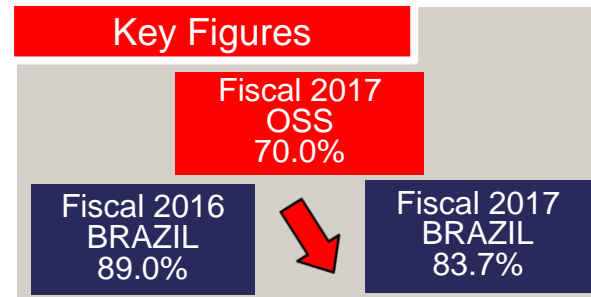


- % of client sites which are able to accurately measure their non organic waste reduction progress
- **To qualify for this indicator**, sites have to respond “yes” to one of the 5 options of the first question below:
 - *Do you measure and track the quantity of non-organic waste generated by Sodexo 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?*

Environment Management



- % of client sites implementing initiatives to recover non organic waste



71% - 100%

51% - 70%

1% - 50%

0

Did not participate in the survey



■ % of client sites implementing initiatives to recover non organic waste

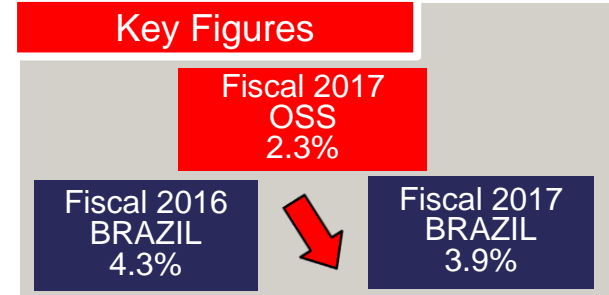
■ To qualify for this indicator, sites have to respond « yes » to one of the 4 principal questions :

1. *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?
2. *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?
3. *Do you compact waste for recovery?*
4. *Do you use a Sodexo or client supplier to collect non-organic waste?*

Environment Management



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



76% - 100%

3% - 75%

1% - 2%

0

Did not participate in the survey



- % of 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 COMMUNITIES AS A CORPORATE CITIZEN

9 COMMITMENTS	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 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



Engagement

Societal Change



- % 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, Women Empowerment and Waste



Key Figures

Fiscal 2017
Group
93.2%

Fiscal 2016
BRAZIL
100%

=

Fiscal 2017
BRAZIL
100%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	=	Yes
BRAZIL B&R	Yes	=	Yes

■ Implemented

■ Not implemented



- % 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, Women Empowerment and Waste

- 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", Partner Inclusion, Women Empowerment and Waste?*

Societal Change



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



■ Implemented
■ Not implemented

Key Figures

Fiscal 2017
Group
64.9%

Fiscal 2016
BRAZIL
100%



Fiscal 2017
BRAZIL
31.4%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	Yes	↓	No
BRAZIL B&R	Yes	=	Yes



- % 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:
 1. *Have you received any external awards or recognitions for your Corporate Responsibility actions during the year ?*

Societal Change



- % of Group revenues of countries with initiatives to improve the quality of life of women



Key Figures


Fiscal 2017
Group
77.1%

Fiscal 2017
BRAZIL
68.6%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL			Yes
BRAZIL B&R			No

■ Implemented
■ Not implemented



- % of Group revenues of countries with initiatives to improve the quality of life of women 
- **To qualify for this indicator**, the country must reply “**yes**” to the following question :
 1. *If yes, are you collaborating with external organizations to drive progress on that/these issue(s) ?*

Our commitment to ENVIRONMENT AS A CORPORATE CITIZEN

9 COMMITMENTS	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 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

Champion Sustainable Resource Usage

Champion Sustainable Resource Usage



- % of Group revenues of countries working to deliver on the United Nations food waste objective



Key Figures

Fiscal 2017
Group
69.0%

Fiscal 2016
BRAZIL
33.0%



Fiscal 2017
BRAZIL
31.4%

Country Name	Fiscal 2016		Fiscal 2017
BRAZIL	No	=	No
BRAZIL B&R	Yes	=	Yes

■ Implemented
■ Not implemented



- % of Group revenues of countries working to deliver on the United Nations food waste objective

- **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 ?”*

Agenda - Fiscal 2017 Corporate Responsibility Report – BRAZIL



01

Essential to
improving Quality
of Life

03

Corporate
Responsibility and
Performance :
BRAZIL



02

Progress
with
Purpose



04

Q&A

Thank You