

Fiscal 2018 Corporate Responsibility Report BRAZIL

Agenda - Fiscal 2018 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

A background image showing the lower bodies and hands of several people standing on a sandy beach, holding their hands together in a circle. The image is slightly blurred and has a soft, warm color palette. The text is overlaid on this image in two white boxes.

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

BETTER TOMMOROW 2025 – OUR 9 COMMITMENTS AND OBJECTIVES



OUR IMPACT ON INDIVIDUALS



OUR IMPACT ON COMMUNITIES



OUR IMPACT ON THE ENVIRONMENT



OUR ROLE AS AN EMPLOYER

Improve the Quality of Life of our employees safely

80% Employee Engagement rate

Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve

100% of our employees work in countries that have gender balance in their management populations

Foster a culture of environmental responsibility within our workforce and workspaces

100% of our employees are trained on sustainable practices



OUR ROLE AS A SERVICE PROVIDER

Provide and encourage our consumers to access healthy lifestyle choices

100% of our consumers are offered healthy lifestyle options everyday

Promote local development, fair, inclusive and sustainable business practices

10 billion euro of our business value benefiting SMEs

Source responsibly and provide management services that reduce carbon emissions

34% reduction of carbon emissions



OUR ROLE AS A CORPORATE CITIZEN

Fight hunger and malnutrition

100 million Stop Hunger beneficiaries

Drive diversity and inclusion as a catalyst for societal change

500,000 women in communities educated through job training centres

Champion sustainable resource usage

50% reduction in our food waste

3 AREAS OF FOCUS...

GENDER BALANCE



FOOD WASTE



SMALL AND LOCAL BUSINESS

Agenda - Fiscal 2018 Corporate Responsibility Report – BRAZIL

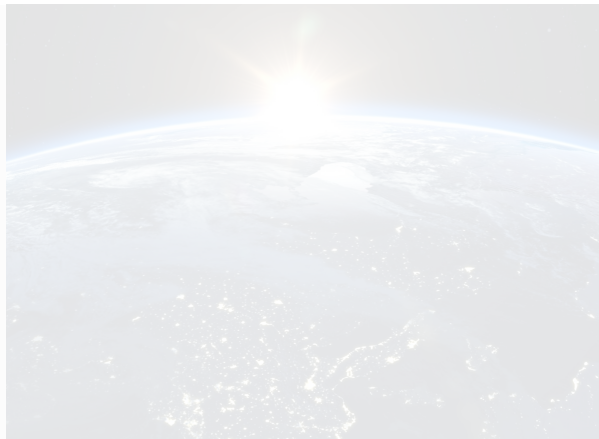


01

Corporate
Responsibility and
Quality of Life

03

Corporate
Responsibility
Performance:
BRAZIL



02

Our Corporate
Responsibility
Roadmap : Impact
and Reporting



04

Q&A

PERFORMANCE AND METRICS

WHY WE DO IT?

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

Contributing to growth and reporting our Corporate Responsibility Performance

At various levels:

- Company level
- Regional/Segment level
- Country/Activity level
- Site level
- Client (group of sites) level

Reporting to Rating Agencies & Analysts



Complying to GRENELLE II (French Law)

- Setting up the framework for indicators that have to be published
- Required to report representative indicators for the whole Company
- Conduct an annual Third-party Audit

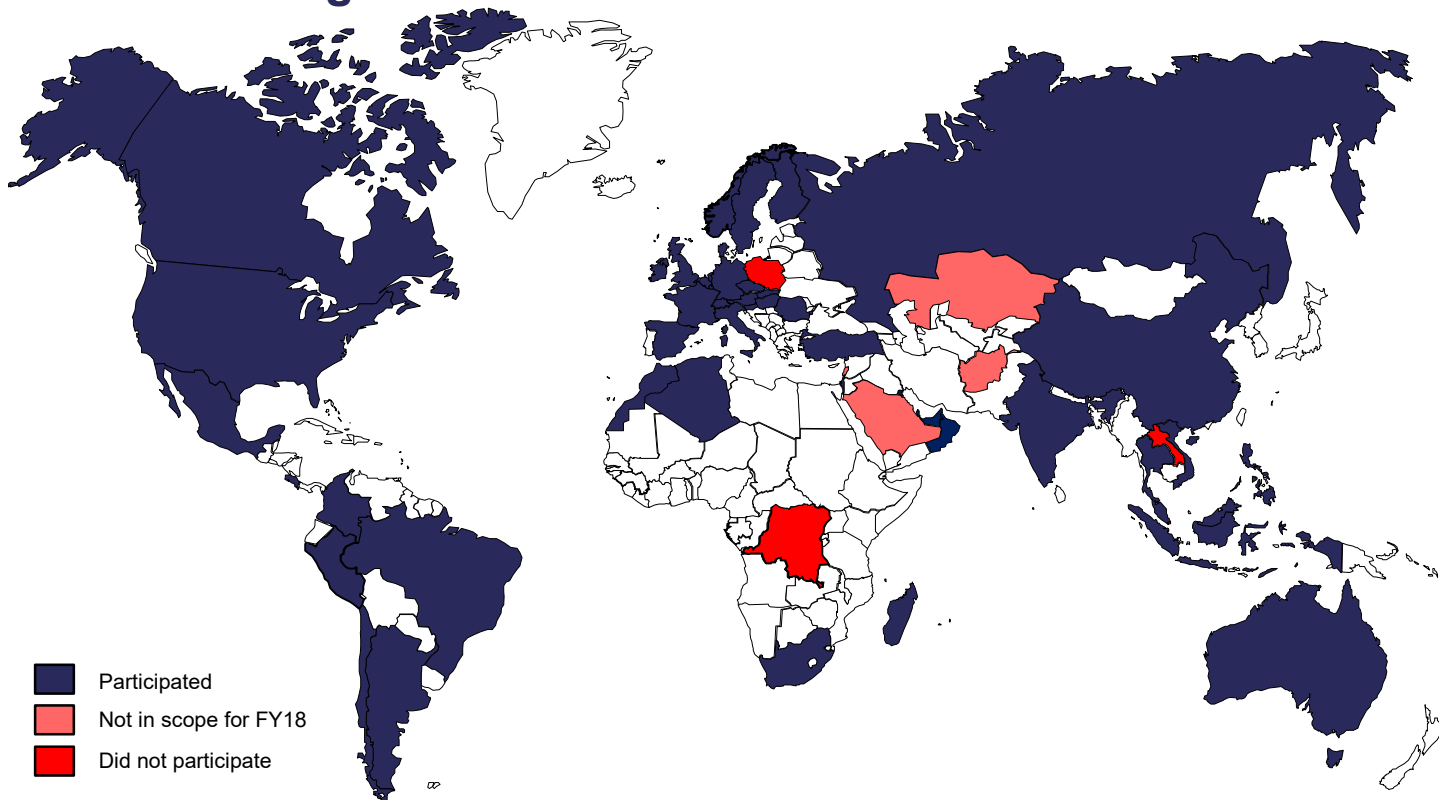
Our annual Corporate Responsibility reporting covers more than 95% of or Group Revenues:

- Site Survey: 80% participation rate
- Country Survey: 72 On-Site Services and Benefits and Rewards entities
- Carbon Calculation: 32 On-Site Services and Benefits and Rewards entities

PERFORMANCE AND METRICS



■ Coverage rate



Key Figures

Our Business Units

Sodexo On-Site Services
49 countries have participated

3 countries did not participate in FY18 :

- DRC / Laos / Poland

Newcomer country this year : Spain

Sodexo Benefits & Rewards

23 countries have participated

4 countries did not participate in FY18 :

- Austria BRS / Colombia BRS / Czech Republic BRS / Peru BRS

Newcomer countries this year : Mexico BRS, Poland BRS, UK BRS, USA BRS (Inspirus)

BRAZIL SURVEYS PARTICIPATION RATE HIGHLIGHTS

100%

FY18 **COUNTRY SURVEY**

BRAZIL Top leader region in our Occupational Health & Safety, Food & Safety, Diversity and Inclusion, Local Fruit & Vegetables, Beef, Poultry and Pork KPIs

94.0%

FY18 **SITE SURVEY**

BRAZIL Site Managers participation rate

Agenda - Fiscal 2018 Corporate Responsibility Report – BRAZIL

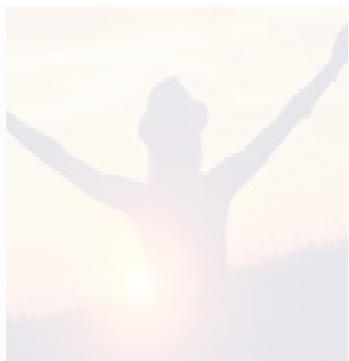


01

Corporate
Responsibility and
Quality of Life

02

Our Corporate
Responsibility
Roadmap : Impact
and Reporting



03

Corporate
Responsibility
Performance:
BRAZIL



04

Q&A



OUR COMMITMENT TO INDIVIDUALS AS AN EMPLOYER FOSTERING EMPLOYEE ENGAGEMENT

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

BRAZIL

BRAZIL employee engagement rate (%)



HOW TO ACHIEVE THIS COMMITMENT

OUR EMPLOYEE ENGAGEMENT ACTIONS

- Focus on employee well-being and development and providing a workplace in which each person can contribute their best
- Reach 80% Engagement Rate

OUR COMMITMENT TO COMMUNITIES AS AN EMPLOYER PROMOTE GENDER DIVERSITY AND BALANCE

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR GENDER DIVERSITY AND BALANCE ACTIONS

- A lot must be done to improve gender equality
- By 2025 at least 40% of our senior leaders should be women

BRAZIL

Gender Balance

Women in management positions as a % of total 2182 BRAZIL managers in 2018



OUR COMMITMENT TO COMMUNITIES AS AN EMPLOYER

PROMOTE GENDER DIVERSITY AND BALANCE

A better tomorrow **for everyone**

Brazil

Gender Balance

Women in management positions
as a % of total 2040 Brazil managers in 2018



Brazil BRS

Gender Balance

Women in management positions
as a % of total 142 Brazil BRS managers in 2018



OUR COMMITMENT TO ENVIRONMENT AS AN EMPLOYER TRAINING IN SUSTAINABLE PRACTICES

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR TRAINING IN SUSTAINABLE PRACTICES ACTION

- Partnering with other companies and organizations to go further in promoting sustainable practices, optimizing natural resource use and sharing environmental initiatives and innovations
- Goal is to train 100% of our employees on sustainable practices

BRAZIL

% of client sites with training on sustainable practices



OUR COMMITMENT TO INDIVIDUALS AS A SERVICE PROVIDER

10 GOLDEN RULES

A better tomorrow **for everyone**

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR 10 GOLDEN RULES ACTION

- Focus on two major issues: developing and advocating healthy and sustainable choices that improve quality of life and sourcing locally and inclusively
- Objective by 2025: 100% of our consumers are offered healthy lifestyle options every day

BRAZIL

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



OUR COMMITMENT TO COMMUNITIES AS A SERVICE PROVIDER

SUPPORT LOCAL COMMUNITIES / PROMOTING SMALL AND LOCAL BUSINESS

A better tomorrow **for everyone**

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR LOCAL COMMUNITIES ACTIONS

- Contribute to the economic and social development of local communities in all countries where we operate and make a positive impact on their quality of life through our business activities
- Deliver 10 billion euros of business value (2 billion for On-Site Services and 8 billion from Benefits and Rewards) to local merchants and supplier partners in communities by 2025

BRAZIL

% of purchasing spend with SMEs



OUR COMMITMENT TO ENVIRONMENT AS A SERVICE PROVIDER

REDUCE OUR CARBON FOOTPRINT

A better tomorrow for everyone

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

BRAZIL

Scope 1 and 2*

reduction in carbon emissions (compared to 2011 baseline) (%)



HOW TO ACHIEVE THIS COMMITMENT

OUR CARBON REDUCTION TARGET ACTIONS

- Deploy facilities management services to help reduce carbon emissions from the sites we manage
- Reach 34% reduction of carbon emissions by 2025**

*: Scope 1 includes energy consumption and carbon emissions related to the fuel consumed by vehicles used by Sodexo as well as from its consumption of natural gas for the offices and sites where Sodexo has operational control

** : Scope 2 includes the electricity consumption for the offices and sites where Sodexo has operational control and is market-based

** : Absolute reduction in Scope 1, Scope 2 and Scope 3 carbon emissions, compared to a 2011 baseline



OUR COMMITMENT TO ENVIRONMENT AS A SERVICE PROVIDER

A better tomorrow for everyone

REDUCE OUR CARBON FOOTPRINT

Brazil

Scope 1 and 2*

reduction in carbon emissions (compared to 2011 baseline) (%)



Brazil BRS

Scope 1 and 2*

reduction in carbon emissions (compared to 2011 baseline) (%)



OUR COMMITMENT TO COMMUNITIES AS A CORPORATE CITIZEN

PROMOTE WOMEN EMPOWERMENT

A better tomorrow **for everyone**

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	Ensure a diverse workforce and inclusive culture that reflects and enriches communities we serve	Foster a culture of environmental responsibility within our workforce and workplaces
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR WOMEN EMPOWERMENT ACTIONS

- Collaboration with our partners and sharing our expertise to develop women business are key assets for advancing towards gender equality
- Objective by 2025: 500 000 women in communities educated through job training centers

BRAZIL

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



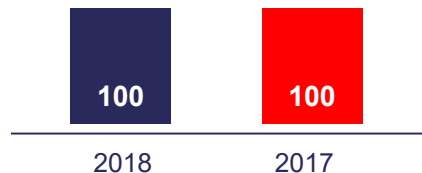
OUR COMMITMENT TO COMMUNITIES AS A CORPORATE CITIZEN

PROMOTE WOMEN EMPOWERMENT

A better tomorrow **for everyone**

Brazil

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



Brazil BRS

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



OUR COMMITMENT TO ENVIRONMENT AS A CORPORATE CITIZEN

PREVENTING FOOD WASTE

A better tomorrow **for everyone**

9 Better Tomorrow commitments

Improve the Quality of Life of our employees safely	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
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
Fight hunger and malnutrition	Drive diversity and inclusion as a catalyst for societal change	Champion sustainable resource usage

HOW TO ACHIEVE THIS COMMITMENT

OUR FOOD WASTE PREVENTION ACTIONS

- We are committed to tracking food waste at all of our sites as part of our Better Tomorrow 2025 objectives
- As a member of Champions 12.3, initiative linked to the United Nations Sustainable Development Goal 12.3, Sodexo has joined a global effort to reduce food waste by 50% by 2030

BRAZIL

Stakeholder Engagement

Group revenues of countries working to deliver on the United Nations' food waste objective(%)

29,2	31,4	33
2018	2017	2016



OUR COMMITMENT TO ENVIRONMENT AS A CORPORATE CITIZEN

A better tomorrow for everyone

PREVENTING FOOD WASTE

Brazil
Stakeholder Engagement
Group revenues of countries working to deliver on the United Nations' food waste objective (%)



Brazil BRS
Stakeholder Engagement
Group revenues of countries working to deliver on the United Nations' food waste objective (%)



Agenda - Fiscal 2018 Corporate Responsibility Report – BRAZIL

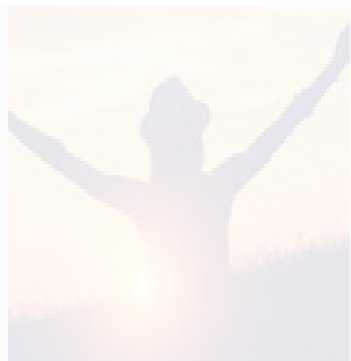


01

Corporate
Responsibility &
Quality of Life

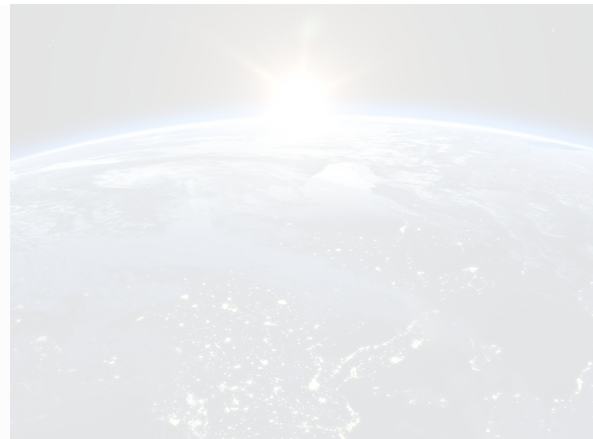
02

Our Corporate
Responsibility
Roadmap : Impact
and Reporting



03

Corporate
Responsibility
Performance :
BRAZIL



04

Q&A

Thank You