

UNITED NATIONS GLOBAL COMPACT COMMUNICATION ON PROGRESS FISCAL 2018

June 2019

Sodexo has been a signatory of the UN Global Compact since 2003.

We reconfirm our commitment to the ten principles, and these are reflected in Sodexo's Better Tomorrow 2025, our worldwide Corporate Responsibility roadmap covering 72 countries, 32,000 sites and 460,000 employees. Better Tomorrow 2025 is an evolved version of the Better Tomorrow Plan which was launched in 2009. In Fiscal 2016, we reinforced our commitments by finalizing Better Tomorrow 2025, which we have thoroughly mapped to the United Nations Sustainable Development Goals.

Specifically, as a signatory of the **Women's Empowerment Principles** (WEPs) we are acting on advancing gender equity and women's empowerment in the workplace; and as a participant in the **Champions 12.3** global coalition we are tackling food loss and waste throughout our value chain.

Whilst we have made progress against our commitments to operate responsibly, as outlined in our Fiscal 2018 Registration Document, we recognize the need to constantly challenge ourselves, both to meet the changing expectations of our stakeholders and to drive long term growth.

"Our clients and customers are increasingly interested in how our services can support their own sustainability efforts, through healthy and sustainable food options, our growth model that promotes inclusive partnerships with local businesses and by tackling waste. All these actions are crucial as they reduce carbon emissions and support our clients' transition to a low carbon economy and avoid the worst impacts of climate change."

Denis MACHUEL, Chief Executive Officer

SODEXO, June 2019

In 2003, Sodexo joined the United Nations Global Compact and thereby made a commitment to respecting its ten principles. The Global Compact challenges businesses to operate according to ten principles covering bribery and corruption, human rights, labor and the environment. Since 2004, Sodexo has participated in the program and submitted a Communication on Progress (COP). The following Index is structured according to the 21 criteria for an Advanced Level Communication on Progress (COP) and is compiled from Sodexo's [Fiscal 2018 Registration Document](#) as well as the web site www.sodexo.com.

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

Criterion 1: Mainstreaming into corporate functions and business units	
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc.) ensuring no function conflicts with company's sustainability commitments and objectives.	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy.	<ul style="list-style-type: none"> Better Tomorrow 2025 – p. 68 - 72 Sodexo web site – Corporate Responsibility section
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35 and p.68 - 72
Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35 and p.68 - 72
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35 and p.68 - 72
Other established or emerging best practices: Materiality process	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35 and p.68 - 72
Criterion 2: Describes value chain implementation	
Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.34,35 and p.68 - 72 Responsible Sourcing Practices – p.95 Environmental practices – p.57; 94-96 Risk factors – p.241-246 Risk management and internal control process – p.11; 236-241
Communicate policies and expectations to suppliers and other relevant business partners	<ul style="list-style-type: none"> Sodexo web site – Responsible Sourcing section Responsible Sourcing Practices – p.95 Partner Inclusion Program – p.72; 94 Vigilance Plan – p. 231-235
Implement monitoring and assurance mechanisms (e.g., audits/screenings) for compliance within the company's sphere of influence	<ul style="list-style-type: none"> Sodexo web site – Responsible Sourcing section Vigilance Plan – p. 231-235 Responsible Sourcing Practices – p.95 Partner Inclusion Program – p.72; 94 Risk management and internal control process – p.11; 236-241 Sodexo Supplier Code of Conduct – all

Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	<ul style="list-style-type: none"> Sodexo web site – Responsible Sourcing section Vigilance Plan – p. 231-235 Responsible Sourcing Practices – p.95 Partner Inclusion Program – p.72; 94 Sodexo web site – Supply Management Expertise
Other established or emerging best practices: Participation in collaborative initiatives to accelerate transformation in the value chain:	<ul style="list-style-type: none"> Clinton Global Initiative - all Global Sustainable Seafood Initiative - (www.seafoodtaskforce.global) Agreement with the Marine Stewardship Council (MSC) - all Palm Oil – RSPO member since 2011 Technical agreement with WWF since 2010 Initiator and founding member of the International Food Waste Coalition – IFWC (www.internationalfoodwastecoalition.org) Founding member of Global Coalition for Animal Welfare - (www.gc-animal-welfare.org)
Criterion 3: Robust commitments, strategies or policies in the area of human rights	
Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business Conduct “Speak-up”– p.234 Sodexo web site – Sodexo - Corporate Citizen
Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business conduct – all “Sodexo – IUF” International Framework Agreement– all Human Rights policy Ethical principles – Sustainable Development contract
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business conduct – all “Sodexo – IUF” International Framework Agreement– all Human Rights policy Ethical principles – Sustainable Development contract

Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)	<ul style="list-style-type: none"> • Our commitments as an employer – p.65: 69; 93 • Responsible business conduct – all • “Sodexo – IUF” International Framework Agreement– all • Human Rights policy • Ethical principles – Sustainable Development contract • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Other established or emerging best practices: Active participation in ILO working groups	<ul style="list-style-type: none"> • “Sodexo – IUF” International Framework Agreement– all • Our commitments as an employer – p.65: 69; 93
Criterion 4: Describes effective management systems to integrate the human rights principles	
Process to ensure that internationally recognized human rights are respected	<ul style="list-style-type: none"> • Human Rights policy • Ethical principles – Sustainable Development contract • Responsible business conduct – all
On-going due diligence process that includes an assessment of actual and potential human rights impacts	<ul style="list-style-type: none"> • Human Rights policy • Due diligence - “Speak-up”– p.231 - 235 • Ethical principles – Sustainable Development contract • Responsible business conduct – all
Internal awareness-raising and training on human rights for management and employees	<ul style="list-style-type: none"> • Due diligence - “Speak-up”– p.231 - 235 • Responsible business conduct – all
Operational-level grievance mechanisms for those potentially impacted by the company’s activities (BRE 4 + ARE 4)	<ul style="list-style-type: none"> • Due diligence - “Speak-up”– p.231 - 235 • Responsible business conduct – all • Human Rights policy
Allocation of responsibilities and accountability for addressing human rights impacts	<ul style="list-style-type: none"> • Our commitments as an employer – p.65: 69; 93 • Responsible business conduct – all • Human Rights policy • Code of conduct for Senior Managers
Internal decision-making, budget and oversight for effective responses to human rights impacts	<ul style="list-style-type: none"> • Our commitments as an employer – p.65: 69; 93 • Responsible business conduct – all • Human Rights policy • Code of conduct for Senior Managers
Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)	<ul style="list-style-type: none"> • Our commitments as an employer – p.65: 69; 93 • Responsible business conduct – all • Human Rights policy

Criterion 5: Describes effective monitoring and evaluation mechanisms of human rights integration	
Monitoring draws from internal and external feedback, including affected stakeholders	<ul style="list-style-type: none"> • Due diligence - “Speak-up” – p.231 - 235 • Responsible business conduct – all
Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)	<ul style="list-style-type: none"> • Due diligence - “Speak-up” – p.231 - 235 • Responsible business conduct – all • Human Rights policy • Statement of Business Integrity
Criterion 6: Describes robust commitments, strategies or policies in the area of labor	
Reference to principles of relevant international labor standards (ILO Conventions) and other normative international instruments in company policies	<ul style="list-style-type: none"> • Due diligence - “Speak-up” – p.231 - 235 • Responsible business conduct – all • Human Rights policy • Statement of Business Integrity
Reflection on the relevance of the labor principles for the company	<ul style="list-style-type: none"> • Responsible business conduct – all • Human Rights policy • Statement of Business Integrity
Written company policy to obey national labor law, respect principles of relevant international labor standards in worldwide company operations and engage in dialogue with representative organization of the workers (international, sectoral, national).	<ul style="list-style-type: none"> • Human Rights policy
Inclusion of reference to the principles contained in the relevant international labor standards in contracts with suppliers and other relevant business partners	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • “Sodexo – IUF” International Framework Agreement – all • Human Rights policy • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	<ul style="list-style-type: none"> • Human Rights policy • Diversity and Inclusion - all
Participation and leadership by employers’ organizations (international and national) to jointly address challenges related to labor standards in the countries of operation, possibly in a tripartite approach (business – trade union – government)	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all
Structural engagement with a global union, possibly via a Global Framework Agreement	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • “Sodexo – IUF” International Framework Agreement – all
Other established or emerging best practices: Sodexo UK - Promoting an inclusive culture - a set of commitments which are designed to help Sodexo UK & Ireland contribute to achieving a fairer and better society	<ul style="list-style-type: none"> • Positive impact

Criterion 7: Describes effective management systems to integrate the labor practices	
Risk and impact assessments in the area of labor	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Due diligence - “Speak-up”– p.231 - 235
Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labor standards	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Due diligence - “Speak-up”– p.231 - 235
Allocation of responsibilities and accountability within the organization	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Due diligence - “Speak-up”– p.231 - 235
Internal awareness-raising and training on the labor principles for management and employees	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Due diligence - “Speak-up”– p.231 - 235
Active engagement with suppliers to address labor-related challenges	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Due diligence - “Speak-up”– p.231 - 235 • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	<ul style="list-style-type: none"> • Due diligence - “Speak-up”– p.231 - 235 • Responsible business conduct – all • Our commitments as an employer – p.65; 69; 93
Criterion 8: Describes effective monitoring and evaluation mechanisms of labor principles integration	
System to track and measure performance based on standardized performance metrics	<ul style="list-style-type: none"> • Indicators, reporting methodology and Statutory Auditor’s Report - p.99-101
Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labor standards.	<ul style="list-style-type: none"> • Due diligence - “Speak-up”– p.231 - 235 • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Process to positively engage with the suppliers to address the challenges through schemes to improve workplace practices	<ul style="list-style-type: none"> • Due diligence - “Speak-up”– p.231 - 235 • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide

Outcomes of integration of the Labor principles	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all
Criterion 9: Describes robust commitments, strategies or policies in the area of environmental stewardship	
Reflection on the relevance of environmental stewardship for the company	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section
Written company policy on environmental stewardship	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section • Animal welfare position paper • Plastics position paper • Sustainable Palm Oil position paper • Sustainable Seafood Supplier Charter • Circular Economy position paper • Due diligence - “Speak-up”– p.231 - 235 • Sodexo web site – Sodexo Supplier Code of Conduct • Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section • Due diligence - “Speak-up”– p.231 - 235 • Sodexo web site – Sodexo Supplier Code of Conduct
Specific commitments and goals for specified years	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section
Other established or emerging best practices: Leadership in the establishment of collaborative initiatives for example on waste through the International Food Waste Coalition and on sustainable seafood through the Global Sustainable Seafood Initiative	<ul style="list-style-type: none"> • Global Sustainable Seafood Initiative - (www.seafoodtaskforce.global) • Agreement with the Marine Stewardship Council (MSC) - all • Palm Oil – RSPO member since 2011 • Technical agreement with WWF since 2010 • Initiator and founding member of the International Food Waste Coalition – IFWC (www.internationalfoodwastecoalition.org) • Founding member of Global Coalition for Animal Welfare - (www.gc-animal-welfare.org)

Criterion 10: Describes effective management systems to integrate the environmental principles	
Environmental risk and impact assessments	<ul style="list-style-type: none"> • Environmental risks – p.244
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section • Circular Economy position paper
Allocation of responsibilities and accountability within the organization	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section • Executive compensation – p 250; 251
Internal awareness-raising and training on environmental stewardship for management and employees	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section
Other established or emerging best practices: Multi-stakeholder awareness raising processes, for example, WasteLESS Week	<ul style="list-style-type: none"> • Our commitments to the environment – p.35; 57; 95 • Sodexo web site – Positive impact • Sodexo web site – Environnement section
Criterion 11: Describes effective monitoring and evaluation mechanisms for environmental stewardship	
System to track and measure performance based on standardised performance metrics	<ul style="list-style-type: none"> • Indicators, reporting methodology and Statutory Auditor's Report - p.99-101
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Executive compensation – p 250; 251 • Indicators, reporting methodology and Statutory Auditor's Report - p.99-101
Process to deal with incidents	<ul style="list-style-type: none"> • Due diligence – p.231 - 235 • Environmental risks – p.244
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	<ul style="list-style-type: none"> • Indicators, reporting methodology and Statutory Auditor's Report - p.99-101 • Due diligence – p.231 - 235 • Environmental risks – p.244
Outcomes of integration of the environmental principles	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Executive compensation – p 250; 251 • Indicators, reporting methodology and Statutory Auditor's Report - p.99-101
Criterion 12: Describes robust commitments, strategies or policies in the area of anti-corruption	
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)	<ul style="list-style-type: none"> • Our commitments as an employer – p.65; 69; 93 • Responsible business conduct – all • Statement of Business Integrity • Due diligence - "Speak-up"– p.231 - 235

Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)	<ul style="list-style-type: none"> Responsible business conduct – all Sodexo web site – Business Integrity Guide
Detailed policies for high-risk areas of corruption (D4)	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business conduct – all Sodexo web site – Business Integrity Guide Statement of Business Integrity Due diligence - “Speak-up” – p.231 - 235
Policy on anti-corruption regarding business partners	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business conduct – all Sodexo web site – Business Integrity Guide Statement of Business Integrity Due diligence - “Speak-up” – p.231 - 235 Sodexo web site – Sodexo Supplier Code of Conduct Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Criterion 13: Describes effective management systems to integrate the anti-corruption principle	
Support by the organization’s leadership for anti-corruption	<ul style="list-style-type: none"> Our commitments as an employer – p.65; 69; 93 Responsible business conduct – all Sodexo web site – Business Integrity Guide Statement of Business Integrity
Carrying out risk assessment of potential areas of corruption (D3)	<ul style="list-style-type: none"> Responsible business conduct – all Sodexo web site – Business Integrity Guide Due diligence - “Speak-up” – p.231 - 235
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)	<ul style="list-style-type: none"> Responsible business conduct – all
Internal checks and balances to ensure consistency with the anti-corruption commitment	<ul style="list-style-type: none"> Responsible business conduct – all Sodexo web site – Business Integrity Guide Due diligence - “Speak-up” – p.231 - 235
Actions taken to encourage business partners to implement anti-corruption commitments (D6)	<ul style="list-style-type: none"> Responsible business conduct – all Sodexo web site – Business Integrity Guide Due diligence - “Speak-up” – p.231 - 235 Sodexo web site – Sodexo Supplier Code of Conduct Sodexo web site – Sodexo Supplier Code of Conduct – Supplier Guide
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	<ul style="list-style-type: none"> Responsible business conduct – all Sodexo web site – Business Integrity Guide Due diligence - “Speak-up” – p.231 - 235

Communications (whistle blowing) channels and follow-up mechanisms for reporting concerns or seeking advice	<ul style="list-style-type: none"> • Due diligence - "Speak-up" – p.231 - 235 • Responsible business conduct – all • Sodexo web site – Business Integrity Guide
Internal accounting and auditing procedures related to anticorruption (D10)	<ul style="list-style-type: none"> • Due diligence - "Speak-up" – p.231 - 235 • Responsible business conduct – all • Sodexo web site – Business Integrity Guide
Criterion 14: Describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	
Leadership review of monitoring and improvement results	<ul style="list-style-type: none"> • Due diligence - "Speak-up" – p.231 - 235 • Responsible business conduct – all • Sodexo web site – Business Integrity Guide • Indicators, reporting methodology and Statutory Auditor's Report - p.99-101 • Risk management and internal control process – p.11; 236-241
Criterion 15: Describes core business contributions to UN goals and issues	
Align core business strategy with one or more relevant UN goals/issues	<ul style="list-style-type: none"> • Responsible business conduct – all • Human Rights policy • Diversity & Inclusion – all • Endorsement of the UN Caring for Climate initiative • Endorsement of the Women Empowerment's Principles
Develop relevant products and services or design business models that contribute to UN goals/issues	<ul style="list-style-type: none"> • Helping our clients to ensure a better tomorrow – all • Offers for a better tomorrow – p53; 55-58; 66
Criterion 16: Describes strategic social investments and philanthropy	
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	<ul style="list-style-type: none"> • Our commitments to Local Communities – all • Fight against hunger and malnutrition • Promote local development, fair, inclusive and sustainable business practices – p72; 94
Coordinate efforts with other organizations and initiatives to amplify—and not negate or unnecessarily duplicate—the efforts of other contributors	<ul style="list-style-type: none"> • Our commitments to Local Communities – all • Fight against hunger and malnutrition • Promote local development, fair, inclusive and sustainable business practices – p72; 94
Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	<ul style="list-style-type: none"> • Our commitments to Local Communities – all • Fight against hunger and malnutrition • Promote local development, fair, inclusive and sustainable business practices – p72; 94

Criterion 17: Describes advocacy and public policy engagement	
Publicly advocate the importance of action in relation to one or more UN goals/issues	<ul style="list-style-type: none"> • Endorsement of the UN Caring for Climate initiative • Endorsement of the Women Empowerment's Principles • Food Waste - Champions 12.3
Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	<ul style="list-style-type: none"> • Stakeholder engagement • Endorsement of the UN Caring for Climate initiative • Endorsement of the Women Empowerment's Principles
Criterion 18: Describes partnerships and collective action	
Develop and implement partnership projects with public or private organizations on core business, social investments and/or advocacy	<ul style="list-style-type: none"> • Stakeholder engagement
Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain	<ul style="list-style-type: none"> • Partnership for a Healthier America • Clinton Global Initiative - all • Global Sustainable Seafood Initiative - (www.seafoodtaskforce.global) • Agreement with the Marine Stewardship Council (MSC) - all • Palm Oil – RSPO member since 2011 • Technical agreement with WWF since 2010 • Initiator and founding member of the International Food Waste Coalition – IFWC (www.internationalfoodwastecoalition.org) • Founding member of Global Coalition for Animal Welfare - (www.gc-animal-welfare.org)
Criterion 19: Describes CEO commitment and leadership	
CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	<ul style="list-style-type: none"> • Corporate Responsibility Governance – p.20-21; 250-251
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	<ul style="list-style-type: none"> • UNGC COP CEO Statement (front page of this document) • Committed to Gender Balance • Endorsement of the UN Caring for Climate initiative • Endorsement of the Women Empowerment's Principles
CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	<ul style="list-style-type: none"> • Committed to Gender Balance • Endorsement of the UN Caring for Climate initiative • Endorsement of the Women Empowerment's Principles

Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	<ul style="list-style-type: none"> Executive compensation – p 250; 251
Criterion 20: Describes Board adoption and oversight	
Board of Directors (or equivalent) assumes responsibility and oversight of long-term corporate sustainability strategy and performance	<ul style="list-style-type: none"> Messages from the Chairman of the Board and the Chief Executive Officer – p.12-13-5 and p.20-21
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability	<ul style="list-style-type: none"> Corporate Responsibility Governance – p.20-21; 250-251
Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	<ul style="list-style-type: none"> Indicators, reporting methodology and Statutory Auditor's Report - p.89-101
Criterion 21: Describes stakeholder engagement	
Publicly recognizes responsibility for the company's impacts on internal and external stakeholders	<ul style="list-style-type: none"> Corporate Responsibility section – p34-35; 68-72 Building sustainable relationships – p6-9 Positive impact
Define sustainability strategies, goals and policies in consultation with key stakeholders	<ul style="list-style-type: none"> Materiality Analysis – p.10 Building sustainable relationships – p6-9 Corporate Responsibility section – p34-35; 68-72 Positive impact
Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	<ul style="list-style-type: none"> Materiality Analysis – p.10 Building sustainable relationships – p6-9 Corporate Responsibility section – p34-35; 68-72 Positive impact
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle blowers'	<ul style="list-style-type: none"> Materiality Analysis – p.10 Building sustainable relationships – p6-9 Corporate Responsibility section – p34-35; 68-72 Positive impact

Women's Empowerment The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace	
Achieving and maintaining gender equality in senior management and board positions	<ul style="list-style-type: none"> Diversity and Inclusion – p.66
Achieving and maintaining gender equality in middle management positions	<ul style="list-style-type: none"> Diversity and Inclusion – p.66 Sodexo web site – Diversity and Inclusion report
Equal pay for work of equal value	<ul style="list-style-type: none"> Pay gap reporting
Flexible work options	<ul style="list-style-type: none"> Flexible work – p.92
Recruitment and retention, including training and development, of female employees	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Gender-specific health and safety issues	<ul style="list-style-type: none"> Nurturing Talent – p.65-67
Gender-based violence and harassment	<ul style="list-style-type: none"> The Corporate Alliance – 16 days of action against domestic violence Commitment to Ending Violence Against Women Nurturing Talent – p.65-67 Sodexo web site – Diversity and Inclusion report
Education and training opportunities for women workers	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Mentoring and sponsorship opportunities for women workers	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Women's Empowerment The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace	
Supplier diversity programme	<ul style="list-style-type: none"> Supply Chain Inclusion Programme - p.72 Sodexo website: Supply Chain Inclusion Programme
Support for women business owners and women entrepreneurs	<ul style="list-style-type: none"> Supply Chain Inclusion Programme - p.72 Sodexo website: Supply Chain Inclusion Programme Stop Hunger - Empowering Women
Supplier monitoring and engagement on women's empowerment and gender equality including promotion of the Women's Empowerment Principles to suppliers	<ul style="list-style-type: none"> Supply Chain Inclusion Programme - p.72 Sodexo website: Supply Chain Inclusion Programme Stop Hunger - Empowering Women Sodexo web site – Sodexo Supplier Code of Conduct

Women's Empowerment The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community	
Designing community stakeholder engagements that are free of gender discrimination/stereotyping and sensitive to gender issues	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report
Gender impact assessments or consideration of gender-related impacts as part of its social and/or human rights impact assessments	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report
Ensuring female beneficiaries of community programmes	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report Stop Hunger - Empowering Women
Community initiatives specifically targeted at the empowerment of women and girls	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report Stop Hunger - Empowering Women
Strategies to ensure that community investment projects and programmes (including economic, social and environmental) positively impact women and girls	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report Stop Hunger - Empowering Women
Strategies to ensure that community investment projects and programmes (including economic, social and environmental) include the full participation of women and girls	<ul style="list-style-type: none"> Sodexo web site – Diversity and Inclusion report Stop Hunger - Empowering Women
Women's Empowerment The COP contains or refers to sex-disaggregated data	
Achieving and maintaining gender equality in senior management and board positions	<ul style="list-style-type: none"> Diversity and Inclusion – p.66
Achieving and maintaining gender equality in middle management positions	<ul style="list-style-type: none"> Diversity and Inclusion – p.66 Sodexo web site – Diversity and Inclusion report
Equal pay for work of equal value	<ul style="list-style-type: none"> Pay gap reporting
Flexible work options	<ul style="list-style-type: none"> Flexible work – p.92
Recruitment and retention, including training and development, of female employees	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Gender-specific health and safety issues	<ul style="list-style-type: none"> Nurturing Talent – p.65-67
Gender-based violence and harassment	<ul style="list-style-type: none"> The Corporate Alliance – 16 days of action against domestic violence Sodexo Commitment to Action that Addresses Ending Violence Against Women Nurturing Talent – p.65-67 Sodexo web site – Diversity and Inclusion report
Education and training opportunities for women workers	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report
Creating and maintaining workplace awareness of gender equality and, inclusion and non-discrimination for all workers	<ul style="list-style-type: none"> Nurturing Talent – p.41; 63-64; 91-92 Sodexo web site – Diversity and Inclusion report

Mentoring and sponsorship opportunities for women workers	<ul style="list-style-type: none">• Nurturing Talent – p.41; 63-64; 91-92• Sodexo web site – Diversity and Inclusion report
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3.2 EXTRA-FINANCIAL REPORTING

3.2.1 460,000 employees serving clients

3.2.1.1 Workforce by segment and activity

	FISCAL 2018	CHANGE	FISCAL 2018	FISCAL 2017
Business & Administrations <input checked="" type="checkbox"/>	276,572	29,867	60.0%	57.7%
Health Care and Seniors <input checked="" type="checkbox"/>	82,384	3,542	17.9%	18.5%
Education <input checked="" type="checkbox"/>	86,717	18	18.8%	20.3%
TOTAL ON-SITE SERVICES <input checked="" type="checkbox"/>	445,673	33,427	96.7%	96.5%
BENEFITS AND REWARDS SERVICES <input checked="" type="checkbox"/>	4,380	(102)	1.0%	1.0%
GROUP HEADQUARTERS AND SHARED STRUCTURES <input checked="" type="checkbox"/>	10,610	70	2.3%	2.5%
TOTAL <input checked="" type="checkbox"/>	460,663	33,395	100%	100%

In Business and Administrations, the workforce growth is mainly driven by the acquisition of Centerplate (27,696 employees) and the development in Asia and Latin America.

In Healthcare, the increase in workforce is mainly due to the opening of sites in Brazil and Chile.

In Education the headcount remains flat. Losses in Universities in the USA are offset by opening of sites in Schools in the USA and Spain.

3.2.1.2 Workforce by region

	FISCAL 2018	FISCAL 2017
North America	34.1%	31.3%
Europe	29.9%	32.0%
Africa, Asia, Australia, Latin America, Middle East	36.0%	36.8%
TOTAL	100.0%	100%

All analysis on workforce is excluding Centerplate (27,696 employees as of August 31, 2018).

3.2.1.3 Workforce by category

	FISCAL 2018		FISCAL 2017	
	TOTAL	% FEMALE	TOTAL	% FEMALE
Board <input checked="" type="checkbox"/>	13	54%	14	50%
Executive Committee <input checked="" type="checkbox"/>	19	37%	14	25%
Group Senior Executives <input checked="" type="checkbox"/> ⁽¹⁾	203	34%	190	33%
Managers <input checked="" type="checkbox"/>	49,743	43%	49,909	43%
Employees <input checked="" type="checkbox"/>	432,967	55%	427,268	54%

(1) Group Senior Executive includes the key functions reporting directly to a Global Executive Committee members, higher level sales and operations and high potentials

95.3% of Sodexo employees work in the field, on site.

☒ Indicator verified to the level of "reasonable" assurance by KPMG.

3.2.1.4 Workforce per age

	FISCAL 2018		FISCAL 2017	
	EMPLOYEES	MANAGERS	EMPLOYEES	MANAGERS
Under 30 years	27.4%	11.9%	28.0%	12.4%
30-40 years	23.6%	30.7%	23.3%	30.4%
40-50 years	22.3%	29.5%	22.6%	29.8%
50-60 years	19.4%	21.9%	19.1%	21.9%
Over 60 years	7.3%	6.0%	6.9%	5.6%
TOTAL	100%	100%	100%	100%

(in number of years)	FISCAL 2018	FISCAL 2017
Managers	8.3	8.3
Employees	4.8	4.6
AVERAGE SENIORITY	4.8	4.6

3.2.1.5 New hires excluding acquisitions & transfers

	FISCAL 2018	FISCAL 2017	CHANGE
Employees	161,365	151,741	9,624
Managers	6,117	8,109	(1,992)
	167,482	159,850	7,632

Hires have increased in Fiscal 2018, mainly driven by Business and Administrations in countries that are growing strongly such as India, China and Brazil.

In some countries hires have slightly reduced in correlation with the decrease in the number of departures.

3.2.1.6 Departures by reason on continuous contract (excluding site loss)

	FISCAL 2018	FISCAL 2017	CHANGE
Resignations (less than 3 months)	33,353	n.a.	n.a.
Resignations (after 3 months)	81,770	n.a.	n.a.
TOTAL RESIGNATIONS	115,123	110,291⁽¹⁾	4,832
Dismissals or Redundancy	33,972	34,154	(182)
Retirement and other reasons	4,093	4,573	(480)
TOTAL NUMBER OF DEPARTURES	153,188	149,018	4,170

(1) Split of resignations is not available for Fiscal 2017.

3.2.1.7 Retention

Retention Rate for Total Workforce <input checked="" type="checkbox"/>	80,9%
Retention Rate for Site Management <input checked="" type="checkbox"/>	86,6%

The retention rate is calculated on the basis of resignations after more than 3 months of service and is therefore not comparable with last year's published figures.

RETENTION RATE FOR SITE MANAGERS	COUNTRIES
> 90%	France, Italy, Spain, Germany, Belgium, Netherlands, Brazil, Chile, Argentina, Finland, Sweden
80%-90%	USA, Canada, UK, China, Colombia
< 80%	India, Russia

3.2.2 Engaged employees

The employee engagement rate – expressing both satisfaction and involvement – is a key performance indicator for Sodexo, which seeks to become one of the most admired companies by its employees in the world.

In April 2018, Sodexo conducted its seventh international engagement survey with all employees of at least six months seniority, or 386,262 employees in 55 countries. The survey, conducted online, attracted a high participation rate of 62% (*versus* 57% in 2016). For the fifth consecutive time, the

employee engagement rate increased. In 2018, it reaches 69% (1 point increase compared to the last survey), well above the 64% benchmark rate ⁽¹⁾.

Local survey results are then shared with teams to develop tangible action plans. These plans are used to improve performance on issues such as absenteeism, health and safety and employee retention, so as to continue to enhance QoL for employees, to in turn enhance quality of life for consumers and productivity for clients.

	JUNE 2018	JUNE 2016	CHANGE
Number of respondents	239,520	208,775	+15%
Engagement Rate <input checked="" type="checkbox"/>	69%	68%	+1 pt
% of employees rating Sodexo as the best employer in its sector	84%	88%	-4 pts
% of employees believing that Sodexo values diversity (such as age, gender, culture and origin, religion, sexual orientation and providing opportunities for individuals with disabilities) in the workplace	82%	80%	+2 pts
% of employees considering Sodexo to be a socially and environmentally responsible company	80%	80%	-

3.2.3 Investment in employee skills development

3.2.3.1 Training employees to respond to client needs

Sodexo is convinced that the satisfaction of its clients and consumers depends largely on the skills and talents of its employees. The Training and Development Department offers Sodexo employees a wide range of professional and learning programs.

	FISCAL 2018	FISCAL 2017	CHANGE
Total number of training hours	6,232,374	5,802,417	+7.4%
Average number of hours of training per employee	14.6	13.6	+7.2%
% of client sites providing training on sustainable practices	49.2%	49.4%	-0.2 pt

The number of hours of training increased in FY18 mainly due to the deployment of the Sodexo Ambassador program and an increasing focus on regulatory training. Sodexo Ambassador

program ensures that our 460,000 employees have a consistent understanding of what Sodexo stands for and how we all improve quality of life.

¹ Aon Hewitt client companies.

☒ Indicator verified to the level of "reasonable" assurance by KPMG.

3.2.3.2 Internal promotion at the heart of Sodexo's model

The Company encourages employees to develop a career plan, to explore new professional horizons and take on new responsibilities. This is dependent upon providing multiple opportunities through continued growth, the evolution of the portfolio of activities and the variety of its professions.

	FISCAL 2018	FISCAL 2017
% of off-site managers promoted internally	6.6%	7.5%
% of on-site managers promoted internally	8.7%	8.5%
% of employees promoted internally	3.5%	3.2%

3.2.4 Flexible organization, respectful of employees, offering good working conditions

Because people work better when they work in a professionally fulfilling, stable and secure environment, Sodexo ensures that its employees are the first to benefit from its mission to improve Quality of Life. Sodexo is committed to improving the well-being of its employees.

The Group's organizational model ensures continuity of service quality, while remaining attentive to the expectations of its employees, in accordance with local regulations. Part-time work and use of fixed-term contracts provide the flexibility for business needs.

Around the world, Sodexo promotes work flexibility for its employees, taking into account their lifestyle and ways of working. The Group facilitates a good work-life balance, improving individual performance. Committed and effective, Sodexo employees are thus able to deliver quality service to clients and consumers.

	FISCAL 2018	FISCAL 2017
% Workforce working part-time	24.7%	25.0%

3.2.4.1 Ensuring employee safety

At the heart of Sodexo's Health, Safety, Food Safety and Environment (HSE) commitment is its care for people, for the community of employees as well as for the 100 million consumers it serves every day. Health and Safety is the founding pillar on which the Group bases its mission to improve quality of life.

As such, Sodexo's Health and Safety Policy guides its actions in this area by defining minimum standards for each business entity and is based on OHSAS 18001.

	FISCAL 2018	FISCAL 2017
% of Group revenues of countries having one or more OHSAS 18001 or ISO 45001 certification <input checked="" type="checkbox"/>	85.2%	81.8%

3.2.4.2 Work absenteeism and number of accidents

	FISCAL 2018	FISCAL 2017
Number of work related accidents requiring leave <input checked="" type="checkbox"/>	3,872	4,094
Average number of work day absences per employee due to work-related accident or illness and non-work-related accident or illness	8.3	7.2
% LTIR reduction	6.5%	16.5%
% of Group revenues of countries employing environmental experts	96.9%	97.7%

The number of work day absences per employee has increased in Fiscal 2018. It is not comparable with prior years published figures due to a significant improvement in reporting quality in Latin America.

3.2.4.3 Collective agreement for health and safety

Sodexo develops and maintains open and constructive dialogue with duly recognized trade unions or other legal representatives of its employees on issues of mutual concern.

In France, more than 10 Committees and a dedicated team are working on the subject. All of our managers have been incentivized on the reduction of the Lost Time Injury Rate (LTIR).

In Sodexo's International Framework Agreement with the IUF (International Union of Food, agriculture, Hotel Restaurant

Catering, Tobacco and Allied Worker's Associations), its commitments include protection of health and safety through prevention and improvement measures while conforming with local legislation. Where appropriate, Sodexo's collective agreements may include provisions regarding health and safety. For example, in the United States, Sodexo has numerous agreements containing health and safety provisions.

	FISCAL 2018	FISCAL 2017
% of workforce covered by collective agreements	43.9%	46.1%
% of workforce working in countries that have collective agreements and are covered by these agreements	89.2%	88.1%

3.2.5 Running business with integrity and respect for human rights wherever Sodexo operates

Sodexo lives by its core values and its ethical principles. Every employee in the Group is expected to understand and to act in accordance with these values and principles. At the center of our ethical principles is our commitment to business integrity. To ensure integrity in all business dealings, Sodexo has adopted strict principles formulated in its Statement of Business Integrity. The statement is supported by a guide describing concrete situations that employees might encounter.

Sodexo's commitments to Human Rights and Fundamental Rights at Work are laid out in the Human Rights Policy and the Fundamental Rights at Work charter.

The Group's Human Rights policy is based on the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our occupational Health and Safety policy is encapsulated in the Group Health and Safety Policy and Environmental Policy is covered by Better Tomorrow 2025.

Our responsible business requirements in relation to suppliers and sub-contractors are set out in the Sodexo Supplier Code of conduct, to which suppliers and sub-contractors are required to commit, as a condition of doing business with Sodexo. This Supplier Code of conduct is supported by a Guide to help our suppliers to understand and act on their obligations.

To further strengthen the Group's responsible business conduct and governance standards, and to review the impact of legal and regulatory developments, a working group has been established. The working group brings together the heads of all relevant functions who will play a central role in the definition, implementation and monitoring of the systems designed to ensure that all Group activities are robust and compliant.

	FISCAL 2018	FISCAL 2017
% of workforce working in countries having the Sodexo Statement of Business Integrity available in at least one official language	96.8%	96.7%
% of Group revenues of countries having implemented Sodexo's 10 People Fundamentals <input checked="" type="checkbox"/>	80.5%	N/A
% of workforce working in countries having the Group Human Rights policy available in at least one official language	96.9%	96.9%

☒ Indicator verified to the level of "reasonable" assurance by KPMG.

3.2.6 Our commitments as a service provider

3.2.6.1 Provide and encourage our consumers to access healthy lifestyle choices

Serving 100 million consumers each day, we recognize our responsibility to understand and provide for their unique needs and to respond to their long-term aspirations.

It represents both an opportunity and obligation for Sodexo to promote and encourage healthier choices that improve quality of life for millions of people.

	FISCAL 2018	FISCAL 2017	CHANGE
% of On-site Services revenues of countries having a system to ensure that employees with food service responsibilities are trained in compliance with local laws and regulations and Global Food Safety and Hygiene Policy	96.0%	95.3%	+0.7 pt
% of Group revenues of countries having one or more ISO 9001 certification	94.4%	95.5%	-1.1 pt
% of On-site Services revenues of countries having either ISO 9001 or ISO 22000 certification for food safety <input checked="" type="checkbox"/>	98.5%	97.4%	+1.1 pt
% of On-site Services revenues of countries providing Health and Wellness Services including physical wellness services	81.4%	82.6%	-1.2 pt
% of Group revenues having a nutritional hotline, webline or other digital tool or application to provide nutritional advice for consumers	90.1%	72.6%	+17.5 pts
% of client sites implementing actions that proactively address Sodexo's 10 Golden Rules of Nutrition, Health and Wellness <input checked="" type="checkbox"/>	65.6%	88.8%	-23.2 pts
Number of registered dietitians employed by Sodexo	5,306	5,029	+277

In Fiscal 2018, the calculation method related to the 10 Golden Rules of Nutrition, Health and Wellness indicator has changed. This change is aimed at enhancing and expanding our actions on nutrition, health and wellbeing across our client sites. On the same basis, the KPI would have been down by 2 pts.

3.2.6.2 Promote local development, fair, inclusive and sustainable business practices

Since its founding, Sodexo has worked to contribute to the economic and social development of the communities, regions and countries where it operates.

We are committed to making a positive impact on quality of life for people in local communities through our business activities. This is why we support communities, and contribute to creating positive interactions with mutual benefits.

	FISCAL 2018	FISCAL 2017	CHANGE
% of Group revenues of countries having specific initiatives to integrate SMEs (Small and Medium Enterprises) into Sodexo's Value Chain	91.8%	91.4%	+0.4 pt
Number of active agreements with local communities, clients, NGOs and associations to promote inclusion of SMEs in Sodexo's Value Chain	180	180	
Our business value benefiting SMEs (in billions of euro)	4.4	1.9	+2.5
% in kg of certified sustainable coffee	50.1%	43.2%	+6.9 pts
% of spend with contracted suppliers having signed the Sodexo Supplier Code of conduct <input checked="" type="checkbox"/>	93.6%	91.7%	+1.9 pt

Our business value benefiting SMEs has significantly increased in Fiscal 2018. This is mainly due to an increase in Brazil Benefits and Rewards and Romania Benefits and Rewards.

3.2.6.3 Source responsibly and provide management services that reduce carbon emissions

A rich and resourceful planet is indispensable to quality of life in the long term. This is why Sodexo strives for a healthier planet in all we do.

Sourcing responsibly and managing services that contribute to reducing carbon emissions are two major areas of our business activities that reflect our commitment to protecting the environment.

	FISCAL 2018	FISCAL 2017	CHANGE
Sustainable supplies			
% of physical certified sustainable palm oil	59.5%	31.8%	+27.7 pts
% of cage free shell eggs (of the total of shell eggs purchased by Sodexo)	37.6%	25.4%	+12.2 pts
% of cage free liquid eggs (of the total liquid eggs purchased by Sodexo)	51.1%	28.6%	+22.5 pts
% of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier charter available in at least one official language	95.5%	95.3%	+0.2 pt
% of certified sustainable fish and seafood as a % of total fish and seafood	38.7%	41.3%	-2.6 pts
% of sustainable fish and seafood which is sustainable as a % of total seafood (in kg)*	80.7%	83.7%	-3 pts
% of spend on certified sustainable paper disposables as a % of total paper disposables <input checked="" type="checkbox"/>	70.4%	80.0%	-9.6 pts
Reduction in carbon emissions			
% of Group revenues of countries having one or more ISO 14001 certification	90.8%	93.6%	-1.8 pt
Scope 1 and Scope 2 emissions energy consumption (in Mwh)**		669,688	+9%
Scope 1 and Scope 2 (market based) emissions (tCO ₂ e)**		144,468	+11%
% reduction in carbon emissions (compared to 2011 baseline) absolute**		40%	
% reduction in carbon emissions (compared to 2011 baseline) intensity***		53%	
% of client sites implementing heightened awareness and behavior steps to reduce their consumption of energy	34.6%	34.2%	+0.4 pt
% of client sites implementing heightened awareness and behavior steps to reduce their consumption of blue water	39.0%	40.0%	-1 pt
% of client sites implementing equipment and processes steps to reduce their organic waste	87.5%	88.2%	-0.7 pt
% of client sites implementing equipment and processes steps to reduce their non-organic waste	80.6%	80.7%	-0.1 pt

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

** Data for Fiscal 2017 in process, see our reporting methodology, so data provided with one year's delay.
There are no provisions made for risks related to the environment.

Physical certified sustainable palm oil, cage free shell eggs and cage free liquid eggs indicators have increased significantly compared to last year. These results reflect all the efforts put in place in countries towards a more responsible sourcing, including enhanced traceability and transparency throughout our supply chain.

Scope 1 and Scope 2 energy consumption and emissions have increased for Fiscal Year 2018 due mainly to Sodexo's growth in the facilities management services activity.

☒ Indicator verified to the level of "reasonable" assurance by KPMG.

3.2.7 Our commitments as a corporate citizen

3.2.7.1 Fight hunger and malnutrition

To act for a hunger-free world is to act for a better quality of life. Because we believe that Quality of Life begins when basic needs are met, Sodexo employees in the U.S. decided to create Stop Hunger in 1996.

Sustainably eradicating hunger and providing a fairer and happier world is the target set by the United Nations. Stop Hunger and Sodexo want to contribute to achieving it.

	FISCAL 2018	FISCAL 2017	CHANGE
Funds invested in programs to empower women working to end hunger in their communities (in thousand of euro)	1,063	988	+75

In addition of our project already engaged in Fiscal 2017, in Fiscal 2018 we have mainly increased our support to the WIA (Women In Africa), because we share the same vision and desire to support the empowerment of African women and the development of their businesses.

3.2.7.2 Drive diversity and inclusion as a catalyst for societal change

Sodexo has always placed the advancement of women at the heart of its vision for economic, social and environmental development. As a company where diversity and inclusion is embedded into the way we work, Sodexo strives to broaden its influence in our local communities on key priorities such as advancing gender equality by sharing our expertise and working together with our partners.

	FISCAL 2018	FISCAL 2017	CHANGE
% of Group revenues of countries with initiatives to improve the quality of life of women	89.1%	77.1%	+12 pts

% of Group revenues of countries with initiatives to improve the quality of life of women increased significantly mainly due to the implementation of initiatives in France this year, France representing more than 10% of our Group revenues.

3.2.7.3 Champion sustainable resource usage

We live in a world of finite material resources whose biophysical capacity to replenish and absorb waste to land, air and water 'sinks' is limited.

Sodexo's growing ecosystem of NGOs and multi-stakeholder engagement is critical to tackling global issues like food waste.

	FISCAL 2018	FISCAL 2017	CHANGE
% of Group revenues of countries working to deliver on the United Nations' food waste objective	65.9%	69.0%	-3.1 pts

The drop in this indicator is due to the increase of the number of entities participating in the Annual Country Survey. Entities having participated for the first time this year, have not yet put in place initiatives helping to deliver on the United Nations' food waste objective.