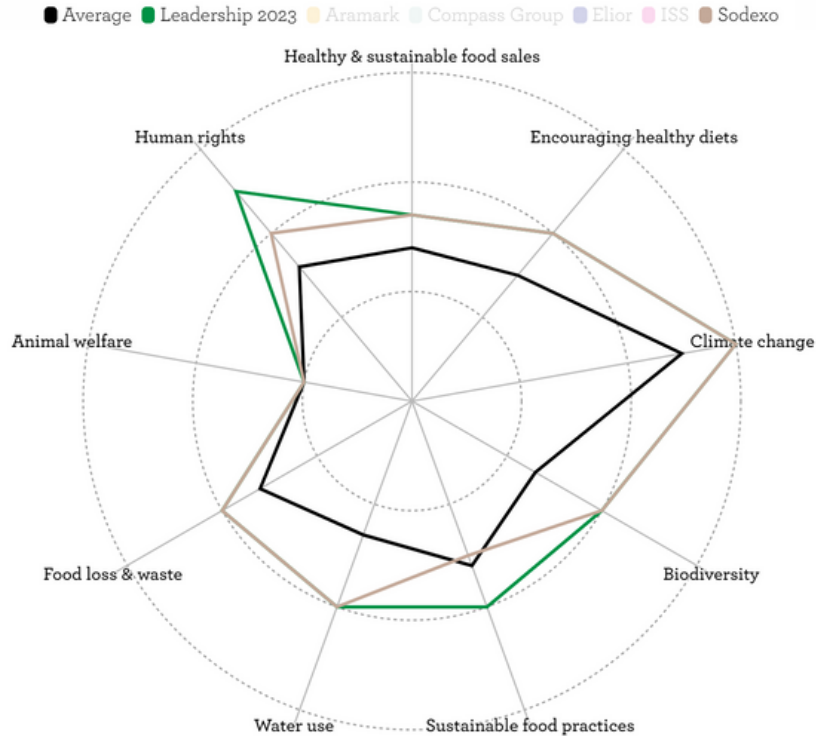


# SODEXO

This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.



### SPIDER DIAGRAM ▲

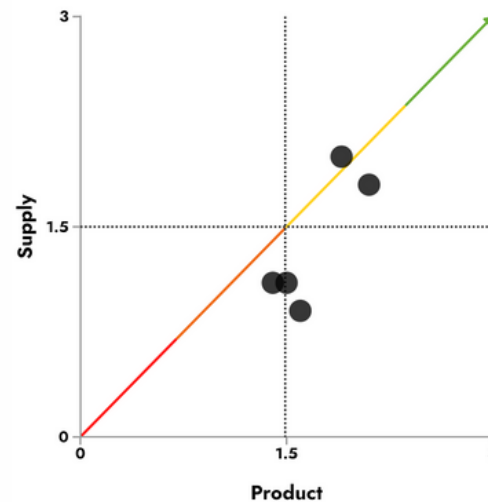
The summary profile comparing Sodexo, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer ring of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	●	●	●	●	●	●	●	●	●
Aramark	●	●	●	●	●	●	●	●	●
Compass Group	●	●	●	●	●	●	●	●	●
Elior	●	●	●	●	●	●	●	●	●
ISS	●	●	●	●	●	●	●	●	●
Sodexo	●	●	●	●	●	●	●	●	●

### TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

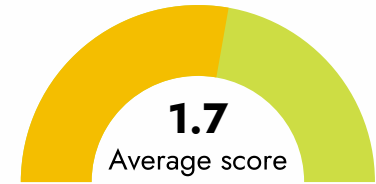


### PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



# SODEXO

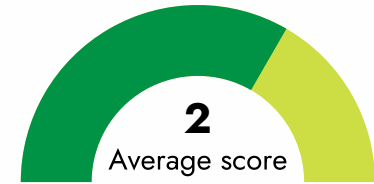


## Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach	1	Global: 73.8% of our sites provide consumers with a healthy lifestyle option. This compares to our 2025 objective of 100%. 100% of our consumers are offered healthy lifestyle options every day. Sodexo serves daily meals to millions of people and, as such, can greatly influence them to adopt a more balanced and sustainable diet by sharing educational information that's accurate and accessible. This awareness is essential for improving the quality of life of its customers[same as last year]	<a href="https://www.sodexo.com/en/corporate-responsibility/impact-on-environment/healthy-sustainable-eating">https://www.sodexo.com/en/corporate-responsibility/impact-on-environment/healthy-sustainable-eating</a>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	<p>We will:</p> <ul style="list-style-type: none"> <li>Increase the volume of vegetables procured by 10% by 2020 and by 16% by 2025</li> <li>Refine recipes to be more plant powered</li> <li>Continue to develop plant forward meals</li> <li>Support the promotion of plant powered menus across the sites where we operate</li> </ul> <p>Our Peas Please Veg Pledge is one of the items we will track to gauge our progress for the Better Tomorrow 2025 commitment on healthy PLlifestyle options</p> <p>Vegetarian and vegan meals sales at corporate sites increased from 7% to 13%</p> <p>Green &amp; Lean are a set of sustainable recipes that have been introduced across the Sodexo UK, from schools to business and industry. The meals adhere to three principles: Balanced - made up for 2/3 vegetables, pulses and grains ; Meat is no more than a third of each meal</p> <p>Sourced responsibly- Fruits and vegetables are seasonal; Meat and fish are certified and sustainable</p> <p>Crafted with healthier ingredients - All grains are wholegrains; Sugar and salt are added sparingly</p>	<p>"<a href="https://uk.sodexo.com/social-impact/planet/sustainable-diets.html">https://uk.sodexo.com/social-impact/planet/sustainable-diets.html</a> <a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg</a>"</p>
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	2	<ul style="list-style-type: none"> <li>Vegetarian and vegan meals sales at corporate sites increased from 7% to 13%</li> <li>promoting plant-based meal options: 33% of our menus to be plant-based worldwide by 2025</li> <li>Green &amp; Lean are a set of sustainable recipes that have been introduced across the Sodexo UK, from schools to business and industry. The meals adhere to three principles:</li> <li>Balanced - made up for 2/3 vegetables, pulses and grains ; Meat is no more than a third of each meal</li> <li>Sourced responsibly- Fruits and vegetables are seasonal; Meat and fish are certified and sustainable</li> <li>Crafted with healthier ingredients - All grains are wholegrains; Sugar and salt are added sparingly</li> </ul>	<p>"<a href="https://uk.sodexo.com/social-impact/planet/sustainable-diets.html">https://uk.sodexo.com/social-impact/planet/sustainable-diets.html</a> <a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg</a>"</p>



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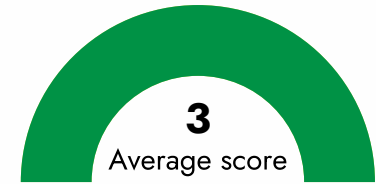


## Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	Nutritional labelling at coventry university	<a href="https://uk.sodexo.com/inspired-thinking/sodexo-launches-new-dining-exper.html">https://uk.sodexo.com/inspired-thinking/sodexo-launches-new-dining-exper.html</a>
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2	<p>The schools and universities business has a huge focus on health and well-being, which can be seen in its performance measures:</p> <ul style="list-style-type: none"> <li>• 10% of management time to be spent supporting pupil healthy eating initiatives which contribute towards tackling childhood obesity.</li> <li>• Deliver five health and well-being events for schools per year.</li> <li>• Target of more than 70% free school meals uptake in state schools.</li> </ul>	<a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Places/LevellingUp_Report.pdf">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Places/LevellingUp_Report.pdf</a>
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	3	<ul style="list-style-type: none"> <li>• The schools and universities business has a huge focus on health and well-being, which can be seen in its performance measures: <ul style="list-style-type: none"> <li>◦ 10% of management time to be spent supporting pupil healthy eating initiatives which contribute towards tackling childhood obesity.</li> <li>◦ Deliver five health and well-being events for schools per year.</li> <li>◦ Target of more than 70% free school meals uptake in state schools.</li> </ul> </li> <li>• Stop Hunger is a Sodexo initiative active in over 40 countries around the world and was created in 1996 by US Sodexo colleagues who witnessed children going to school hungry. Thanks to the financial support of Sodexo, 100% of the donations made to Stop Hunger go directly to financing activities and sustainable solutions for disadvantaged communities to exit food insecurity.</li> <li>• Since 2010 the Stop Hunger Foundation has been able to donate over £4 million to charities tackling food insecurity in the UK and Ireland. Volunteering through Stop Hunger plays a vital role in Sodexo's commitment to fighting food insecurity both in the UK and Ireland as well as across the globe.</li> <li>• In the UK &amp; Ireland, we work with national and local charities to donate time, skills and money to tackle food insecurity and its root causes, and help empower women – who represent the biggest opportunity in eliminating hunger.</li> <li>• Stop Hunger activities aren't limited to a food related project or a day at a food bank; this can also include opportunities that support the prevention of individuals needing to rely on emergency food packages and addressing the root causes of food insecurity, like mentoring, job-skills, cookery classes, skills-based volunteering and much more!</li> </ul>	<p><a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Places/LevellingUp_Report.pdf">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Places/LevellingUp_Report.pdf</a></p> <p><a href="https://uk.sodexo.com/media/news-room/stop-hunger-foundation-dinner-2023.html">https://uk.sodexo.com/media/news-room/stop-hunger-foundation-dinner-2023.html</a></p> <p><a href="https://uk.sodexo.com/volunteering.html">https://uk.sodexo.com/volunteering.html</a></p>



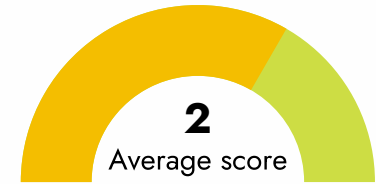
# SODEXO



## Climate change

	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3	<p>Carbon neutral across all direct operations (Scope 1 &amp; 2) by 2025</p> <ul style="list-style-type: none"> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 34% by 2025*</li> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 55% by 2030*</li> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2040**                             <ul style="list-style-type: none"> <li>◦ * Science-based target validated by SBTi</li> <li>◦ ** Long-term target submitted to SBTi for validation.</li> </ul> </li> </ul> <p>Progress Scope 1 tCO2e:</p> <ul style="list-style-type: none"> <li>• 2017: 14,616</li> <li>• 2022: 12,515</li> </ul> <p>Progress Scope 2 tCO2e:</p> <ul style="list-style-type: none"> <li>• 2017: 2,776</li> <li>• 2021- 468</li> </ul>	<p><a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Planet/Sodexo-UKI-GHG-Emissions.pdf">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Planet/Sodexo-UKI-GHG-Emissions.pdf</a></p> <p><a href="https://uk.sodexo.com/netzero.html">https://uk.sodexo.com/netzero.html</a></p>
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	3	<p>Carbon neutral across all direct operations (Scope 1 &amp; 2) by 2025</p> <ul style="list-style-type: none"> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 34% by 2025*</li> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 55% by 2030*</li> <li>• Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2045**</li> </ul> <p>* Science-based target validated by SBTi ** Long-term target submitted to SBTi for validation.</p> <p>Progress Scope 3 tCO2e:</p> <ul style="list-style-type: none"> <li>• 2017- 910,915</li> <li>• 2022- 613,494</li> </ul>	<p><a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Planet/Sodexo-UKI-GHG-Emissions.pdf">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Planet/Sodexo-UKI-GHG-Emissions.pdf</a></p>

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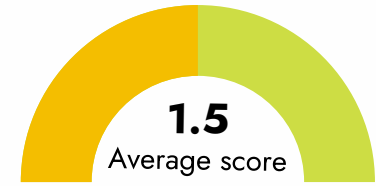


## Biodiversity

	Metric	Score	The Food Foundation analysis	Evidence
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	2	<p>Global: CDP B- Each year, we carry out a global survey of the palm oil volumes that we purchase as a company through our sourcing of margarine and frying oil. In FY21, 32.4% of the palm oil used in our business came from physically certified sources.</p> <p>UK: In partnership with the WWF, we have committed to eliminating deforestation from our supply chain by 2030. Four agricultural products, in particular, are at the heart of our plan: beef, soy, palm oil, and paper.</p>	<p>CDP <a href="https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html">https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html</a></p>
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	2	<p>Global: CDP C Sodexo buys a very small volume of soy directly, 99% of Sodexo's soy footprint is embedded in the animal products that we buy. Therefore, within the framework of its deforestation-free supply chain commitment, Sodexo is committed to ensuring only responsible soy is embedded in the primary meat, poultry, fish, dairy and egg products it sources by 2030.</p> <p>UK: In partnership with the WWF, we have committed to eliminating deforestation from our supply chain by 2030. Four agricultural products, in particular, are at the heart of our plan: beef, soy, palm oil, and paper.</p>	<p>CDP <a href="https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html">https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html</a></p>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	2	<p>Global: Within Sodexo's commitment to a deforestation and conversion free supply chain, Sodexo is committed to 100% deforestation-free beef by 2030.</p> <p>UK: In partnership with the WWF, we have committed to eliminating deforestation from our supply chain by 2030. Four agricultural products, in particular, are at the heart of our plan: beef, soy, palm oil, and paper.</p>	<p>CDP <a href="https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html">https://uk.sodexo.com/insights/market-trends/health-and-care/accelerate-your-journey-to-reach-net-zero-social-value-aims.html</a></p>



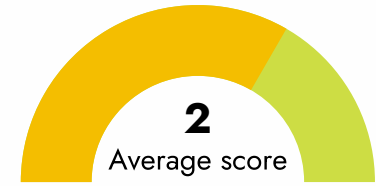
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## Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	<p>We source sustainable fish and seafood from Marine Stewardship Council (MSC) certified fisheries and farmed fish from well managed and sustainable sources.</p> <p>Global: % of certified sustainable fish and seafood as a % of total fish and seafood 2022: 46.1% 2021: 44.6%</p> <p>% of sustainable fish and seafood which is sustainable as a % of total seafood (in kg)* <input checked="" type="checkbox"/> 2022: 85.3% 2021: 86.0%</p>	<a href="https://uk.sodexo.com/social-impact/planet/responsible-sourcing.html">https://uk.sodexo.com/social-impact/planet/responsible-sourcing.html</a>
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	<p>Responsible Sourcing To reduce our environmental impact as much as possible, we make responsible procurement a priority. Our ingredients are selected according to strict quality and sustainability requirements, and we strive to create an inclusive and local supply chain by working with suppliers who share our commitments</p>	<a href="https://uk.sodexo.com/social-impact/planet/responsible-sourcing.html">https://uk.sodexo.com/social-impact/planet/responsible-sourcing.html</a>

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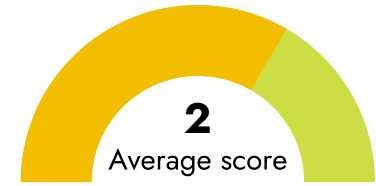


## Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	2	<p>CDP 2022: B- , up from C in 2021                      Direct water consumption: 3,807,457 22%                      Sodexo strategically focuses on food waste reduction and plant-based menus to significantly reduce water consumption and impact.</p> <p>Global:                      Another part of our approach to reduce the water footprint of our supply chain consists in developing and implementing plant-based meals. Sodexo has implemented programs like "Love of Food" and offers like "Mindful". In North America, we launched 200 new plant-based recipes in accounts across Universities, Healthcare, and Corporate Services segments. The menus were created in partnership with the Humane Society of the United States (HSUS) and the World Resource Institute-Better Buying Lab (WRI), to meet consumer demands for plant-based options and reduce the environmental impact of food offerings.</p>	<p><a href="https://sodexo.publispeak.com/fiscal-2022-corporate-responsibility-report/article/52/">https://sodexo.publispeak.com/fiscal-2022-corporate-responsibility-report/article/52/</a></p>
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	2	<p>CDP 2022: B- , up from C in 2021                      We mapped the list of countries of our withdrawal sources (sites we operate in) with the list of water stressed countries provided by WWF Water Risk Filter and compute the % of water-stress areas weighted by revenues. We thus achieved to 5% of our sites located in water-stressed countries.</p>	<p>CDP</p>



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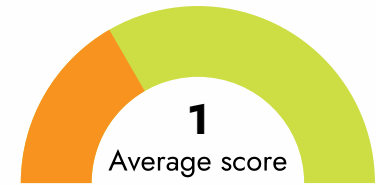
## Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	3	<p>Reducing food waste by 50% by 2025. 2022 progress- 334 tonnes of food waste prevented by initiatives such as wastewatch.</p> <p>Marking WRAP’s third annual Food Waste Action Week, Sodexo UK &amp; Ireland has provided an update on its food waste reduction programme, WasteWatch. Over the past 12 months, the technology has enabled the prevention of 236 tonnes of food waste – the weight of 39 orcas – equivalent to 434,745 meals.</p> <p>Overall, more than 400 locations in the UK and Ireland have implemented WasteWatch, which represents 55% of the total raw material cost and takes the organisation one step closer to its target of cutting food waste by 50% by 2025.</p>	<p><a href="https://uk.sodexo.com/media/news-room/sodexo-prevents-236-tns-food-waste.html">https://uk.sodexo.com/media/news-room/sodexo-prevents-236-tns-food-waste.html</a></p> <p><a href="https://www.youtube.com/watch?v=OiaBsmRa_D0">https://www.youtube.com/watch?v=OiaBsmRa_D0</a></p> <p><a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg">https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/Social_Value_Infographic_2022.jpg</a></p>
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	<p>Sodexo has joined forces with Waste Knot, which is committed to connecting businesses with surplus food and Ferryfast, a co-operative of farmers in Worcestershire, to distribute boxes of ‘rescued fruit and vegetables’ to our catering teams across the country.</p> <p>Currently, 100+ of our sites receive the weekly vegetable boxes and monthly fruit boxes</p>	<p><a href="https://uk.sodexo.com/social-impact/planet/our-fight-against-food-waste.html">https://uk.sodexo.com/social-impact/planet/our-fight-against-food-waste.html</a></p>





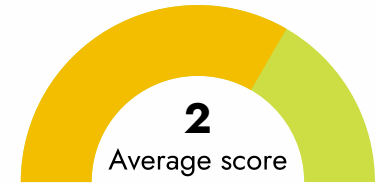
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## Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as “medically important antimicrobials”.</p>	1	(2021) Tier 4 in BBFAW	<a href="https://www.bbfa.com/benchmark/">https://www.bbfa.com/benchmark/</a>

# SODEXO



## Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	3	Sodexo in the UK is a Living Wage service provider as recognised by the Living Wage Foundation.	<a href="https://uk.sodexo.com/home/inspired-thinking/insights/livingwage-week">https://uk.sodexo.com/home/inspired-thinking/insights/livingwage-week</a>
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	1	<p>Sodexo's supply chain team continues to push forward its tackling modern slavery programme, working with partners and helping drive cross-industry collaboration through several initiatives which have a positive social impact. This work is reflected in Sodexo's Modern Slavery Assessment score of 98% and its EcoVadis rating, placing it in the top 1% of companies globally.</p> <p>Having implemented audits with all high and medium risk suppliers with our partner Verisio, the process is being enhanced to a wider scope within our supply chain and inclusion in our pre-qualification assessment when onboarding new suppliers</p> <p>Sodexo UK and Ireland's policies reflect our commitment to acting ethically and with integrity in all our business relationships. We are implementing and enforcing effective systems and controls to address and avoid slavery or human trafficking across our business and in our supply chain. (Sodexo Policy on Human Rights, Sodexo Charter concerning, Fundamental Rights at Work, Sodexo Statement of Business Integrity, Code of Ethics, Equality, Diversity and Inclusion policy, UK and Ireland whistle-blower policy, Supplier Code of Conduct, Supplier Governance, and Supply Management policies</p>	<a href="https://uk.sodexo.com/files/live/sites/com-uk/files/Legal%20and%20Privacy/modern-slavery-report.pdf">https://uk.sodexo.com/files/live/sites/com-uk/files/Legal%20and%20Privacy/modern-slavery-report.pdf</a>

