

**Sodexo Canada's
Report on Economic
Reconciliation
Through Indigenous
Prosperity
2021**



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About the Artist

Patrick Hunter is a Two-Spirit Ojibwe painter, graphic designer and entrepreneur from Red Lake, ON. In 2011, he moved to Toronto to pursue a career in the visual arts after completing the graphic design program at Sault College in Sault Ste. Marie, ON.

After spending a long time working in the service industry, Patrick was ready for a career change. Armed with the strength of his cultural background, he launched Patrick Hunter Art & Design in 2014, a company specializing in original and digital artwork designs from his Ojibwe roots with a mission to create a broader awareness of Indigenous culture and iconography.

Patrick is best known for his paintings in the Woodland art style. However, he is also making a name for himself in the corporate world through artistic and graphic collaborations with RBC, Ernst & Young, Staples Promotional Products, Purolator and the Chicago Blackhawks, to name a few.

Patrick's dream to create a positive future for his People led him to launch a virtual paint class series during the pandemic.

The class has given him the opportunity to teach people of all ages, from all over Canada, about his culture, Woodland art and how to paint in a fun, stress-free environment. "I want to create legions of Indigenous artists to put more of our beautiful culture into more public spaces," he says.

Patrick currently resides in Toronto but makes frequent trips to his childhood home in northern Ontario, to stay connected to the land and to spend time with loved ones who have inspired his journey as an artist.



—Patrick Hunter, Artist

Cover Artwork: "Canadian Woodland" by Patrick Hunter



Acknowledgements

We acknowledge the traditional territories and ancestral lands of Indigenous peoples: First Nations, Inuit and Metis. We recognize that Indigenous peoples are the traditional stewards of the lands and waters we call Canada.



Pjila'dik
 Tunngasugit
 Binvinu
 Gilakas'la
 Ninaskomitin
 Oki
 Gdi-mokaagoom
 Biindigeg
 Kúnen
 Tekwanonhwerá:tons
 Kuei
 Nooleelúndam éel páyan
 Dagwáang
 Gdi-mokaagoom
 Dänch'ea
Welcome/Greeting

We are pleased to release Sodexo Canada's first ever Indigenous Report.

As a Canadian-based company, we have a responsibility to contribute to reconciliation in Canada. Our continued commitment to Indigenous communities and partners is in line with the Truth and Reconciliation Commission, and especially call to action #92.

We have committed to key leadership actions to help shape the path to a better future together. One such action is the development of a new Indigenous history and culture training program, developed in collaboration with Reconciliation Education and the First Nations University of Canada. Designed in alignment with Sodexo Canada's Indigenous relations commitments, this mandatory course is a true differentiator in our industry.

Our work in reinforcing and nurturing business relationships with Indigenous communities and nations has been recognized and celebrated for two decades now by the Canadian Council of Aboriginal Business (CCAB). By fostering long-term business relationships with our partners and suppliers, we contribute to a prosperous Indigenous economy.

Finally, through our Canadian Council for Indigenous People (CIP), we are continually raising awareness of Indigenous history and culture to help create a more inclusive workplace for both our Indigenous and non-Indigenous members. The CIP has developed a network of 30 chapters and over 175 members across Canada.

We value our relationships with Indigenous communities and nations, and presenting all of our actions in one place with this report highlights our commitment to these partnerships that enable growth, sustainability and shared synergies. The path to truth and reconciliation takes work, and I am proud of the work we put in every day to put our vision into practice, supporting and fostering positive relationships with Indigenous communities across the country.



“The path to truth and reconciliation takes work, and I am proud of the work we put in every day to put our vision into practice, supporting and fostering positive relationships with Indigenous communities across the country.”

—Suzanne Bergeron,
 President

Meet the Sodexo Canada Leadership Team

Our mission is to improve the quality of life of our employees and of everyone we serve, and to contribute to the economic, social and environmental development of the communities, regions and countries in which we operate around the world.

We are fully committed to deepening our understanding and expanding the ways in which we can contribute to building respect, relationships and opportunities to improve the quality of life of Indigenous communities across Canada.

CANADA LEADERSHIP COMMITTEE:

- Suzanne Bergeron** - President, Canada; Vice President of Human Resources, Canada
- Tim Banick** - Vice President of Operations, Canada
- Lorenzo Carlesi** - CEO of Healthcare and Seniors in Canada
- Juliette Dufourmantelle** - Senior Vice President of Corporate Services, Canada
- Gareth Ellis** - Vice President of Service Operations, Canada
- Erwin Joosten** - Senior Vice President, Energy and Resources, Canada
- Martin Lapointe** - Vice President, Education, Canada
- Vincent Meehan** - Vice president of IS&T & Field Support Services, North America
- Josée Michaud** - Senior Vice President of Operations, Canada
- Steven Roch** - Corporate Counsel, Canada
- Lisa White** - Director of Strategy & Planning, Canada
- Amad Khan** - Chief Finance Officer, Canada

Valmedia/istockphoto.com



Our Global Strategy for a Better Tomorrow by 2025

Since Sodexo Canada was founded in 1966, corporate responsibility has been the driving force behind everything we do. Our global Corporate Responsibility Strategy (CSR) outlines our commitment to create a Better Tomorrow by 2025. Developed in accordance with the 17 Sustainable Development Goals of the United Nations, it serves as a guide to ensure every decision is made with our community and our planet in mind, today and in the future.

The Canadian CSR strategy is aligned with Sodexo's global vision. We're taking action in all nine global commitments to create a Better Tomorrow — for the individuals we serve and employ, for our communities, and for the planet and precious resources we all share.

The strategy is focused on initiatives covering sustainability, diversity & inclusion and fighting hunger. All three issues are interrelated and need to be addressed to positively impact individuals, communities and the environment.



Our Nine Global Commitments

As a global company, we have three distinct but connected roles: employer, service provider and corporate citizen. Our Better Tomorrow 2025 actions focus on all three of these roles, with nine measurable commitments.

	OUR IMPACT ON INDIVIDUALS	OUR IMPACT ON Communities	OUR IMPACT ON THE ENVIRONMENT
OUR ROLE AS AN EMPLOYER	<p>Safely improve the quality of life of our employees</p> <p>80% Employee engagement rate</p>	<p>Ensure a diverse workforce & inclusive culture that reflects & enriches the communities we serve</p> <p>100% of our employees work in countries that have gender balance in their management populations</p>	<p>Foster a culture of environmental responsibility within our workforce and workspaces</p> <p>100% of our employees are trained on sustainable practices</p>
OUR ROLE AS A SERVICE PROVIDER	<p>Promote healthy lifestyle choices among our consumers</p> <p>100% of our consumers are offered healthy lifestyle options every day</p>	<p>Promote local development and fair, inclusive, sustainable practices</p> <p>10 BILLION EUROS of our business value will benefit SMEs</p>	<p>Source responsibly and provide management services that reduce carbon emissions</p> <p>34% reduction of carbon emissions ⁽¹⁾</p>
OUR ROLE AS A CORPORATE CITIZEN	<p>Fight hunger and malnutrition</p> <p>100 MILLION Stop Hunger beneficiaries</p>	<p>Drive diversity and inclusion as a catalyst for societal change</p> <p>500,000 women in communities educated through job training centres</p>	<p>Champion sustainable resources</p> <p>50% reduction in our food waste</p>

We are constantly working to ensure a diverse workforce and inclusive culture to make a positive impact in the Canadian communities we serve. We promote local development and fair, sustainable practices — driven by our values of diversity, equity and inclusion to serve as a catalyst for social change.

(1) Absolute reduction in Scope 1, Scope 2 and Scope 3 carbon emissions compared to a 2011 baseline. Better Tomorrow 2025 was developed in accordance with the United Nations Sustainable Development Goals (SDGs). The SDGs are a set of global in 17 key areas, requiring action by governments, businesses and society to achieve a more just and sustainable world by 2030. All our commitments are aligned with these goals.

Our Vision for Reconciliation

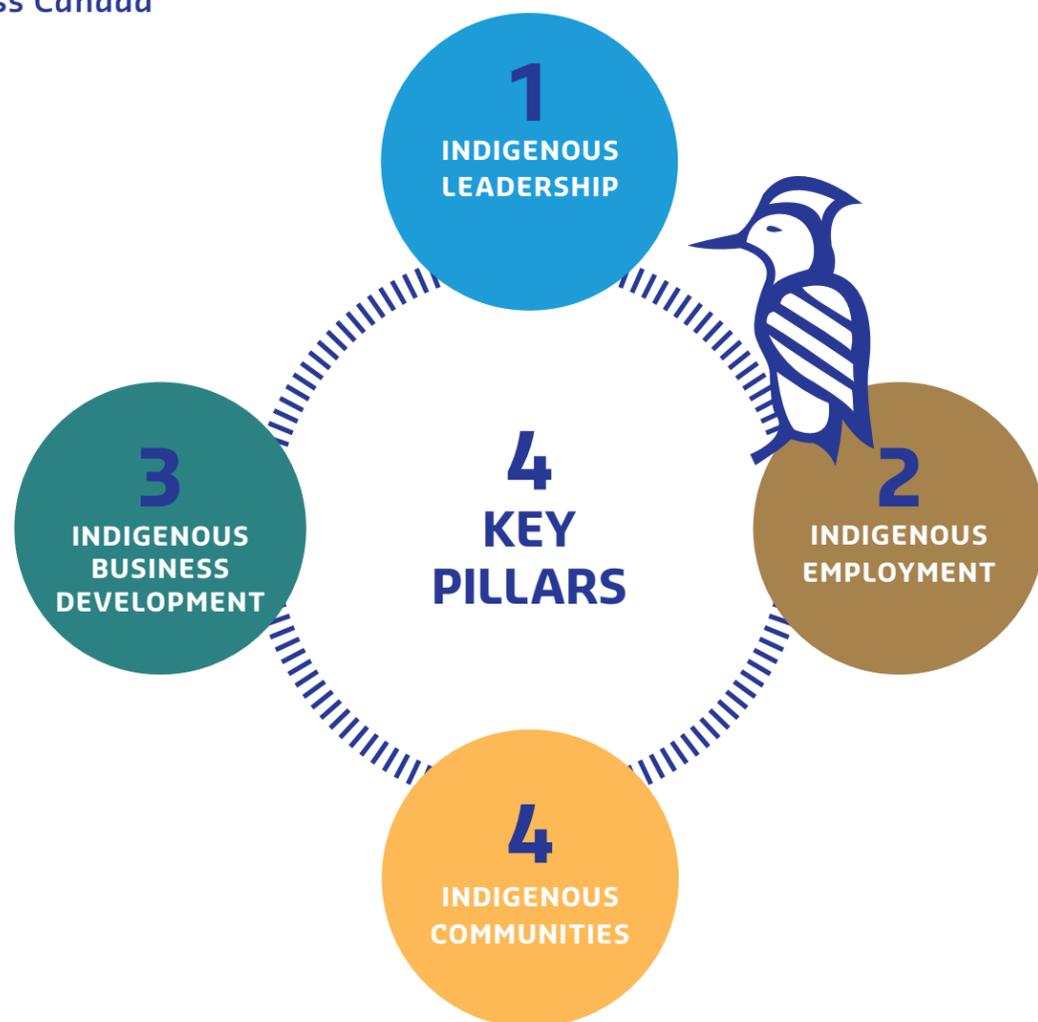
We have a role and responsibility in contributing to reconciliation in Canada, and we believe this is possible by conducting our business with values based on opportunities, respect and relationships.

Creating opportunities within Indigenous communities means promoting a culture of diversity and equal opportunity, which not only drives prosperity in those communities but also helps strengthen the economy of Canada as a whole.

Conducting our business with respect means working together with Indigenous communities and partner, as well as respecting who they are and how they do things, while recognizing their rights.

Finally, building relationships means making sure we are constantly nurturing and developing our existing relationships with Indigenous communities in Canada.

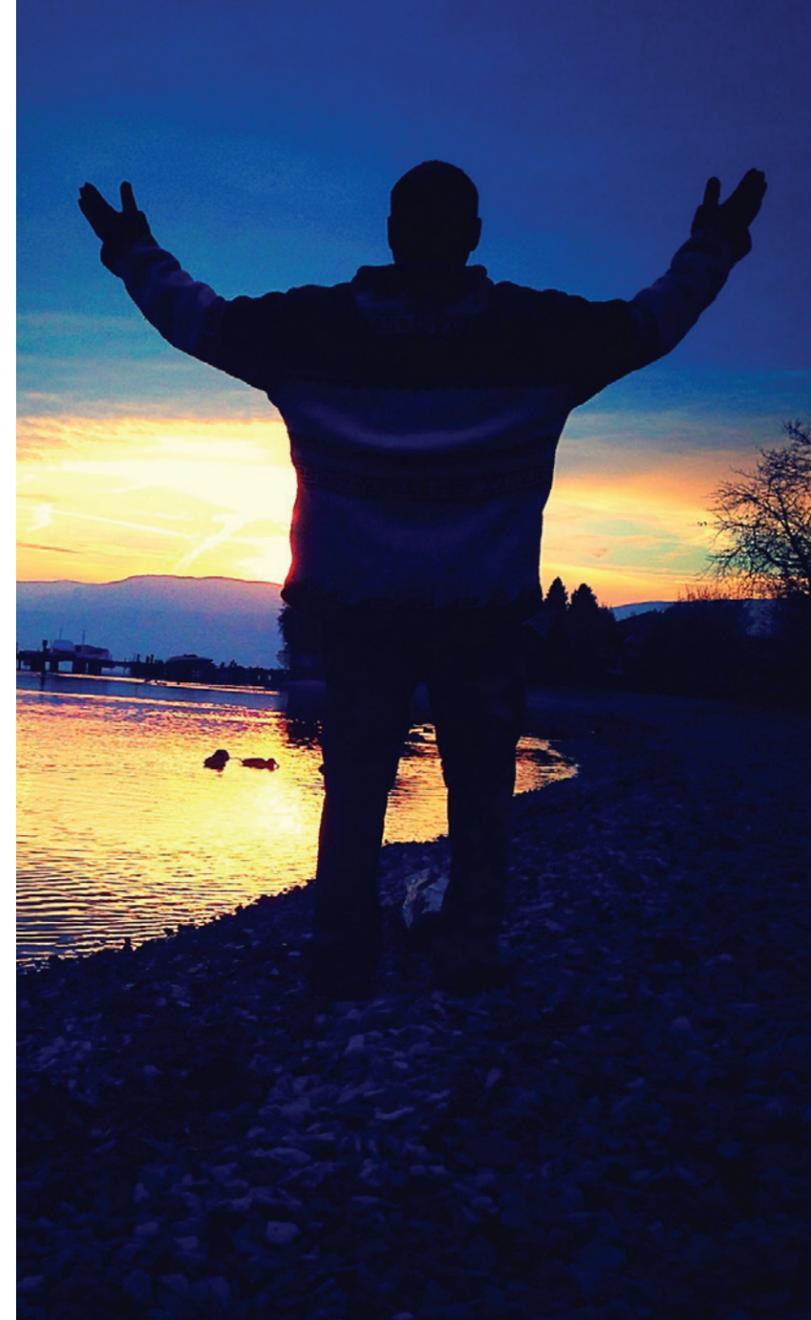
Our Commitment to Indigenous Communities and Partners Across Canada



Leadership Actions

We believe the key to fostering reconciliation with Indigenous peoples and helping shape a better future together starts with education and raising awareness of Indigenous history and perspectives.

Our leadership team supports different community initiatives and business development opportunities with Indigenous partners and communities across the country. It also provides Indigenous and non-Indigenous employees access to resources, professional development opportunities and support systems.



“First and foremost, I just want to say I am proud of Sodexo and what we have been doing over the years. Sodexo has been involved with Indigenous communities across Canada for over 20 years, even before reconciliation started. Today, Sodexo continues to develop strong relationships and partnerships with Indigenous communities and I am very proud of our ongoing efforts to learn about the cultures of the nations we work with.”

—Jonathan Kruger,
Director of Indigenous Relations
Western Canada, Communications
Co-Chair for CIP and former
Penticton Indian Band Chief

“A win-win relationship was and still is only true if we support the prosperity of the communities and nations we are involved in. It can be done with being part of and supporting several social, cultural and economic activities.”

—Rejean Gosselin,
Director of Indigenous Relations,
Eastern Canada



Indigenous Relations Policy Statement: Our Ongoing Commitments

In support of and in compliance with the 94 recommendations of the Truth and Reconciliation Commission's Call to Action #92, Sodexo has updated its Indigenous Relations Policy Statement. This statement, supported by our top leaders in Canada, outlines our ongoing commitments to support Indigenous communities economically, socially and communally in order to build a better future together.

Business Development Action #92

Sodexo will pursue multiple and diverse partnership agreements with Indigenous Nations and businesses and encourages Indigenous suppliers to present offers and provide products and services. Sodexo will support the development of regional businesses, particularly those related to the service industry.

SODEXO CANADA INDIGENOUS RELATIONS POLICY STATEMENT
CORPORATE COMMITMENT

Sodexo Canada recognizes and acknowledges that the economic development of Indigenous - First Nations, Metis and Inuit - communities, as well as the financial independence of Indigenous people in Canada is the responsibility of all Canadians and Canadian corporations. Sodexo believes that corporations must share their business experience and technical expertise with Indigenous partners and suppliers. Sodexo is committed to a meaningful transfer of skills that support and improve the well-being of Indigenous communities across Canada. Sodexo seeks input from Indigenous partners related to natural resource development and Indigenous values.

Sodexo supports and respects the Truth and Reconciliation Commission's 94 Calls to Action. Specifically, Action 92, which "calls upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources."¹

Sodexo aligns with the UN FPIC (Free, Prior and Informed Consent) process that enables an Indigenous/local community to exercise their fundamental right to give or withhold consent to all proposed activities, projects, legislative or administrative measures, and policies that will take place in or impact their lands, territories, resources, or livelihoods.²

Leadership Actions
It is part of Sodexo's strategic development plan to contribute to the social and economic development of the communities where we are involved. Sodexo's Senior Leadership Team commit to visiting and participating with Indigenous Nations and businesses.

Sodexo will use its Energy and Resources (E&R) Division to maximize partnerships and employment opportunities with Indigenous Nations across Canada. Sodexo is committed to creating transparent partnerships and relationships with Indigenous Nations.

Sodexo will support an internal Council for Indigenous People employee network group to promote and celebrate Indigenous people, cultures, and values.

Employment
Sodexo is committed to increasing Indigenous employment through company-wide efforts and to engaging with Indigenous Nations to explore employment opportunities. Sodexo will use our Hiring Policy to create recruitment programs/opportunities for Indigenous Nations.

Sodexo is committed to career development, mentorships, internships, and skills training opportunities for members of Indigenous communities.

Business Development
Sodexo will pursue multiple and diverse partnership agreements with Indigenous Nations and businesses and encourages Indigenous suppliers to present offers and provide products and services. Sodexo will support the development of regional businesses, particularly those related to the service industry.

Community Engagement
Sodexo is committed to developing and maintaining scholarship and sponsorship opportunities for youth within the areas we work.

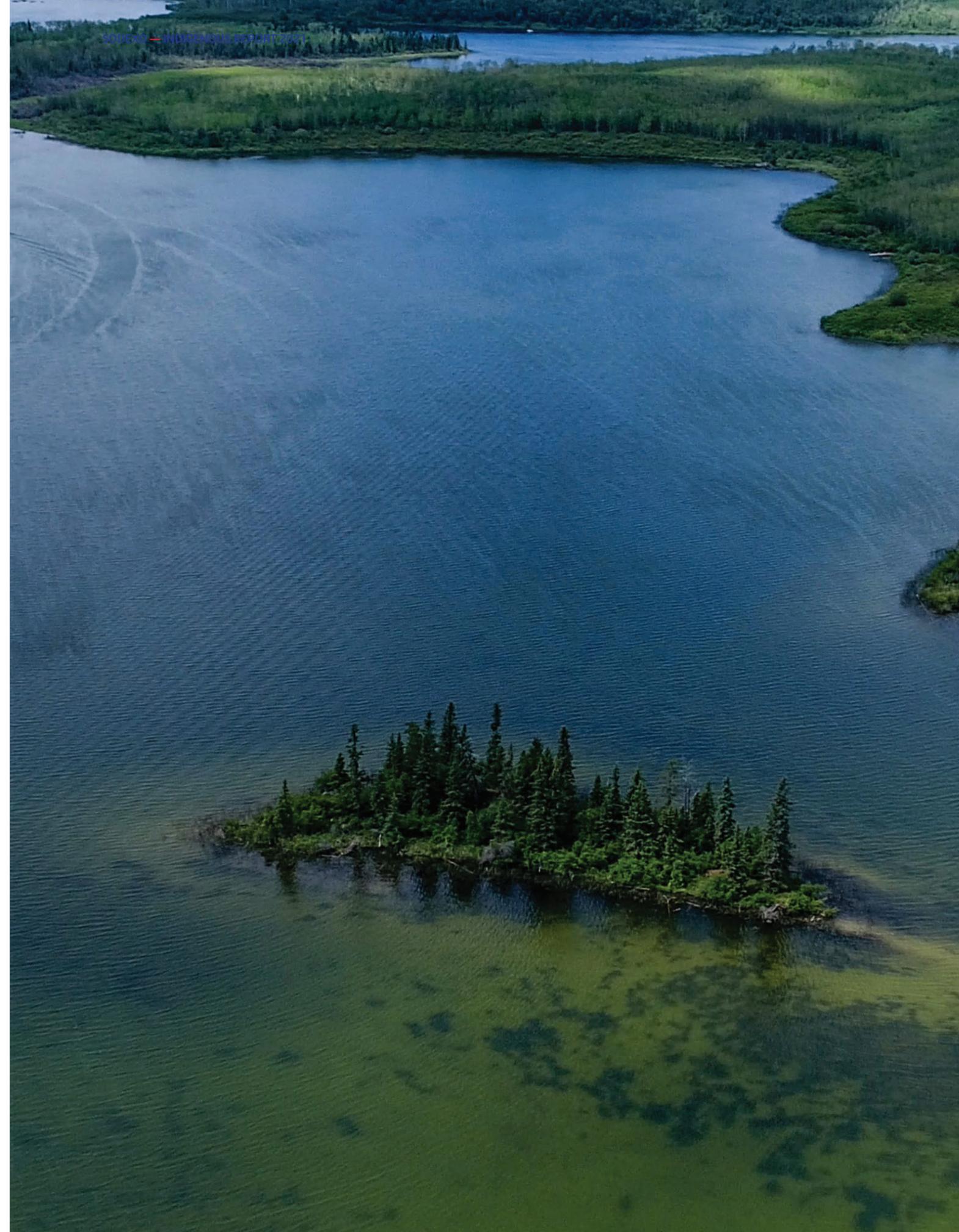
Sodexo is committed to help Stop Hunger through the Canadian Sodexo Foundation and STOP Hunger programs. Sodexo's Stop Hunger Foundation has partnered with the Breakfast Club of Canada to support food insecurity programs in vulnerable communities including Indigenous Nations.

Sodexo will promote activities and commit resources to develop and maintain constructive relations with Indigenous Nations and organizational leaders.


Suzanne Bergeron
President
Sodexo Canada Ltd


Erwin Joosten
Senior Vice President
Energy & Resources, Sodexo Canada Ltd.

1. https://www2.sodexo.com/~/media/~/content/~/upload/2021/02/Call_to_Action_English2.pdf
2. <https://www.un.org/development/desa/indigenouspeoples/publications/2019/10/free-prior-and-informed-consent-an-indigenous-peoples-right-and-a-good-practice-for-local-communities.html>



Pgiam/istockphoto.com





Educating All employees on Indigenous History and Culture

In response to the Truth and Reconciliation Commission (TRC) of Canada's Call to Action #92, we have launched a new Indigenous history and culture training program developed in collaboration with Reconciliation Education and the First Nations University of Canada. The three-hour course, entitled Indigenous Peoples of Canada: History, Culture and Reconciliation, is mandatory for all **950 salaried employees** of Sodexo Canada and is intended to bridge the gap between Indigenous and non-Indigenous employees, clients and partners. This course was designed in alignment with Sodexo Canada's Indigenous relations commitments. Since its launch in 2021, we have received inspiring and motivational feedback. The course is shining a light on the experiences of First Nations, Métis and Inuit people throughout history and in the present day, which is central to the understanding of our history as Canadian people.

"It is an honour to join Sodexo on its ongoing journey towards truth and reconciliation with First Nations University of Canada and the online employee course, "4 Seasons of Reconciliation". In gratitude to Sodexo for paving the way for others to join you on this path and chi-meegwetch for you unwavering commitment, solidarity throughout decades."

—Andrée Cazabon, Director - Reconciliation Education



From left to right: Koralie Deetjen-Woodward, Senior Writer; Davide Del Brocco, Sustainability Manager; Simon Seaton, Global CEO for Energy and Mining; Andrea Cantin, CSR Coordinator; Amy Frank, General Manager; Tylene Busch, National Retail Manager; Wayne Callihoo, Building Supervisor; Soledad Altamirano, Senior HR Manager; France Brunelle, District Manager; Christopher Sear, General Manager.



Indigenous Peoples of Canada: History, Culture and Reconciliation



Sharing Stories: France Brunelle District Manager, Quebec, Canada

France is a part of the Innu Essipit First Nation, located on the north shore of the Gulf of Saint Lawrence in Quebec's Côte-Nord region. Essipit means "river of shells" in the Innu language. She is an active supporter of Indigenous communities, and recently became a chapter lead for Sodexo's Council for Indigenous People (CIP). Objectives of the CIP include hiring Indigenous people from the Montreal area as part of a diversity, equity and

inclusion plan and purchasing from Indigenous suppliers when possible. France encourages efforts to celebrate Indigenous culture within Sodexo. One of these efforts is to create menus based on Indigenous cuisine. As an example, one of Sodexo's kitchens in Montreal had their orders doubled for an Indigenous Peoples Day lunch special, which featured smoked salmon and bannock.

"I'm proud of being an Indigenous woman and I want to show that even though I am a part of a minority group, I have a successful career. Hopefully this will encourage others to pursue their dreams. I believe this is the small part I can play in supporting the community."

—France Brunelle,
District Manager, Energy and
Resources, Quebec



Sharing Stories: Sodexo Canada Employees Across the Country

To celebrate National Indigenous History Month, we invited our employees to share what being Indigenous means to them, giving our teams a unique insight into their backgrounds, cultures, and experiences. The campaign can be found on Sodexo Canada's social media channels.



See what some of our partners have to say

DPI (Développement Pékouakami Innuatsh)

DPI and Sodexo Canada have had a solid relationship for more than 15 years. Currently, DPI offers food services for one of our clients in Quebec. More than \$60 million has been reverted to the local community and a dozen workers, most of whom are Indigenous, contribute to the Pékouakami Innuatsh First Nation.



"DPI is committed to developing ties with partners who share the same values of openness and respect. This is what we found with the Sodexo team"

— Linda Langlais,
Executive director of DPI and member of the Pékouakami Innuatsh First Nation

Nuvu Sodexo Inc.

Nuvu Enterprises Inc. has enjoyed a successful partnership with Sodexo Canada since 2019. The company has been serving a mining camp in Northern Quebec for over a year now.



"We are looking forward to helping the economy, the region and our community"

—Paulusie Saviadjuk,
President and owner of Nuvu Enterprises

Sodexo Lee-Bo Enterprises Inc.

Sodexo Lee-Bo Enterprises Inc. is a joint venture formed in April 2014. It operates camp facilities in Northern British Columbia. The venture supports the Haisla community and shares revenue with the Haisla Nation Council on targeted funding for mental health programs and services.



"Our contracts provide benefits to the Haisla members in the form of employment and training"

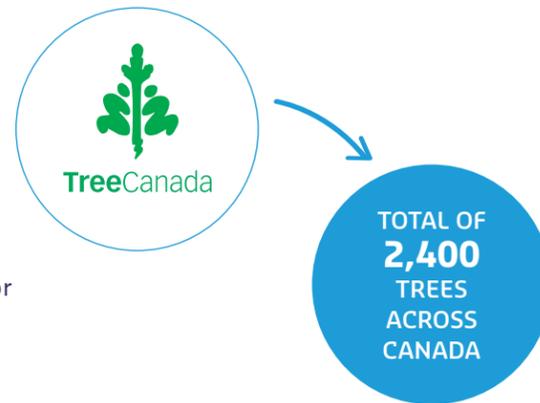
—Keith Nyce,
President of Lee-Bo Enterprises Inc

Photogilio/istockphoto.com



Repopulating our Forests with Tree Canada

In 2021, Sodexo Canada partnered with Tree Canada, committing to plant 2,400 trees over the following years to support Canada's reforestation through the organization's National Greening Program. Thanks to this program, Sodexo will be contributing to the restoration of forest and wildlife habitats, as well as to cleaner air, cleaner soil and cleaner waterways. The 2,400 trees will be planted across Canada where there is a need for reforestation or afforestation, including public or First Nation reserve lands and areas of natural or human-caused disasters.



“Tree Canada is dedicated to improving lives by planting and nurturing trees across the country, including on Indigenous lands. We applaud Sodexo Canada for their commitment to sustainable practices and for encouraging the restoration of our nation's forests. We look forward to our partnership and growing better places to live together.”

—Danielle St-Aubin,
CEO, Tree Canada



Reducing Waste Across Canada

WasteLESS Week is our global engagement campaign to raise awareness and empower our teams to waste less in the workplace and at home. In 2021, our teams celebrated twice, raising awareness on Earth Day as well. Some of our teams' initiatives included cleanup operations on remote sites, planting trees, turning off lights for meal breaks and giving back food surpluses to our Food Rescue Partners.



Sodexo team in Northern Manitoba

Remote Site Clean Up

Our teams in British Columbia raised awareness on Earth Day by taking part in cleanup operations on sites and surrounding areas. They braved the cold weather to collect nearly 50 pounds of waste. These initiatives were led by Jeffrey Dempsey and Pankaj Sharma, both Council for Indigenous People (CIP) ambassadors.

Sodexo team in one of our mining accounts in British Columbia



Employment

Supporting the growth of communities through our Indigenous partnerships includes hiring and training Indigenous people while supporting their Career Development. Sodexo Canada is committed to promoting and fostering a culture of diversity and equal opportunities and to providing inclusive workplaces everywhere we operate.



Hanna Garson, Third cook, Manitoba



Dana Beardy, Second Cook, Manitoba

Empowering Indigenous Communities with Employee Development

We believe that when Indigenous communities prosper, all Canadians prosper. That's why we established the Red Seal Chef Certification Program, dedicated to helping our chefs at remote sites and from different Indigenous communities gain new culinary skills and advance their careers.

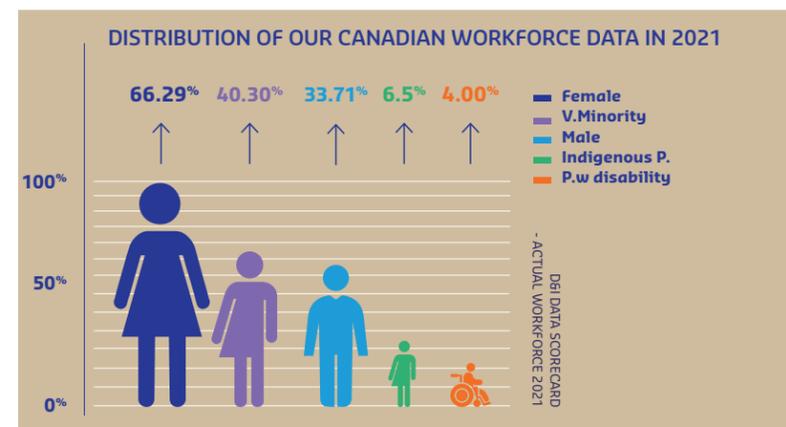
This program, along with our Fitness Leader Training Program and Buildforce Supervisory Training Program, are just a few of Sodexo's on-site training and certification opportunities for Indigenous employees. Since launching in 2018, we're proud to say more than 75 employees have graduated from these programs.

Dana Beardy is from the York Factory First Nation, one of our partners in Manitoba. She started her journey with Sodexo in 2015 at Keeyask as a general helper and joined the Red Seal program a couple of years ago. She is now the second cook at Keeyask.

Dana's kindness, professionalism and willing to help others have helped her shine and embrace various opportunities at Sodexo, like joining the Quebec team during the 2019 Indigenous Games at Sept-Îles, and our teams in Ontario as the chef manager for one of our units.

Our Diverse Workforce

In our Energy and Resources segment, 40% of our workforce is made up of local Indigenous people. The values of diversity, equity and inclusion are deeply embedded in our DNA — and it shows in our Canadian workforce data.



Growing at Sodexo: Wade Laliberty

Wade Laliberty, from the York Factory First Nation, started his career with Sodexo in 2017. His various roles include Frontline Housekeeper, Lead Housekeeper, Wellness Clerk and Wellness Supervisor. These roles helped shape his career, giving him the experience, knowledge and skills to prepare for his current position as Wellness, Recreation and Retail Manager for one of our Energy and Resources units in Northern Manitoba.

“Personal growth is a huge part of my life and has helped me get to where I am today. The knowledge, experience and leadership qualities I’ve been able to build will hopefully propel me into future positions within Sodexo.”

—Wade Laliberty,
Wellness, Recreation and Retail Manager, Energy and Resources, Sodexo Canada



Promoting Gender Balance on Remote Sites

In 2021, as part of our mission to create more gender-balanced teams, we focused on hiring more women to work at our Energy and Resources units, which are traditionally more masculine environments. Our colleagues Kirsten Godbout, General Manager in Kitimat, BC, and Jennifer Tse, newly-appointed District Manager supporting the Manitoba and Ontario Energy and Resource sites, are key ambassadors for our mission.



“I think one of the reasons behind this new challenge, is my competitive spirit. A few years ago, Energy and Resources was exclusively a man’s world, and while it changed drastically through witnessing resilient women leaders breaking these chains such as Kirsten Godbout for example, it has inspired me to do the same. By breaking barriers and getting out of our comfort zone, we can only succeed, as women, leaders and as a company overall.”

—Jennifer Tse, District Manager for Sodexo Operations, Manitoba and Ontario



“There are huge possibilities for an amazing career in remote site camps and women must not be excluded from this opportunity. Seeing female leadership in the company I work for helps demonstrate that there is a path ahead. I have worked in remote environments for over a decade, and I know we have a lot of work to do to attract talented women to the industry, but I want to be part of the solution.”

—Kirsten Godbout, Operational Excellence Manager, BC

Ensuring Women's Safety on Remote Sites

The health, safety and security of Sodexo employees and consumers is our top priority. We have several practices in place to ensure the safety and security of women on our remote sites. These include safety working groups, weekly meeting spaces for women to share or seek support, surveys, a safety matrix, a women-only dorm policy, and alarms and panic buttons for any potential safety concerns. We work closely with our clients, partners and the community to establish improvements to women’s safety.



A team in Northern Manitoba

Campaign to Stop Gender-based Violence

On November 25, 2020, the United Nations commemorated the International Day for the Elimination of Violence Against Women with a virtual multi-stakeholder event. With gender-based violence spiking globally during the COVID-19 pandemic, Sodexo took a stand. Aligned with the UN Sustainable Development Goals and guided by our values and ethical principles, we established the SoTogether global advisory board on gender equality to lead the company toward gender balance and to promote a safe workplace free of violence in all its forms.



Supporting the Mental Health of our Indigenous Employees

Prioritizing our employees' mental health, especially during challenging times, is a key part of our culture of health and wellbeing. We have developed an internal mental health resources page to provide our employees with quick and easy access to a wide range of trusted mental health and wellness resources across the country, in all provinces and territories. These resources include national and provincial/territorial crisis hotlines, as well as a hotline set up in response to the residential schools crisis. We also provide support for coping with mental health issues and stress during the COVID-19 pandemic, and we've created a Canadian Mental Health Committee to promote mental health and safety across Sodexo, all grounded in our commitment to diversity and inclusion.

Just a few days before National Indigenous History Month, the remains of 215 children were found buried at the site of a former residential school in B.C. In response to the tragic finding, we wanted to support our employees in crisis or experiencing difficult times by sharing various health and wellness resources, along with educational resources to raise awareness about the history and perspectives of Canada's Indigenous communities*.

*Resources available in different Indigenous languages



One of our cleaning and laundry services team



Meet Shain Jackson, the Artist Behind our Safety Awards

Every year, we host a Safety Awards ceremony to celebrate Sodexo's commitment to a culture of safety and our journey to zero harm. Last year, we collaborated with Shain Niniwum Selápem Jackson (Shishálh First Nation) to design the awards. Shain is the president of Spirit Works Limited, a company focused on the design creation and distribution of authentic Indigenous art products. For the Safety Awards, he created a beautiful fusion of contemporary and traditional design, paying homage to his Indigenous background with special touches such as combining cedar wood and copper materials.



Business Development/Supply Chain

We work with more than 84 Indigenous-owned businesses and with 30 Indigenous communities across Canada. This is just one of the ways we are supporting local economic development and building mutually beneficial partnerships. Sodexo Canada is committed to developing, nurturing and increasing business relationships with Indigenous communities across Canada.



“Since its creation, Sodexo’s mission has been to contribute to the economic, social and environmental development of the communities where we operate. Supporting Indigenous-owned businesses is part of our DNA and vision for prosperity. Our Indigenous suppliers and partners are key players for the development of sustainable economic opportunities across Canada.”

—**Florian Zaragoci**,
Sr. Director, Growth & Indigenous Partnerships, Energy and Mining

“I am grateful to work at Sodexo and to partner with First Nations friends, not only to work together towards prosperity but to learn more about their culture, wisdom and values. I am proud of Sodexo’s sustainability- and community-building efforts and I’m humbled to have the opportunity to be part of those initiatives.”

—**Arpad Kaltenecker**,
Business Development Manager,
Energy & Mining



20 Years of Progressive Aboriginal Relations (PAR) Certification



For more than two decades, Sodexo Canada has been promoting, reinforcing and nurturing business relationships with Indigenous communities and nations. These long-term partnerships have been recognized and celebrated every year by the Canadian Council of Aboriginal Business (CCAB). We're proud to say that in 2019, we once again received the gold-level PAR certification, the highest level of recognition issued by the CCAB. Companies working towards this certification will testify that achieving it is no easy feat. It is a clear demonstration of our organization's involvement in Indigenous communities and nations, driven by strong leadership with defined commitments and goals.



“Together, we strengthen and enhance a prosperous Indigenous economy through the fostering of business relationships throughout our Energy & Resources accounts. As a company, it’s important that we leave a positive legacy footprint in the communities where we operate. Through our training and development programs, our partnership commitments and our sustainable practices, we can help to elevate local communities.”

—Erwin Joosten,
Senior Vice President, Energy and Resources, Sodexo Canada



Participating in the Indigenous Economy

Sodexo Canada's latest Indigenous Business Survey shows deep support for Indigenous businesses among the Canadian public, with 79 percent of Canadians recognizing the importance of thriving Indigenous enterprises in creating sustainable economic opportunities for Indigenous people across the country.



Cristina Ramos Hernando/ Shutterstock.com

“The success of Indigenous businesses clearly matters to Canadians. The fact that Canadians expect the private sector to step up with action to help Indigenous entrepreneurs sends a powerful message to decision makers. This broad public support will also fuel the optimism of Indigenous business owners.

The role that procurement can play in offering a hand up will incentivize businesses to champion and encourage Indigenous business inclusion at all levels of business interaction and participation.”

—Tabatha Bull,
President and CEO, Canadian Council for Aboriginal Business (CCAB)



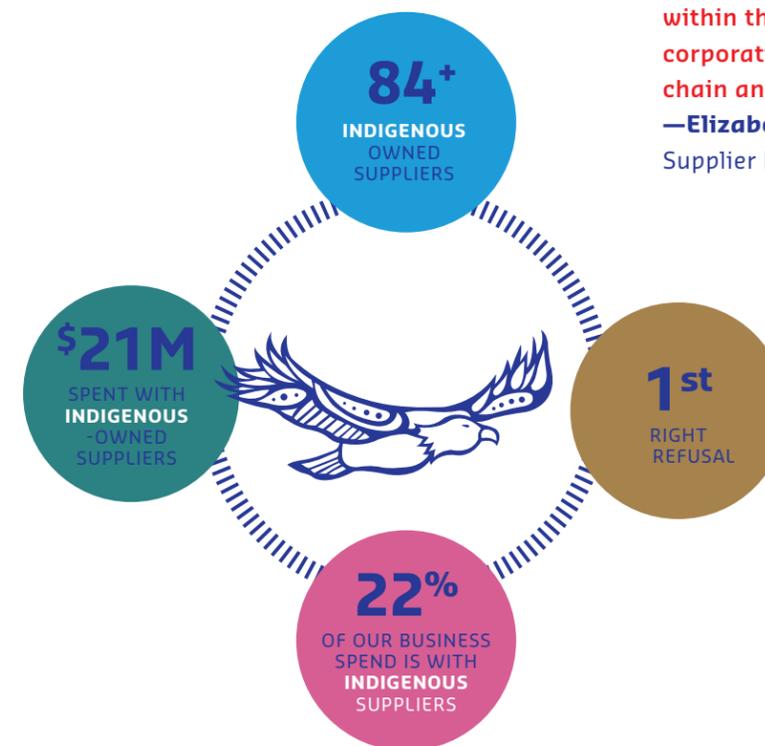
Supporting Indigenous-owned Suppliers

At Sodexo Canada, supporting small and medium-sized enterprises (SMEs) is a key part of our business model, allowing us to support economic growth and job creation in Canada while providing the most innovative products and services to our stakeholders. The values of diversity, equity and inclusion are central to what we do and extend to our suppliers, too. Our Global Supplier Inclusion Program includes SMEs as well as businesses owned by women and underrepresented groups. In Canada, we work with 486 diverse suppliers, ranging from businesses owned by Indigenous people and people with disabilities to war veterans and members of the LGBTQ2S+ community.



“I am blessed with the opportunity to look at all areas of diversity — all minorities, groups, small, medium, Indigenous, women, LGBTQ2S+, veteran, a person with a disability. All of these areas that sometimes don't have the same participation within the supply chain or within large corporations (...) I introduce them to our supply chain and eventually make them our partners.”

—Elizabeth Acueda,
Supplier Diversity Manager, Sodexo Canada



SOME OF OUR INDIGENOUS-OWNED SUPPLIERS



A Focus on Indigenous & Fair Trade Businesses: Spirit Bear Coffee Company

Spirit Bear Coffee Company is Canada's first Indigenous-owned and operated coffee brand. We're proud to offer Spirit Bear's coffee in our offices and in our sites across the country because they are committed to 100% Fair Trade and certified organic coffee, which means they use the highest quality, sustainably-grown beans, purchased at an equitable and ethical price. The company also supports several social and environmental causes including the Ocean Alliance, Kamloops Wildlife Sanctuary and the Northern Lights Wildlife Society, sharing our values of protecting people and our environment.



"Spirit Bear Coffee Company is excited to continue to grow through the Sodexo Quality of Life offerings. Sodexo shares our values about our growing Indigenous communities and cares about the value propositions in our Indigenous company. Naut'sa Mawt (Together working with an open mind and an open heart)."

—Paul Biglin,
Co-Owner & Co-President,
Spirit Bear Coffee Company
and 1 Nation Distribution

Jack Plant/Shutterstock.com



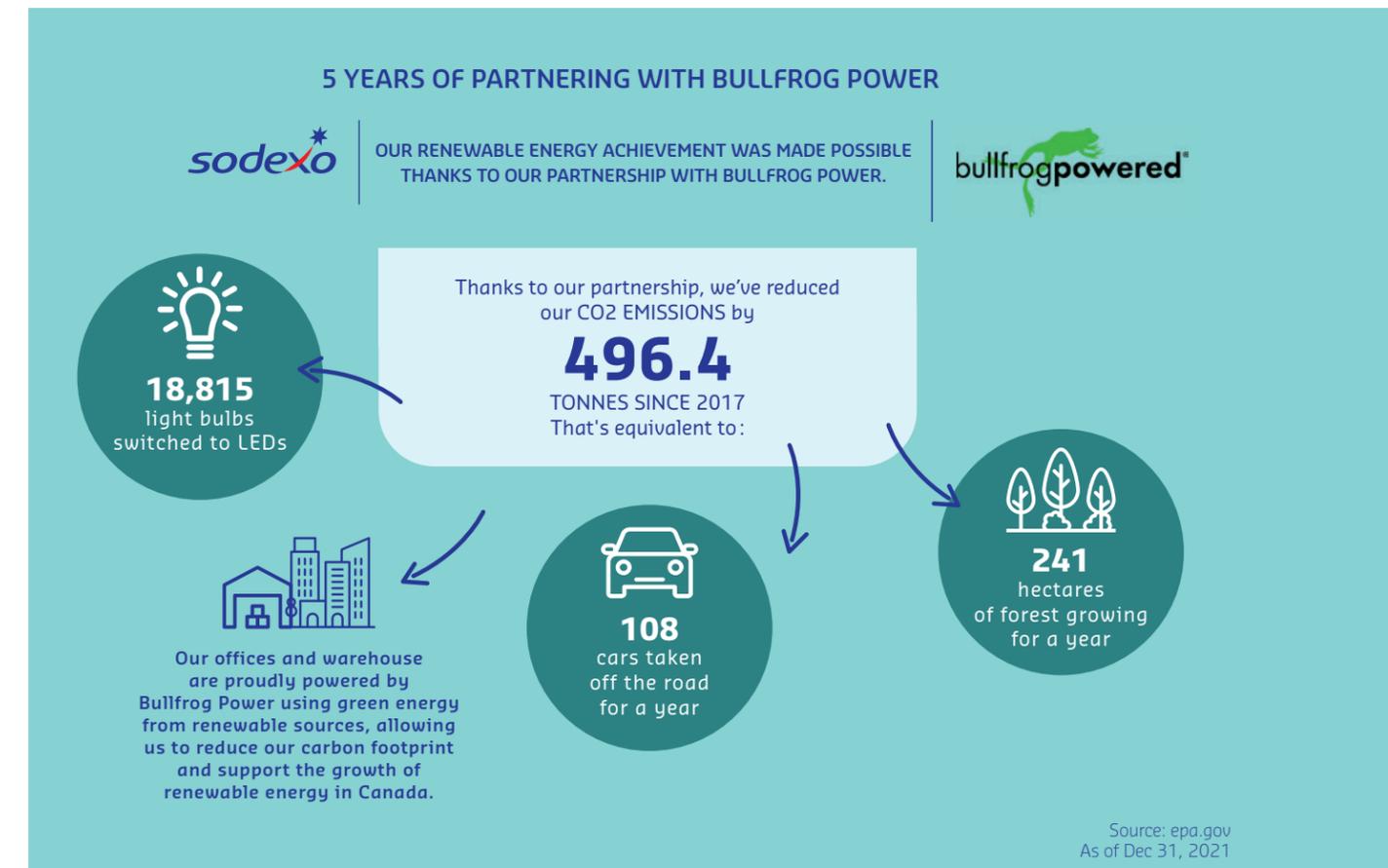
Our Renewable Energy Commitment for a Better Tomorrow by 2025

Our offices and warehouse are proudly bullfrogpowered with 100% green electricity. Bullfrog Power's generators put 100% clean, pollution-free electricity onto the grid to match the amount of conventional power that we use. By partnering with Bullfrog Power, we're reducing our carbon footprint and supporting the growth of renewable energy industry in Canada.

Our green energy commitments with Bullfrog Power help fund community-led projects across the country. These include projects to support solar panel installations on schools and Indigenous communities, such as the Haida Heritage Centre solar project in partnership with the Skidegate Band Council on Haida Gwaii in Skidegate, B.C, and the Kluane Wind Feasibility project in Yukon in partnership with the Kluane First Nation.



Solar panel project in Haida Heritage Centre on Haida Gwaii in Skidegate, B.C



Community Relationships



The 4R Philosophy

Sodexo's connection to prosperity in building relationships with Indigenous peoples is based on its 4R philosophy: Respect, Recognition, Revenue Sharing and Representation. Respect and recognition often go hand in hand. Respect means to acknowledge that you are on Indigenous territories, while recognition means understanding Indigenous laws and practices that have been around since the beginning of time. The challenge is to work together, respecting who our Indigenous

communities are and how they do things. It takes a lot of work to respect each other's laws and come together to create proactive solutions. Revenue sharing is crucial. It's important to ensure we all prosper and can move forward in a mutually-beneficial way. Representation means that Indigenous women and men need to be present at all levels of decision making, from shovels in the ground all the way up to the boardrooms.

A Connection for Prosperity We follow the 4Rs



Our Indigenous Partners in Canada

Some of our Indigenous partnerships across Canada that enable growth, sustainability and shared synergies for a Better Tomorrow:

YUKON
 SELKIRK FIRST NATION (SDC)
 LITTLE SALMON CARMACKS FIRST NATION (CDC)

BRITISH COLUMBIA
 HAISLA'A FIRST NATION (LEE-BO SODEXO)
 TAHLTAN FIRST NATION (TNDC)
 MCLEOD LAKE INDIAN BAND
 NAK'AZDLI WHUT'EN
 KITSELAS FIRST NATIONS

ALBERTA
 ALEXANDER FIRST NATIONS
 MIKISEW FIRST NATION (MSLP)

MANITOBA
 FOX LAKE CREE NATION
 YORK FACTORY CREE NATION

SASKATCHEWAN
 TOUCHWOOD AGENCY TRIBAL COUNCIL (TATC)
 BIRCH NARROWS DENE FIRST NATION

ONTARIO
 Sioux Lookout Friendship Accord (SLFA)
 CAT LAKE FIRST NATION
 LAC SEUL FIRST NATION
 SLATE FALLS FIRST NATION
 KICHENUHMAYKOOSIB INNINUWUG FIRST NATION
 Supercom Industries
 RED ROCK BAND
 BIJGTIGONG NISHNAABEG
 FORT WILLIAMS FIRST NATION
 PAYS PLAT FIRST NATION
 PIC MOBERT FIRST NATION
 MICHIPICOTEN FIRST NATION
 Anokigamig Construction
 NAICATCHEWENIN FIRST NATION
 RAINY RIVER FIRST NATION

Progressive Aboriginal RELATIONS **GOLD LEVEL**
 Canadian Council for Aboriginal Business

QUEBEC
 CREE NATION OF MISTISSINI (ESKAN)
 CREE NATION OF WASWANIPI
 EKUANITSHIT INNU NATION (SEIE)
 NUTASHKUAN INNU NATION (SEIE)
 UNAMEN SHIPU INNU NATION (SEIE)
 PAKUA SHIPU INNU NATION (SEIE)
 UASHAT MAK MANI-UTENAM INNU NATION (SDEUM)
 MATIMEKUSH INNU NATION (SDEUM)
 KAWAWACHIKAMACH NASKAPI NATION (SDEUM)
 MASHTUIATSH INNU NATION (DPI)
 PESSAMIT INNU NATION
 ATIKAMEKW DE MANAWAN
 INUIT SALLUIT (NUVU ENTERPRISES)



“Our Corporate Social Responsibility culture aims to create a Better Tomorrow, and that includes empowering Indigenous communities. I believe Indigenous communities are leading the change and teaching us the value and importance of protecting nature and taking care of its resources, as well as showing us that change can be made with respect, kindness, and resilience.”
 —Normand St-Gelais,
 Director of Corporate Responsibility, Diversity, Equity and Inclusion, Sustainability & Stop Hunger Foundation, Sodexo Canada



Ronniechua/istockphoto.com

Our Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion are deeply embedded in our DNA and we are committed to promoting these values every day. At every level, our employees reflect the communities we serve. That's why we want to give them a sense of belonging, to recognize and reward their contributions, and to empower them to grow and thrive within the company.

Our DE&I commitment allows us to consistently show our clients what we stand for, letting them know that we always keep their unique needs and goals top of mind. Our commitment is grounded in our corporate responsibility and contributes to the social and economic development of our employees, clients and communities.

Our six Dimensions of Diversity (EBRGs)

We offer our employees every opportunity to engage in our six Employee Business Resource Groups (EBRGs), dedicated to fostering a culture of diversity, equity and inclusion while promoting best practices. The more perspectives we can bring to our frontlines, our management and our supply chain, the better we perform. Our performance indicators link diverse, gender-balanced teams to improved operating margins, employee retention, employee engagement and workplace safety.



Sodexo Canada's Council for Indigenous People (CIP)

The Council for Indigenous People (CIP) is one of Sodexo Canada's Employee Business Resource Groups (EBRGs). It aims to raise awareness of Sodexo's Indigenous relations while empowering every member in our group, especially our Indigenous members, to grow and thrive within our organization. With 30 chapters and more than 175 members, CIP has developed a network across Canada that helps promote and raise awareness of Indigenous history and culture to help create a more inclusive workplace. Through various initiatives, the CIP network teaches concepts that are fundamental to our employees' personal culture and understanding as Canadian citizens, providing them with the tools and support to build and strengthen relationships with our partners and employees from Indigenous communities.



One of our teams in northern Manitoba



Enriching our Culture Through Time-honoured Practices

One of the most successful initiatives of CIP is also its most simple: sharing circles held on site one evening per week. Drawing from a cultural practice, people can only talk when an elder passes the talking stick to them. This helps people to learn to listen. At first, it was intended just for members to share, but it quickly spread to others who welcomed the space to tell their stories.



“You hear their personal stories and what people are going through. Now you start to connect and start to understand. To see beyond the uniform. Instead of talking from the level of authority this helped us break that wall down, and have that trust and build that relationship. So our performance management changed. If there is a personal problem amongst the team that is impacting the operation or if there is an ongoing challenge with an individual, we’ll ask someone from the community to facilitate a sharing circle. Listen to what’s really going on, what their real struggles are.”

—Michael Chidane,
Director Operations, Energy & Resources,
Sodexo Canada



“The commitment of colleagues and friends within the CIP group is extraordinary. Through their initiatives, we stay connected with our Indigenous partners' communities and continue to learn together. This commitment is contagious, the CIP community has naturally spread to all segments and teams within Sodexo.”

—**Pierre-Henry Arsapin**,
Director of Operations, Energy and Resources,
and CIP Chair



“In the spirit of reconciliation, it is our opportunity to practice deep listening and actively pursue learning about Indigenous and First Nations Peoples and their histories. We need to do more than just talk about reconciliation. We need to learn how to practice it, take thoughtful action in the name of reconciliation and imbed this way of being in everything we do.”

—**Erin MacLean**,
District Manager, Sodexo Campus
and CIP co-chair



“I am dedicated to having a positive impact and contributing to the development of strong, healthy communities — for today and for future generations. The Treaty 6 land on which I gather, live, and work, is the Traditional Territory of the Cree People, and the home of the Métis Nation. Through my leadership and actions, I will advance reconciliation and honor the ancestors of this land. I am committed to nurturing a culture of community and inclusiveness so that individuals are empowered and can contribute to the best of their abilities”

—**Amy Frank**,
General Manager, Sodexo Healthcare, Saskatchewan

Celebrating National Indigenous History Month

During National Indigenous History Month in June, and beyond, we continued our commitment to celebrate and empower Indigenous team members and Indigenous communities across Canada with various impactful initiatives.

To mark the occasion, our chefs in sites across the country developed special menus to celebrate Indigenous culture. From Ojibway Manomin (a wild rice dish) and wild mushroom pizza to duck leg confit and deer stew, our menus featured a diverse range of recipes to introduce our guests to the rich Indigenous culinary culture.

Our teams also learned about Indigenous culture by taking part in various on-site workshops, such as creating dream catchers.



What being Indigenous means to me



“I've had the opportunity to share my Indigenous culture with other people while working at Sodexo. I have taught mit-making classes and moccasins classes to other people on site.”

—**Shirley Peters**,
Travel coordinator at
Sodexo - Fox Lake Cree
Nation



“Being Indigenous, to me, is about resilience. Because without the resilience from my ancestors, I wouldn't be the Indigenous person I am today. It's also about connection — connecting to the land, to my family and the people around me.”

—**Ayden Henderson**,
Third cook at Sodexo -
Fox Lake Cree Nation



“Being Indigenous means we are the first origins of these lands. Our traditional values are passed down from generations. Some of my favourites are the values of life of the human race, as well as the value of life from water, the lands and the fire.”

—**Muriel Hart**,
Security guard at Sodexo -
Nisichawayasihk Cree Nation

Raising Awareness on Orange Shirt Day

On September 29, on the eve of the National Day for Truth and Reconciliation, Sodexo employees gathered virtually from coast to coast to pay tribute to residential school survivors and their families. This gathering was an opportunity for us to acknowledge the intergenerational trauma resulting from this system, and to come together in a spirit of listening, sharing, reconciliation and hope to build a better future together.

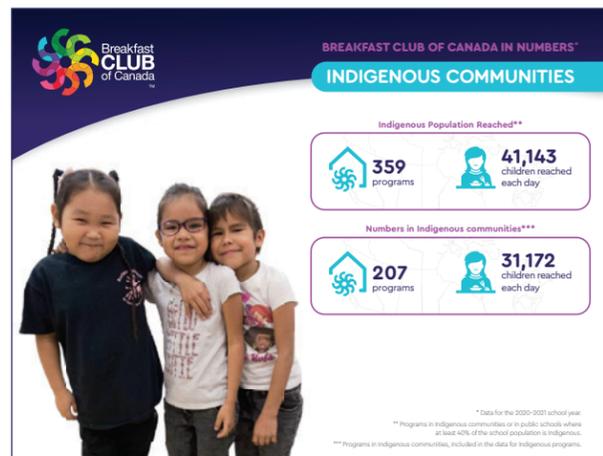
Many sites across Canada took part in Orange Shirt Day by ordering shirts for their employees, practicing an on-site healing circle, organizing a symbolic walk or preparing a special Indigenous menu.



Shayne Dela Ysla, dining room server, packing our 600 lunches for the Orange Shirt Day Pow Wow, Winnipeg, MB

Our Partnership with Breakfast Club of Canada

The Stop Hunger Foundation has partnered with the Breakfast Club of Canada (BCC) to support food insecurity programs in vulnerable communities including Indigenous nations. In 2020, we committed to making a \$500,000 contribution to the Club to help it establish additional breakfast programs. Currently, the Club is partnering with 255 Indigenous schools and community organizations, reaching nearly 110,000 children and youths from coast to coast.



Sodexo Service Spirit Award in North America

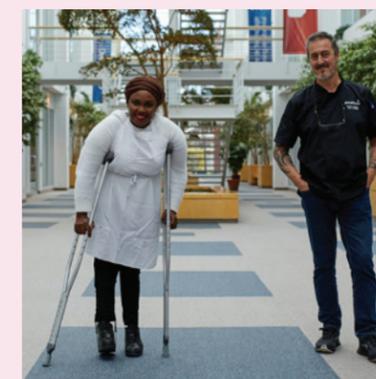
During the pandemic, the Nunavut government arranged for their residents to quarantine in Winnipeg before flying home. Best Western Winnipeg was assigned as a quarantine hotel. Our Sodexo team immediately rose to the challenge, going above and beyond to make their guests feel at home.

They went from serving 300 meals a day to 1,200, and even sourced specialty ingredients to cook traditional dishes in honour of their guests, including caribou and Bannock. They also trained their frontline employees in commissary-style service and arranged for them to get vaccinated early to ensure safety. As a thank you for their exceptional work, the team was awarded a gold-level Sodexo Service Spirit Award in North America.



Supporting Indigenous Perspectives on Disability Inclusion

As part of our partnership with the University of Ottawa's LIFE Research Institute, Sodexo is financing a research project in disability scholarship and practices to study First Nations' understandings and perspectives on disability, accessibility, health and wellbeing. The study was led by Tricia McGuire-Adams, Professor and Canada Research Chair in Indigenous Ganandawisiwin (Good Health) Sovereignties, also from Bingwi Neyaashi Anishinaabek in Robinson Superior Treaty territory.



Stop Hunger Foundation

We established the Stop Hunger Foundation to support charitable groups that share our mission to promote sustainability and fight hunger in communities across Canada — organizations that build sustainable food systems, fight hunger and support the empowerment of women in need in our communities.

Sodexo is committed to helping stop hunger through the Canadian Sodexo Foundation and STOP Hunger programs. This commitment includes allocating resources to develop and maintain constructive relationships with Indigenous nations and organizational leaders.



Sodexo Canada's 2021 Impact

LEADERSHIP



25

Active Indigenous partners

30

Indigenous community partners across Canada

EMPLOYMENT

40% Indigenous employees in the Energy and Resources segment



\$800,000

Spent on Indigenous trainings and development

6.5%

of our total workforce in Canada is Indigenous

BUSINESS DEVELOPMENT/ SUPPLY CHAIN

20 years of Progressive Aboriginal Relations (PAR) certification

100+ Indigenous-owned suppliers

\$21M spent with Indigenous-owned suppliers

COMMUNITY RELATIONS

\$300,000

in Indigenous Scholarships and in-kind donations

\$10M+ in Indigenous community support

Sodexo Canada's key Energy and Resources Accounts

- ONSHORE ENERGY
- MINING
- ENGINEERING & CONSTRUCTION PROJECTS



Awards



PROGRESSIVE ABORIGINAL RELATIONS (PAR) PROGRAM COMPANY, GOLD LEVEL

Sodexo Canada was recognized once again by the Canadian Council for Aboriginal Business (CCAB) as a certified Progressive Aboriginal Relations (PAR) Program company, marking the **seventh time we've been awarded the gold level certification.**



2020 PARITY CERTIFICATION - PLATINUM LEVEL

Our commitment to gender equality has earned us the highest level of certification from La Gouvernance au Féminin - Women in Governance. We are honoured to win the Platinum Parity certification and lead the movement to close the gender gap in the workplace.



2021 CANADA'S GREENEST EMPLOYERS

We were named one of Canada's Greenest Employers for our sustainability efforts to work on a Better Tomorrow every day. For over a decade, Canada's Greenest Employers has been documenting employers working to create a more sustainable future for all.



2021 CANADA'S BEST DIVERSITY EMPLOYER

For the ninth consecutive year, Sodexo Canada was named one of Canada's Best Diversity Employers by Media Corp. We believe diversity, equity and inclusion (DE&I) is a market differentiator and this commitment is a fundamental component of its growth strategy.





2021 HAMILTON-NIAGARA'S TOP EMPLOYERS

For the 10th year in a row, Sodexo Canada was named one of the Top Employers (2021) for Hamilton-Niagara, which recognizes employers leading their industries with innovative programs to attract and retain top talent and fostering exceptional work environments—and that in 2021 stood out for their resilience in response to the pandemic.



2021 BLOOMBERG GENDER-EQUALITY INDEX

In 2021, Sodexo was included in the Bloomberg Gender-Equality Index (GEI) for the fourth consecutive year. The Index distinguishes companies committed to transparency in gender reporting and advancing women's equality in the workplace.



2021 DIVERSITYINC HALL OF FAME COMPANY

In May 2021, Sodexo was named a DiversityInc Hall of Fame company, marking the 13th year we've been recognized as a top diversity leader by DiversityInc.



2021 S&P GLOBAL SUSTAINABILITY YEARBOOK

For the 14th consecutive year, Sodexo was ranked among the top-scoring company in its industry for its excellent sustainability performance.



2021 CANADA'S BEST EMPLOYERS FOR RECENT GRADUATES

Canada's go-to career guide for recent graduates named Sodexo Canada as one of the best employers in the country.



2021 DOW JONES SUSTAINABILITY INDEX

For the 17th consecutive year, Sodexo was ranked as one of the top-rated companies of the Restaurants & Leisure Facilities on the S&P Global Dow Jones Sustainability World Index. Sodexo obtained the best score in the Restaurants and Leisure Facilities sector, with a score of 75 out of 100 (up 2 points from 2020), assessing the sustainability of the company.



ECOVADIS

EcoVadis is a collaborative platform set to evaluate Corporate Responsibility performance. The assessment covers the dimensions of environment, labour & human rights, ethics and sustainable procurement. In 2020, Sodexo awarded a platinum rating. This places us in the top 1% of companies.



CARBON DISCLOSURE PROJECT (CDP)

For the first time, Sodexo scored an "A" grade, joining 270 high-performing companies out of more than 9,500. This recognition demonstrates key progress on our carbon strategy, which includes a target aligned with the most ambitious goal of the Paris Agreement to limit global warming to 1.5°C above pre-industrial levels, as well as concrete actions to cut emissions and transparency in reporting.

ROLLAND 100% RECYCLED PAPER

Printed on Rolland Enviro Cover 80lb and Rolland Enviro Print 70lb Text.
This paper contains 100%
post-consumer fiber, is manufactured using renewable energy - Biogas and
processed chlorine free. It is FSC® and Ancient Forest Friendly™ certified.



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