



**Sodexo Workplace Diversity
Survey**

May 8, 2014

Contact Information

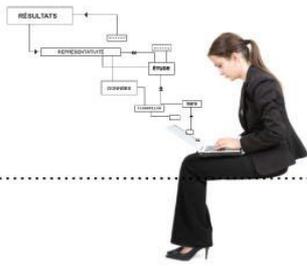
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RESEARCH METHODS



RESEARCH METHODS

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INSTRUMENT

A survey of 1090 employed (excluding self-employed) Canadians was completed online between April 25 and April 30, 2014 using Leger's online panel, [LegerWeb](#).

A probability sample of the same size would yield a margin of error of +/- 2.9%, 19 times out of 20.

ONLINE PANEL

Leger's online panel has approximately 460,000 members nationally – with between 10,000 and 20,000 new members added each month, and has a retention rate of 90%.

Panel members are randomly selected to receive email invitations to the individual surveys.

We ensure the protection of privacy via the usage of unique URLs and respondent IDs in combination with survey IDs.

QUALITY CONTROL

Stringent quality assurance measures allow Leger to achieve the high-quality standards set by the company. As a result, its methods of data collection and storage outperform the norms set by WAPOR (The World Association for Public Opinion Research). These measures are applied at every stage of the project: from data collection to processing, through to analysis. We aim to answer our clients' needs with honesty, total confidentiality, and integrity.

2005	25%
2006	35%
2007	36%
2008	48%
2009	55%
2010	80%
2011	85%



+40%

+10%



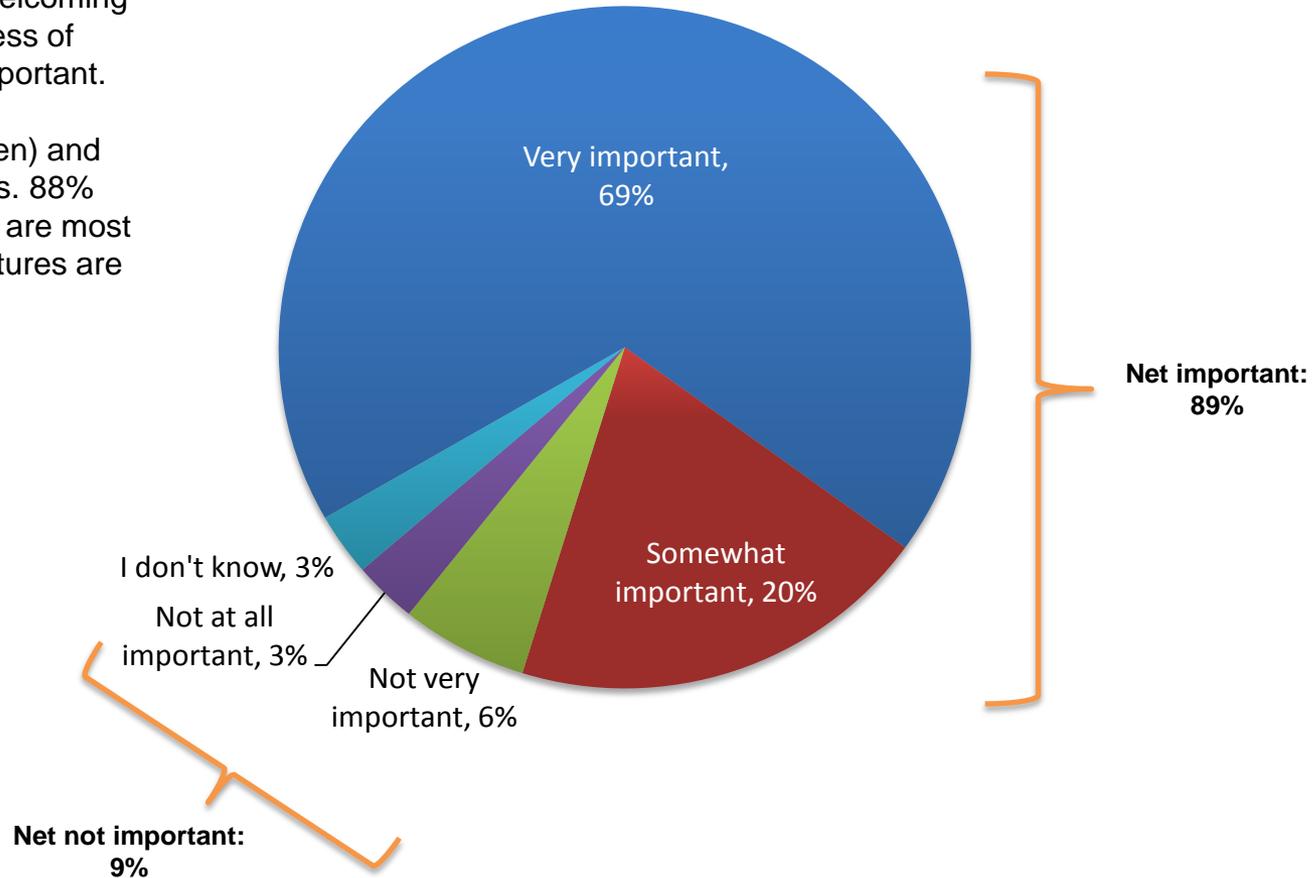


WELCOMING WORKPLACE CULTURES

Most Canadian employees believe that workplace cultures welcoming to all employees, regardless of sexual orientation, are important.

Women (94% vs. 85% men) and LGBT employees (96% vs. 88% heterosexual employees) are most likely to feel that such cultures are important.

How important do you think it is for companies to have workplace cultures that welcome and value all employees regardless of their sexual orientation?

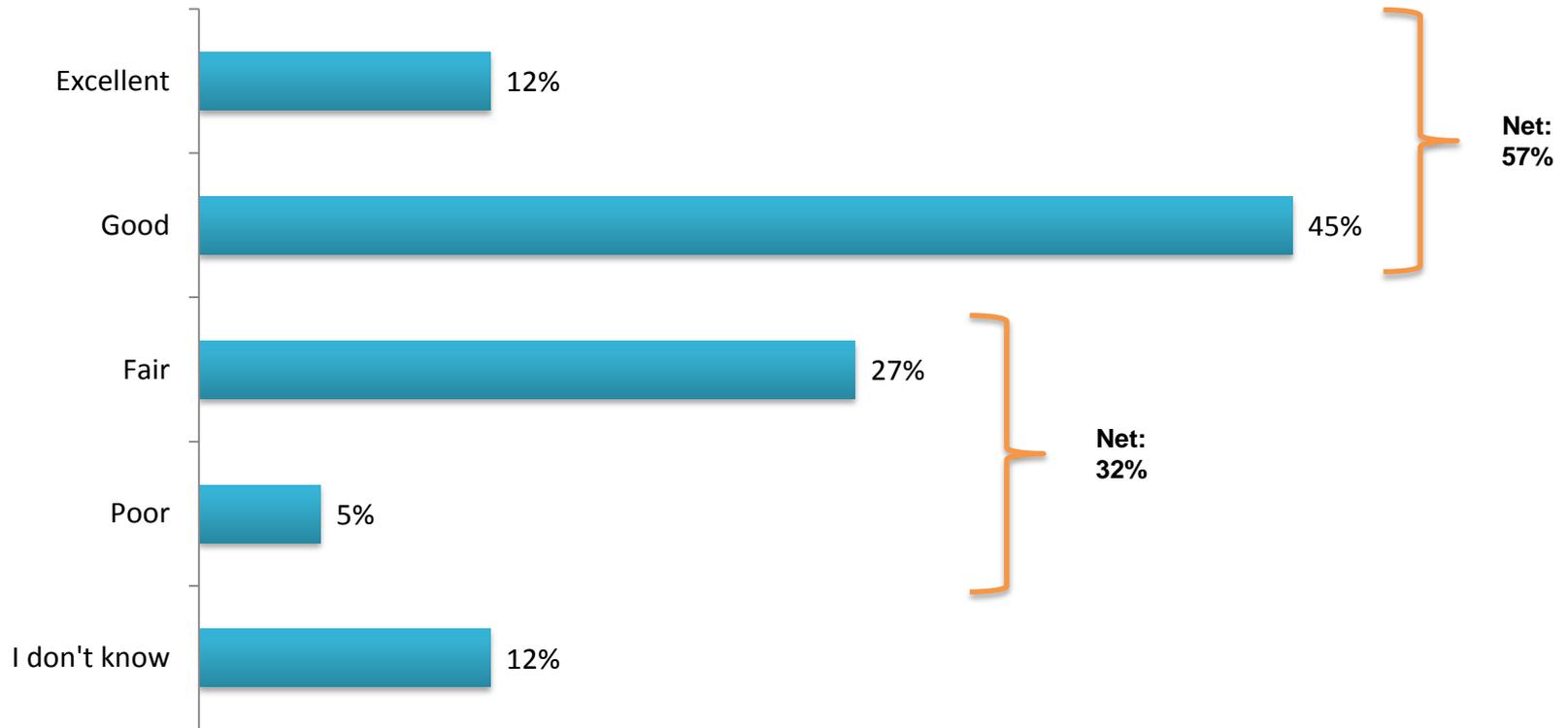




RATING CANADIAN BUSINESSES

Just over half of Canadian employees believe that Canadian businesses are doing a good or excellent job of creating diversity policies to ensure that LGBT employees feel comfortable being themselves in the workplace. LGBT employees are more likely to say that Canadian businesses are doing a fair or poor job than their heterosexual colleagues (49% vs. 30%).

How good a job do you think Canadian businesses are doing in terms of creating diversity policies to ensure lesbian, gay, bisexual and transgender employees feel comfortable being themselves in the workplace?

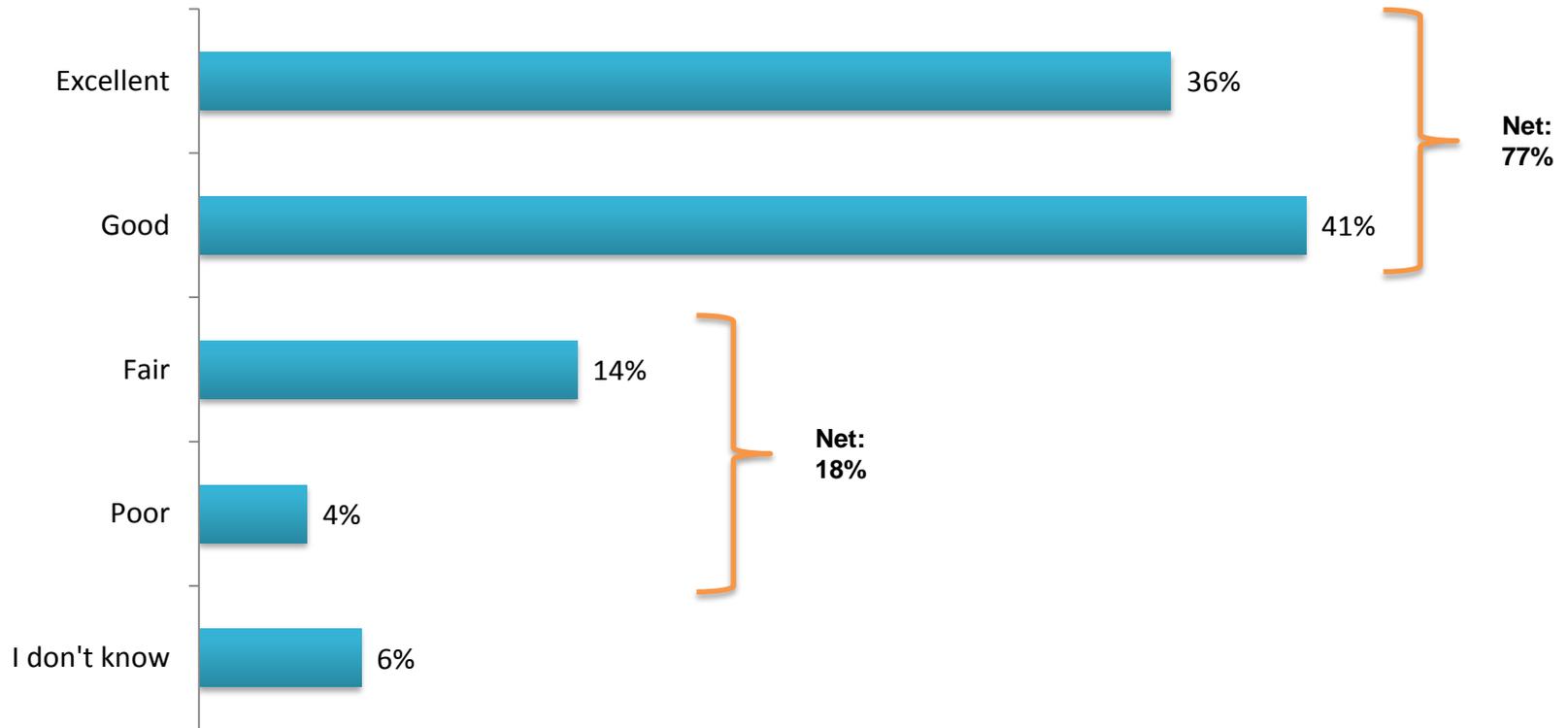




RATING OWN COMPANY

Canadian employees would rate their own employer's commitment to diversity and inclusiveness highly – higher than that of all Canadian businesses, when it comes to LGBT diversity. Interestingly, there is no significant difference in opinion between heterosexual and homosexual employees.

How would you rate your company's commitment to diversity and inclusiveness?





PERCEPTIONS OF WORKPLACE DIVERSITY

Canadian employees believe there are benefits to workplace diversity, and that companies should support this through organizational policies. However, only half think that their employer should do more to ensure that LGBT employees feel comfortable being themselves in the workplace – potentially because three quarters already believe their employer is doing a good job. Similarly, 67% think that Canadian businesses need to do more to ensure LGBT employees feel welcome, reflective of the 57% who already think companies are doing a good job.





PERCEPTIONS OF WORKPLACE DIVERSITY, continued

LGBT employees are more likely than heterosexuals to agree with all statements, with the exception of “Companies that treat employees equally... are more likely to be successful”, and women are more likely to agree with all statements save for “My employer should do more to ensure LGBT employees are comfortable...” versus men. Albertans are the least likely to agree that employees working for organizations that are committed to diversity are more likely to have positive attitudes towards their employer (75% vs. 86% ROC).



