

# SODEXO IN A SNAPSHOT

## OUR ACTIVITIES

Sodexo is the world leader in **Quality of Life** services, organized around **3 activities**:



### ON-SITE SERVICES

Through its more than 100 professions, Sodexo offers **a full array of services** to clients including reception, foodservices, cleaning, security and technical maintenance of facilities and equipment.

**This broad services offering is delivered in eight client segments:** Corporate, Defense, Justice Services, Remote Sites, Health Care, Seniors, Education and Sports and Leisure.



### BENEFITS AND REWARDS SERVICES

4 categories of services for private and public organizations of all sizes:

- Employee Benefits
- Incentive and Recognition programs
- Expense Management
- Public Benefits



### PERSONAL AND HOME SERVICES

3 offers to improve **quality of life for people** in their private lives.

- In-home assistance
- Childcare
- Concierge services

**AN AMBITIOUS PARTNERSHIP**

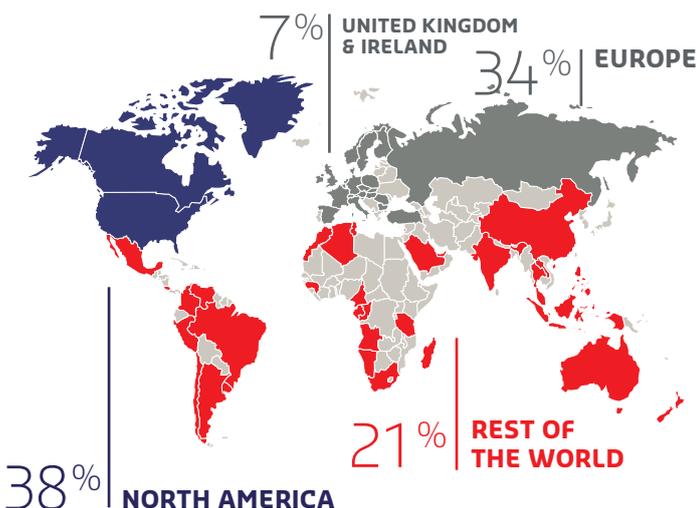
Sodexo and the OCDE (Organisation for Economic Cooperation and Development) signed a three-year partnership to promote **quality of life** as a contributor to societal development and progress.

## SODEXO TODAY



## REVENUES DISTRIBUTION

### BY GEOGRAPHIC ZONE



### BY ACTIVITY



# OUR SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

Through its activity, Sodexo creates value for its clients and employees, contributing to the economic development of the countries in which it operates and generating a large number of local jobs.

## 01 DEVELOPING OUR HUMAN RESOURCES AND FOSTERING DIVERSITY

To realize our growth potential, estimated at 50 times the size of current revenues, we have set 2 objectives:

- **Ensure the availability of human resources needed**, in terms of quantity and quality, with sufficient skills to meet our clients' expectations and provide them with innovative solutions. **Investment in employee training** at all levels is a priority; in 2013, nearly **4.8 million hours of training were provided**.
- **Being one of the world's companies most admired** by its employees. Today, 85%\* of our employees rate Sodexo as a better employer than its competitors.

Because we believe that **diversity and inclusion** are powerful drivers of our development, we have defined 5 priorities for progress at all levels of the company: **gender balance**, employment of all **generations**, integration of **people with disabilities**, respect for **ethnic and cultural diversity** (134 nationalities are represented in Sodexo's workforce) and **respect for sexual orientation** and gender identity.

**38%**  
women's  
representation  
on our Board  
of Directors

**23%**  
women's  
representation  
among  
our executives

\* Source: 2012 Sodexo Employee Engagement Survey.



## 02 ACTING FOR BETTER NUTRITION, FOR HEALTH AND WELL-BEING

Sodexo plays a key role in the daily life of **75 million consumers**. It's why Sodexo bases its offer on nutritional education, a balanced diet, a healthy lifestyle and well-being.

## 03 ENGAGING WITH LOCAL COMMUNITIES

Our business is local by nature: **95%** of our employees are locally hired and over **80%** of our supplies are locally sourced.



**A SUSTAINABLE COMMITMENT IN THE FIGHT AGAINST HUNGER AND MALNUTRITION**

Through our STOP Hunger program, implemented today in **42 countries**, we mobilize our employees, clients, consumers and suppliers in the fight against hunger and malnutrition. **In partnership with around 600 local NGOs and associations**, we provide training and information on nutrition, food distribution and financial donations.

## 04 PRESERVING THE ENVIRONMENT

Our subsidiaries implement programs on our clients' sites in **3 main areas**:

- Environmentally friendly purchasing ;
- Reducing water and energy consumption;
- Fighting against food waste.

Founded in Marseilles, France, in 1966 by Pierre Bellon, Sodexo has built its growth on the **fundamental principles** that today unite **428,000 employees worldwide**.

### OUR MISSION

is twofold:

- Improve the quality of life of our employees and all those we serve
- Contribute to the economic, social and environmental development of the communities, regions and countries in which we operate.

### OUR VALUES

- Service Spirit
- Team Spirit
- Spirit of Progress

### OUR ETHICAL PRINCIPLES

- Loyalty
- Respect for people and equal opportunity
- Transparency
- Business integrity

# RECOGNITION OF OUR EXPERTISE



**Sodexo listed as one of the "Most Admired Companies" by FORTUNE magazine**

Sodexo was ranked number 1 in its industry in "Diversified Outsourcing Services" of the 2013 edition.



In 2013, for the 9<sup>th</sup> consecutive year, Sodexo was named **"Global Sustainability Industry Leader"** for its industry sector in the Dow Jones Sustainability Index (DJSI).