




	RISK MAPPING	REGULAR EVALUATION PROCEDURES COMPANY-WIDE	APPROPRIATE ACTIONS TO MITIGATE RISKS OR PREVENT SERIOUS HARM	ALERT AND REPORTING MECHANISM	FOLLOW-UP ON IMPLEMENTATION MEASURES AND EVALUATION OF THEIR EFFECTIVENESS	INDICATORS AND EXAMPLES OF EFFECTIVENESS	OPPORTUNITY CREATED
	<ul style="list-style-type: none"> <li>Risk map including human rights risks , prepared by all Countries</li> <li>Taking into account the risk of sexual harassment in the social dialogue (employee Sodexo)</li> <li>New Materiality Assessment (see Materiality Assessment, Chapter 1)</li> <li>Identification of three supply chain risk categories and specific monitoring: <ul style="list-style-type: none"> <li>➤ Textile: Uniforms</li> <li>➤ Seafood: Tuna</li> <li>➤ Agricultural products: Beef</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Implementation of the Responsible Business Conduct program</li> <li>Supplier Code of conduct</li> <li>Matrix audit categories textile (uniforms)</li> <li>Assessment using the Supplier Information Management (SIM) system</li> </ul>	<ul style="list-style-type: none"> <li>Specific clauses in customer and employee contracts</li> <li>Sodexo Code of conduct (statement of integrity)</li> <li>Supplier and Subcontractor Contract Management (Contract clauses, Right Supplier, Right Terms)</li> </ul>	<ul style="list-style-type: none"> <li>« Speak up » alert system accessible to people impacted by Sodexo's Activities</li> </ul>	<ul style="list-style-type: none"> <li>Third-party independent audit (KPMG)</li> <li>Biennial Engagement Survey</li> <li>Regular supplier review process (external certification, mitigation and prevention)</li> </ul>	<ul style="list-style-type: none"> <li>94.5% of Sodexo's Senior Leaders received training on sexual harassment</li> <li>100% of Sodexo's textile suppliers are evaluated by an independent organization</li> </ul>	<ul style="list-style-type: none"> <li>Strengthening social dialogue through global framework agreement on sexual harassment</li> <li>Strengthening the relationship with suppliers through the Seafood Task Force and the Global Sustainable Seafood Initiative</li> </ul>
	<ul style="list-style-type: none"> <li>Risk map including health &amp; safety risks , prepared by all countries (see section 5.4 Risk Management)</li> <li>New materiality assessment (see Materiality Assessment, Chapter 1)</li> <li>Culture of « Zero harm »</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of the Responsible Business Conduct program</li> <li>Sodexo Safety Net (evaluation and monitoring of high risk sites)</li> <li>Supplier Code of conduct</li> <li>Assessment using the Supplier Information Management (SIM) system</li> </ul>	<ul style="list-style-type: none"> <li>Deployment of Global Health Policies - Workplace Safety</li> <li>Culture of « Zero harm »</li> <li>Specific clauses in customer and employee contracts</li> <li>Sodexo Code of conduct (statement of integrity)</li> <li>Supplier and Subcontractor Contract Management (Contract clauses, Right Supplier, Right Terms)</li> </ul>	<ul style="list-style-type: none"> <li>« Speak up » alert system accessible to people impacted by Sodexo's activities</li> <li>Health and safety reporting tool (Salus)</li> </ul>	<ul style="list-style-type: none"> <li>Third-party independent audit (KPMG)</li> <li>Biennial Engagement Survey</li> <li>Regular supplier review process (external certification, mitigation and prevention)</li> <li>External certifications and compliance with standards (e.g., OHSAS 18001)</li> </ul>	<ul style="list-style-type: none"> <li>Lost Time Injury Rate (LTIR): 0.86 (improved by 11.1%)</li> <li>88% of Group revenues of countries having one or more OHSAS 18001 or ISO 45001 certifications</li> </ul>	<ul style="list-style-type: none"> <li>Attraction and customer loyalty</li> <li>Reduction of insurance costs</li> </ul>
	<ul style="list-style-type: none"> <li>Risk map including environmental risks , prepared by all countries (see section 5.4 Risk Management)</li> <li>New materiality Assessment (see Materiality Assessment, Chapter 1)</li> </ul>	<ul style="list-style-type: none"> <li>Standard Operating Procedures (SOPs) for Site Managers</li> <li>Implementation of the Responsible Business Conduct program</li> <li>Supplier Code of conduct</li> <li>Assessment using the Supplier Information Management (SIM) system</li> </ul>	<ul style="list-style-type: none"> <li>Sales Academy (Environment dedicated session )</li> <li>Site Manager Academy (Environment dedicated session)</li> <li>Deployment of Group Policies: Palm Oil, Seafood, Eggs, Animal Welfare</li> <li>Customer and employee contractual clauses</li> <li>Sodexo Code of conduct (Integrity Principles)</li> <li>Supplier and Subcontractor Contract Management (Contract Clauses, Right Supplier, Right Terms)</li> </ul>	<ul style="list-style-type: none"> <li>« Speak up » alert system accessible to people impacted by Sodexo's activities</li> </ul>	<ul style="list-style-type: none"> <li>Third-party independent audit (KPMG)</li> <li>Biennial Engagement Survey</li> <li>Regular supplier review process (external certification, mitigation and prevention)</li> </ul>	<ul style="list-style-type: none"> <li>89,1% of On-site Services revenues of countries having the Sodexo Animal Welfare Supplier charter available in at least one official language</li> <li>77,9% of sustainable fish and seafood which is sustainable as a % of total seafood (in kg)</li> <li>57,0% of cage free shell eggs (of the total of shell eggs purchased by Sodexo)</li> </ul>	<ul style="list-style-type: none"> <li>Sodexo has a reputation as an attractive employer</li> <li>Sodexo continues to expand its ecosystem to reduce greenhouse gas emissions and meet growing stakeholder expectations</li> </ul>