

**Workplace Trends
Today & Tomorrow**



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How Vital are the Spaces?

Delving into the significance of spaces in the work environment, as companies strive for success and sustainability, one crucial element often overlooked is the value of human experience within the workplace. As a global leader in facilities management and food services, Sodexo understands that creating value begins with prioritising the well-being and satisfaction of people. We integrate the consumer journey with our services and solutions to deliver the best workplace experiences for employees in different environments.

YOUR PEOPLE ARE OUR PURPOSE

We understand that one of the biggest challenges in the workplace is talent attraction and retention. By understanding employee needs based on our decades-long experience, strong market knowledge, and robust feedback mechanisms we support our clients to overcome the challenges and build people-centric sustainable workplace experiences that boost engagement, well-being and productivity.



HOW DO WE DO IT?

Insight-driven food brands and services

Based on deep consumer understanding, we carefully craft food brands and hospitality-inspired workplace services that are technology-enabled, with a commitment to sustainability and continuous improvement. From affordable to trending and popular food options that bring people together and feed their joy for work, we aim to enhance value, comfort and efficiency for them. With this, we set the stage for meaningful interactions and shared experiences among employees.

Our food brand portfolio is curated for the workforce and business environment



Proactive partnership with global expertise

Creating an engaged and energised environment is essential to success in the professional workplace. At Sodexo, we deliver unique food brand experiences in welcoming spaces and bring people together – fostering teamwork and collaboration and creating a great culture. And because preferences are personal, we provide diverse, healthy, and convenient options to get the most out of the workday.

Technology and systems

Our teams serve consumers by leveraging modern technology and systems for ordering, payments and feedback. The seamless process enables consumers to save time enhancing comfort, care and convenience.

Industry-leading Sustainability Practices & Support of ESG Goals

Sustainability is not just a practice but is deeply integrated with our operations and services. We make a tangible impact through initiatives such as energy and waste management, local sourcing of ingredients, and minimising the impact of carbon

emissions throughout our operations while maintaining the highest standards of quality and service.



“As the lines between work and life are increasingly blurred, the importance of great workspaces cannot be overstated. They are havens where relationships are forged, ideas are born, and futures are shaped. In prioritising people and sustainability, Vital Spaces transforms workspaces and elevates the human experience, one space at a time.”

Leah Dango

Segment Director for FM Sales, GSAs and Manufacturing IFM, Sodexo

A Snapshot of our CPU at Bengaluru!

Imagine a workplace where every meal is more than just food – it's an experience that inspires, energises, and connects. Food and hospitality are not just services for us; they're part of our DNA.

In response to the growing demands of industries such as R&D, Pharma, and FMCG clusters in Bangalore and Hyderabad, we identified a significant opportunity with clientele that lack kitchen infrastructure.

Based on our expertise in onsite meal preparation and understanding of these specialised markets we established our Sodexo MasterKitchens. These facilities not only cater to the large demand but also tap into an underserved market, ensuring that our clients receive the highest standards of culinary excellence and efficiency. We are already serving Haleon, Airbus, Volvo, Astra Zeneca and more within a month of beginning operations.

“ The food availability and quality in the canteen has changed drastically. It's good & better than earlier – Thanks to the team for constantly striving for better quality. Looking forward to multi-cuisine options on some days of the week. ”

Kshitij Mehta

Lead Talent Partner, Global Capability Centre, Haleon.

Total area 20,000 sq.ft

Capacity 25,000 meals per day

State-of-the-art modern infrastructure

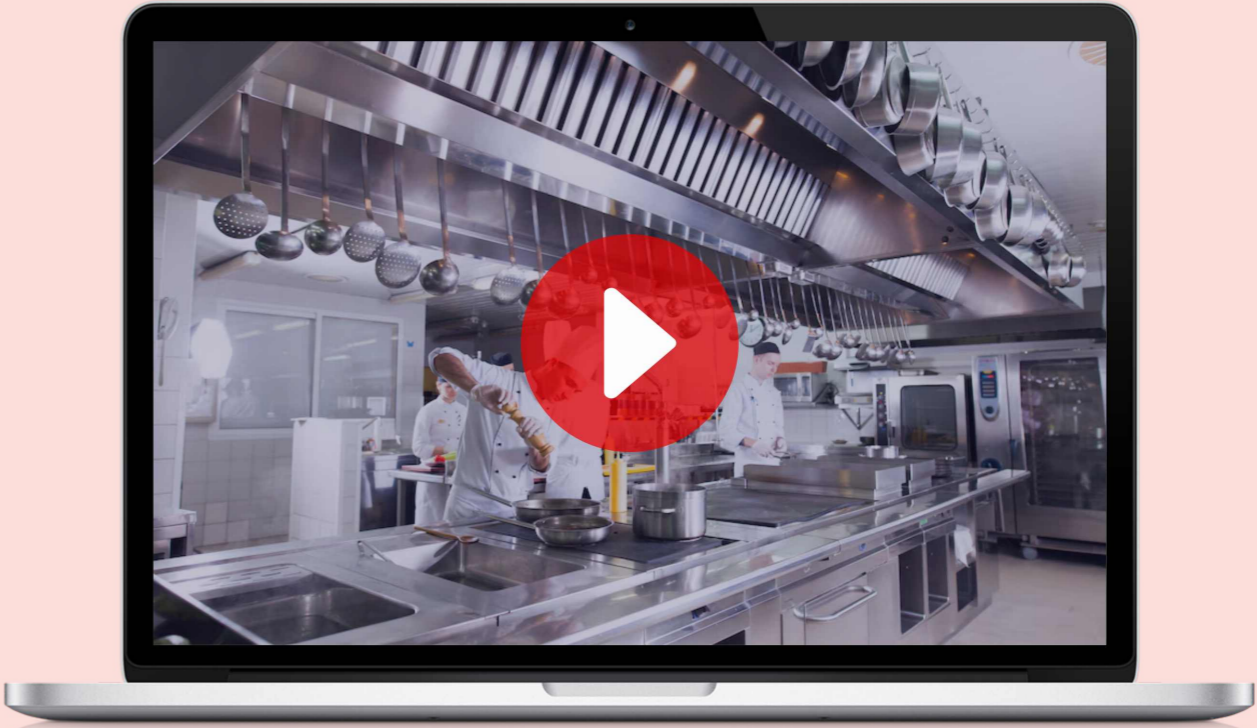
Effective Waste Management Systems

Use of Green Energy

Hygiene & Safety monitoring by AI Technology

Tech-enabled Central Kitchen Management System

Step inside our state-of-the-art central kitchen, where precision meets passion to redefine how corporate dining experiences are crafted.



Colouring the Factory Delicious: Our Holistic Project Management Services

Today workplaces are not just confined to walls and desks. There is a clear need to design spaces that offer a welcoming experience and foster collaboration. As an expert in workplace experiences, Sodexo has built capabilities lining these operations to provide more comprehensive services.

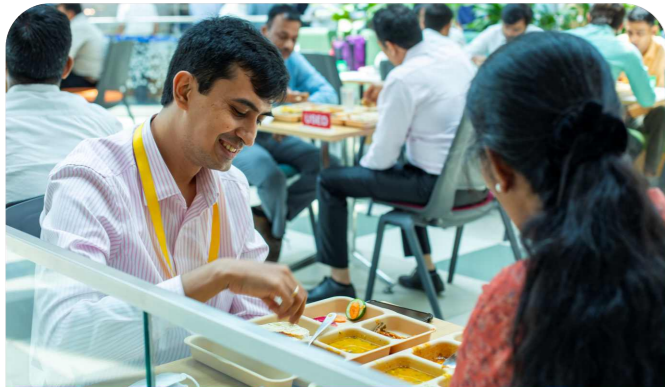
We recognise the desire for food to be an experience. At Sodexo, we build on this inclination and partner with like-minded forward-thinking companies to enhance the dining experiences for employees and make them feel valued at work. From modernising kitchens, and transforming traditional canteens into experiential vibrant cafeterias at manufacturing units and factories in remote areas, we offer revamped dining spaces, self-service micro-markets and a

variety of nutritious delicacies. Having observed the challenges in the remoteness of location resulting in limited access to malls, restaurants and city centres, our teams created a solution that offered a variety of food options and enhanced the ambience of the dining space for people who are dependent on the cafeteria for their nourishment. With this objective in mind, the Sodexo team has transformed canteens into cafeterias with KitchenWorks Co.

The cafeteria at a renowned textile manufacturing organisation, Trident, is a shining showcase of our Design and Build capabilities. Trident Group is one of India's global amalgamation textile manufacturers with home textile products, paper, chemicals, yarn and energy businesses.

“ We value our partnership with Sodexo. In a remote environment like ours, they enable the outside world food court experience for our employees that keeps them engaged and motivated. Sodexo's pan-India presence allows us to leverage our partnership to ensure uniform service delivery across our locations making them our one-stop shop for food services which eases our operational burden. This works beautifully for us, and the result is vibrant cafeterias and food and service that have been appreciated by our people. ”

Jarmanjit Singh
Vice President Admin and Transformation, Trident Group



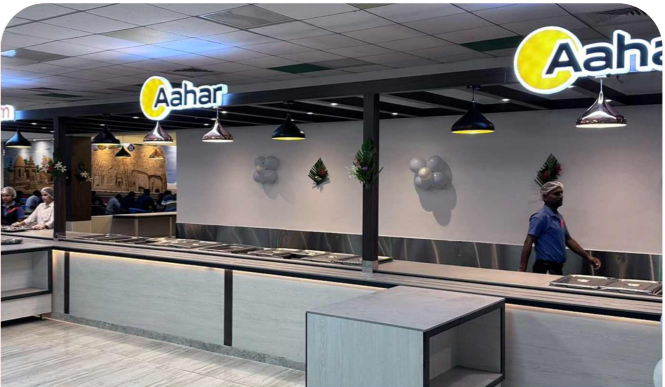
Geographical Presence
Dhaura, Budhni & Sanghera



Food and Hospitality Services for
13500+
employees



Kitchen and Cafeteria
Redesigned



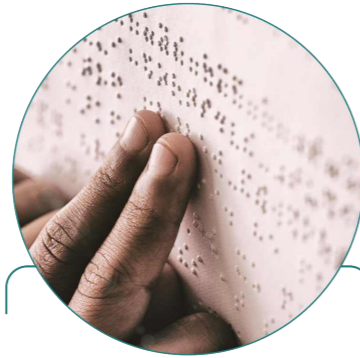
Brands Deployed
Aahar & GrabnGo

The Power of Empathy

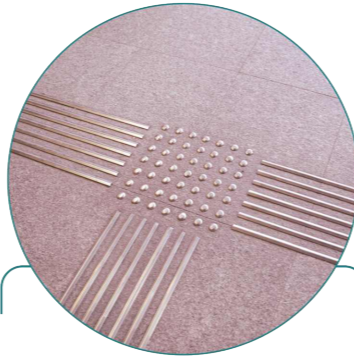
The power of empathy and team spirit within organisations lies in their ability to foster stronger bonds among colleagues, enhance collaboration, and create a supportive work environment where everyone feels valued and understood.

In welcoming two interns with visual impairment to our team at Haleon, a world-leading consumer health company, a transformative journey unfolded, touching both our teams and our clients. As we prepared to embrace them, our sensitisation program proved eye-opening, fostering empathy and a deeper understanding of their passion and approach to life.

The interns recruited for administration roles quickly learnt the ropes and adapted to Non-Visual Desktop Access, a software deployed to support them in their work. The braille signages, tactile maps and helpful colleagues enabled them to navigate the office spaces easily. A buddy was assigned to each of them to make them comfortable and support their smooth onboarding and transition into their new roles.



Braille Signages



Tactile Paths



Helpful Colleagues

“ We observed that our team members exemplified the empathetic people skills and team spirit that Sodexo stands for with their care and affection towards the new interns in the team. They would go out of their way to make them feel included and welcome. ”

Meenalochani Balasubramaniam

India Subcontinent Lead – Haleon, Corp GSA & Manufacturing IFM

In addition to our training sessions tailored for the visually impaired and the initiatives to offer them more experience through cross-exposure at different sites, the client has also been taking an interest in conducting knowledge-sharing sessions like financial management etc for them. The interns too appreciate their work environment, teams and the learnings they have gained about collaborating with different teams and teamwork. They are happier and more confident. As they thrive in their work, they have enriched our lives with the chance to be an inclusive community.



How an Indian Multinational Automotive Giant Is Driving Sustainability.

Did you know that food waste accounts for 10% of the world's greenhouse gas emissions?

In an initiative undertaken by two like-minded partners, Sodexo and an automotive giant have embraced sustainable development by implementing a zero-waste discharge policy focused on reducing food waste. This initiative is critical as food waste significantly impacts global greenhouse gas emissions. By adopting an Organic Waste Converter (OWC) system, the organisation aims to manage food waste while promoting environmental responsibility efficiently.

Sodexo's WasteWatch program enables our teams to capture food waste data, giving clear insights into what is being wasted in

their kitchens and why. The digital waste collectors display the amount of food wasted by each consumer leading to awareness. With this new understanding, teams can implement targeted operational and behavioural changes to help end avoidable food waste, whether food waste is generated in the kitchen or consumers' plate-waste.

This case study underscores their commitment to sustainable practices and highlights the tangible benefits of integrating advanced waste management solutions into corporate environmental strategies.

IMPLEMENTATION OF OWC

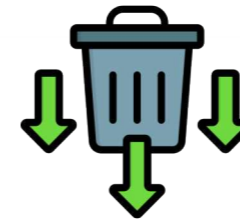
The OWC 300 composting machine installed on-site is designed for efficient organic waste management. This state-of-the-art system features a 13.5 BHP power connection, and a 300-litre capacity, and processes up to 125 kg of waste within just 20 minutes. It includes a robust double shredder made of MS for effective organic waste processing.

Food waste is meticulously collected from canteens, segregated from other materials, and processed in an OWC machine. A precise composting mix of 30 kg sawdust and 2 kg paper per 100 kg food waste

ensures efficient conversion into nutrient-rich organic manure, boosting agricultural productivity and soil health.

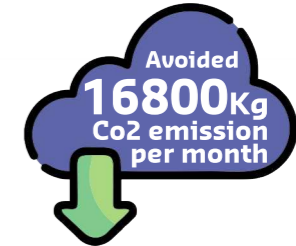


OUTCOMES AND IMPACT



Waste Reduction

The site now recycles 100% of the dining hall and kitchen food waste, drastically reducing landfill disposal.



Greenhouse Gas Emissions Reduction

By diverting food waste from landfills, the site contributes to a reduction in methane emissions, thereby minimising its environmental footprint.



Resource Conservation

Conversion of food waste into organic manure promotes resource conservation and aligns with circular economy principles.



Community Engagement

Their sustainability initiatives have actively engaged employees, clients, and suppliers in waste reduction and recycling efforts, fostering a culture of environmental stewardship.

INSIGHTS

Daily Food Waste Generation



Tata Motors processes 1200 kg of food daily, converting 800 kg into compost and utilising 400 kg for pig feed.

Daily Manure Production



The composting process yields 960 kg of organic manure daily, contributing significantly to soil enrichment and climate resilience.

The zero waste discharge initiative exemplifies proactive sustainability practices. Through the strategic implementation of the OWC system and comprehensive waste management strategies, this automotive conglomerate sets a benchmark for industries seeking to minimise environmental impact and maximise resource efficiency.

Reimagine Purchasing and Performance with Entegra

Procurement in the scope of Facilities Management has always been the responsibility of teams within organisations. Having observed how some of our clients have a heavy reliance on us for procurement, we extend these services which are non-core to them allowing them to focus on their core businesses.



In the world of hospitality, navigating procurement efficiently and effectively can be a daunting challenge. Our procurement services are aimed at revolutionising purchasing strategies for hospitality-driven businesses worldwide. With a robust portfolio of services and an unwavering commitment to client success, Sodexo's Entegra Procurement Services stands out as a strategic partner beyond traditional procurement.

FUTURE PROSPECTS AND GLOBAL IMPACT

In recent developments, Sodexo's expansion of Entegra's procurement outsourcing capabilities in the US, UK, and Europe underscores its commitment to redefining procurement excellence globally. This approach enhances cost efficiencies and positions Entegra as a leader in driving procurement innovation across diverse markets.

By fostering strategic partnerships, leveraging cutting-edge technology, and upholding a commitment to sustainability, Entegra continues to redefine the future of procurement in the hospitality industry and beyond.

Our advancements in the procurement outsourcing space highlight our commitment to delivering value and efficiency across global markets, setting a precedent for the industry's future direction.

WHY ENTEGRA?



Unmatched Purchasing Power & Customisation

Sodexo wields enormous purchasing power across a global footprint. This immense scale allows us to negotiate better prices and superior terms with suppliers, translating into substantial cost savings for our clients. Whether it is sourcing top-quality products, supplies, or services, our teams ensure that businesses can access a broad array of options tailored to their specific needs.



Comprehensive Solutions

Our teams provide solutions to streamline procurement processes and enhance operational efficiency. Clients are empowered to make informed decisions based on detailed analytics and insights powered by our innovative digital tools. This simplifies the purchasing process and improves order accuracy, reducing administrative burdens and mitigating risks associated with supply chain disruptions.



Advisory Excellence

Our dedicated advisory team, composed of industry experts is committed to client growth and success. These professionals provide personalised guidance and strategic insights, helping businesses optimise their procurement strategies and achieve operational goals. From sustainability initiatives to diversity and inclusion objectives, we support clients in aligning their procurement practices with broader corporate social responsibility commitments.


Insights: Workplace Experience Tracker Unlock the Future of Workplace Experiences!

Want to know what employees truly desire to enhance their workplace experience?

flexible spaces and sustainable practices to attract and retain talent while meeting their evolving expectations.

Conducted in collaboration with YouGov, our comprehensive survey illuminates the evolving dynamics of the workplace. From understanding the impact of COVID-19 on employee behaviours to uncovering what truly motivates and engages teams, our research provides a roadmap for building resilient workplaces. Explore how organisations can harness the power of



CLICK HERE  to read the full report and gain actionable insights that will redefine your workplace strategy for success and foster a thriving corporate environment.



Sodexo Highlights



Sodexo has been recognised among Ethisphere's list of "2024 World's Most Ethical Companies®". We are proud to be one of the 136 honourees and the only one in the Food services industry

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA

For the 19th consecutive year, we have been ranked among the top-rated Restaurants & Leisure Facilities companies on the S&P Global Dow Jones Sustainability World Index.



Sodexo once again among the Fortune magazine World's Most Admired Companies ranking



In 2024, Sodexo is the only company in its sector to score A in the CDP climate ranking thus joining the 346 top-rated companies out of 21,000 scored acknowledging Sodexo's progress in its climate ambition.



Sodexo Live! unveiled with Paris 2024 the 500 recipes that will be offered at the Athletes' Village, the 100% vegetarian offering available to the spectators at the Concorde site, and 14 competition venues during the Olympic and Paralympic Games Paris 2024.



Sodexo partners with Ottonomy Inc. to bring its food delivery robots to a campus in Spain



Sodexo and AstraZeneca extend their global partnership for a further 5 years

Latest Additions



Instant			adani Realty				
zenoti	adani wilmar			SIEMENS			
				adani Estate Management			
fiserv.		DSP MUTUAL FUND	TLG INDIA PVT LTD			Flutter	



It all starts with the everyday

Sodexo India House

Nesco IT Park Tower 4, 5th Floor, South 'A' Wing, Off Western Express Highway,
Goregaon East, Mumbai - 400063, Maharashtra



SodexoIndiaCareers



SodexoIndia



Sodexo_India



Sodexo



Sodexo India