

## Sodexo intensifies ground actions to improve women participation in frontline roles

### One-third of the frontline staff to be women employees in the next 5 years

**Mumbai, March 8, 2022 –Sodexo, the world leader in quality of life services is advancing in its measures to build a gender diverse workforce for a sustainable tomorrow. In line with this commitment, the company has implemented a slew of initiatives to augment its Diversity, Equity & Inclusion (DE&I) programs.**

“Having DE&I in our DNA means we continuously ensure that it is fully embedded into the business. Our people are our assets, deployed at client sites and working along with them continuously is vital to achieve the goal on gender balance.” **says Rohit Bahety, Country President, Sodexo India.**

Sodexo drives the agenda by leveraging DE&I as a differentiator in client engagements, embedding progressive policies and processes ranging from recruitment, career enhancement and development. More importantly, by having a strong governance framework around the initiatives introduced and tracking the progress consistently.

“What isn’t measured can’t be improved. For our leadership roles, KPIs around succession planning are an integral part of performance reviews and financial rewards. Breaking the bias and building a transparent ecosystem to ensure ‘equity’ – that is – offering opportunities to women in challenging roles and geographies and aligning succession planning to meet the diversity agenda are some of the incremental changes introduced to foster an inclusive work culture”, **added Rohit Bahety.**

In a workforce of 43,000+ employees, over 80-85% are in frontline roles deployed at client sites in activities ranging from food services, cleaning & housekeeping, facilities management, technical maintenance, workplace transformation and project management services. Sodexo’s vendor management program also promotes 300+ SME women-entrepreneurs as suppliers.

“By working with NGOs, skilling agencies and deploying favorable referral programs we are inching forward in the recruitment and retention of women in Operations and site roles”, **remarked Pradeep Chavda, HR Director, Sodexo Onsite Services.**

Employees at all levels reflect communities we serve, feel a sense of belonging, are recognized, and rewarded for their contributions to aid the company’s growth.

“Firmly believing in the idea of celebrating women, our brand, with the purpose of creating a better everyday for everyone, is releasing a concept film depicting women in key roles to celebrate International Women’s Day with full vigour and enthusiasm”, **added Pradeep Chavda.**

Sodexo India has 10,000+ women employees engaged in jobs including P&L responsibilities, strategy, operations, support functions and site-level roles. The journey from women’s emancipation to empowerment to creating opportunities, has been a long one. Today, in 2022, people have progressed way beyond all these stages and the company likes to think and stay ahead of time as well. Sodexo believes in the philosophy of equal opportunities, respect, and job profiles, wherein working hands are not defined by an individual’s gender but their abilities. Watch this [video](#), to see how Sodexo is *#BreakingTheBias* and creating a gender-neutral world for a sustainable tomorrow.



*Sodexo's DE&I focus continues to support and empower women in their achievements. The result is 10,000+ women with a thriving career in key roles at major client locations in India*

## About Sodexo

Founded in Marseille in 1966 by Pierre Bellon, Sodexo is the global leader in services that improve Quality of Life, an essential factor in individual and organizational performance. Operating in 56 countries, Sodexo serves consumers each day through its unique combination of On-site Services, Benefits and Rewards Services and Personal and Home Services. Sodexo provides clients an integrated offering developed over more than 50 years of experience: from food services, reception, maintenance and cleaning to facilities and equipment management; from services and programs fostering employees' engagement to solutions that simplify and optimize their mobility and expenses management, to in-home assistance, childcare centres and concierge services. Sodexo's success and performance are founded on its independence, its sustainable business model and its ability to continuously develop and engage its 412,000 employees throughout the world.

Sodexo is included in the CAC Next 20, CAC 40 ESG, FTSE 4 Good and DJSI indices.

## About Sodexo India

Sodexo India is fuelled with the brand purpose of creating a better everyday for everyone to build a better life for all. We provide a bouquet of 100+ service offerings to varied clientele — corporates, healthcare organizations, manufacturing locations, educational institutes and in remote environments. Our solutions range across food & catering, facilities management, technical services, workplace experience, energy management, and benefits & rewards services. Sodexo India is powered by a team of 40,135 employees who cater to 450+ consumers at 1,039 sites daily. We harbour an inclusive, diverse, fair, equal, and positive work environment to improve the quality of life of those we serve, everyday. For details, visit <https://in.sodexo.com/home.html>

## Key Figures

- 17.4 billion euro in Fiscal 2021 consolidated revenues
- 412,000 employees as at August 31, 2021
- #1 France-based private employer worldwide
- 56 countries
- 12 billion euro in market capitalization (as at January 05, 2022)

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