



Sodexo/ IUF declaration of intent on domestic violence

Because domestic violence is widespread and has repercussions on the world of work, the IUF and Sodexo Group want to work together and declare their shared desire to contribute to building an **empathic world of work, where trust and confidentiality are key**, and to develop a framework with specific measures to implement policies that mitigate the impacts of domestic violence.

“Sodexo” refers to the company Sodexo SA and all subsidiaries under its control;

“IUF” refers to the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco and Allied Workers’ associations and its affiliated unions in the Sodexo business sectors.

Introduction

Sodexo and the IUF wish to work towards a world where the consequences of domestic violence are mitigated.

For too long, domestic violence has been considered as a private matter regarding which employers, trade unions and colleagues could do little about. However, domestic violence has repercussions on the world of work. Workers suffering from domestic violence do not leave their pain and worries at home. Domestic violence can affect employment, productivity, health and safety. Domestic violence is one of the most persistent and widespread human rights violations. While domestic violence cuts across economic wealth, culture, religion, sexual orientation and age, some groups are particularly in situation of vulnerability. Governments, institutions, and international initiatives urge for the elimination of domestic violence and call on businesses to take action. In 2019, governments, employers’ and workers’ organisations agreed to include provisions relating to domestic violence in the new international standards of the ILO, namely [Convention 190](#) (C190) and [Recommendation 206](#) (R206) on violence and harassment in the world of work. This is a **fundamental change**. ILO C190 should be ratified by ILO Member States. That is the reason why the parties declare together their intent to propose in all countries where Sodexo Group operates a global framework which constitutes the first step to mitigate the impacts of domestic violence at work whilst respecting local legislation and local social dialogue in each local company when it is possible.

This document materializes the discussions between the IUF and Sodexo with a view to establish an agreed set of domestic violence policies/protocols.

In accordance with the international framework agreement between Sodexo and the IUF, all parties involved commit themselves to respect fundamental human rights as set forth in the Universal Declaration of Human Rights.

Sodexo and the IUF commit jointly to actively implement relevant provisions of ILO C190 and R206 on domestic violence items (for example in the preamble and in article 10 (f) of C190, paragraphs 4 (a) and 18 of R206) (in countries that have ratified ILO C190).

For Sodexo, mitigating the impacts of domestic violence is a major issue and Sodexo has already taken measures in several countries in that sense to help victims. Sodexo wishes to share these measures with the IUF affiliated organizations at the yearly meeting to exchange on best practices.

For these reasons, Sodexo and the IUF have agreed on a common definition of domestic violence, then present a frame for their domestic violence commitments and finally expose how to communicate and the next steps.

1. Statement of Intent on domestic violence definition

Sodexo and the IUF recognize the common definition below:

Domestic violence is the most pervasive form of gender-based violence. In some countries, domestic violence is referred to as 'domestic abuse', 'family violence' or 'intimate partner violence'. In this document, we focus on any form of violence, particularly that between intimate (including former) partners.

Domestic violence can include physical, sexual, emotional, or psychological abuse – including stalking, harassment and coercive control.¹ Economic violence is also a facet of domestic violence, an attempt to create the victim's economic dependence on the perpetrator.

Domestic violence can continue after a relationship has ended. It can be a single act of violence or a number of acts of violence that form a pattern of abuse. It happens in all social classes, regardless of the cultural or educational backgrounds the victim/survivor and the perpetrator have.

Women are disproportionately affected, accounting for nearly 8 out of 10 of those who experience domestic violence. Women facing multiple and intersecting forms of discrimination may be even more at risk of domestic violence and may also experience difficulties in getting access to social services or the legal support they need.

Children exposed to domestic violence may suffer health and psychological problems, as well as relationship problems in their adult lives.

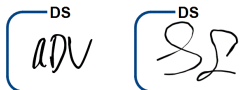
Domestic violence impacts the whole of society.

In cases where domestic violence is defined differently, the respective legislation shall apply in the given country. Sodexo will apply the relevant applicable local law and work collaboratively with local authorities, as Sodexo deems reasonably necessary to ensure compliance.

2. Statement of Intent on domestic violence commitments

Sodexo aims to create for its employees an effective support framework to provide a safe working environment. Employees must be made aware of Sodexo's policy and how to access support if they need it. Sodexo's purpose is to make the difference for its employees, to empower them in order that they know how to act and react in the case of abuse at home or at work.

¹ Coercive control is a systematic pattern of behaviour with the purpose of undermining a survivor and creating fear through threats, humiliation and intimidation, and depriving an individual of support.



The IUF and Sodexo recommend that all Sodexo entities worldwide apply the following key commitments and 3 levels of action below.

The commitments are:

- The Sodexo Group will propose an effective framework to mitigate the impacts of domestic violence which may include different actions that could be taken (when applicable), for instance specific provisions in collective bargaining agreements or standalone policies; protection of employees from adverse action or discrimination; temporary protection against dismissal; dedicated leave; flexible work arrangements; reasonable accommodations such as transfers, reassignments; assessment of individual circumstances of the victim; etc.
- The Sodexo Group will encourage worldwide entities to develop a local framework of similar actions.
- The Sodexo Group will encourage worldwide entities to take care of the health, safety and wellbeing of their employees and develop a safe and supportive workplace environment.
- The Sodexo Group will encourage worldwide entities to think about the safety/security measures that may be required to mitigate the impacts of domestic violence, as including domestic violence in a workplace risk assessment.
- The Sodexo Group will encourage entities worldwide to develop work cultures that help to break the silence around this important issue.
- The Sodexo Group will encourage entities worldwide to ensure its employees are aware that the organization will support people experiencing domestic violence and afford them help.
- The Sodexo Group will encourage entities worldwide to outline people's different roles and responsibilities when it comes to supporting employees experiencing domestic violence.

Based on these commitments, Sodexo and IUF respectively encourage their local entities and affiliated organizations (when applicable and where they exist) to discuss at national and/or local level and to develop dedicated policies to mitigate the impacts of domestic violence issue and give to workers regular information on domestic violence.

Sodexo wishes to share these measures with the IUF affiliated organizations at the yearly meeting to exchange on best practices. IUF will support Sodexo in all these commitments by sharing with their affiliates all good practices their partners develop. IUF will also promote information/documentation and trainings to its affiliates to develop and raise awareness to mitigate the impacts of domestic violence, when needed and relevant. A report on the actions taken by IUF will be done on a yearly basis.

Sodexo defines 3 phases/stages to fight against domestic violence and will promote all following actions within the local entities:

- **Stage 1: Reinforce prevention by developing global standards and raising awareness:**
 - Develop at a Group level a communication campaign on the topic.
 - Ask/Require all countries to reserve a dedicated space on their Intranet and Extranet with all the documents when it is possible.
 - Extend the 25 November (International Day for the Elimination of Violence against Women) to all employees within the Group not only to SoTogether members and allow HR in all Regional DEI to voluntary deploy activities.

- **Stage 2: Help local employees and local entities to respond:**

Help employees to respond by communicating on "Support lines":

- Wherever Sodexo Supports Me is available => Develop a communication campaign to explain what can be done to help employees in the case of domestic violence.
- Where Sodexo Supports Me is not available => communicate and provide a dedicated NGO phone number or national helpline number for Gender based violence (GBV) victims.
- Ensure minimum standards: Posters with a helpline number (Sodexo Supports Me or a national phone number) will be displayed in each office/site (on notice boards and in washrooms).

Help local entities to respond: For local entities which want to develop a local domestic violence policy:

1. Diversity, Equity & Inclusion direction will centralize local best practices as a "good practices toolkit".
2. Then the country can select parts of them to develop their own policy.
3. Or if the country wishes they can use it "as is".

- **Stage 3: Anticipate and train:**

- At a local level: Raise awareness of this issue and define appropriate prevention locally.
- At a global level: Dedicate a training on domestic violence available to a large base of employees.

3. **Communication and next steps**

Sodexo and the IUF recognize the importance of maintaining permanent communication between both organizations, in order to jointly promote the implementation of the present declaration and to seek solutions to occurring problems.

The IUF shall circulate this declaration of intent to affiliated organisations represented in the Sodexo subsidiaries and entities.

Nothing in this declaration is intended to restrict, alter or replace previous agreements between Sodexo and the IUF which were conducted in 2011 (Sodexo-IUF International Framework Agreement), 2017 (Sodexo-IUF Joint Commitment on preventing sexual harassment annex to the Sodexo IUF International Framework Agreement of 12 December 2011), 2020 (Sodexo-IUF declaration of intent on health and safety, including the pandemic as prompted by Covid-19 Crisis).

When interpreting this document, the English version shall take precedence over other languages.


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