



# Our Sustainability Year AT A GLANCE

This year, Sodexo celebrates its 60th anniversary. Since day one, our ambition has been to improve the quality of life of our employees and the people we serve, while contributing to economic, social and environmental development in the communities where we operate.

Following the completion of the Better Tomorrow 2025 roadmap, our responsibility strategy is now guided by Better Tomorrow 2028. It is built on three pillars: **our people, our clients, and the planet and society**. While the strategic framework is defined globally, implementation takes into account the local operating environment to ensure meaningful and measurable impact.

Each year, we publish our Sustainability Yearbook, presenting our actions and achievements in Finland. In this brochure, we bring together the key actions from our latest fiscal year through our three sustainability pillars and six commitments.

[You can explore the full Sustainability Yearbook online](#)



# People

## COMMITMENT 1:

### Nurture our employees' well-being and development



Our employee engagement rate stands at 80.6%.

In fiscal year 2025, we reached the highest classification level, "In World's Forefront", in the Vision Zero Forum safety index.

- Vita by Sodexo is our global employee benefits programme, providing protection and support in different life situations. In Finland, it includes paid caregiver leave, an exceptional benefit locally. Vita by Sodexo converts the unpaid caregiver leave defined in collective agreements into paid leave for up to five working days per year.
- In summer 2025, we joined Pihljalinna's Kevyt askel programme as a pilot partner. The programme supports working-age individuals' work ability by combining lifestyle changes and personalised medical treatment into an effective care pathway.



**85%** of our employees have completed comprehensive safety training.

**100%** of our management, site managers, account managers and experts have completed the Zero Harm Mindset train-the-trainer programme.



- Our one-year Manager Trainee Programme provides comprehensive onboarding in reception, cleaning and food services, as well as practical skills for multi-service management roles. The programme combines formal training, on-the-job learning and individual coaching.
- SheLeads is our nine-month development programme focused on supporting women's leadership development and strengthening self-confidence. It provides tools for reflection, encourages participants to step outside their comfort zone and supports women in growing into stronger leaders.
- We support employees with an international background in developing their Finnish language skills through language training. The aim is to enhance smooth daily operations, strengthen workplace interaction and increase engagement.



Our broad learning offering includes training for on-site teams, white-collar staff and managers. During the past fiscal year, our leadership training focused on diversity and inclusion as well as supporting managers' own well-being.

# Clients

## COMMITMENT 2:

**Better sourcing from a responsible and trusted supply chain**

**Our sourcing in the past fiscal year**

### Share of domestic origin

- Fresh potatoes **100%**
- Beef **97%**
- At least **50%** of fresh vegetables
- Fresh broiler chicken **100%**
- Poultry **98%**
- Pork **97%**



**100%** of the palm oil used in margarines was responsibly sourced

**100%** of our coffee was responsibly produced and certified

**100%** of our fish was sourced from WWF's Green or Yellow lists

**100%** of our eggs were free-range

## COMMITMENT 3:

**Better meals that taste good and do good**

- Healthy meal options are offered daily to 100% of our consumers. In our restaurants, every diner has the opportunity to compose a meal that supports a healthy and balanced diet in line with nutritional recommendations.
- We highlight the climate impact of our lunch options and provide information on the carbon footprint of meals as part of our continuous development.

**100%**

## COMMITMENT 4: Better resource management for energy, water and waste

- By 2025, we had reduced food waste by 61% compared with our 2017 baseline.
- In 2025, a total of 10,265 meals were saved from waste through ResQ Club at our sites.
- We promote food waste reduction through campaigns and partnerships. In Finland, Sodexo's WasteLESS Week takes place in week 4 at the beginning of the year. During the campaign, we share practical tips at our sites on preventing waste, improving waste sorting and conserving natural resources.
- During Hävikkiviikko (Food Waste Week) 2025, we also engaged young people. Students from Helsinki's Konepaja Upper Secondary School measured food waste in practice and conducted a survey with us as part of the Food Waste Ecosystem project.
- Reducing the use of chemicals in cleaning is one of our priorities. We have increased the use of purified water cleaning at our sites and take it into account in our service design whenever possible.
- We aim to replace plastic single-use items with more sustainable alternatives, such as Woody material made from wood cellulose. Polypropylene single-use items are being replaced with products made from recycled plastic.
- In spring 2025, we participated in a pilot project at Metropolia University of Applied Sciences, where bio-waste from our student restaurant was composted and the resulting soil was used in City of Helsinki's green area plantings.



# Planet & society

## COMMITMENT 5:

### Reduce pressure on the climate and nature



-45.2%

We have reduced our carbon emissions in Finland by 45.2% compared to 2017 levels, significantly exceeding Sodexo Group's global target of 34%.

The electricity we source is **100% renewable.**

In 2025, plant-based frying oils were collected at our educational sites in the Helsinki metropolitan area and reused as raw material for biofuel production. The recovered oil is processed into ISCC-certified biofuel, with CO<sub>2</sub> emissions up to 98% lower than those of fossil fuels.



98%



## COMMITMENT 6:

### Act for a hunger-free world

- Our international Stop Hunger programme promotes food security and community well-being. By 2025, we had supported more than 30,000 Stop Hunger beneficiaries in Finland.
- In May 2025, we organised a Stop Hunger food distribution event in Helsinki's Kannelmäki district in cooperation with local partners. The initiative supported people in need and raised awareness of food security in Finland.
- As part of the Food Waste Ecosystem project, the food surplus redistribution pilot launched in the Helsinki metropolitan area has evolved into an ongoing practice and is now part of our daily operations. Through this initiative, we redirect surplus meals from educational site restaurants to food aid in cooperation with cities and local partners.
- In spring 2025, we joined the Finnish Red Cross initiative in Turku, redistributing surplus school meals to people in need after lunchtime service.



30 **stop**  
hunger  
YEARS OF SOLIDARITY