

At **Sodexo**, we are committed and passionate about building social value into the services we deliver, creating better outcomes for the people and communities we serve and for the partners with whom we work.

This has been part of our dual company mission since the business was founded in 1966.

Here are ten things you might not know about Sodexo in the UK and Ireland...

For more information visit:
uk.sodexo.com/social-impact



- 1.** We are a major UK employer, with around 30,000 colleagues delivering catering and facilities management across the private and public sector.
- 2.** We have 900 apprentices and offer every vacancy as an apprenticeship where we can. We have also gifted £2 million of our apprenticeship levy to small businesses or charities.
- 3.** We are committed to filling 5% of job vacancies with prison leavers and those with criminal convictions, where we can. Our Starting Fresh campaign connects employers with prisons to encourage them to fill vacancies with trained prison leavers.
- 4.** We have a gold award from the Defence Employer Recognition Scheme for our work with veterans and their families.
- 5.** We support social mobility through our supply chain. Around 70% of our suppliers are SMEs or VCSEs – accounting for 47% of our spend in the UK and Ireland.
- 6.** Sodexo follows the UK Government's Prompt Payment Code – we pay all our SME partners within 30 days and have extended this to VCSEs and charities.
- 7.** In 2022 we became one of the first organisations to have our net zero target validated by the Science Based Targets initiative. We plan to reach net zero by 2040, aiming for 90% decarbonisation across all three scopes. In January 2023 we reported a 33% reduction in scope 1, 2 and 3 greenhouse gas emissions since our baseline year of 2017.
- 8.** We are committed to cutting our food waste by 50% by 2025, using WasteWatch technology at 100% of our relevant sites which helps our chefs make informed menu and food ordering choices.
- 9.** In 2020, we became the first hospitality business to publish our ethnicity pay gap, and now do so annually. We started 2023 with 43% representation of women in senior leadership positions.
- 10.** Every Sodexo employee is able to use up to three days a year to volunteer. Through the work of the Sodexo Stop Hunger Foundation, colleagues are encouraged to use their days to contribute to the fight against food insecurity and its root causes. In 2023, thanks to our colleagues fundraising and volunteering, 1,837,539 beneficiaries were supported.