

**We believe that all workplace injuries and illnesses are preventable.  
We embed a culture of care where all employees work mindfully and perform activities safely.**

## Our Ambition - What do we want to achieve?

At Sodexo, our purpose is to create a better every day for everyone to build a better life for all. It starts with nurturing a positive health and safety culture and focusing on the well-being of our employees.

Sodexo's Corporate Social Responsibility roadmap, Better Tomorrow 2025, and Responsible Business Conduct state our commitments around the adoption of safe behaviors at work and in our personal lives.

## Our Fundamentals - Standard principles to guide our behaviors

### Compliance

- Comply with legal and regulatory requirements as a pre-requisite for Sodexo to operate.
- Comply with internal standards as a condition of employment.

### Risk management

- Identify and assess risks to establish appropriate operating procedures, so to mitigate and to provide a safe workplace environment.
- Engage with internal and external stakeholders e.g., clients, contractors, suppliers to ensure sharing of best practices.

### Zero harm mindset

- Take personal accountability for health and safety. It's my responsibility, not someone else's.
- Lead a governance structure to drive continuous improvement of health and safety performance.

### Incident reporting & investigation

- Report incidents and accidents with discipline and consistency.
- Investigate and identify root causes to take preventative and corrective actions.
- Share lessons learnt and sustain improvements.

## Everyone has a role

### Learn and respect rules

- Complete mandatory trainings.
- Understand and follow standards and procedures.
- Demonstrate positive personal behavior.

### Speak up

- Challenge unsafe behavior immediately.
- If in doubt, stop work and warn those who may be in danger.
- Promptly report incidents, near misses, and unsafe conditions.

### Be mindful

- Stay vigilant, maintain awareness of hazards.
- Anticipate possible risks by constantly asking "what could go wrong?"
- Take time to plan. Avoid assumptions.
- Live and act as an ambassador for physical, mental, and social health harmony

### Get involved

- Take responsibility for your own safety and the safety of your coworkers and others.
- Be proactive in collaborating to find appropriate, effective, and sustainable solutions.

## My responsibility as a leader

### Set high standards

- Continually demonstrate that our commitment to health and safety will never be sacrificed in pursuit of achieving any other business targets.
- Set objectives at all levels.

### Communicate openly

- Provide prompt, honest feedback on concerns raised by the employees.
- Consistently recognize safe behaviors and address at-risk behaviors.

### Confront risks

- Be approachable to employees, take time to discuss their health and safety concerns.
- Take responsibility for the review of incident investigations to ensure understanding of root causes and to communicate learnings.
- Stimulate a motivating and fair workplace atmosphere.

### Involve your team

- Ensure adequate resources, training, and capabilities to continuously develop competences.
- Take personal action to improve performance and maintain safe and healthy working conditions.