

# Sodexo Animal Welfare Performance

Sodexo recognizes that all animals are sentient beings and supports the globally-recognized “Five Freedoms” of animal welfare as an aspiration for its animal welfare strategy:

1. Freedom from Hunger and Thirst – by providing ready access to fresh water and a diet to maintain full health and vigor.
2. Freedom from Discomfort – by providing appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain, Injury or Disease – by ensuring prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behavior – by providing sufficient space, proper facilities and company of the animal’s own kind.
5. Freedom from Fear and Distress – by ensuring conditions and treatment which avoid mental suffering.

In recognition of the fact that animal welfare is a key component of a sustainable supply chain, Sodexo has developed a Sodexo Animal Welfare Strategy to meet its commitment to source sustainably reared products.

**“Sodexo will work with its suppliers to improve animal welfare throughout its supply chain.”**

Below are details on progress made by each region on implementation of our animal welfare strategy in our supply chain.

## As of 31<sup>st</sup> May 2023:

- The Sodexo Animal Welfare Supplier Charter had been translated into 18 languages making the Charter available in the national languages of countries.
- More than 650 suppliers have signed the Sodexo Animal Welfare Supplier Charter

## Focus on Eggs

- As of 31<sup>st</sup> May 2023, 28.62% of shell eggs were cage free (vs. 21% in FY22) and 71.52% of liquid eggs were cage free (vs. 68.32% in FY22).
- For 87% of Sodexo revenues, we are on track to achieve 100% shell and liquid cage free eggs by 2025 despite supply shortages and lack of production capacities.
  - Austria, Belgium, Germany, Luxembourg, Netherlands, Norway, Poland, Sweden, Switzerland have already achieved 100%.
  - Brazil, France and United Kingdom have done major achievements this year and are on track to achieve 2025 objectives.
  - For Australia, Austria, Belgium, Finland, Germany, Italy, Ireland, Luxemburg, Netherlands, Norway, Poland, Spain, Sweden, Switzerland, United Kingdom, we have decided to go further to our commitment for cage free by adding “processed” which means that for these countries by 2025, 100% processed eggs will be also cage free.

Details of the countries/locations on track representing 87% of our revenues (as of 31<sup>st</sup> May 2023):

		Shell		Liquid	
		2022	2023	2022	2023
<b>APMEA</b>	Australia	100%	100%	0%	0%
<b>BRAZIL</b>	Brazil	16%	43.27%	0%	28.43%
<b>EUROPE</b>	Austria	100%	100%	100%	100%
	Belgium	100%	100%	100%	100%
	Finland	100%	99.96%	98.45%	99.57%
	France	69.89%	80.85%	25.5%	41.82%
	Germany	100%	100%	100%	100%
	Italy	78.44%	82.79%	91.23%	93.78%
	Ireland	-	68.89%	0%	0%
	Luxemburg	100%	100%	100%	100%
	Netherlands	100%	100%	100%	100%
	Norway	100%	100%	100%	100%
	Poland	100%	100%	-	100%
	Spain	4.85%	76.76%	0%	0%
	Sweden	99.02%	100%	100%	100%
	Switzerland	100%	100%	100%	100%
United Kingdom	17.27%	78.97%	47.96%	85.79%	
<b>NORAM</b>	Canada	76.85%	83.08%	78.59%	70.33%
	USA	70.01%	74.07%	85.22%	84.72%

For the 13% remaining Sodexo's revenues, local context holds us back. Like many other companies, Asia, Middle East and South America are the regions where Sodexo is facing major challenges.

Insufficient regulatory frameworks, limited awareness on cage-free practices and economic constraints are not helping the company to progress and require particular coordinated efforts from the entire value chain.

Sodexo keeps working on solutions to define a trajectory to cage-free eggs with its suppliers without compromising their economic survival while engaging its clients and consumers on this journey.

For the sake of transparency and encourage progress of the sector, Sodexo has made the decision to detail its results for the countries/locations facing challenges representing 13% of our revenues (as of 31st May 2023):

		Shell		Liquid	
		2022	2023	2022	2023
<b>APMEA</b>	Algeria	0%	0%	-	-
	China	0%	0%	0%	0%
	Hong Kong, China	0%	0.42%	0%	0%
	India	0%	0.41%	0%	0%
	Malaysia	0%	0%	0%	0%
	Oman	0%	0%	-	-
	Philippines	0%	0%	0%	0%
	Qatar	0%	0%	-	0%
	Singapore	0%	0%	0%	0%
	South Africa	0%	3.62%	-	-
	Thailand	0%	0.21%	0%	0%
	United Arab Emirates	0%	0%	0%	0%
Vietnam	0%	0%	-	-	
<b>EUROPE</b>	Israel	0%	20%	0%	0%
	Turkey	0%	0%	-	-
<b>LATAM</b>	Chile	0%	0%	0%	0%
	Colombia	0%	0%	-	-
	Costa Rica	0%	0%	0%	0%
	Mexico	0%	0%	0%	0%
	Peru	0%	0%	0%	0%

"-": no volume declared

## Focus on Broiler chicken

- Regarding broiler chicken:
  - Our chicken task force is working on our global strategy on chicken sourcing, in order to embed our sustainability criteria.
  - As part of the Global Coalition for Animal Welfare, we are still leading the working group on “broiler chicken”. With our peers, we worked on improving knowledge on enrichments and key welfare outcomes.
  - We continue to actively participate in CIWF US working group on broiler chicken.
- Sodexo France have implemented the following actions:
  - Sourcing of chicken:
    - regarding chicken, 13% of broiler chicken (equivalent of 438 tons) were raised with a stock density lower than 30kg/m<sup>2</sup>.
- Sodexo NORAM actively contributes to multistakeholder groups such as the US Compassion in World Farming Broiler Chicken Working Group as well as acting a Lead for the Global Coalition of Animal Welfare’s Broiler Chicken Working Group. Both groups are working collectively to influence the industry to adopt higher welfare models.
- Sodexo Canada is committed to promoting the humane raising and harvesting of broiler chickens. Sodexo Canada is proud of the following standards to which our partners in the Canadian chicken farm industry currently adhere:
  - no added hormone and steroids
  - regulated system
  - annual independent third-party audit
  - transitions to Controlled Atmosphere Stunning
 Sodexo Canada supports Canadian chicken farmers.

## Focus on Pork

- Sodexo Belgium has implemented the following measures:
  - Sourcing only pork from non-castrated piglets
  - as of 31<sup>st</sup> May 2023, 100% of pork were from non-castrated piglets.
- Sodexo UK and Ireland has implemented the following measures:
  - Sourcing of pork:
    - 100% of pork were from pork raised without gestation crates.
- In the US regarding pork, Sodexo has been engaged with its industry supply chain partners to stimulate the on-going progress in sow housing and management systems. Sodexo has developed a strategy to source its pork products from sources that utilize free-to-roam systems. We are focused on adding gestation crate-free products from our main pork supplier into our supply chain as a component of our goal for 100% free-to-roam systems (which includes group-housed/reduced gestation crate and gestation crate-free) by the end of 2024, a year earlier than originally stated. This approach will emphasize continuous improvement in the reduction of time in confinement with the ultimate goal of eliminating time confined during gestation.
  - as of 31<sup>st</sup> May 2023, 59.4% of pork was from sows in free to roam systems (which includes group-housed, reduced gestation crate and gestation crate-free) and 6.6% crate-free.

## Focus on other commodities

- Sodexo Belgium has implemented the following measures:
  - Sourcing only meat from cage-free rabbits
  - as of 31<sup>st</sup> May 2023, 100% of rabbits were cage free
- Sodexo Poland have implemented the following actions:
  - as of 31<sup>st</sup> May 2023, 100% of meat were antibiotic-free
- Sodexo in France has for many years worked with its suppliers to improve animal welfare conditions in its supply chain. Sodexo in France has developed an Animal Welfare supplier evaluation. During this process, Sodexo works with each supplier to raise awareness as well as to benchmark and share best practices. Following each evaluation, the supplier receives an individual improvement plan.
  - Since 2015, 53% of suppliers who have integrated production systems (including slaughtering activities) have been evaluated.
  - Additional actions are underway to improve animal welfare in the supply chain:
  - free-range eggs and egg products have been implemented in the catalogue and these products are available for all Clients (on demand)
  - two offers in the Corporate Services segment include free-range eggs and egg products (i.e. Inspiration)
- Sodexo UK and Ireland has implemented the following measures:
  - Sourcing only Red Tractor accredited products:
  - 100% block cheddar, 100% commodity butter and 100% milk and cream
  - as of 31<sup>st</sup> May 2023, 100% of eggs are Lion Egg branded
- Sodexo US/Canada has made and is working towards the achievement of commitments on specific areas of animal welfare in addition to other action:
  - 100% of liquid dairy is from cows not receiving exogenous hormone or rBST
  - In addition, Sodexo US/Canada:
    - has made free-range and organic eggs available for our Clients (on demand, US only due to avian influence protocols in Canada)
    - has made antibiotic free animal products available for our Clients (on demand)

## Useful Links

**Sodexo Position Paper** – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

**Sodexo Supplier Charter** – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

**Sodexo FAQ** – <https://www.sodexo.com/home/corporate-responsibility/corporate-responsibility/policies-and-positioning.html>

**Better Leven** – <https://beterleven.dierenbescherming.nl/>

**Compassion In World Farming** – <https://www.ciwf.com/>

**Global Animal Partnership GAP standard** – <https://globalanimalpartnership.org/standards/chicken/>

**Global Coalition for Animal Welfare** – <https://www.gc-animalwelfare.org/>

**Red Tractor** – <https://redtractor.org.uk/>

**RSPCA** – <https://www.rspca.org.uk/home>