

**PEOPLE WITH  
DISABILITIES  
HAVE  
NOTHING TO  
CONTRIBUTE  
UNLESS THEY  
ARE INCLUDED\***

**sodexo**  
QUALITY OF LIFE SERVICES

**EMPLOYEES  
WITH  
DISABILITIES  
HAVE  
A LIMITLESS  
POTENTIAL  
TO SUCCEED\***

**sodexo**  
QUALITY OF LIFE SERVICES

**IN A WORKPLACE  
THAT INCLUDES  
PEOPLE WITH  
DISABILITIES,  
ABSENTEEISM  
IS COMMONLY  
LOWER\***

**sodexo**  
QUALITY OF LIFE SERVICES

**COMMUNICATING  
WITH  
PEOPLE WITH  
DISABILITIES  
IS POINTLESS  
WITHOUT MUTUAL  
UNDERSTANDING\***

**sodexo**  
QUALITY OF LIFE SERVICES

**INDIVIDUALS  
WITH  
DISABILITIES  
RAISE CONCERNS  
THAT CAN BE  
ADDRESSED WITH  
AWARENESS\***

**sodexo**  
QUALITY OF LIFE SERVICES

**\* MORE THAN HALF OF CAREGIVERS REPORT FEELING HELPLESS (59%) AND ALONE (53%)**

Source: The Clorox Company Survey, 2014

**\* BY 2025, 900 MILLION PEOPLE AROUND THE WORLD WILL SUFFER FROM HEARING LOSS**

Source: World Health Organization, 2013

**\* WHEN EMPLOYEES WITH DISABILITIES JOIN THE WORKFORCE, ABSENTEEISM DROPS BY MORE THAN 15%**

Source: Kansas University Center for Research on Learning, 2005

**\* 90% OF WORKERS WITH DISABILITIES HAVE ABOVE AVERAGE JOB PERFORMANCE**

Source: Rutgers University, 2003

**\* EXCLUDING PEOPLE WITH DISABILITIES IN THE WORKPLACE RESULTS IN A GROSS DOMESTIC PRODUCT LOSS OF 3 TO 7%**

Source: International Labour Organization, 2009

**CHINA CARING FOR THE CARETAKERS OF DISABLED EMPLOYEES**

Family members are a vital component of the well-being of our employees with disabilities. But this role is not without its challenges. As such, in 2014, Human Resources and Operations management teams at Sodexo China visited the homes of 47 employees with disabilities during the Chinese New Year. Bringing greetings on behalf of Sodexo and soliciting feedback on employees' experiences within the organization, allows managers to get to know the employees' family environment and establish trusting relationships. While managers received positive feedback on this differentiating initiative, they continue to look into additional ways Sodexo can further support these employees and their families.



**TAKE A CLOSER LOOK AT DISABILITIES**

Discover more initiatives at [sodexo.com/disabilities](http://sodexo.com/disabilities)

**BRAZIL INCLUDING HEARING-IMPAIRED EMPLOYEES**

The soaring number of individuals who suffer from hearing loss has an impact in the workplace. Out of concern for the well-being of employees, Sodexo, in 2012, began translating its healthcare, quality and safety training videos into the Libras sign language. Libras is the common language used by most hearing-impaired people throughout urban areas in Brazil. This initiative helps these employees grow and develop, feel more involved and ultimately become valued members of the organization. In light of this success, clients have approached Sodexo to help them create similar programs within their own companies, highlighting the strong relationship they share with Sodexo.



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**FRANCE DRAWING UPON THE GROUP'S EXPERIENCE TO DEBUNK CLICHÉS**

Misconceptions are all around us. To tackle them, Sodexo champions the values of diversity and inclusion through its engagement in a mentoring program alongside 16 other leading companies such as Essilor and Société Générale. The Club Handicap et Compétences, created in 2010, draws upon Sodexo's experience to reinforce the benefits of hiring people with disabilities. This club supports smaller companies that do not have the know-how nor the resources to implement the right strategy. Sodexo's participation in this mentoring program instills change and keeps disability top of mind.



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**ITALY SODEXO CONTRIBUTES TO THE DEVELOPMENT OF EMPLOYEES WITH DISABILITIES**

Through the "Dote Sostegno" program, Sodexo partners with the Milan Province Government and Accoglienza & Integrazione (A&I), an NGO, to provide individual coaching to Sodexo employees with disabilities to make them feel valued and fully included in the teams. Seasoned trainers, coaches and psychologists from A&I help them develop their competencies, improve personal well-being and increase self-esteem. This coaching program provides 30 hours of individual training over 6 months. This initiative has also improved the internal climate and relations within the team.



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**UNITED STATES PEOPLE WITH DISABILITIES ARE A VALUED PART OF THE TEAM**

Imagine a workplace where employees are given the possibility to contribute at their full potential. Thanks to the outstanding thought leadership of Deb Dagit, founder of the Voice Program and pioneer in disability advocacy for more than 30 years, Sodexo employees are learning to become allies of people with disabilities and foster a more inclusive environment. In only two months, more than 225 participants have completed or signed up for the Voice Program, a series of interactive classroom and digital courses created by Dagit. The training focuses on promoting the inclusion of people with disabilities within the teams. Dagit's number one rule: "Treat others as THEY want to be treated."



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At Sodexo, we strive every day to make our commitment to diversity and inclusion a reality by creating a work culture that celebrates all talents. This makes us stronger, more innovative and better at serving our 75 million consumers worldwide.

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