

Topic	Metric	Score	Product or Supply	Food Foundation analysis	Evidence and links to sources
Healthy & Nutrition					
Healthy & sustainable food sales 1.67					
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach.	1	P	<p>Sodexo 10 Golden Rules include:</p> <ul style="list-style-type: none"> - Fats- the right balance for health and wellness - Sugar- Less sugar for the same pleasure - Salt- Have the light hand with salt. - F&V- full of fibre, vitamins and minerals. <p>Commitments is to create healthy lifestyle options for 100% of consumers by 2025.</p> <p>In the UK and Ireland, Sodexo has teamed up with WWF, the Food Foundation and a number of partners to work towards this commitment and target.</p>	https://uk.sodexo.com/social-impact/planet/sustainable-diets.html#expand-657cc84e-5b2f-41f3-8d43-8ad5ea8d9930
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	2	P	<p>Peas Please Pledge to:</p> <ul style="list-style-type: none"> Increase the volume of vegetables procured by 10% by 2020 and by 16% by 2025 Refine recipes to be more plant powered Continue to develop plant forward meals Support the promotion of plant powered menus across the sites where we operate <p>Our Peas Please Veg Pledge is one of the items we will track to gauge our progress for the Better Tomorrow 2025 commitment on healthy lifestyle options</p> <p>Lean and Green are a set of sustainable recipes that have been introduced across the Sodexo UK, from schools to business and industry. The meals adhere to three principles</p> <ol style="list-style-type: none"> 1. Balanced - made up for 2/3 vegetables, pulses and grains 2. Sourced responsibly; Fruits and vegetables are seasonal & Meat and fish are certified and sustainable 3. Crafted with healthier ingredients; All grains are wholegrains & Sugar and salt are added sparingly. 	https://uk.sodexo.com/social-impact/planet/sustainable-diets.html#expand-657cc84e-5b2f-41f3-8d43-8ad5ea8d9930
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	2	P	<p>Sodexo has increased its menu mix target for plant-based meals to more than 30% globally to address the growing consumer demand for sustainable food and more natural, local and healthy ingredients. Sodexo is working with its partners to offer consumers more responsible food choices that positively impact the global food system. Sodexo now offers its menus based on "Future 50 Foods" that encourage biodiversity at 6,500 sites in 13 countries. This initiative follows Sodexo's launch of 200 plant-based meals in the U.S. in 2018 and Green & Lean sustainable recipes in the United Kingdom and Ireland in 2017.</p> <p>Under our healthcare project we have been increasing our food based offer and now have 53% of our bread range within the menu are suitable for vegetarians and 10% suitable for vegans. Our main menus offer 62.5% of items that are suitable for vegetarians and 34% are suitable for vegans.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Finance/Sodexo-Integrated-Report-Fiscal-2020.pdf
Encouraging healthy & sustainable diets 1.67					
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	P	<p>Provide and encourage our consumers to access healthy lifestyle choices. 100% of our consumers are offered healthy lifestyle options every day.</p> <p>In 2019 we opened our first CRUSH outlet in the region. Products include nutritional information and promote healthy eating.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Finance/Sodexo-Integrated-Report-Fiscal-2020.pdf https://uk.sodexo.com/home/media/news-room/newsList-area/uk-pressreleases/sodexo-opens-first-crush-outlet.html
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2		<p>Supports Veg Power</p> <p>Provide and encourage our consumers to access healthy lifestyle choices. 100% of our consumers are offered healthy lifestyle options every day.</p> <p>So National School Meals Week (NSMW), running 9 to 13 November 2020, is the perfect time for Schools by Sodexo to engage with pupils and parents on the vital connection between hot healthy lunches and improved wellbeing and learning.</p> <p>LACA – the association that acts as a voice for the school meals industry – has been promoting National School Meals Week for almost 30 years. Against the backdrop of 2020 of course, there's an even deeper resonance for caterers, parents and teachers, with the spotlight firmly on school meals through footballer Marcus Rashford's #endchildfoodpoverty campaign.</p>	https://uk.sodexo.com/celebrating-NSMW-2020
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	2		<p>Stop Hunger is a Sodexo initiative active in over 40 countries around the world. In the UK & Ireland, we work with charities to donate time, skills and money to tackle hunger, support good nutrition and promote life skills in local communities. Our work contributes to and forms part of the Sodexo global corporate responsibility programme, one of the pillars of our Group CEO's new strategy for the company.</p>	https://uk.sodexo.com/social-impact/stop-hunger.html https://uk.stop-hunger.org/home/about-us/ourvision.html
Environment					
Climate change 2.50					
E1	Company has a target for, and reports on, scope 1 & 2 emissions reduction (Science-based target)	3		<p>We have committed to reducing our carbon emissions by 34% by 2025 (compared to 2017). This commitment was approved by the Science Based Targets initiative (SBTi) in July 2019, making us the first food services company to align its objective to limit global temperature rise to 1.5°C above pre-industrial levels.</p> <p>Fiscal year 2020 was the first year in which Sodexo published its carbon reductions in comparison to a 2017 baseline, which reflects the -34% reduction set by Group and validated in July 2019 by the Science based targets initiative. In fiscal year 2020, we recorded at a Group level, a 15.9% reduction in absolute Scope 1 and 2 emissions and a 10.5% reduction in Scope 3 Supply Chain emissions.</p> <p>This information is publicly available in Sodexo's Universal Registration Document FY20; see section 2.2.6.3 'Source Responsibly and Provide Management Services that Reduce Carbon Emissions' (pages 77-78).</p> <p>Sodexo are currently in the process of collating, validating and having FY21 carbon data externally audited; this information will be published in September 2021.</p>	https://www.sodexo.com/home/positive-impact/sustainability/reducing-environmental-impact.html https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Finance/Sodexo-Universal-Registration-Document-FY2020.pdf
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	5	<p>New target: reduce absolute Scope 1, 2 and 3 GHG missions 34% by 2025 from a 2017 baseline. Fiscal year 2020 was the first year in which Sodexo published its carbon reductions in comparison to a 2017 baseline, which reflects the -34% reduction set by Group and validated in July 2019 by the Science based targets initiative. In fiscal year 2020, we recorded at a Group level, a 15.9% reduction in absolute Scope 1 and 2 emissions and a 10.5% reduction in Scope 3 Supply Chain emissions.</p> <p>This information is publicly available in Sodexo's Universal Registration Document FY20; see section 2.2.6.3 'Source Responsibly and Provide Management Services that Reduce Carbon Emissions' (pages 77-78).</p> <p>Sodexo are currently in the process of collating, validating and having FY21 carbon data externally audited; this information will be published in September 2021.</p>	https://www.sodexo.com/home/positive-impact/sustainability/reducing-environmental-impact.html
Biodiversity 2.00					
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	2	5	<p>CDP forest 2020 - B. In FY19, 34.7% of the palm oil used in our business came from physically certified sources. • We developed and continue to deploy our Sustainable Palm Oil toolkit to raise awareness internally and with our suppliers on the importance of sustainable palm oil. • We participate in the WWF Palm Oil Buyer Scorecard and submit our ACOP to the RSPO on an annual basis.</p> <p>In Singapore, Sodexo is sourcing 100% physical certified sustainable palm oil for its cooking oil in support of Sodexo's global commitment to source only physical certified palm oil by 2025. In addition, 67.3% of the paper disposables purchased in FY19 were certified as sustainable.</p> <p>Target: 2025: 100% physical certified palm oil by 2025 for the most significant purchased products (cooking oil, margarine and frying oil purchased).</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Commitment-to-Protect-Forests-and-Peatlands.pdf
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	2	5	<p>Sodexo is committed to a deforestation and conversion free supply chain globally by 2030 for the following priority commodities: palm oil, soy, beef and paper products.</p> <p>Company committed to report on progress for soy by 2022</p> <p>CDP- In the scope of our partnership with WWF, however, we are developing a framework that will enable us to better assess the indirect supply of soy being fed into our supply chain, its origin, and the risks linked to soy. Sodexo has begun to work with its direct suppliers in multiple geographies (Brazil, Europe) to better understand their soy footprint, commitments and initiatives. This information will be used to inform Sodexo's strategy and roadmap for responsible soy.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Commitment-to-Protect-Forests-and-Peatlands.pdf

E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	2	5	<p>Sodexo is committed to a deforestation and conversion free supply chain globally by 2030 for the following priority commodities: palm oil, soy, beef and paper products. Company committed to report on progress for beef by 2023.</p> <p>CDP- While a very small portion of the beef consumed by Sodexo is sold under the form of prepared products by third-party companies, we have chosen not to include this in our cattle products as they represent an insignificant portion of what is used within our operations. Whenever possible, Sodexo aims to source its beef locally in order to reduce food miles and ensure the quality of its produce. This has created a complex supply chain around cattle products, but ensures better respect of sustainability principles.</p> <p>Although Sodexo principally relies on local sources of beef for its food services, and in fact, a number of our countries of operation exclusively source their beef locally, our new deforestation commitment will ensure that, by 2030, all the beef we source is deforestation and conversion free through a thorough mapping of our supply chain and reinforced traceability. Since there are no global third-party certifications for the sourcing of beef that ensures it is deforestation-free, we will directly assess and engage with our suppliers to ensure that our targets are met.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Commitment-to-Protect-Forests-and-Peatlands.pdf
Sustainable food production practices		1.50			
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	5	<p>We source sustainable fish and seafood from Marine Stewardship Council (MSC) certified fisheries and farmed fish from well managed and sustainable sources.</p> <p>Global: % of sustainable fish and seafood which is sustainable as a % of total seafood (in kg) 2019: 80.3% 2018: 80.7%</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	5	No information found.	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf
Water use		1.50			
E8	Company has a target for, and reports on, water use reduction in operations	2	5	<p>CDP Water 2020 D, which has rank lower than 2019</p> <p>Climate friendly menu options such as the "Green and Lean" meal initiative in the UK, which also reduce the water impact of the food that Sxo serves The UK piloted a device, WaterBlade, which saved 42% of water in the trial.</p> <p>Our goal to reduce water consumption and improve water efficiency at our client sites is annually monitored through the number of client sites implementing awareness and behavior steps to reduce their water consumption. In Fiscal 2018, 40% of client sites were implementing awareness and behavior steps to reduce their water consumption.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	1	5	No overall data found beyond focus on deforestation risk commodities and seafood (as above)	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf
Food loss & waste		1.67			
E10	Company demonstrates strategies to engage with customers on food waste and contributes to collaborative initiatives (in UK: Food Waste Action Week).	2	P	<p>We are proudly supporting WRAP's Love Food Hate Waste campaign with its first ever Food Waste Action Week (1-7 March 2021), which shines a spotlight on the impact of household food waste on our planet.</p> <p>In addition to supporting WRAP's Food Waste Action Week, Sodexo also engage with teams through our global WasteLESS Week campaign, which takes place in October. The last campaign was focused on food waste. The winner used insight from food waste collected across their site to pinpoint common problem areas. By increasing batch cooking and more careful management of grab-and-go items, the team was able to reduce food waste by 75% over a two-week period, from 14kg down to 3kg.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf https://uk.sodexo.com/media/news-room/sodexo-partners-with-food-waste.html
E11	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	P	<p>UK-Cutting food waste by 50% across all our sites by 2025 & Tracking food waste loss at 100% of relevant sites by 2025 using WasteWatch by Lean Path.</p> <p>> 45.3% reduction in our food waste at the 291 sites that have deployed the WasteWatch program</p> <p>> 90.7% of Group revenues from countries working to deliver on the United Nations' food waste objective</p> <p>Signatory of WRAP's Courtauld Commitment 2025 as well as the industry-wide Food Waste Reduction Roadmap developed by IGD and WRAP to tackle food waste in the UK.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Finance/Sodexo-Universal-Registration-Documents-FY2020.pdf
E12	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	1	5	<p>Joined forces with Waste Knot, an organisation committed to connecting businesses with surplus food and Ferryfast, a co-operative of farmers in Worcestershire, to introduce boxes of rescued fruit and vegetables to catering teams across the country.</p> <p>Note, this project had to be paused during the pandemic due to demand.</p>	https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Reports/EXTRA-FINANCIAL%20REPORTING/EXTRA-FINANCIAL-REPORTING-EN.pdf
Plastics		2.00			
E13	Company has a target for, and reports on, % plastics packaging that is recyclable.	2	P	<p>Target: by 2020, 70% of all waste on our sites will be recycled or reused, rising to 90% by 2025. Moving to 100% reusable, recyclable or compostable packaging by 2025</p> <p>Eliminating hard to recycle or unnecessary plastic packaging and optimising use of reusable items where it is safe to do so.</p> <p>Introducing wooden stirrers, eliminated 1.8 million plastic ones; recycling points for cups so recycled over 830,000 drink cups; switched to environmentally friendly and recycling products we've removed 19 million expandable polystyrene.</p>	https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/social-impact-pledge.pdf https://uk.sodexo.com/inspired-thinking/insights/tackling-unrecyclable-single-use.html
E14	Company has a target for, and reports on, reducing single-use plastics without creating a food waste risk	2	P	<p>Moving to 100% reusable, recyclable or compostable packaging by 2025</p> <p>Eliminating hard to recycle or unnecessary plastic packaging and optimising use of reusable items where it is safe to do so.</p> <p>On 1 February 2020, we removed products containing unrecyclable polystyrene and single-use plastic bags from our supply chain as part of our commitment to reducing the impact of our operations on the environment.</p> <p>Removed 15 million items of single used plastic cutlery and eliminated 21,000 single used plastic plates. Introducing reusable bags we've driven out 590,000 single-use plastic bags, stopped providing plastic straws and have eliminated 1.5 million from the business.</p> <p>An internal study identified relevant articles and proposed to replace the plastic articles with reusable, bioplastic and organic materials for clients in 17 countries. In France, FoodChéri, the first foodtech player to have used 100% eco-responsible packaging, is taking up the challenge of the zero-waste offer by proposing companies returnable packaging in reusable plastic. In India, Sodexo has replaced nearly 8 million plastic products with their equivalent in durable materials: paper straws, wooden beverage stirrers, wooden utensils, paper in aluminum packaging.</p>	https://uk.sodexo.com/files/live/sites/com-uk/files/Positive%20Impact/social-impact-pledge.pdf
Animal welfare & antibiotics		1.00			
E15	BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.	1	5	Tier 3	
E16	Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as "medically important antimicrobials".	1	5	<p>For Sodexo, the routine use of antibiotics is discouraged. We support a continuous reduction in the use of antibiotics in our supply chain.</p> <p>No specific data found.</p>	https://www.sodexo.com/files/live/sites/com-wwd/files/02%20PDF/Sodexo-AnimalWelfare_PositionPaper_2019_Final.pdf
Social inclusion		2.50			
Human rights		2.50			
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	3	5	<p>Continued their commitment to promoting the real living wage. We know that the real Living Wage can have a huge impact on people's lives. But it can also have a positive impact for businesses. Nearly 60% of businesses who pay the Living Wage say it improved relations between managers and staff, and it can help to recruit talent, with 93% of university students saying they want to work for Living Wage employers.</p>	https://www.sodexo.com/home/inspired-thinking/insights/living-wage-week
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	2	5	<p>Human rights policy incorporates child labour, forced labour, health and safety</p> <p>Completed a full review of supply base using the most recent data from the Global Slavery Index on sources of Modern Slavery in supply chains (more than 7,000 suppliers).</p> <p>Identified 458 high risk suppliers across our Strategic and Operational supply base. Our new audit system will assess and audit all of these suppliers in a staged programme, which will be followed by all 206 medium risk suppliers.</p> <p>Sodexo, together with its four largest strategic suppliers - Brakes, Bunzl Catering & Hospitality Division, Blue Arrow and Mi Hub Ltd trading as Alexandra - has formed a Modern Slavery Strategic Supplier Forum.</p>	https://www.sodexo.com/files/live/sites/com-wwd/files/02%20PDF/201802_Sodexo-Statement-of-Respect-for-Human-Rights_EN.pdf https://uk.sodexo.com/media/news-room/sodexo-forms-modern-slavery-sra.html