



**Career development  
through employee  
network engagement**

# Sodexo at a glance

Fiscal 2016

€20.2bn  
in consolidated  
revenues

World leader in  
Quality of Life  
Services

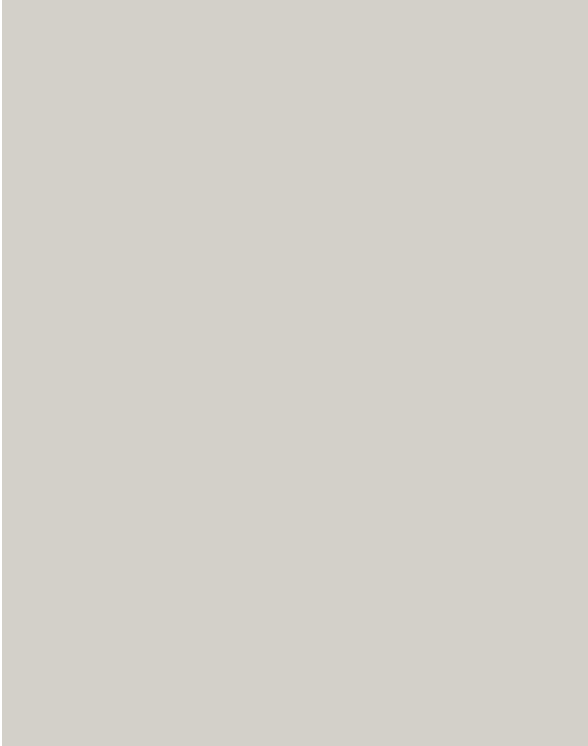
425,000  
employees

80  
countries

75 million  
consumers  
served daily

The world's  
19<sup>th</sup>  
largest employer  
#1 French-based employer  
worldwide

# What does Quality of Life mean for Sodexo?



# Why do we focus on Quality of Life?

By improving  
the **QUALITY OF LIFE**  
of those we serve



we improve  
the **PERFORMANCE**  
of people and organizations

# What is Quality of Life for Sodexo?

- Through extensive research and 50 years experience with clients and consumers, Sodexo has identified 6 aspects of Quality of Life on which our services have a direct impact



# Diversity & Inclusion

## **1 MISSION**

3 Roles

3 Impacts

## **9 COMMITMENTS**

# 2

# Our Diversity & Inclusion strategy

3 roles

<b>3</b> <b>R</b> <b>O</b> <b>L</b> <b>E</b> <b>S</b>	<b>OUR ROLE AS AN EMPLOYER</b>		<b>As the world's 19<sup>th</sup> largest employer</b> , employing over 425,000 people that come from diverse backgrounds, we are responsible for our people's personal well-being and development, as well as the communities where they work and live.
	<b>OUR ROLE AS A SERVICE PROVIDER</b>		<b>As a service provider</b> to clients in three business activities and multiple global market segments with over 75 million consumers served each day, we have a duty to understand and provide for their unique needs, as well as their long-term aspirations.
	<b>OUR ROLE AS A CORPORATE CITIZEN</b>		<b>As a corporate citizen</b> , operating in over 80 countries, and with a history of over 50 years, we have responsibility for conducting a business that brings positive impact to the world, drives progress and respects the resources on which our future depends.

# Our Diversity & Inclusion strategy

3 impacts

3

## IMPACTS

OUR IMPACT ON  
INDIVIDUALS



OUR IMPACT ON  
COMMUNITIES



OUR IMPACT ON CLIENTS  
AND CONSUMERS





# Our Diversity & Inclusion strategy

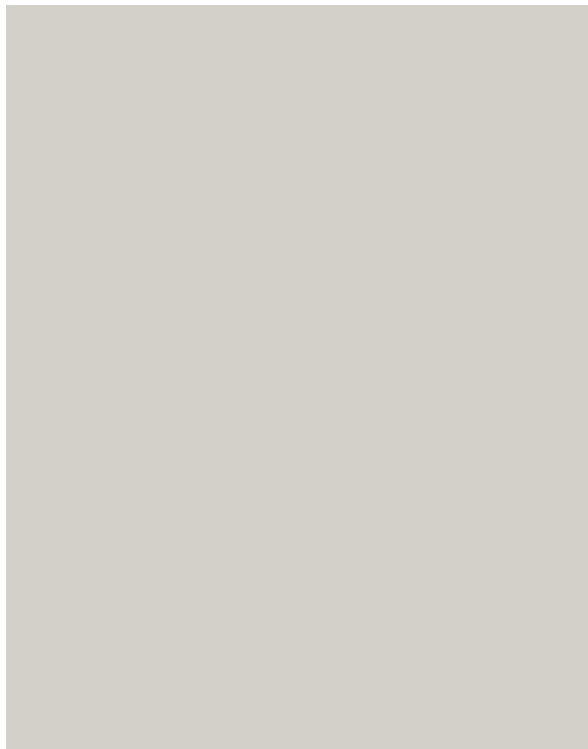


# Our Diversity & Inclusion Strategy

**9**  
COMMITMENTS

	INDIVIDUALS	COMMUNITIES	CLIENTS & CONSUMERS
AS EMPLOYER	Drive accountability to build a pipeline of diverse talent	Foster an inclusive culture	Innovate and deliver culturally competent experiences to improve the QoL
AS SERVICE PROVIDER	Enhance managers' inclusive behaviors	Amplify the corporate brand as a global D&I leader	Leverage D&I as a differentiator for business growth
AS CORPORATE CITIZEN	Grow employee engagement	Drive D&I as a catalyst for societal change	Improve Quality of Life in our communities through client partnerships

## **LGBT @ Sodexo – Global PRIDE Network**



# Our Diversity & Inclusion Strategy - LGBT

9 commitments

**9**  
COMMITMENTS

	INDIVIDUALS	COMMUNITIES	CLIENTS & CONSUMERS
AS EMPLOYER	Ensure Global policies and practices are inclusive to the needs of our LGBTIQ employees	Foster an inclusive environment with strong engagement for our LGBTIQ employees.	Engage with clients and potential clients to expand footprint and positively impact consumers and clients for business growth.
AS SERVICE PROVIDER	Enhance managers' inclusive behaviors	Build relationships with NGOs that support and advocate for the LGBTIQ community.	Demonstrate Sodexo's commitment to the LGBTIQ community by increasing awareness through communications and education resources.
AS CORPORATE CITIZEN	Commit to improving quality of life addressing safety, health and well-being needs as well as providing access to opportunities for professional development.	Nurture a thriving community by creating an inclusive environment where a sense of belonging is valued.	Improve the QOL of the LGBTIQ external communities.

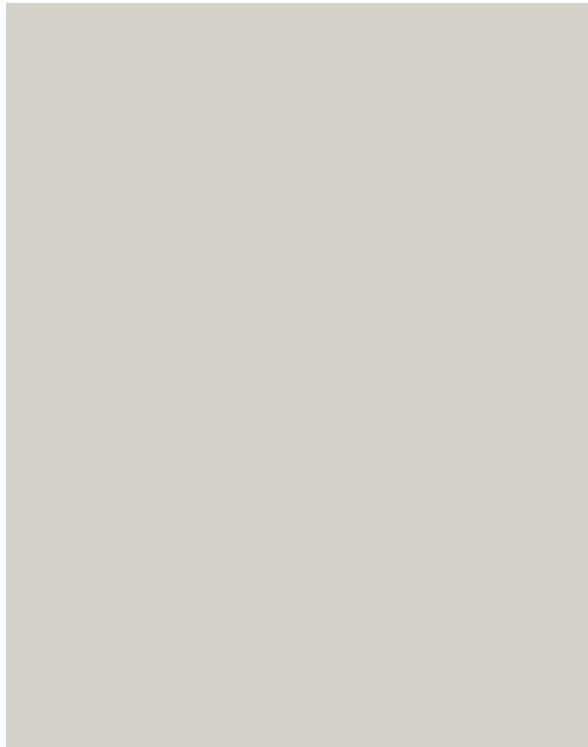
# Global PRIDE

## network governance



- Executive Sponsor
- Network leader
- Co-chair
- HR Support
- Program Support
- Network Development Support
- Communication Support

## EBRG landscape @ Sodexo USA



# Sodexo network groups in the USA



Sodexo Employee Business Resource Groups

## PRIDE Mission

The mission of **People Respecting Individuality, Diversity and Equality (PRIDE)** is to champion an environment of acceptance and workplace equality for all gay, lesbian, bisexual, transgender, and ally team members through employee engagement, community involvement, education and awareness.

People  
Respecting  
Individuality,  
Diversity, and  
Equality



**PRIDE**  
*LGBTQ Network Group*

**A Sodexo Employee  
Business Resource Group**



# Why our Groups exist

## Employees

Sodexo the **Employer**

We Improve the *Quality of Life* for employees by leveraging inclusion to maximize performance and enhance their sense of belonging

## Community

Sodexo the **Corporate Citizen**

We partner to measurably improve the *Quality of Life* of individuals in the community

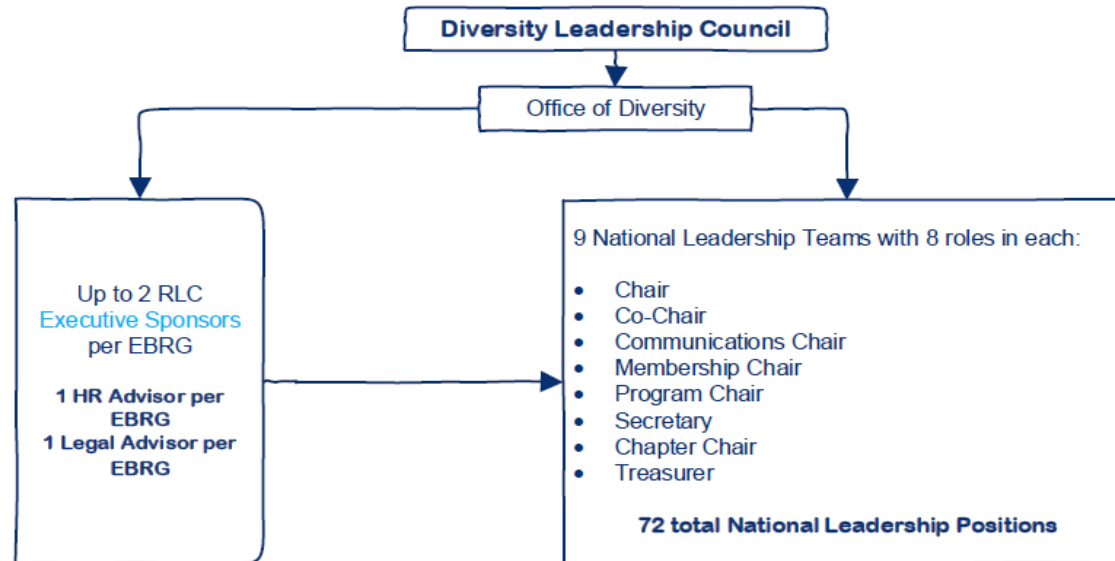
## Clients and Customers

Sodexo the **Service Provider**

We develop exceptional culturally relevant experiences for consumers and measurably improve their *Quality of Life* through our *innovative services*

# EBRG structure

## National

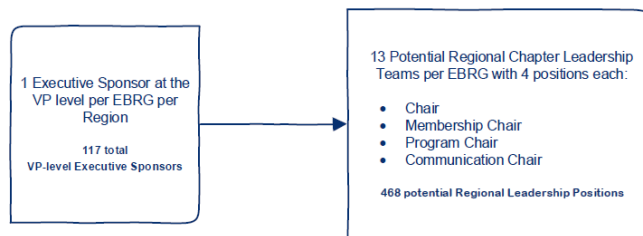


## Executive Leadership Quarterly Meetings

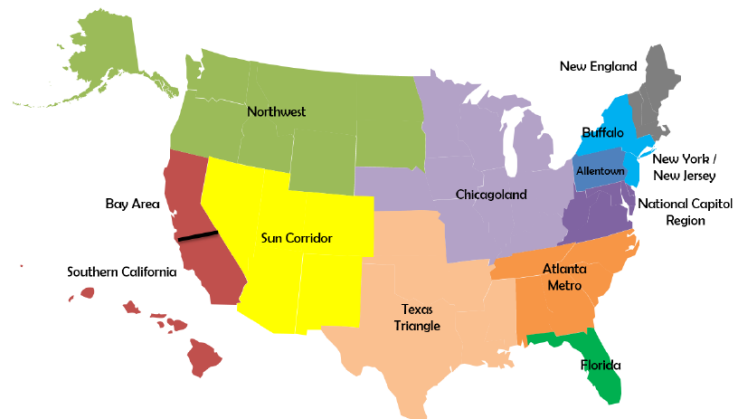


# Regional organization

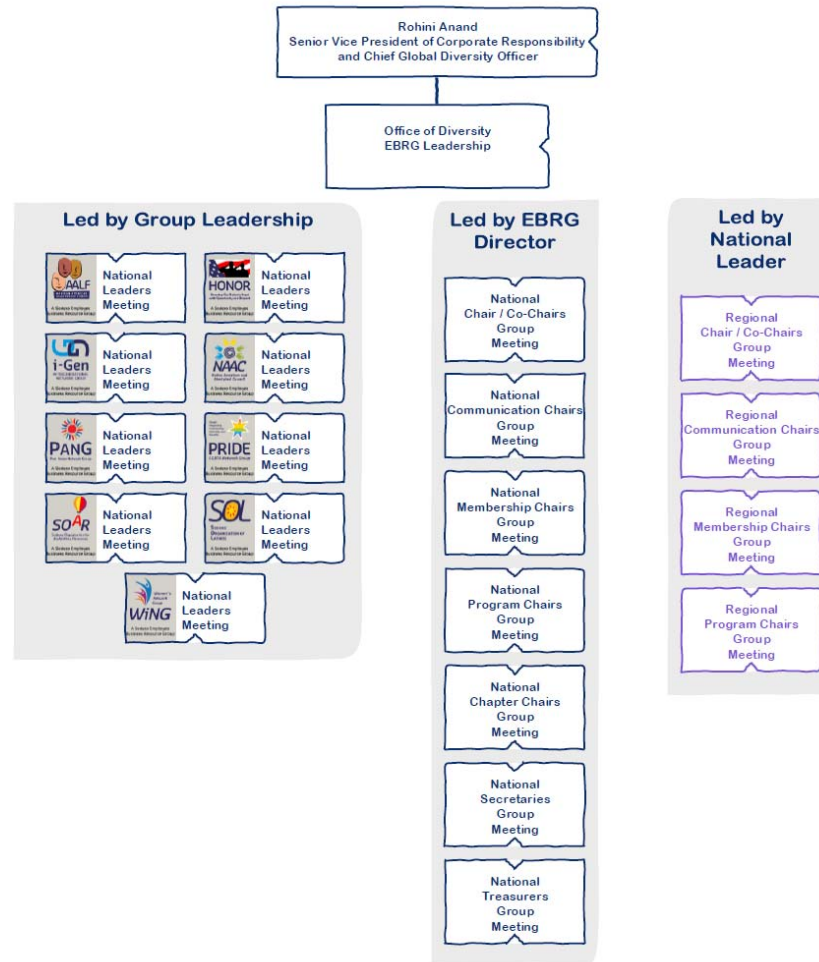
## Regional



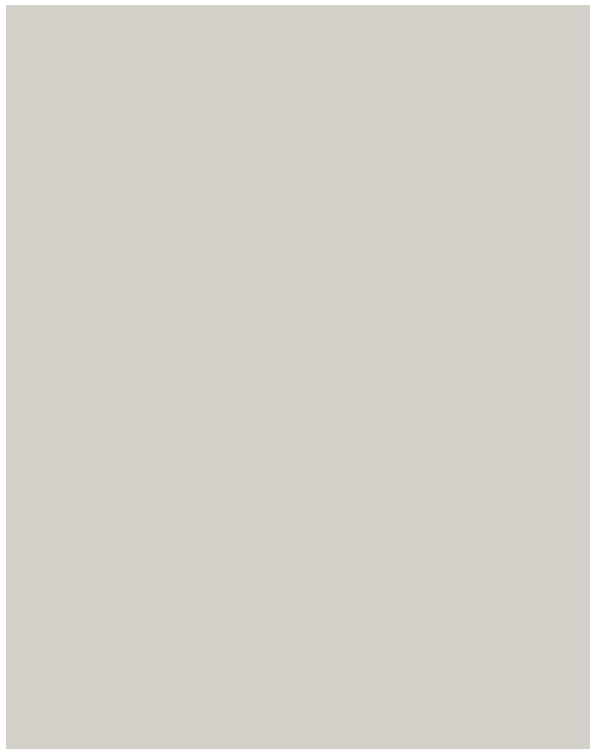
Potentially 585 EBRG-Related Volunteers  
If each EBRG has 13 regions staffed



## Office of Diversity + EBRG Leadership Monthly Meetings



## Learning & Development measures



# Programming and events

- Signature Programs
- Professional development webinars
- Outside speakers and subject matter experts
- Community Diversity Relations partnerships
  - › Diversity Women's Conference
  - › Women's Food Service Conference
  - › Out and Equal
- Diversity Learning Labs (elearning, webinars and in-person)
- Annual meetings for each EBRG