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 19th 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
Our Diversity & Inclusion strategy
3 roles

**OUR ROLE AS AN EMPLOYER**
As the world’s 19th largest employer, 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.

**OUR ROLE AS A SERVICE PROVIDER**
As a service provider 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.

**OUR ROLE AS A CORPORATE CITIZEN**
As a corporate citizen, 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

3 IMPACTS

9 COMMITMENTS

3 ROLES
## Our Diversity & Inclusion Strategy

<table>
<thead>
<tr>
<th>COMMITMENTS</th>
<th>INDIVIDUALS</th>
<th>COMMUNITIES</th>
<th>CLIENTS &amp; CONSUMERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>AS EMPLOYER</td>
<td>Drive accountability to build a pipeline of diverse talent</td>
<td>Foster an inclusive culture</td>
<td>Innovate and deliver culturally competent experiences to improve the QoL</td>
</tr>
<tr>
<td>AS SERVICE PROVIDER</td>
<td>Enhance managers’ inclusive behaviors</td>
<td>Amplify the corporate brand as a global D&amp;I leader</td>
<td>Leverage D&amp;I as a differentiator for business growth</td>
</tr>
<tr>
<td>AS CORPORATE CITIZEN</td>
<td>Grow employee engagement</td>
<td>Drive D&amp;I as a catalyst for societal change</td>
<td>Improve Quality of Life in our communities through client partnerships</td>
</tr>
</tbody>
</table>
## Our Diversity & Inclusion Strategy - LGBT

### 9 commitments

<table>
<thead>
<tr>
<th>9 COMMITMENTS</th>
<th>INDIVIDUALS</th>
<th>COMMUNITIES</th>
<th>CLIENTS &amp; CONSUMERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>AS EMPLOYER</td>
<td>Ensure Global policies and practices are inclusive to the needs of our LGBTIQ employees</td>
<td>Foster an inclusive environment with strong engagement for our LGBTIQ employees.</td>
<td>Engage with clients and potential clients to expand footprint and positively impact consumers and clients for business growth.</td>
</tr>
<tr>
<td>AS SERVICE PROVIDER</td>
<td>Enhance managers’ inclusive behaviors</td>
<td>Build relationships with NGOs that support and advocate for the LGBTIQ community.</td>
<td>Demonstrate Sodexo’s commitment to the LGBTIQ community by increasing awareness through communications and education resources.</td>
</tr>
<tr>
<td>AS CORPORATE CITIZEN</td>
<td>Commit to improving quality of life addressing safety, health and well-being needs as well as providing access to opportunities for professional development.</td>
<td>Nurture a thriving community by creating an inclusive environment where a sense of belonging is valued.</td>
<td>Improve the QOL of the LGBTIQ external communities.</td>
</tr>
</tbody>
</table>
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.
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**

- **Diversity Leadership Council**
- **Office of Diversity**

Up to 2 RLC Executive Sponsors per EBRG
- 1 HR Advisor per EBRG
- 1 Legal Advisor per EBRG

9 National Leadership Teams with 8 roles in each:
- Chair
- Co-Chair
- Communications Chair
- Membership Chair
- Program Chair
- Secretary
- Chapter Chair
- Treasurer

72 total National Leadership Positions
Executive Leadership Quarterly Meetings

Diversity Leadership Council
NORAM Regional Presidents

Rohini Anand
Senior Vice President of Corporate Responsibility and Chief Global Diversity Officer

2 EBRG Updates each Quarter

Office of Diversity EBRG Directors +
Regional organization

1 Executive Sponsor at the VP level per EBRG per Region
17 total VP level Executive Sponsors

13 Potential Regional Chapter Leadership Teams per EBRG with 4 positions each:
- Chair
- Membership Chair
- Program Chair
- Communication Chair
- 488 potential Regional Leadership Positions

Potentially 585 EBRG-Related Volunteers if each EBRG has 13 regions staffed.
Office of Diversity + EBRG Leadership Monthly Meetings

Led by Group Leadership

- National Leaders Meeting
- National Leaders Meeting
- National Leaders Meeting
- National Leaders Meeting
- National Leaders Meeting

Led by EBRG Director

- National Chair / Co-Chairs Group Meeting
- National Communication Chairs Group Meeting
- National Membership Chairs Group Meeting
- National Program Chairs Group Meeting
- National Program Chairs Group Meeting
- National Secretaries Group Meeting
- National Treasurer Group Meeting

Led by National Leader

- Regional Chair / Co-Chairs Group Meeting
- Regional Communication Chairs Group Meeting
- Regional Membership Chairs Group Meeting
- Regional Program Chairs Group Meeting
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