



# SOCIAL IMPACT PLEDGE 2030:

everyone, every day, everywhere.

The Sodexo logo, featuring the word 'sodexo' in a white, lowercase, sans-serif font with a white star above the 'o', set against a dark blue background.







# INTRODUCTION

Our 2030 Social Impact Pledge launches in 2025, marking an incredible ten years since our first set of ethical and sustainability commitments was published – an industry-leading approach, then known as the Public Service Pledge.

Over the course of the decade, our commitments have evolved, reflecting how much more there is to do to deliver real social impact, how complex the challenges are and how our understanding of those challenges has deepened.

Each of the four commitments - for our People, Planet, Places and Partners - represents a truly ambitious target.

This target will only be achieved if:

**Every one** of our 30,000 plus colleagues in the UK and Ireland embraces them.

Action is taken **every day.**

The positive social impact can be felt **everywhere** across the communities in which we operate.



# Foreword



*Albert Einstein's words – "Learn from yesterday, live for today, hope for tomorrow" – seem to me a fitting mindset as we launch our fifth Social Impact Pledge.*

- Jean Renton, Chief Operating Officer, Sodexo UK & Ireland

## Yesterday

At Sodexo, our history is rich with purpose.

For 60 years, since Pierre Bellon founded the company, we have worked to improve the quality of life for our people and those we serve, contributing to the economic, social and environmental progress in the communities where we operate.

Pierre understood that people's daily environment – whether at work, in school or in hospital – has a profound impact on their wellbeing, productivity and happiness. He created Sodexo to provide services that add true value to those daily environments – from serving nutritious and sustainable meals, to delivering welcoming and functioning spaces.

It's just how we do business. It's deep-rooted in our culture.

But this culture extends beyond our walls and into our communities, where we engage local suppliers and form partnerships with local charities to actively support the areas where we live and work.

In 2015, in the UK and Ireland, we decided to consolidate all these positive actions and programmes into a Social Impact Pledge, making clear our commitments to our colleagues, customers, and communities.

The Pledge therefore explained how we, as a strategic partner to Government and the private sector, would also be helping them to achieve their societal goals.

## Today

Our new Pledge, launched ten years on, builds on that legacy, evolving to meet today's complex societal challenges.

It reflects our mission to foster a more sustainable, equitable and inclusive future. With every one of our 30,000 colleagues supporting the delivery of our varied services, taking collective responsibility for the positive change we can make together everyday.

## Tomorrow

Our vision for 2030 is clear and ambitious:

- We will continue to lead our industry on social mobility. We will offer all our people equitable opportunity and support them to develop and be who they want to be, in a truly inclusive environment. One where they belong and which inspires them to act with purpose and thrive in their own way.
- Net Zero 2040 will be within reach. By 2030 we will have decarbonised a large proportion of our business, reducing our emissions across all three scopes by 55%.
- Sodexo's Stop Hunger Foundation will, by then, have supported over 12.5 million people across the UK and Ireland.
- And we will continue to provide valuable support to our supply partners, sharing our expertise, encouraging increased supply chain diversification, sustainable practices and innovation.

Accomplishing all this will give us every reason to be confident of a better tomorrow.





Our commitment to our People

**WE WILL NURTURE  
INCLUSIVE AND EQUITABLE  
WORKPLACES, MEASURING  
OUR PROGRESS THROUGH  
OUR POSITION ON  
THE SOCIAL MOBILITY  
EMPLOYER INDEX.**



## Our commitment to our People

**It is incumbent on businesses such as our own to play an active role every day in breaking down the barriers to opportunity that exist in our country. As an employer of more than 30,000 people in the region, we have the power to be a driver of social mobility everywhere that we operate – a force for good.**

In 2024, we featured for the first time in the Social Mobility Index, an annual benchmarking and assessment tool for employers\*, becoming the first business in our industry to do so, placing us alongside best-in-class organisations such as HSBC, Bank of England, and KPMG.

We believe that maintaining, and ideally improving, our position on this index will provide a rigorous and objective measure of the work we intend to continue to create a workplace where everyone from all backgrounds can thrive.

*“Congratulations to Sodexo for placing in the Top 75 in the 2024 Social Mobility Employer Index for the first time. This is a fantastic achievement, demonstrating real commitment to creating a workplace that is open to all.*

*“Employers that join the Index recognise that the workplace is as important as the classroom for improving social mobility. They are leaders in creating a culture where everyone can thrive, leading to more representative, innovative and successful organisations.”*

**Sarah Atkinson**  
**CEO of the Social Mobility Foundation**

### Learn more about the work we are progressing to deliver on this commitment:



**Promoting equitable opportunities, valuing diversity and creating inclusive workplaces.**



**Providing access to apprenticeships and other skills development opportunities for those who will benefit from them the most.**



**Driving more sustainable employment opportunities for people with criminal convictions.**



**Supporting Veterans, Reservists and military families to find employment opportunities**



\* Developed as a joint initiative between the Social Mobility Foundation and the Social Mobility Commission in partnership with the City of London Corporation.



Our commitment to our Planet

**WE WILL CONTINUE TO  
DECARBONISE OUR BUSINESS,  
STAYING ON TRACK FOR NET  
ZERO 2040.**



**SOCIAL  
IMPACT  
PLANET**

## Our commitment to our Planet

**We have been on our journey to actively tackle our climate impact for over a decade, working in partnership with WWF, which has supported us in measuring and reducing our carbon footprint.**

In 2022, we became the first food service provider, and one of the first organisations globally, to have both near and long-term net zero targets validated by the Science Based Targets initiative (SBTi) – a validation which is testament to our commitment to prioritise decarbonisation.

We continue to follow the science, taking steps such as re-baselining, as our knowledge and systems evolve and our understanding of the data and how it is used continues to improve.

By 31 August 2030 we commit to achieving our SBTi-validated near-term target to reduce absolute GHG emissions across Scope 1 & 2, and Scope 3 (non-FLAG\* targets) by 55% and Scope 3 (FLAG\*) by 40%\*\*.

This reduction would equate to 425,000 tCO<sub>2</sub>e, which is the equivalent of powering a town the size of Stevenage (40,000 homes) with electricity each year.

### Learn more about the work we are progressing to deliver on this commitment:



**Incorporating sustainable procurement** into our sourcing strategies for every product category we purchase.



**Supporting our supply partners** – who account for 38% of our scope 3 emissions – in their own journeys to net zero.



**Taking a world-leading role** on encouraging **sustainable eating** and **low-carbon meals**.



**Cutting food waste** at all stages of the value chain.



\* FLAG targets refer to forest, land and agriculture science-based targets.

\*\* Sodexo UK and Ireland's 2017 baseline was 831,863 tCO<sub>2</sub>e



Our commitment to our Places

**SODEXO'S STOP HUNGER  
FOUNDATION WILL BY 2030  
HAVE SUPPORTED 12.5  
MILLION PEOPLE IN OUR  
LOCAL COMMUNITIES.**



**SOCIAL  
IMPACT  
PLACES**



## Our commitment to our Places

### The Sodexo Stop Hunger Foundation fights food insecurity and its root causes.

Through the Foundation, which is a registered charity that has been operating in the UK and Ireland\* since 2005, we strive for local impact in the communities we serve, offering grants, hands-on volunteering and skills transfer to a network of charity partners who direct our support to where they see the greatest need.

Stop Hunger was created by, and owes its success to, Sodexo colleagues, who are vital to the Foundation. Each Sodexo colleague is empowered to use up to three of their working days each year for volunteering or fundraising activities to support the Foundation. It is also dependent on working in partnership with our clients, supply partners and a host of national and hyperlocal charities.

In recent years, the Foundation has developed its activities to provide support beyond food aid, working with charities who tackle issues such as illiteracy and job skills to help create longer-term solutions to food insecurity.

By 2030, the Foundation aims to have supported more than 12.5 million direct and indirect beneficiaries\*\* – a total of 2 million during the five-year period of the Pledge, through working with a diverse range of charity partners, supporting national and regional projects, large and small.

As the Foundation's strategy continues to evolve, we anticipate having a more transformational impact with a smaller number of beneficiaries.

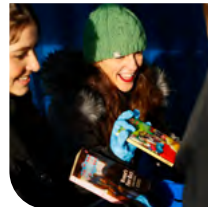


### Learn more about the work we are progressing to deliver on this commitment:



#### Fundraising

Stop Hunger relies on fundraising from Sodexo and its partners to address as many needs as possible in the local communities. Thanks to the support of Sodexo, 100% of the funds that are raised by Stop Hunger go to our charity partners.



#### Grants giving

The Foundation supports charities tackling food insecurity and its root causes with project and core-cost grants. Our grants giving programme aims to address charities' critical needs, build capacity, create lasting change and empower communities.



#### Meaningful volunteering

Our volunteering policy entitles Sodexo colleagues to dedicate three days to charitable activities, maximising their impact on local causes.



#### Partnerships

We connect our extensive Sodexo network with charity partners, fostering collaboration and knowledge sharing.



\* Our UK & Ireland region extends to our operations in Cyprus

\*\* Direct beneficiaries receive the benefit of our programme first hand, indirect beneficiaries are those who benefit from the support/training given to direct beneficiaries.



Our commitment to our Partners

**WE WILL INCREASE  
DIVERSITY IN OUR SUPPLY  
CHAIN AND SPEND OVER  
£1 BILLION WITH SMES  
AND DIVERSE SUPPLIERS  
BY 2030.**





## Our commitment to our Partners

### We recognise that our success is predicated on the success of our suppliers and other partners.

As the global leader in sustainable food services and valued experiences, the diversity of our supply chain – as well as its strength, and ability to innovate – are key factors in enabling our business to successfully meet, and exceed, the expectations of our clients.

### Our relationship with our supply partners is not transactional. It is strategic.

By engaging our supply partners early in the process, we collaborate to ensure that the goods and services we procure and the companies we work with are helping us to drive sustainable and social practices and therefore positive impact.

We believe that by transforming traditional supply management relationships we can, collectively, contribute to the economic, societal and environmental challenges our country faces in a more tangible way.

## Learn more about the work we are progressing to deliver on this commitment:



**Net zero supplier engagement strategy:** Supporting our supply partners – who account for 38% of our scope 3 emissions – in their own journeys to net zero.



**Offering mentoring to SME and diverse suppliers** – providing insights, expertise and skills development opportunities – helping to diversify our supply chain.



As pioneers of the BSA's Modern Slavery Council, we will be evolving and extending the council into Ireland to **reduce risk and raise awareness** across our supply chain through radical collaboration.



**Responsible sourcing** – incorporating sustainable procurement into our sourcing strategies for every product category we purchase.



*"I would like to congratulate Sodexo on the impact it has had since the launch of its first pledge 10 years ago, and on these ambitious new commitments. It is so important for businesses such as Sodexo – as a major UK employer – to take the lead on issues such as social mobility and sustainability. This is what makes them such valued members of the National Social Value Taskforce. I have long been impressed by the company's purpose-driven ethos, and how this manifests throughout their business practices – from their supply chain, through to their client sites. I look forward to seeing Sodexo deliver on this pledge."*

**Guy Battle**  
CEO, Social Value Portal

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