

## Our Ambition - What do we want to achieve?

Sodexo is committed to fostering a culture of environmental responsibility within our people, our planet, our places and our partners to reduce and continually improve our environmental impact and performance, prevent pollution, act on climate change and to promote fair and sustainable business practices. This will ensure a proactive, collaborative approach to environmental protection and sustainable development. We believe in creating a better day for everyone to build a better life for all.

## Our Fundamentals - Standard principles to guide our behaviours

### Compliance and Risk Management

- Protection of the environment, through preventing pollution and minimising environmental impacts when delivering services
- Report and investigate environmental incidents and share lessons learned
- Comply with all applicable and relevant legal, regulatory, and legislative requirements, including industry best practice and recognised certifications
- Strive to continually improve our Integrated Management System to enhance environmental performance

### Social Impact

- Promote a diverse, equitable and inclusive culture for our people and partners (including suppliers)
- Support and improve the communities in which we live, work, and serve guided by our Social Impact Pledge
- Encourage colleagues to live their values through charitable endeavors and our employee value proposition

### Responsible & Sustainable Sourcing

- Promote fair and sustainable business practices and champion sustainable resource usage
- Source products and services responsibly and sustainably through our responsible sourcing strategy to protect natural ecosystems and biodiversity

### Net Zero

- Deliver a climate strategy for achieving net zero 2040, supported by science-based greenhouse gas (GHG) emission reduction targets validated by the Science Based Targets initiative (SBTi) using a FY17 baseline:

Net-zero GHG emissions across the value chain by FY40

#### Short-term science-based target FY25:

- o Reduce Scopes 1, 2 & 3 GHG emissions by 34%
- o 100% Renewable Electricity

#### Near-term science-based target FY30:

- o Reduce Scopes 1 & 2 GHG emissions by 55%
- o Reduce Scope 3 (FLAG) GHG emissions by 40%
- o Reduce Scope 3 (Non-FLAG) GHG emissions by 55%
- o No deforestation across primary deforestation-linked commodities

#### Long-term science-based target FY40:

- o Reduce Scope 1 & 2 GHG emissions by 90%
- o Reduce Scope 3 (FLAG) GHG emissions by 72%
- o Reduce Scope 3 (Non-FLAG) GHG emissions by 90%

- Act sustainably and reduce food waste to create a hunger-free world

## Everyone has a role

### Learn and respect rules

- Complete all mandatory training and Green Skills Learning Pathway
- Follow Sodexo standards and processes
- Apply a Zero Harm Mindset

### Speak up

- Promptly report environmental incidents and near misses, or ethical concerns
- Champion sustainable environmental practices

### Get involved

- Understand how you can reduce environmental impacts
- Support Sodexo Stop Hunger Foundation through volunteering and fundraising creating positive impact in our communities
- Demonstrate your commitment in creating a diverse, inclusive, and equitable workplace

## My responsibility as a leader

### Set high standards

- Embed a Zero-Harm culture
- Embed effective environmental processes
- Only use Sodexo approved suppliers
- Always consider positive and negative impact of our actions

### Communicate openly

- Identify and control potential environmental impacts
- Share lessons learned to sustain improvements
- Engage and collaborate with key stakeholders to reduce environmental impacts

### Reduce Environmental Impacts

- Deliver services that adopt circular practices, reduce energy, GHG emissions and prevent pollution
- Champion innovative environmental and sustainability practices

Signed:



Jean Renton Chief Operating Officer, Sodexo UK&I

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