

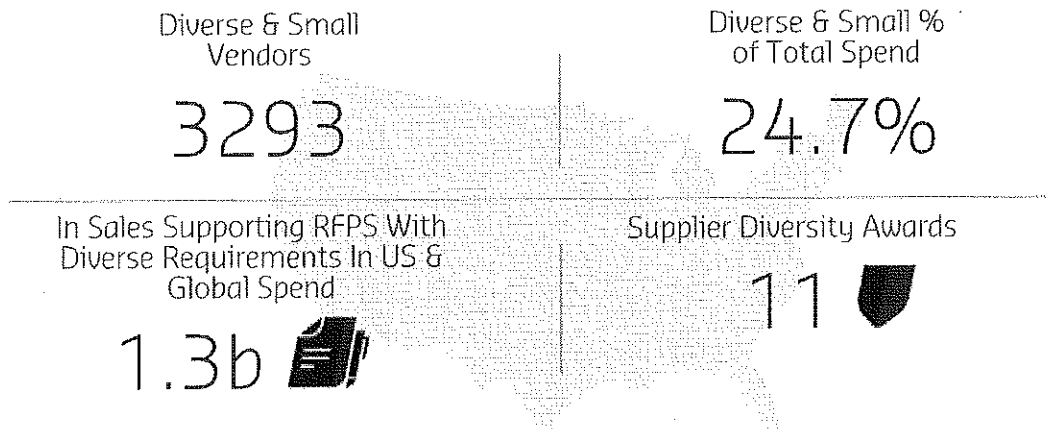
Sodexo's Supply Management Supplier Diversity Program

At Sodexo, Diversity and Inclusion is embedded in our business and our values. We believe that diversity in our workforce gives us access to the best talent, and our D&I culture provides the ability to attract and retain this talent. This belief transcends into our supply base. We know that working with suppliers that mirror our consumers and our communities makes our company more relevant in the markets in which we operate. We also know that we want to partner with companies that have the same convictions about utilizing talent in all its forms.

Our goal is to have a world class program. We realize this process is a journey but are fortunate to have a company that believes in supporting diverse vendors as well as great diverse partners to achieve the results.

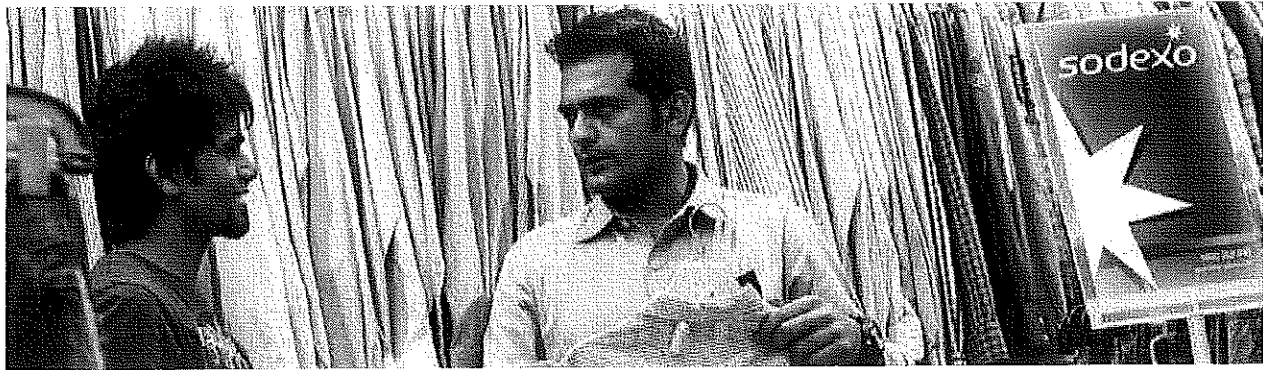
Supplier Diversity

In The United States



METRICS & FY2020 RESULTS IN THE US

- Spent **\$904.9M** with diverse and small businesses utilizing **3293** vendors.
- Client First tier spend (client paid invoices) with our diverse contracted vendors and SodexoMAGIC (our minority joint venture) sales were **\$804.7M**.
- Supplied over **401** current clients with direct second tier spend reports.
- Educated **29** suppliers on Supplier Diversity enabling them to establish a Supplier Diversity Program and report 2nd tier spend.
- Provided supplier diversity solutions to potential and current clients RFP requirements in excess of **\$1.26B** in US sales opportunities and **\$475M** in global opportunities.
- Supported **22** clients with Supplier Diversity efforts through benchmarking, establishing their supplier diversity program or identifying potential vendors.
- Won **11** awards for excellence in Supplier Diversity.
- Recognized **\$566.9K** in supply chain incremental value from diverse vendors
- **193** vendors reporting SDX 2nd tier spend



Global Commitment To Supplier Inclusion

Small- and Medium-sized Enterprises (SME's) are key engines for growth and job creation in most countries, accounting for up to 70% of Gross Domestic Product (GDP) and 70-90% of total employment. By supporting SME's, Sodexo's business model contributes to economic growth and job creation and provides innovative products and services to its stakeholders.

Partner Inclusion Program

The Partner Inclusion Program leverages best practices from Sodexo operations around the world in support of a commitment that all countries will develop strong and sustainable relationships with suppliers in at least one of the following categories:

- Small- and medium-sized Enterprises (SME's), including social and micro-enterprises
- Suppliers from minority and other under-represented and/or protected groups (as defined in country), with an emphasis on women-owned businesses
- Major Sodexo suppliers will demonstrate a diverse workforce composition, actively embracing diversity and inclusion and promoting local supply chain inclusion.

Sodexo has publicly committed to having an inclusion program and tracks their progress by country annually for both women and underutilized suppliers as defined in country as well as spend with local small businesses or SME (Small Medium Enterprise) with goals of 25% SME spend globally focusing on diverse SMEs by 2025.

Organization Involvement & Outreach

Sodexo is a member of many organizations. The management team has objectives for attending diversity events, along with strong support for Supply Management as well as operations in attending events.

Organizations We Support Include

- ▶ **NMSDC**
National Minority Supplier Development Council
- ▶ **CRMSDC**
Capital Regional Minority Supplier Development Council
- ▶ **WBENC**
Women's Business Enterprise National Council
- ▶ **WPEO DC**
Women President's Educational Organization
- ▶ **DISABILITY:IN**
National Disability Organization
- ▶ **NGLCC**
National LGBT Chamber of Commerce
- ▶ **WECONNECT**
Global Organization to Support Women Owned Businesses

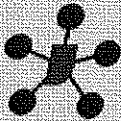
Components Of Sodexo's Supplier Diversity Program



Business Case: Diversity and Inclusion is a strategic imperative of Sodexo. Senior level executives understand the value of diversity, as well as the importance a diverse supplier base provides our organization. They support the growth of our program through resources, accountability and company-wide communication.



Supplier Management: The inclusion of potential diverse suppliers is part of Sodexo's Strategic Sourcing Process, and the sourcing team is held accountable for the inclusion of diverse vendors in all RFPs. All contracted vendors are responsible for establishing and reporting their diverse spend quarterly. Business reviews are completed annually with commodity teams to review successes, new opportunities and areas of development in our diverse supply chain. Sodexo utilizes a third-party system to maintain potential and current vendor registration, as well as second tier spend.



Program Management: Sodexo has 2 team members in the US and 1 team member in Canada focused on supplier diversity. Responsibilities include identifying, tracking and reporting diverse spend and reporting on 9 supplier diversity metrics to leadership. Over 30 Regional Account Managers support Sodexo operating units with the growth of supplier diversity spend. Supplier Diversity Ambassadors drive supplier diversity within the Sodexo segments. These individuals work with diverse vendors, provide diversity updates to their teams and help Sodexo increase diverse spend and meet the needs of client's and Sodexo's diversity goals.



Supplier Development: Mentoring Circles support diverse vendors in understanding Sodexo and growing their business. The "circle" includes contracted vendors, Supply Managers and additional support staff. The focus is to understand more about Sodexo and how to grow their business. Participants provide feedback and recommendations to the diverse supplier mentees and develop "workplans" throughout the process.



Supplier Resources: Sodexo supports the education of diverse vendors through our 2nd tier program and support of our organization partners. We actively participate in local and national matchmaking opportunities to identify vendors through national and local diversity organizations. Sodexo celebrates our diverse vendors through the Diverse Vendor of the Year Award distributed annually at our Vendor Partner meeting.



Supplier Diversity Procurement Policy In The US

The use of diverse suppliers and partners throughout the organization brings better value to our customers, clientele and the communities in which we live, work, and serve.

As a result, we will:

- Hold all management personally accountable for increasing Diversity spend through our Diversity Scorecard which is tied to their bonus compensation.
- Include qualified diverse vendors in all RFP's handled by Supply Management.
- Establish diversity goals for the segments and company, reporting our supplier diversity spend on a quarterly basis.
- Actively seek diverse vendors through Sodexo's supplier diversity website, our membership in diverse organizations and our attendance at various events.
- Require all manufacturers to establish a supplier diversity program within one year of contracting.
- Include supplier diversity as part of the business review process.

Sodexo's Focus Is About Creating Opportunities And Awareness For Diverse Vendors—Both Internally And Externally; By Continuing To Focus On This Goal, Everyone Will Win.

Sodexo currently utilizes over 3200 national, regional and local diverse and small businesses in the US. Our vendors include those that directly service our operations as well as those that provide services or products to our regional and corporate headquarters staff.

Sodexo sources opportunities for current and potential diverse vendors through a number of methods:

Identify and contract with new vendors:

- Diverse vendors must be included in all RFPs. In addition to utilizing our potential vendor database, we leverage our partnerships with diverse organizations to identify additional candidates.
- Identify and utilize local diverse vendors in the community as vendors or subcontractors

Continue to grow our contracted diverse vendors:

- Discuss during annual business reviews.
- Look to expand services or product line

Utilize top down and field up support of diverse vendors:

- Supply Management is held accountable for increasing diverse spend
- Our network groups expand the exposure of our diverse vendors through their events
- Our Diversity Scorecard encourages new opportunities and growth for diverse vendors as part of their objective
- Operations Support works directly with the field to help identify and grow diverse spend

Expanding our supplier base is good for our vendors, our local economy, and our customers. Products and services from a diverse supplier base provide us with the finest products for our menus and high-quality goods, making our offerings to our customers stronger and more competitive.

Supply Management Supplier Diversity
Tel. : 301 987 4394
Email : SupplierDiversity.NorAm@sodexo.com