

Sodexo SA

REX Restaurants & Leisure Facilities

Member of DJSI World, DJSI Europe

Company Information

Country	France
Market cap (USD million)*	11,412

*Source: S&P Global BMI, 31 July 2016

Company Description

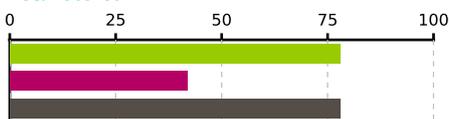
Sodexo SA is a global provider of differentiated services to millions of consumers daily. Headquartered in Paris, France, with 422,844 employees and more than 32,170 company sites in over 80 countries, the company revenues stood at EUR 19,8 billion in fiscal year 2015. Founded in 1966 to serve businesses, schools, and hospitals, the company entered the multi-service market in 1967 with its remote site management arm before adopting its current brand in 2008. The organization is structured into three broad divisions. On-site Services provides integrated solutions focusing on process optimization, workplace safety and employee wellbeing across universities, large worksites and correctional facilities. Benefits & Rewards Services designs, manages and delivers motivation strategies and programs focused on employee benefits, from nutrition to wellbeing. Personal & Home Services provides childcare, in-home care, and corporate concierge services aimed at increasing workplace productivity. The company performed robustly in 2015, with operating profit up by 18.3% to EUR 1,143 million.

Industry Drivers

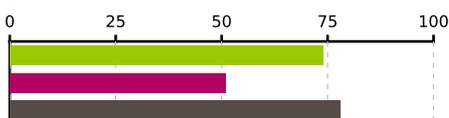
The restaurant and leisure space continues to be subject to scrutiny over accountability and transparency in the supply chain including issues of worker welfare, food safety, sustainability and accurate labeling. Labor issues relating to fair wages and working conditions are major risks, attracting increasing attention from regulators in both developed and emerging markets, as well as other stakeholders, and putting pressure on existing franchising, licensing and accountability systems. Furthermore, increasingly health conscious consumers in developed markets are driving companies to innovate their product and service offerings. Environmental challenges such as energy and water consumption need to be tackled globally, and data across both company-owned and franchised locations must be consolidated so that companies can effectively implement their global sustainability programs.

Sustainability Scores

Total Scores



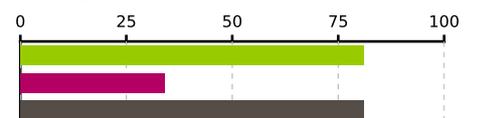
Economic Dimension



Environmental Dimension



Social Dimension

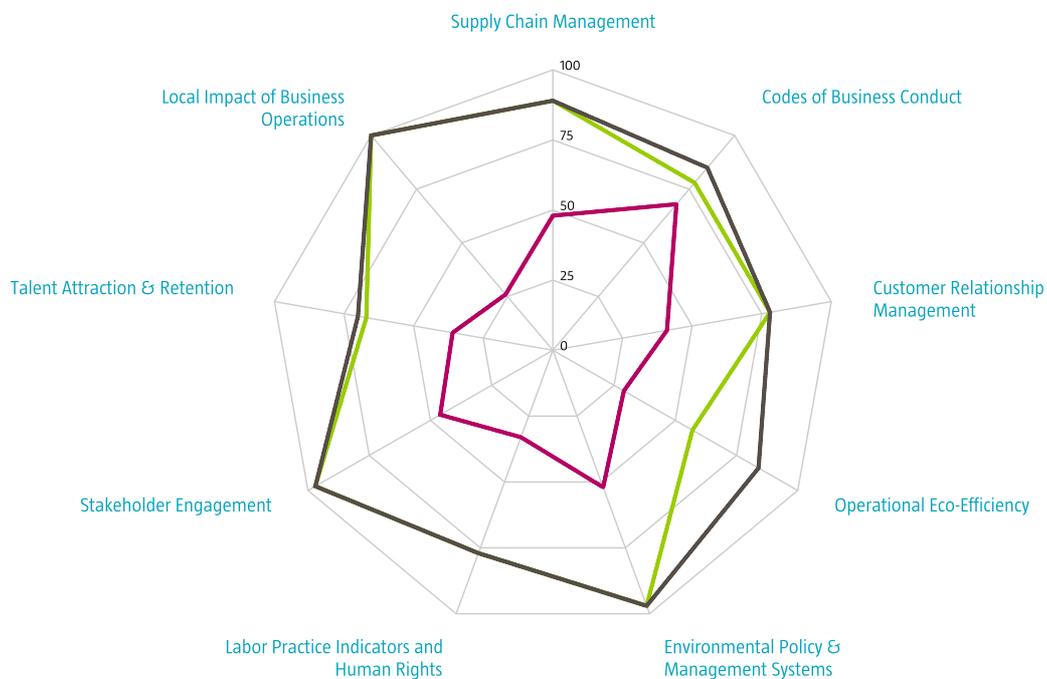


■ Industry best score ■ Industry average score ■ Sodexo SA

Sustainability Performance

Sodexo has become the Consumer Services Industry Group leader for the ninth time by impressively driving the sustainability trends in its industry. The company is particularly strong in stakeholder engagement, with well-designed policies, clear ownership and accountability, processes for implementation, and close monitoring of stakeholder dialogues. The company has improved its environmental performance -- its environmental policies and publicly reporting on environmental issues have improved since 2014. Reporting on social issues has also improved, with the company disclosing a number of additional social indicators in the public domain. In 2015, nearly 5 million hours of training were provided to 383,592 employees, equating to 91% of Sodexo's global workforce, which is a 5% increase compared to 2014. The company has exceeded its goal of reaching 25% women in the Senior Leadership by 2015, with 31% of leadership positions made up of women. Sodexo continues to leverage its sustainability leadership and experience at its customers' sites around the world, playing an important role in supporting and executing their clients' own sustainability strategies.

Company Performance for Selected Criteria



Industry best score
 Industry average score
 Sodexo SA

For information on assessment criteria, visit www.robecosam.com/csa

Disclaimer: For internal use only/Confidentiality: The information and opinions contained in this publication are for internal use only. This information is destined exclusively for internal use of the recipient. Any recipient shall treat this document as confidential and shall under no circumstances disclose or transmit any part of this document, including but not limited to the Index Data, the Components of the Index and the related descriptions, weightings, etc. to any third party. Furthermore the publication of the information as a whole is strictly prohibited even after the final publication of the Dow Jones Sustainability Indices 2016. No Offer: The information and opinions contained in this publication neither constitute an offer nor an invitation to make an offer to buy or sell any securities or any options, futures or other derivatives related to such securities. The information described in this publication is not directed to persons in any jurisdiction where the provision of such information would run counter to local laws and regulation. No warranty: This information is derived from sources believed to be accurate and reliable, but neither its accuracy nor completeness is guaranteed. The material and information in this information is provided "as is" and without warranties of any kind, either expressed or implied. RobecoSAM and their related and affiliated companies disclaim all warranties, expressed or implied, including, but not limited to, implied warranties of merchantability and fitness for a particular purpose. Any opinions and views in this publication reflect the current judgment of the authors and may change without notice. It is each reader's responsibility to evaluate the accuracy, completeness and usefulness of any opinions, advice, services or other information provided in this publication. Limitation of liability: All information contained in this publication is distributed with the understanding that the authors, publishers and distributors are not rendering any legal, accounting or other professional advice or opinions on specific facts or matters and accordingly assume no liability whatsoever in connection with its use. In no event shall RobecoSAM and its related, affiliated and subsidiary companies be liable for any direct, indirect, special, incidental or consequential damages arising out of the use of any opinion or information expressly or implicitly contained in this publication. Copyright: Unless otherwise noted, text, images and layout of this publication are the exclusive property of RobecoSAM and/or its related, affiliated and subsidiary companies.