

## FY08 SUSTAINABILITY REPORT

### CORPORATE CITIZENSHIP IN ACTION



#### Sodexo's Corporate Citizenship KPI

« Since Sodexo's creation in 1966, the company has acted as a Corporate Citizen. Ethical values are, and have always been, a part of the company's culture.

Over the last few years, we have developed indicators to monitor the performance of these Corporate Citizenship values and to take appropriate corrective measures where necessary. Our progress has been extremely encouraging.

As the Group moves to integrate sustainable development still further into the core of its activities, the ability to measure the impact of our actions will become even more important.

During fiscal year 2009, we will therefore work to review our indicators and to align them with our ambitions. »

Roberto Cirillo

*Group Executive Vice President and Chief Strategy officer in charge of Innovation, Branding and Communications*

*Member of the Group Executive Committee*

PERFORMANCE	Basis for consolidation	2006	2007	2008
<b>BENCHMARKS KEY FACTS</b>				
<b>DOW JONES SUSTAINABILITY INDEX</b> (listed since 2005) World STOXX		Worldwide supersector leader	Worldwide supersector leader	<b>Sector Leader</b>
<b>FTSE4Good</b> (since 2001)		Member	Member	<b>Member</b>
<b>ASPI Eurozone (VIGEO)</b>		Member	Member	<b>Member</b>
<b>SAM Group</b>				<b>Gold Class Sector Leader Sector Mover</b>
<b>FORTUNE Global 500</b> <ul style="list-style-type: none"> <li>• Largest European-based employer in the world</li> <li>• Largest European-based employer in Europe</li> <li>• Largest French-based employer in the world</li> </ul>		#26 #7 #2	#22 #6 #2	<b>#22 #6 #2</b>
<b>IAOP</b> TOP 100 global outsourcing companies		2 <sup>nd</sup>	5 <sup>th</sup>	<b>4<sup>th</sup></b>
<b>SOCIAL INDICATORS</b>				
<b>Internal promotion</b> Promotions compared to the total number of job vacancies <ul style="list-style-type: none"> <li>• Site manager positions filled through internal promotions</li> <li>• Managerial positions filled through promotion of</li> </ul>	World	17% 36%	19.8% 22,8%	<b>21.9 % 26,6 %</b>

site managers or equivalent				
<b>Training</b> Number of people taking part in training programs % of people trained (number of people trained / average number of employees)	World	197 800 60%	215 074 63,4%	<b>243 062</b> <b>69,5%</b>
<b>Diversity</b> Employees surveyed who responded that at Sodexo, employee diversity (age, gender, national origin, etc.) is valued for the differences these dimensions bring to the workplace <ul style="list-style-type: none"> <li>Food and Facilities Management Services</li> <li>Service Vouchers and Cards</li> </ul>	World 50 countries (97% of employees)	79% 82%		<b>79%</b> <b>81%</b>
<b>Employee engagement</b> Group Employee Engagement Survey		50%		<b>48%</b> 50 countries
<b>Employee retention</b> All employees Site managers	World World	65.1% 87.4%	64.2% 87.2%	<b>61.5%</b> <b>84.3%</b>
<b>NUTRITION, HEALTH and WELLNESS INDICATORS</b>				
<b>Nutritional education</b> Subsidiaries providing clients, customers and employees with information and training on healthy eating habits			99%	<b>98%</b> (basis: 85% of Group revenues)
<b>Customers' expectations</b> PERSONIX: penetration rate for the current installed base (number of sites audited using the PERSONIX method/number of sites per country)		20 countries 13.4%	25 countries 16.1%	<b>31 countries</b> <b>13.9%</b>
<b>Food safety</b> Safety and health audits conducted by an outside body (NFS international) Food safety audits conducted by an outside body (NFS international)	North America	3,154 2,732	3,166 2,755	<b>3,175</b> <b>2,910</b>
<b>Purchases from approved suppliers</b> On the basis of vendor compliance (purchases from approved suppliers/ purchases from approved suppliers + purchases from competitor suppliers)	United States	97%	95.5%	<b>97%</b>
<b>Ethics</b> Subsidiaries which have implemented a supplier code of conduct			66% (basis: 74% of Group revenues)	<b>90%</b> (basis: 80% of Group revenues)
<b>LOCAL COMMUNITIES INDICATORS</b>				
<b>Local recruitment</b>	World	97%	97%	<b>97%</b>
<b>Fight against hunger and malnutrition</b> Countries developing initiatives STOP Hunger initiatives Partnerships with NGOs and associations Financial donations Meals donated		19 125 92	22 229 153 € 2,686,362 721,044	<b>24</b> <b>298</b> <b>223</b> <b>€ 2,708,000</b> <b>725,000</b>
<b>ENVIRONMENT INDICATOR</b>				
<b>Environmental protection</b> Subsidiaries that have implemented an environmental program  Number of countries certified ISO 14001 at sites	World		95% (87% of Group revenues)	<b>92%</b> (97% of Group revenues) 16

**Read more on indicators on publications:**

- 2008 Corporate Citizenship report
- 2008 Human Resources Report
- FY08 Reference document