



SOCIAL VALUE FY23

H1 ROUND UP REPORT

"What we do and why it matters"



**SOCIAL
VALUE**
sodexo*

Building a better tomorrow. Making a real difference to people's lives.



The people who work with us. Our clients and the people who work with them. The communities we live in - all of these people are important to us - so that's why people are at the heart of our responsibility Social Value approach.

When it comes to Social Value, we're not interested in empty promises - all that matters to us is making a real difference to people's quality of life every single day.

Almost 20 years ago, Sodexo Group launched the Better Tomorrow Plan - a global Corporate Responsibility roadmap that brings together Sodexo employees in 80 countries worldwide and unites them in the same mission - to make people's lives better and easier.

Our key commitments

- To reduce Scope 1,2 and 3 GHG emissions by 90% by 2035
- We will educate and encourage Healthy Lifestyles across all aspects of our business for our employees, consumers and wider community citizens
- We will support job creation and skills development across the communities we operate
- Establish social contracts that support equity, inclusion & wellbeing
- Enable our people to "Give Back" to local communities
- Commit to employing marginalised groups within local communities
- Support Social Mobility agenda by providing mentoring for community citizens
- Provide professional skills-based mentoring to SME/VCSEs
- Actively support networks



Our Ambition for our People

We help our colleagues to be the best they can be, enabling them to fulfil their personal career ambitions and access services that support their health and wellbeing needs, while encouraging their commitment to supporting their communities through volunteering and fundraising.



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PEOPLE**

PRIDE AWARENESS: SEPTEMBER 2022

In September 2022, Milton Keynes hosted their Pride Festival; Sodexo Engage was a proud local supporter, providing t-shirts, festival packs, flyers and pins. In addition, we shared awareness information with our employees and gave them some spending money so that they and up to 3 members of their families could meet up and participate in the MK Pride activities.

RELIGIOUS FESTIVAL AWARENESS

We celebrated Diwali in October 2022 through inclusive internal messages.

For Chinese New Year in January 2023, we organised a desk-drop for all employees, which included a lucky coin, fortune cookie and an origami competition where the winner won a Chinese takeaway.

Research conducted by the Harvard Business Review found that employees working within diverse workplaces were 45% more likely to report a growth in market share, and 70% more likely to report capturing a new market.

Diversity vs inclusion: what employers need to know

BLACK HISTORY MONTH AWARENESS

In October 2022, we embraced Black History Month. With the support of renowned speakers John Amaechi and Phil Smith, we provided a forum for employees to learn more and express themselves.

The effects of a successful workplace DEI strategy are measurably positive. Research by What to Become shows that nearly half of 'companies that have diverse management report higher profits' and 73% of those with gender equality practices have 'higher profits and productivity'. What's more, inclusive companies are 'more likely to lead and capture new markets'.

How to promote diversity, equity, and inclusion in the workplace



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INTERNATIONAL MENS DAY

During November 2022, we held two Chat Together sessions hosted by our employees. These 45-minute talks focused on men-specific topics promoting gender balance and open conversations.

Guided by two of our male Mental Health First Aiders, there was a strong ethos on removing the stigma associated with men being open about their mental health.

Celebrating the men in our business, we gifted 100 male employees with themed celebrity socks, donating money to a homeless charity with each pair purchased.

We encouraged all employees to use our internal recognition platform, ROAR, to give extra recognition to the men in the business, and adding to the fun, we had cakes and balloons in the office for a whole week.

Encouraging learning and good habits, we distributed men's physical health leaflets throughout our building.

32% of men state that work is the cause of their mental health issues, with finances and physical health close behind at 31% and 23%, respectively.

This research confirms what we preach here at Sodexo Engage: businesses must adopt end-to-end wellbeing initiatives to support mental, financial, and physical wellbeing.

Men's health and wellbeing: make a difference in the workplace & beyond

LGBT+ MONTH

In February 2023, we ran an internal quiz to enhance colleagues' knowledge and awareness of LGBT+ issues.

We also hosted a webinar with a Sodexo Circles colleague representing the LGBT+ community. During the webinar, Sodexo Engage employees learned the importance of being an LGBT+ ally.

McKinsey & Co produced research in 2020 on the issues faced by the LGBTQ+ community in the workplace, and the recurring theme of the report is isolation and the concept of being an 'only.'

The term 'onliness' comes from statistics that suggest there are times when an individual could be the only one in a room of a certain gender, race, or orientation. Sometimes, every employee could find themselves being an 'only' in a meeting or gathering but then become a 'many' when interacting with the wider business.

However, if you find yourself being an 'only' within a company of 250 employees, it will impact your sense of vulnerability and isolation.

The LGBT+ community in the workplace: Be an ally



EMPLOYEE WELLBEING & AWARENESS

On the 20th October, we ran an Understanding Menopause session delivered by Menopause Support. We also invited our colleagues to attend the Menopause Cafe hosted by the wider Sodexo SoTogether network on the 18th October.

These sessions provided essential insights for male and female Sodexo Engage colleagues, breaking the stigma and misinformation around menopause.

On 29th October, we acknowledged and embraced World Stroke Day. One of our own employees shared their experience. Having suffered a stroke, they talked about their two-year rehabilitation programme and gradual return to work, supported by Sodexo Engage.

There is estimated to be 3.5 million women between the age of 15 and 65 currently in employment in the UK. Statista shows that in August 2022, 32.8 million people were employed in the UK, meaning those 3.5 million women make up 10% of the UK workforce.

Menopause begins when a woman's hormone levels drop, usually between the ages of 44 and 55. According to findings recorded by Age UK, between 2004 and 2010, the average retirement age among women was 61.2 years to 62.3 years.

Menopause in the workplace: a mindful and supportive approach

EMPLOYEE WELLBEING

Working alongside one of our Mental Health First Aiders, we developed a free downloadable employee wellbeing strategy pack.

Download our wellbeing strategy pack today

In January 2023, we launched a new podcast series, Empowering People, Fuelling Business.

The first episode was dedicated to mental wellbeing, enabling employees and employers to empower themselves and their people.



EMPLOYEE DEVELOPMENT

Our annual employee mentoring programme supports and develops our people. This scheme started in October 2022, and we have ten employees participating. The mentoring partnership provides growth opportunities for both the mentee and the mentor.

For the mentor, it enhances flexibility and diversity of thought through additional insight, develops an understanding of challenges faced by other business areas, and creates satisfaction through coaching and developing others.

For the mentee, it can improve and expand their capability by developing skills and

tapping into the experience of others. Additionally, they can gain new insights and perspectives by using their mentor as a sounding board to discuss challenges and learn from experiences. The partnership also means they can gain a greater understanding of the dynamics of the organisation and widen their professional networks.

On the 12th October, 10 of our Mental Health First Aiders attended an MHFA Refresher workshop to support their continuous development. As the first line of support for their colleagues, it's essential our MFHA's are continuously educated.

Creating mentoring opportunities across departments allows employees to see the excellent work taking place beyond their own team. It's also an opportunity to increase colleague appreciation and highlight potential improvements.

Better still, your employees will start visualising what they can achieve when they step out of their silos and work collaboratively to reach the overall business goals.

Mentoring in the workplace: discover the benefits to your business

HEALTH, SAFETY & WELLBEING

In December 2022, we ran a winter safety campaign and provided tips for colleagues to stay safe during the winter months. The campaign included using your phone, travel safety and alcohol awareness.

Over the Winter season we launched a financial wellbeing initiative where we provided an array of breakfast, lunch and snack choices to help with the cost of living crisis, giving our people a little bit of extra financial support.

Seasonal Affective Disorder, or SAD, is a type of depression that comes and goes in a seasonal pattern. While SAD is most prevalent during the darker winter months, it impacts some individuals during the summer, and, in contrast, they feel better during winter.

Are your employees sad? Seasonal affective disorder in the workplace





Our Ambition for our Planet

We have accelerated our targets and now aim to:

- Reduce absolute Scope 1, 2 and 3 GHG emissions by 65% by 2030
- Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% by 2035



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ACCELERATED OUR CARBON REDUCTION PLAN

In January 2023, we issued an updated annual Carbon Reduction plan which documents our initiatives for the next year to help us meet our Net Zero targets.

Here are our new targets:

Reduce absolute Scope 1, 2 and 3 GHG emissions by 65% by 2030 (initially set at 55%) and by 90% by 2035 (originally 2040).

A FEW OF OUR 2023 CARBON REDUCTION INITIATIVES:

- Convert all prepaid card stock to recycled plastic, (RPVC).
- Introduce a virtual card for our prepaid cashback offering
- Introduce a Carbon Trajectory Tool, Traace, to identify measurable steps to achieving our climate goals and reach Net Zero
- With a new office premises planned for Summer 2023, it gives us a great opportunity to have a more environmentally sound office space
- Implement a newly created in-house CSR Academy including a module on Net Zero that is mandatory for all employees

EMPLOYEE DEVELOPMENT

In November 2022, we welcomed external speakers to our company-wide event to discuss our Net Zero initiatives. As part of the event, we heard from the head teacher from a local senior school we're in partnership with to share the positive impact our relationship has on the school and pupils.

REDISTRIBUTION OF COMPANY ASSETS

In September 2022, we introduced a new program to redistribute old company laptops and desktops to our colleagues. These devices are fully licensed for Windows 10 with Anti-virus. Up to the end of January, we have redistributed 68 computers to our colleagues.

MOVING TO THE CLOUD

In February 2023, we moved all physical servers to the Microsoft Azure Cloud environment, making our operations between 72 and 98% more carbon efficient.

These savings are attributable to four key features of the Microsoft Cloud:

- IT operational efficiency
- IT equipment efficiency
- Datacentre infrastructure efficiency
- Renewable electricity procurement

Climate anxiety is real, especially among the younger generations, and these are the people who will make up the future workforce. Research from 2003 suggested that graduates would be willing to forgo up to 20% of their salary if it meant working for a socially responsible organisation. 64% of young people don't think the government is doing enough to avoid a climate crisis, and they will expect their employers to act responsibly.

[Greener engagement strategies that boost wellbeing & your social value credentials](#)



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OXFAM

SUPPORTING THE CIRCULAR ECONOMY

Wasteless Week, held in January 2023, was focused on recycling clothes. We were joined by Caroline Jones, author of Knickers Models Own.

Following her mum's death from breast cancer, she resolved to wear a different outfit every day for an entire year, with all the garments sourced exclusively from charity shops. She aimed to raise £1,000 for Cancer Research UK, but to date, she has raised over £56,000!

Our employees brought in a huge selection of clothes to stock a week-long pop-up shop, and Caroline showed us how to assemble stylish outfits. Employees could then purchase the clothes, and the proceeds and remaining clothes went to Oxfam.



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Our Ambition for our Places

At the heart of our mission to improve quality of life, we are committed to contributing to the economic, social and environmental development of the cities, regions and countries in which we work.



**SOCIAL
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PLACES**

REWARD & RECOGNITION

As part of our partnership with a local senior school, we provided financial and skills-based support to help them build their new brand and deliver their Pupil Reward Scheme.

As part of this partnership, we also provide rewards and books for their new library, including a novel for all Key Stage 3 students to own.

EMPLOYEE WELLBEING

In September 2022, we helped boost the morale of the teachers and staff at Stantonbury school. As part of the event, we provided healthy snacks and wellbeing giveaways, along with a mindfulness session.

When you effectively recognise and reward your employees for their brilliance, however you define it, you encourage them to continue at that pace. An unappreciated employee performing at a high level will lose their drive and passion if their hard work is unacknowledged, and their performance will decline.

79% of workers said they worked harder when recognised, and 78% were more productive!

9 reasons why you should revolutionise your 2023 employee reward & recognition strategy

SHARED WINS

In February 2023, we won the Community Programme of the year 2023 award at the annual UK&I Stop Hunger Charity Awards for our work with Stantonbury School.

According to research, 64% of millennials will assess a business's social and environmental commitments before accepting a job offer. So, for example, if your business raises funds for a mental health charity, your employees' mental wellbeing should also be a priority. Otherwise, you're at risk of being inauthentic, impacting your credibility.

Don't be guilty of 'wellbeing washing' – put people first



LGBT+ MONTH

Through our celebrations of the World Cup, our employees donated £135 to the Human Dignity Trust, which uses the law to defend the human rights of LGBT people globally.

Although inclusivity and diversity go hand in hand, they're slightly different. A diverse workplace needs to recognise everyone's differences and understand the benefits of having a range of different perspective. Whereas an inclusive work environment is one where people's differences are valued, where everyone feels that they belong and can bring their true selves to work and that their contribution matters.

[LGBT+ History month: inclusion and diversity in the workplace](#)

SUPPORTING LOCAL TALENT

Sodexo Engage continues to provide ongoing annual financial support to a promising teenage athlete, Ayesha Jones at our partnered school. The funds contributed help with the cost of travelling to athletic meets and sports equipment, which is a financial help to the family.

The talented athlete who is in Year 11 at Stantonbury School is now competing for both England and GB in the javelin.





Our Ambition for our Partners

Our success is built on a wide range of partner networks that contribute to our growth, performance, and effectiveness.



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PARTNERS**

EMPLOYEE VOLUNTEERING

In October 2022, 35 employees did 105 hours of volunteering at the MK Food Bank. Working three-hour shifts, Sodexo Engage employees made a significant difference, packing the bags and crates distributed to emergency food collection points in Milton Keynes.

In January 2023, our employees returned to MK Food Bank, with 27 people volunteering for a combined total of 81 hours.

We also helped contribute to a TikTok Video that the MK Food Bank created, which a few of our staff starred in.

NEW PARTNERSHIPS

Sodexo and Stop Hunger have launched a region-wide partnership with the European Food Banks Federation (FEBA) to strengthen surplus food donations and prevent food waste. Through this partnership, Sodexo recognises FEBA as a partner for donating surplus food from meal production in the countries where FEBA has members.

Businesses go through an extensive process to ensure they're attracting the right talent, and from what we can see, you're hiring good people! Out of the approx. six million employed people already using their workplace skills on a voluntary basis, a further 50% have expressed a wish to get involved in volunteering.

Paid volunteering and the employee experience



EMPLOYEE FUNDRAISING

Sodexo Engage formed a team to enter the MK Dragon Boat festival. Competing against various abilities, our employees trained hard and pushed their limits in a rowing boat, raising £350 for the MK Food Bank, which is a Stop Hunger charity. This was topped up by a £500 donation by Sodexo Engage.

In December 2022, Sodexo Engage employees raised £2,694 for MK Act, a charity to support victims of domestic abuse, by hosting an employee raffle.

Employees also joined forces to purchase and donate 102 Christmas gifts for the children and adults at the shelter.

CORPORATE DONATIONS

Supporting the efforts of our employee fundraisers, Sodexo Engage made several donations to MK Food Bank during the first quarter of our financial year, totalling £1,020.

Sodexo Engage remains committed to supporting MK Act and charities that align with our Sodexo Stop Hunger Charity of Food Aid and Beyond Food Aid Goals. We have a busy year of fundraising activities planned for 2023.



