Sodexo

Coalition member since 2021 | As of September 2023, palm oil, soy, paper, pulp, and fibre-based packaging (PPP), and beef are material commodities for Sodexo.

The following table includes a list of each Key Performance Indicator (KPI) for each material commodity, along with the company's 2021, 2022 and 2023 reporting record. The record includes the following responses:

- "Yes" indicates a company is reporting against a KPI and reporting quantitively where indicated
- "Yes – narrative reporting" indicates a company is reporting qualitatively against a quantitative KPI
- "Not yet reporting" response indicates a company is not yet reporting on a KPI
- "N/A" indicates a KPI was not established in a given year

Companies have also provided information on their performance against appropriate KPIs, along with methodologies and targets. This information has been self-reported by companies and verified by Proforest.

Links are provided to information when a company is reporting ("Yes") against a public information requirement, and when a company is reporting qualitatively ("Yes – narrative reporting") against a quantitative KPI.

For a full methodology on the Forest Positive Coalition's reporting process, including a list of all KPIs and public information requirements, visit transparency.tcgfforestpositive.com

Palm Oil for Retailers and Manufacturers Buying Palm Derivatives (CPO derivatives & PKO derivatives)

Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
Element 1							
1.1 Policy commitments to the forest positive goals	We will source 100% physical sustainable certified palm oil (CSPO) globally by 2025 for our two highest palm oil content products: frying oil and margarine. We will work with our suppliers to source sustainable palm oil in the products that we buy from them wherever possible, and where Sodexo is not able to source	Yes ☒ No ☐	Sodexo formalizes its commitment to protect Forests and Peatlands, within the framework of our Better Tomorrow 2025 roadmap, with an initial focus on palm oil, paper, soy and beef. We will source 100% physical sustainable certified palm oil (CSPO) globally by 2025 for our two highest palm oil content products: frying oil and margarine. We will work with our suppliers to source sustainable palm oil in the products that we buy from them wherever possible, and where Sodexo is not able to source sustainable palm oil, we will purchase RSPO PalmTrace* certificates to reward palm producers for working in a			https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Palm-Oil-Position-Paper.pdf Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)	

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
	sustainable palm oil, we will purchase RSPO PalmTrace* certificates to reward palm producers for working in a sustainable and responsible way https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Palm-Oil-Position-Paper.pdf		sustainable and responsible way				
1.2 Timebound action plan summary	We will source 100% physical sustainable certified palm oil (CSPO) globally by	Yes ☒ No ☐	We will source 100% physical sustainable certified palm oil (CSPO) globally by 2025 for our two highest palm oil	See commitment and next steps in position paper		https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Palm-Oil-Position-Paper.pdf	

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Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target *(optional)*
	2025 for our two highest palm oil content products: frying oil and margarine. Continue to raise awareness among the supplier community, clients and internally about the importance of sustainable palm oil production. Work with our suppliers to ensure that the sustainable palm oil we source is from mass balance or segregated		content products: frying oil and margarine. We will work with our suppliers to source sustainable palm oil in the products that we buy from them wherever possible, and where Sodexo is not able to source sustainable palm oil, we will purchase RSPO PalmTrace certificates to reward palm producers for working in a sustainable and responsible way				

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Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
	sources. We will closely monitor the amount of certified sustainable palm oil that Sodexo consume and buy RSPO PalmTrace certificates to compensate the non-certified sustainable palm oil that we source as a company https://www.sodexo.com/files/live/sites/com-global/files/02%20PDF/Sodexo-Palm-Oil-Position-Paper.pdf						

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Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
1.4 % volume that is deforestation and conversion free - using public DCF methodology or IRF Delivering category	N/A – *new KPI*	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
1.8 % physically certified (MB/SG)	32.4% of physical certified sustainable palm oil (Mass Balance, Segregation and Identity Preserved) [Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)](#)	Yes: quantitative ☒ Yes: narrative ☐ No ☐	42.3% of physical certified sustainable palm oil (Mass Balance, Segregation and Identity Preserved)	Note: Mass Balance and Segregated are reported together		Page 100: [https://edge.sitecorecloud.io/sodexo-dc4f4e82/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/investors/Regulated-Information/URD/Sodexo_Universal_Registration_Document_Fiscal_2022.pdf](#)	
Element 2							
2.1 Direct supplier list. For retailers, this is the own brand supplier list	Did not report	Yes ☐ No ☒					

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Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
2.4. List of identified major upstream suppliers/traders prioritized	Did not report	Yes ☐ No ☒					
2.2 % Direct suppliers engaged and informed of 'Forest Positive Supplier' Commitment and 'Forest Positive Approach'	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.3 Performance of direct suppliers against the elements of the Forest Positive Approach and changes over time including progress on delivery across entire palm oil business *(updated reporting guidance)*	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.5. Upstream suppliers/traders prioritised and engaged (directly	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

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Palm Oil KPIs (Retailers and Manufacturers Buying Palm Derivatives)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
or via a collective approach) and informed of Forest Positive Approach							
2.6 Performance of upstream suppliers/traders against the elements of the Forest Positive Approach and changes over time including progress on delivery across entire palm oil business	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
Element 3							
3.8 Provide a short narrative summary of progress made towards reporting on the Element 3 in 2023 (for own brand products).	Did not report	Yes ☐ No ☒					

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Soy for Retailers and Manufacturers Buying Embedded Soy

Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
Element 1							
1.1 Policy commitments to the forest positive goals	Note: Policy covers- DCF cut-off dates, HCVS/HCS, IPLC rights, FPIC, human rights, legal working Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)	Yes ☒ No ☐	Published in our soy position paper.			https://www.sodexo.com/-/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/corporate-responsibility/policies-and-positioning/Responsible-Sourcing/Sodexo_Responsible-Soy_2022_final.pdf Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)	
1.2 Timebound action plan summary	Did not report	Yes ☒ No ☐	Published in our soy position paper. Within the framework of our deforestation-free supply chain			https://www.sodexo.com/-/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/corporate-responsibility/policies-and-positioning/Responsible-Sourcing/Sodexo_Responsible-Soy_2022_final.pdf	

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
			commitment, Sodexo is committed to ensuring only responsible soy is embedded in the primary meat, poultry, fish, dairy and egg products it sources by 2030.				
1.3 Soy Footprint across all product categories	Did not report	Yes ☐ No ☒				Breakdown of soy footprint in Soy position paper, but not footprint: https://www.sodexo.com/-/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/corporate-responsibility/policies-and-positioning/Responsible-Sourcing/Sodexo_Responsible-Soy_2022_final.pdf	
1.4 Methodology for soy footprint calculation	Did not report	Yes ☒ No ☐	To understand Sodexo's soy footprint, we worked with WWF, our			Methodology of our soy footprint in Soy position paper, p. 2: https://www.sodexo.com/-/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/corporate-responsibility/policies-and-positioning/Responsible-Sourcing/Sodexo_Responsible-Soy_2022_final.pdf	

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
			technical partner on this topic, to estimate the soy embedded in the products Sodexo buys using purchasing volumes and soy factors provided. As can be seen below, 63% of the Sodexo's soy footprint is contained in poultry and eggs we buy. As we trace our supply chain, we will progressively release additional				

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Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
			details and figures.				
1.5 % Traceable to at-risk origin (country or subnational) without further assurance of DCF status *(adjusted KPI)*	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
1.6 % Unknown origins *(adjusted KPI)*	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
1.7 % DCF supply and break-down into: % DCF negligible risk origin % DCF certified	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
% DCF monitored *(adjusted KPI)*							
1.8 Progress on ensuring soy is deforestation- and conversion-free for at-risk origins: a) Year on year change in DCF volume % b) % of non-DCF volume under engagement, and change compared to previous year *(adjusted KPI)*	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
Element 2							
2.1 Direct supplier list	*N/A – new for retailers*	Yes ☐ No ☒					

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Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
2.2 % of T1 suppliers to whom the Forest Positive Approach and its implementation have been communicated	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.3 Performance of T1 suppliers against Forest Positive Approach including progress on delivery across entire operations *(updated reporting guidance)*	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.4 List of identified major	Did not report	Yes ☐ No ☒					

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Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
upstream suppliers							
2.5 Summary of the Forest Positive Approach for suppliers and traders	Did not report	Yes ☐ No ☒					
2.6 Upstream suppliers/traders sourcing from at-risk origins that have been engaged (directly or via collective approach) and are being evaluated	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.7 Performance of upstream suppliers/traders against the elements of the Forest Positive	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

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*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Soy KPI's (Retailers and Manufacturers Buying Embedded Soy)	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
Approach including progress on delivery across entire soy business							

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

PPP for Retailers and Manufacturers

PPP KPIs	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
Element 1							
1.1 Policy commitments to the forest positive goals	Note: Policy covers- DCF cut-off dates, HCVS/HCS, IPLC rights, FPIC, human rights, legal working Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)	Yes ☒ No ☐	Within the framework of our deforestation-free supply chain commitment, Sodexo is committed to sourcing 100% certified sustainable disposable paper products globally by 2025.		The following purchasing categories are in scope for this 2025 commitment: Hygiene paper: single use paper products that are used once and thrown away. This includes paper hand towels, toilet paper, paper napkins, paper kitchen wipes. Office paper: paper used for copying or printing. Paper vouchers: The paper used by our Benefits and Rewards activity for vouchers.	Policy on Sustainable Paper Products: https://www.sodexo.com/-/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/corporate-responsibility/policies-and-positioning/Responsible-Sourcing/Sodexo_Sustainable-Paper-Products_2022_final.pdf Sodexo's Commitment to Protect Forests and Peatlands – July 2020 (sodexonet.com)	
1.2 Timebound action plan summary	Did not report	Yes ☐ No ☒					

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

PPP KPIs	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
1.3 % recycled, % virgin fibre	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒		Will consider as part of Nov. 2023 reporting			
1.4 Percentage of virgin supply certified, and percentage per scheme and chain of custody model	78.8% of spend on certified sustainable paper disposables (as a % of total paper disposables) Portfolio - Page 7 | Sodexo - Fiscal 2021 Universal Registration Document (publispeak.com)	Yes: quantitative ☒ Yes: narrative ☐ No ☐	81.7% of spend on certified sustainable hygiene paper as a % of total hygiene paper 70.1% of spend on certified sustainable office paper as a % of total office paper			Page 100: https://edge.sitecorecloud.io/sodexo-dc4f4e82/media/Project/OSS/GBL/Sodexodotcom/corp/Documents/investors/Regulated-Information/URD/Sodexo_Universal_Registration_Document_Fiscal_2022.pdf	
1.5 % of virgin supply traceable to origin (at least to country of harvest)	N/A – *new KPI*	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
1.6 % of supply from high priority sources	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

PPP KPIs	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Scope*	Link to publicly available source	Target (optional)
1.7 Actions being taken for supply from high priority sources	Did not report	Yes ☐ No ☒					
Element 2							
2.1 Direct supplier list	N/A – new KPI	Yes ☐ No ☒					
2.2 Proportion of suppliers informed about the Forest Positive Suppliers ap proach	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					
2.3 Number or proportion of suppliers identified as priority for engagement , and % engaged	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

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PPP KPIs	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	**Publicly reported value or narrative for 2023 on 2022 data**	Methodology	Scope*	Link to publicly available source	Target *(optional)*
2.4 Performance of engaged suppliers and changes over time including progress on delivery across entire business	Did not report	Yes: quantitative ☐ Yes: narrative ☐ No ☒					

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Element 4 (Landscape Engagement) Key Performance Indicators | As of September 2023, Sodexo is focusing landscape engagement on palm oil and PPP.

Palm Oil Landscape KPI's	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	<u>Publicly reported</u> value or narrative for 2023 on 2022 data	Methodology	Link to publicly available source	Target *(optional)*
Element 4 (Landscape Engagement)						
4.1 Priority production landscapes identified		Yes ☒ No ☐	Among the initiatives led by the coalition, Sodexo, specifically supports the Winrock International project to preserve peatlands overexploited by palm oil, pulp and paper production in the Riau province of Indonesia.	*Initiative covers Palm Oil and PPP*	[Sodexo URD English 2022 (sitecorecloud.io)](#) *pp. 91*	
4.2 Methodology used to identify priority production landscapes		Yes ☐ No ☒				
4.3 Number of landscape initiatives currently engaged in		Yes: quantitative ☒ Yes: narrative ☐ No ☐	*1 initiative*			
4.4 For each landscape initiative your company is currently engaged in,		Yes ☒ No ☐	Among the initiatives led by the coalition, Sodexo, specifically supports the Winrock International project to preserve peatlands overexploited by palm oil, pulp and paper			

*Scope: *What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?*

Palm Oil Landscape KPI's	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	<u>Publicly reported</u> value or narrative for 2023 on 2022 data	Methodology	Link to publicly available source	Target *(optional)*
information on: *1) Name, location, timeline and other partners involved 2) Report on type of engagement (e.g disbursed financial support, in-kind support, capacity, preferential sourcing) 3) Specific actions or projects that are supported 4) How the actions intend to address systemic issues and contribute to delivering forest positive goals (at least one of conservation, restoration, positive*			production in the Riau province of Indonesia. Winrock's approach is based on a comprehensive solution for sustainable peatland management and on the development of alternative modes of production, including "paludiculture" through the support of public authorities and citizen support.			

Scope: What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?

Palm Oil Landscape KPI's	Publicly reported value and method provided in 2022	Publicly reporting as of June 30th 2023	Publicly reported value or narrative for 2023 on 2022 data	Methodology	Link to publicly available source	Target *(optional)*
inclusion of farmers and communities, landscape-level multi-stakeholder platforms or partnerships) 5) Linkages to shared landscape-level goals developed through multi-stakeholder processes						

Scope: What materials/products are in-scope of the reported value, and what proportion of total commodity volume does that scope represent?