



Appendix 1

Our Sustainability Journey

I. Corporate Citizenship:

The Framework for Environmental Sustainability

For Sodexo, being a good corporate citizen means ensuring a better quality of life for everyone now and for generations to come. Consistent with our mission and strong ethical values, Sodexo has always been committed to contributing positively to our society. Yet we are aware that being a responsible corporate citizen is an active journey—one that requires a commitment and focus toward continuous improvement, day after day and year after year. This journey seamlessly aligns with our mission to consistently make each day a better one for our clients and our customers across North America and around the world.

Richard Macedonia, President and CEO, Sodexo, Inc., said, “As the leading food and facilities management company in North America, every commitment we make to our clients is a promise to act responsibly. We recognize that our actions and decisions not only impact our success, but also the success of our clients and the lives of millions of people every day.”

Through our efforts, we hope to contribute to the growth of our industry’s body of knowledge about areas important to our business, our world and our future food supply. Sodexo feels so strongly about this that Richard Macedonia has agreed to be the worldwide champion for Corporate Citizenship for Sodexo Alliance, S.A. Additionally, Sodexo North America has a full-time Senior Vice President of Corporate Responsibility and Corporate Affairs. To view a copy of the latest Corporate Responsibility Report, visit:

www.sodexhousa.com/corp_responsibility.asp



Sodexo's primary mission remains to improve the quality of daily life for people, whenever and wherever they choose to come together.

"Meeting the needs of the present without compromising the ability of future generations to meet their needs."



II. Influences.

Woven into the fabric of our corporate citizenship approach are: the Brundtland Report, the Global Sullivan Principles and the U.N. Global Compact.

The Brundtland Report

Sustainability arose from the Brundtland Report, a 1987 report of the U.N. World Commission on Environment and Development. The report defines Sustainability as "meeting the needs of the present without compromising the ability of future generations to meet their needs." The report includes both environmental and social goals, recognizing that long-term environmental protection requires appropriate economic development.

The Global Sullivan Principles

The Global Sullivan Principles are a corporate code of conduct developed by the late civil rights leader Rev. Leon Sullivan, who played a significant role in the international movement that eventually helped end apartheid in South Africa. Sodexo is the first company within the food and facilities management industry to become a Global Sullivan endorser. Many of the Global Sullivan Principles are quite similar to policies Sodexo already has in place. Nonetheless, we feel our support of Global Sullivan is an important public affirmation of what we believe and what we stand for as a company. As a Global Sullivan endorser, Sodexo agrees to support principles relating to human rights, equal opportunity, business ethics and the environment.

The U.N. Global Compact

In 1999, United Nation's Secretary General Kofi Annan challenged business leaders to join an international initiative – the Global Compact – that would bring companies together with U.N. agencies, labor and civil society to deal with the challenges of globalization and work toward a more sustainable and inclusive global economy.

The Global Compact is a network of companies, including Sodexo. Today, many hundreds of companies from all regions of the world, international labor and civil society organizations are engaged in the Global Compact.



III. Corporate Citizenship Makes Good Business Sense.

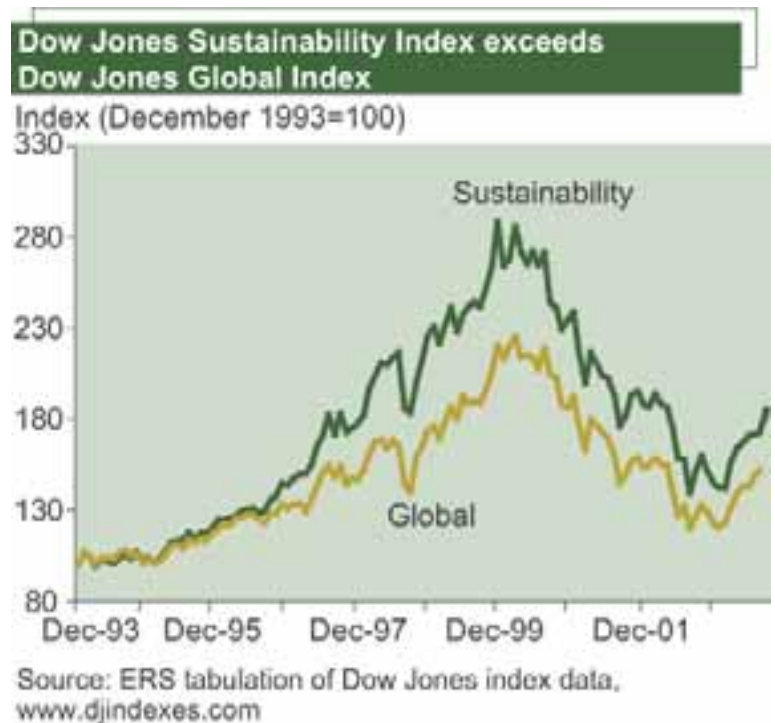
Many forward-thinking companies recognize that engaging in responsible business practices is essential to sustaining business success. Stakeholders reward these companies for their activities. Therefore, it is likewise important for Sodexo to communicate our activities to our investors, consumers and employees.

Shareholders and financial markets are more and more interested in investing in socially responsible activities, and there is an unprecedented demand for transparency and scrutiny from our stakeholders. Responsible corporate behavior is a proven risk reduction strategy, investors are increasingly recognizing this, and Sodexo's shareholders and investors are no exception.

Leadership in this area is an opportunity for brand differentiation and competitive advantage to a base of customers who are very interested in the environmental, social and economic performance of their suppliers and service providers. At Sodexo, we have an opportunity to lead rather than follow our competition.

A study conducted by U.S.D.A. Economic Research Service shows that firms in the Dow Jones Sustainability Index (companies that incorporate environmental and societal concerns into their long-term economic investment strategies) out-performed the 2,500 largest capitalized companies that make up the Dow Jones Global Index (with cumulative gains in nominal market value of 85 percent compared with 57 percent) between 1993 and 2003.

Sodexo is listed on the Dow Jones Sustainability Index, the Dow Jones Sustainability World Index, and the Dow Jones STOXX Sustainability Index.



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IV. Sodexho's Corporate Citizenship Efforts.

Sodexho's commitment to corporate citizenship in North America encompasses responsible practices related to social, environmental and business integrity concerns, which is another way to express the "triple bottom line" theme found in literature on this topic. Within each of these areas, Sodexho has many practices, programs and services that are dedicated to improving the quality of daily life for our clients, customers and employees now and for generations to come.



Environmental Social Business Integrity

<p>Environmental Initiatives</p> <ul style="list-style-type: none"> • Environmental Sustainability Initiatives • Sustainable Product Offerings • Recycle Mug Program • Easter Seals Recycling Initiative • Supplier Code of Conduct • Increased Communication, Education and Awareness-building with Clients and Employees 	<p>Social Initiatives</p> <ul style="list-style-type: none"> • Stop Hunger • Diversity and Inclusion • Nutrition and Wellness • Growth and Development of our Employees • Work/Life Balance • Sodexho University • Recognition Programs • Employee Health and Safety • Disaster Relief • Community Outreach 	<p>Business Integrity Initiatives</p> <ul style="list-style-type: none"> • Senior Vice President of Corporate Responsibility and Corporate Affairs • Vice President of Compliance • CP-101 Ethical Company Policy • Business Conduct Guide • Ethical Values Training • Annual Ethical Survey • Ethical Abuse Hotline • Legal and Ethical Compliance Committee • Project CLEAR (Sarbanes-Oxley Act compliant) • Food Safety and Quality
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A. Environmental

Sodexo encourages our suppliers to enhance, sustain, protect and restore the environment. In fact, we require all our manufacturers to adhere to the guidelines contained in our Supplier Code of Conduct, ensuring that they share our respect for people, the environment and business integrity.

Working with our national distribution chain of partners, we are able to provide an array of organic, sustainable and locally grown products consistent with our clients' and customers' needs. Sodexo provides specific offerings in support of Environmental Sustainability. We work with you and our local communities on your specific environmental sustainability objectives to provide a customized and comprehensive short-term and long-term plan to meet your goals.



Environmental

1. Sodexo's Sustainable Products and Services

We are committed to creating customized Environmental Sustainability offers for our clients and the local communities we serve. With these offers, Sodexo clients determine which programs provide the best relative value for their communities and the appropriate plan for implementation. We have developed many customized offers for products and services, including:

- **Coffee**
- **Dairy & eggs**
- **Green chemicals**
- **Meat & poultry**
- **Produce**
- **Seafood**
- **Disposables & packaging**
- **Paper supplies**

We work with you and our local communities on your specific environmental sustainability objectives to provide a customized and comprehensive short-term and long-term plan to meet your goals.

2. Environmental Sustainability Task Force

We have a strong and diverse Sustainability Task Force in the United States and Canada, made up of top-level employees and leaders from various divisions and functional areas. Sodexo has been working for the past several years studying the marketplace and competitive environment related to Sustainability; analyzing what it means to our company and our communities; and looking to enhance the business case solutions that we offer. This task force has developed a sustainability training program for all management employees within Sodexo, while strengthening our Sustainability product and service offers.

3. Environmental Sustainability 101

Sodexo has created an interactive, web-based learning module called “Sustainability 101: An Introduction to Environmental Sustainability.” This development and training program is targeted to educate our managers on Sustainability practices and definitions within the industry so that we are all “on the same page” related to these complex issues. We gathered pertinent information from many of our current vendor-partners, as well as the nation’s leading Sustainability experts (including General Mills, Washington State University, Michigan State University and the World Business Council for Sustainable Development.) The program is tracked by our internal Sodexo University and benchmarks the best Sustainability practices within the United States, Canada and more than 70 other countries where Sodexo Alliance has partnerships. The program has been reviewed and critiqued by nationally recognized Sustainability experts including Business for Social Responsibility (BSR).

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B. Social

Sodexo is committed to addressing social issues. Fighting poverty and hunger, providing job training and disaster relief are all supported by Sodexo. Through our Foundation, we create and support programs that work to break the cycle of poverty and eliminate other root causes of hunger in the United States and throughout the world.



Social

“We also have a responsibility to our employees. Our most valuable asset—our people—deserves and receives a support system that provides personal and career opportunities and creates an environment that allows employees to express their individuality. We must continue to embrace the uniqueness of our employees and see them as a resource to help Sodexo better serve the needs of our diverse customer base,”

Richard Macedonia, President and CEO, Sodexo, Inc.

Diversity

- Sodexo was selected as one of the Latina Style 50 for 2003 for the opportunities it provides Latinas
- Nevada’s Governor Kenny Guinn named Sodexo “Employer of the Year” for its work at the University of Nevada, Las Vegas, in promoting opportunities for people with disabilities
- Sodexo was ranked 20th among the “Top 100 Employers” for the Class of 2002 by the Black Collegian based on its plans to recruit college graduates for entry-level positions
- Sodexo was honored to receive an award for our commitment to hiring employees with mental retardation and other developmental disabilities. One of 15 D.C.-area employers recognized during “People with Disabilities Month,” Sodexo was acknowledged for our work at Henderson Hall, the Marine Corps Headquarters mess hall, where we partner with Service Source
- Sodexo received an Honorable Mention in Profiles in Diversity Journal’s International Innovation in Diversity Awards for our diversity

Stop Hunger

As a leader in the food service industry, we view the fight against hunger as the primary focus in our struggle for social justice and human rights. Food and nutrition come first; a hungry person cannot better his or her situation without proper nourishment.



SODEXHO AMONG TOP 50 COMPANIES FOR DIVERSITY

DiversityInc™ magazine recently named Sodexo USA as one of the nation’s Top 50 Companies for Diversity for 2007. Ranked 13th on the list, and the only food service provider on the list, Sodexo USA was noted for its “aggressive and successful human capital strategy to build one of the most diverse companies in America.”

