



# Canadian Better Tomorrow and Indigenous Reconciliation

Report 2023-24





# TABLE OF CONTENTS

---



CREATING A BETTER TOMORROW,  
EVERY DAY

04

KEY CORPORATE SOCIAL RESPONSIBILITY FIGURES

08



EVERY DAY WITH OUR PEOPLE

13



EVERY DAY WITH OUR PLANET

31



EVERY DAY WITH OUR COMMUNITY

41



THANK YOU

67



OUR AWARDS

69



OUR PARTNERS

71



**Sodexo Canada's Corporate Social Responsibility (CSR) Team**  
From left to right: Catherine Audette, Sustainability Coordinator; Julie Martel, Senior Manager, DE&I and Stop Hunger Foundation; Davide Del Brocco, Senior Manager, Sustainability; Andrea Cantin, DE&I and Stop Hunger Foundation Coordinator; and Normand St-Gelais, Director CSR (Sustainability, DE&I and Stop Hunger Foundation)



# CREATING A BETTER TOMORROW, EVERY DAY



## LAND ACKNOWLEDGEMENT

We recognize that this publication was created on the ancestral and traditional territories of First Nations, Métis and Inuit peoples. We express our gratitude to the Indigenous peoples who have served as the country's traditional stewards of its lands and waters while also acknowledging the past and present injustices that First Nations, Métis and Inuit peoples have faced and continue to face in Canada.

## IT ALL STARTS WITH THE EVERYDAY

We are conscious of the enormous difference our actions make across the country every day. To create a Better Tomorrow, we must ensure that our daily actions have a positive impact on our people, our planet and our communities.

Rooted in our values and commitment to go further, our purpose at Sodexo is to create a better everyday for everyone to build a better life for all.

## MEET OUR TEAM

Our corporate social responsibility (CSR) team is composed of five passionate professionals who oversee our sustainability initiatives, commitment to diversity, equity and inclusion (DE&I), and the Sodexo Canada Stop Hunger Foundation.

They are united by a common purpose – creating a sustainable and inclusive future. With diverse backgrounds and expertise, they collaborate seamlessly to implement impactful strategies that resonate with Sodexo's values.

Our CSR team has forged meaningful partnerships with our internal stakeholders, non-governmental organizations, governmental bodies and local communities. We are happy to collaborate with our clients and future clients to enhance the scope and effectiveness of our initiatives.



# OUR CSR JOURNEY

Our global CSR strategy outlines our commitment to creating a Better Tomorrow by 2025. This roadmap, developed in 2017 in accordance with the United Nations' Sustainable Development Goals, is our guide to ensure we make the best and most responsible decisions that serve the needs of our community, today and in the future, while respecting our planet's natural resources.

We are proud to share some of our key actions and milestones in Canada, showcasing our commitment to fostering a positive impact in the communities in which we live, work and serve.

## 2018

Achieved the Parity Certification Award - Platinum Level from Women in Governance for the first time.

Creation of the Better Tomorrow Toolkit, our digital easy-to-use toolkit with 19 CSR events for celebrating and raising awareness with our clients.



## 2001

Creation of Sodexo's Stop Hunger Foundation in Canada

## 2010-2013

Creation of the six Employee Business Resource Groups (EBRGs) that represent our six key diversity dimensions and foster diversity, equity and inclusion in the workplace.

Creation of our DE&I Leadership Council

## 2017

Establishment of Sodexo's Global Corporate Responsibility Roadmap "Better Tomorrow 2025" and adoption by our Canadian team

Creation of a designated CSR team with sustainability, DE&I, and the Stop Hunger Foundation under its management

## 2021

Achieved **19%** of Canadian spend on local development, with fair, inclusive and sustainable business practices (2025 Global Goal: 25%)

Achieved RE100 commitment for Scope 2 emissions, now at zero (RE100 is an initiative led by The Climate Group in partnership with CDP)

## 2022

Achieved food waste reduction of **47.1%** (2025 Global Goal: 50% reduction in our food waste on 85% of total raw material cost)

Achieved **21.3%** of Canadian spend on local development, with fair, inclusive and sustainable business practices (2025 Global Goal: 25%)

Creation of the Mental Health Committee EBRG

## 2020

Creation of the Sustainability Champions Network

Sodexo Canada's Stop Hunger Foundation partnered with the Breakfast Club of Canada to support food insecurity programs with **\$500,000** contribution over the next five years

Achieved food waste reduction of **45.3%** (2025 Global Goal: 50% reduction in our food waste on 85% of total raw material cost)

## 2023

Promoted gender parity, with **45.3%** of our management team identifying as women

Reached **1.5 million** beneficiaries thanks to Sodexo Canada Stop Hunger Foundation

Sodexo Canada Stop Hunger Foundation supported local development with a donation of more than **\$300,000** to **over 30** charity organizations fighting food insecurity

Achieved **21.8%** of Canadian spend on local development, fair, inclusive and sustainable business practices (2025 Global Goal: 25%)

WATCH THE VIDEO TO SEE SODEXO'S CSR GLOBAL APPROACH





# KEY CSR FIGURES

Explore the snapshots of our impact featuring some of our key corporate social responsibility (CSR) actions and data.



Be a changemaker.  
#jointhemovement

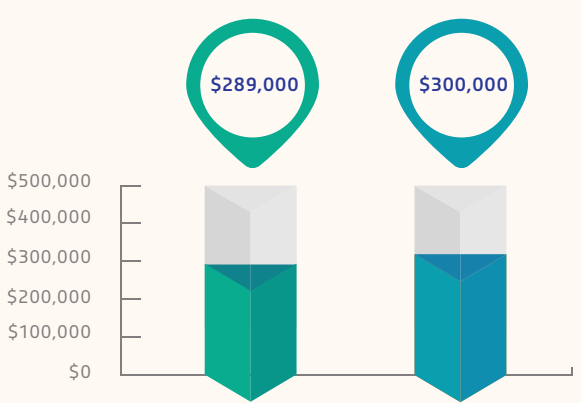
## STOP HUNGER FOUNDATION'S IMPACT



LEARN MORE ABOUT OUR STOP HUNGER FOUNDATION IMPACT



### FY23 STOP HUNGER CANADA DONATIONS

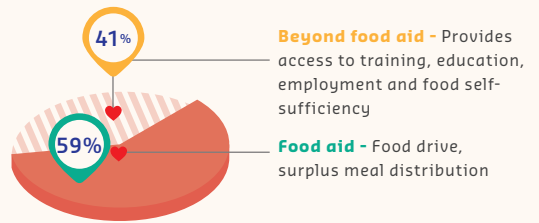


Over **\$289,000** raised toward the fight against hunger  
Over **\$300,000** donated to charity organizations

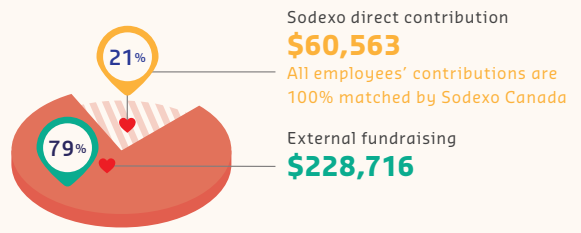
Reached over **1 million** beneficiaries



### FY23 - ACTIONS TO SUPPORT NONGOVERNMENTAL ORGANIZATION BY PURPOSE



### FY23 STOP HUNGER CANADA TOTAL RAISED \$289,279 CAD





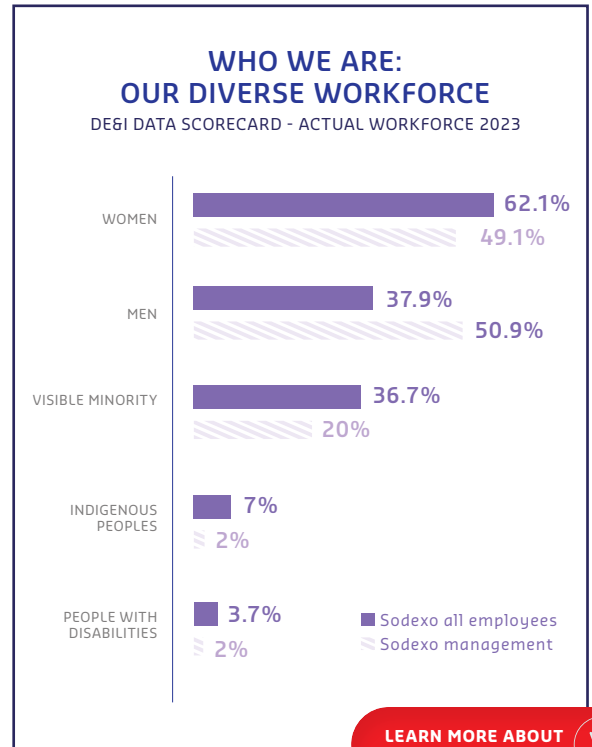


In 2023, the Sodexo Canada Stop Hunger Foundation donated more than \$300,000 to nonprofit food security organizations across Canada.

## Donation highlights include:

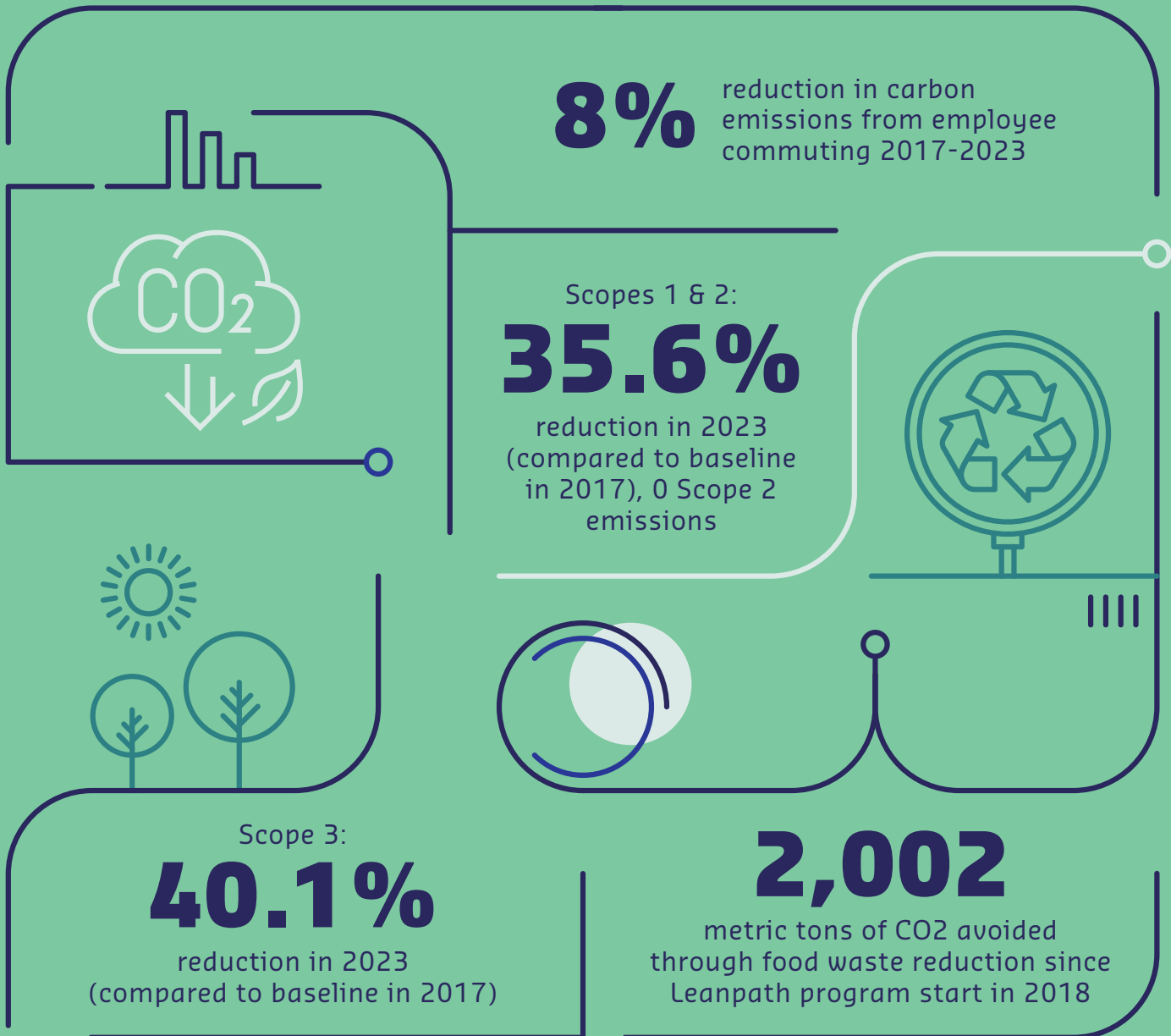
- » Breakfast Club of Canada (National) – \$100,000
- » Glen Cairn (London, Ontario) – \$10,000
- » Roots to Harvest (Thunder Bay, Ontario) – \$15,000
- » Soup Sisters (Calgary, Alberta) – \$50,000
- » St. Boniface Street Links (Winnipeg, Manitoba) – \$25,000
- » Second Harvest (Etobicoke, Ontario) – \$50,000
- » All Nations Outreach Society (Vancouver, British Columbia) – \$5,000
- » Tea Creek (Kitwanga, British Columbia) – \$50,000

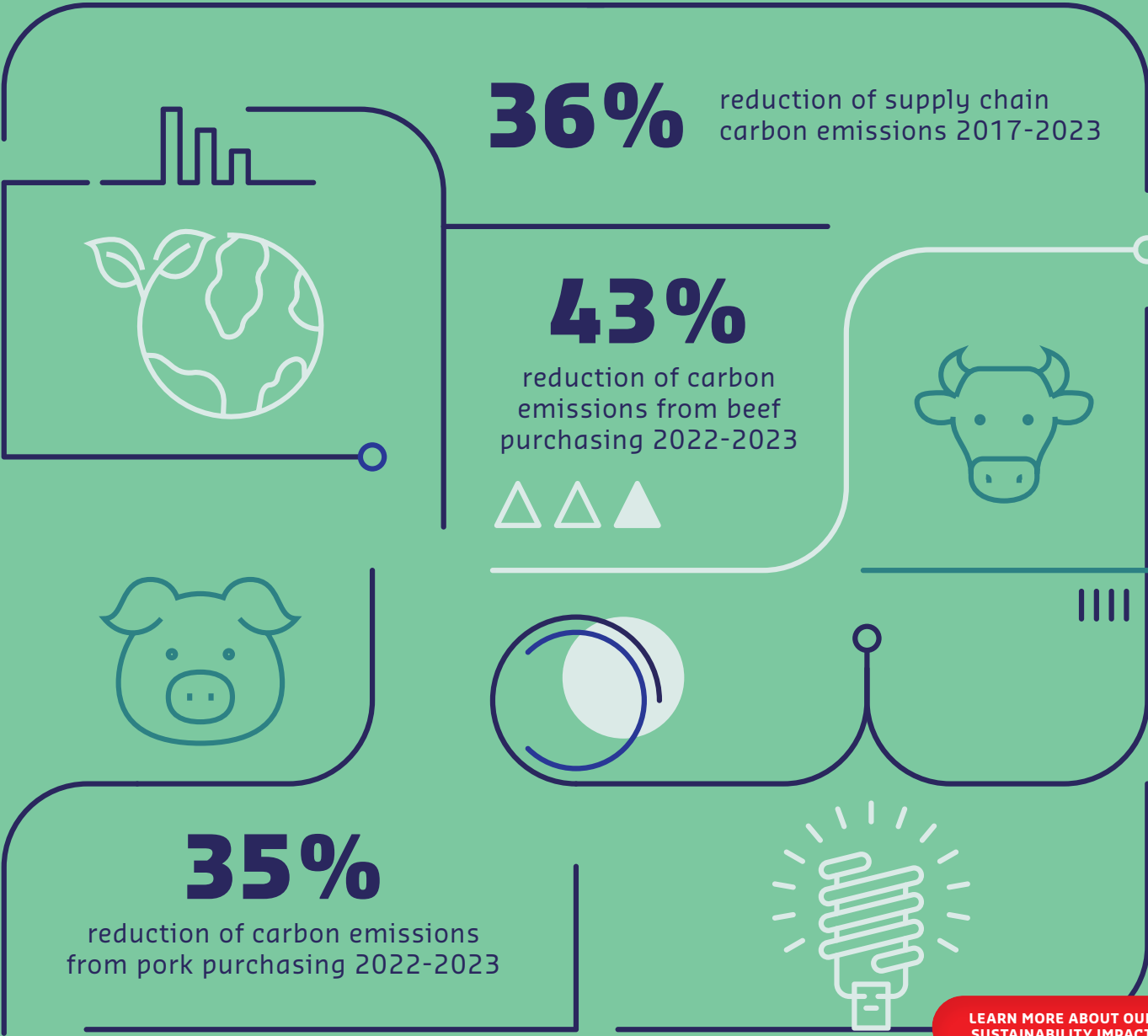
## ADVANCING DE&I: TAKING ACTION





# OUR CARBON EMISSIONS REDUCTION OVERVIEW







# EVERY DAY WITH OUR PEOPLE

## CULTIVATING A DIVERSE, EQUITABLE AND INCLUSIVE WORKPLACE

Our diversity, equity and inclusion (DE&I) journey in Canada started more than 13 years ago, and we continue to foster a workplace that thrives on these principles. At Sodexo, we understand that our greatest strength lies in the unique perspectives, backgrounds and talents each team member brings to the table.

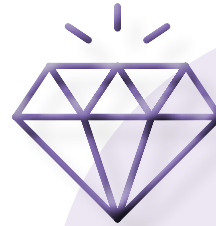
Every day, our DE&I roadmap comes alive through our teams across the country, who are creating an inclusive workplace culture grounded in authenticity, accountability, allyship and advocacy. Together, we embrace diversity, foster connections and champion a culture where everyone's voice is heard and celebrated.





## EMPOWERING THE VOICES OF OUR EMPLOYEES

As part of our ongoing DE&I strategy, we have re-launched our Employee Equity Survey. This confidential and voluntary survey aims to capture an accurate picture of Sodexo Canada's workforce composition and support the development and assessment of our progress toward creating an equitable and diverse workplace.



### CLIENT ADVANTAGE

Our teams reflect the richness and diversity of the communities and clients we proudly serve. By deepening the understanding of the diversity of our workforce, we can better align our services with the unique DE&I needs and objectives of our clients and drive collective success toward a more inclusive and equitable business culture.

### The Better Tomorrow Toolkit

We have equipped our teams in the field with a digital easy-to-use toolkit, empowering them to celebrate events and important awareness dates throughout the year related to different DE&I themes, sustainability and fighting hunger in our communities.

- » This tool helps us extend our DE&I commitments to our clients and customers so we can better understand and celebrate diversity in all its forms together.
- » As our teams leverage the toolkit, we build stronger relationships with our clients and create a shared commitment to diversity, equity and inclusion.

# SODEXO'S SIX DIVERSITY DIMENSIONS

We take pride in the diverse tapestry of our workforce. Our six Employee Business Resource Groups (EBRGs) are the heartbeat of inclusivity, each representing a unique thread in our rich cultural fabric.

These employee-led groups propel the UN Sustainable Development Goals for fairness and inclusivity in workplaces and communities and embrace principles of intersectionality through networking, mentorship and coaching.

## EMBRACING DIVERSE SEXUAL ORIENTATIONS AND GENDER EXPRESSIONS

Since its creation in 2013, PRIDE (People Respecting Individuality, Diversity and Equality) aims to educate and raise awareness within Sodexo's employees, clients, partners and network groups on the issues facing 2SLGBTQ+ employees. To achieve this, the PRIDE team hosts PRIDE cafés, a series of webinars throughout the year featuring invited guests. These webinars cover various 2SLGBTQ+ topics such as the correct use of pronouns, creating safe spaces at work and embracing gender-diverse coworkers.



**Kelly Emond**  
*Translator and PRIDE Ambassador*

"The PRIDE EBRG is important for me on several levels, as a proud father of a queer daughter and as a bisexual man. I can take comfort in knowing that I have a group of like-minded colleagues I can connect with, in a safe environment, without judgment. It's a great feeling."

[LEARN MORE ABOUT OUR DE&I IMPACT](#)





### PRIDE CAMPAIGN EXAMPLES:

#### INTERNATIONAL DAY AGAINST HOMOPHOBIA AND TRANSPHOBIA (IDAHOTB)



#### Pride Season On Site

Our teams show their support and celebrate Pride Season during the summer months by hosting colourful Pride events and offering a variety of food items to our on-site customers.

#### ANTI-BULLYING WEEK AND PINK SHIRT DAY



#### Pink Shirt Day

Our team wears pink to show their support for creating a more inclusive workplace and raising awareness of the effects of bullying.



## PROVIDING EQUAL OPPORTUNITIES TO PEOPLE WITH DISABILITIES

ADEPT (All Employees with a Disability Possess Talent), established in 2013, is dedicated to creating a more inclusive workplace that values the diverse talents of individuals with disabilities. Through education and awareness, we aim to foster acceptance and appreciation. Emphasizing inclusive hiring practices, ADEPT's goal is to increase the representation of employees with disabilities at Sodexo, contributing to greater diversity and enriching our impact on clients, consumers and communities.



## MEET OUR PEOPLE



READ THE  
FULL INTERVIEW

**Scott MacHattie**  
Helper - Food Prep

Scott MacHattie began his journey with Sodexo Canada in August of 2017, as one of our dedicated cafeteria team members in Mississauga. Prior to joining Sodexo, Scott had experience in several other foodservice roles, and he also completed a culinary program at Humber College, where he learned about WHMIS, Knife Handling Skills, Smart Serve and Safe Food Handling.

While his responsibilities in the dishwashing area keep him busy most days, Scott is working on expanding his role within the kitchen and Sodexo. Outside of his work with Sodexo, Scott is very active in athletics, including Special Olympics basketball, ice hockey, soccer, swimming and floor hockey.

“I am grateful for my job. I have Down Syndrome, and I am OK with it, are you?”



READ THE  
FULL INTERVIEW

**Tamara Stronks**  
Center Core Housekeeper

Tamara joined Sodexo's housekeeping team in 2022 thanks to Lethbridge Family Services (LFS), a nonprofit organization that provides a variety of services to improve the well-being of individuals and families in southwestern Alberta.

As a center core housekeeper, Tamara plays an invaluable role, as her daily tasks include cleaning the hospital's common areas and offices. She has big ambitions and goals for the future, and she wants to progress within Sodexo and take on more responsibility.

Tamara is also very committed to disability awareness. She is involved with the Southern Alberta Individualized Planning Association (SAIPA), the Mission Thrift Store and the local transit committee to improve transit routes and processes for everyone.

“You can do anything you put your mind to, but you have to love it.”



## ADEPT CAMPAIGN EXAMPLES:

### WORLD DOWN SYNDROME DAY

March 21st was selected as World Down Syndrome Day to signify the uniqueness of the triplication of the 21st chromosome that causes Down Syndrome.



#### Rock Your Socks

*Our teams wear mismatched colourful socks to promote the celebration of differences, raise awareness and start the conversation.*

### INTERNATIONAL DAY OF PERSONS WITH DISABILITIES

Many testimonies and best practices are shared during the days leading to International Day of Persons with Disabilities. Resources include language guides and toolkits to help our teams speak to and about individuals with disabilities while emphasizing each person's value, individuality, dignity and capabilities as well as resources to help managers lead a disability-inclusive workforce.



## INCLUDING INDIGENOUS COMMUNITIES

The Council for Indigenous People (CIP) is committed to raising awareness and empowering its members, particularly Indigenous individuals, to thrive within our organization. Since its launch in 2010, and with a network spanning Canada, CIP promotes Indigenous history and culture to foster a more inclusive workplace.

The team organizes and supports different activities throughout the year and develops and shares valuable resources, including webinars, toolkits, playlists, land acknowledgment templates and more.

By deepening our understanding of Indigenous people, cultures and values, we aim to build stronger relationships with Indigenous partners and communities, inspiring our members to become strong leaders within the company.



LEARN MORE ABOUT OUR JOURNEY  
TO INDIGENOUS RECONCILIATION



### **Amy Frank**

*Director of Business Development and CIP Program Chair*

“Since joining the Council for Indigenous People, I’ve participated in many meaningful conversations that have contributed to my personal and professional development. The EBRG has provided opportunities to learn, reflect and better understand how I can create and foster a welcoming and inclusive working environment where culture, tradition and community can be celebrated.”



# TACKLING DISCRIMINATION AND BIAS EVERY DAY

Our Cultural Diversity group was established in 2013 with the mission of fostering, promoting and encouraging a workplace that embraces and values the cultural diversity of our employees. Through increased awareness, celebrations and educational initiatives, we aim to honour the rich tapestry of the diverse cultures that shape Sodexo, creating a sense of belonging for all our employees.



## Shiva Priya Manishankar

Director, Program Implementation at Entegra and Cultural Diversity Ambassador

“It was so easy for me to talk about diversity, equity and inclusion in my job since Sodexo had welcomed me with open arms and had always made me feel like I belonged here even though I wasn’t from Canada. I felt I needed to be a key player in promoting the company’s values and what that meant to me.”

[READ HER COMPLETE PROFILE](#)



## BLACK HISTORY MONTH

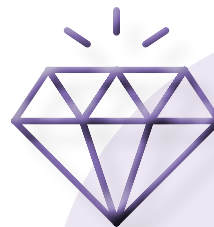
To celebrate Black History Month, during February, we held the webinar The Hidden Part of Canadian History, hosted by Aly Ndiaye (Webster), a Quebec hip-hop artist, activist and history enthusiast. Webster’s goal is to create Black history references for Canadian history and ensure those stories are widely taught.

## LATIN AMERICAN AND HISPANIC HERITAGE MONTH

During the month of October, we celebrate Latin American and Hispanic Heritage Month. This past year, Sodexo Canada Executive Chef Ana Rivera shared some of her delicious recipes that brought the vibrant flavours of Latin America to our tables. Our culinary journey was a delight, from chicken tinga to plant-based chorizo, Mexican-style tacos and pozole.

**“For Mexicans and most Latin American countries, when we are far from home, we always honour our special days by cooking and sharing, with our loved ones, a piece of our culture.”**

– Ana Rivera, Executive Chef



## CLIENT ADVANTAGE

For every DE&I event we celebrate with our clients, we make sure to provide our teams with inclusive and engaging resources in our internal retail platform, including specific recipes and full educational, marketing and supply information packages.

## ADVANCING GENDER EQUALITY ACROSS ALL FRONTS

Closing the gender gap is an integral part of Sodexo's global, long-term commitment to promoting equality. Established in 2010, SoTogether's mission is to cultivate a culture of gender balance in which enhancing women's individual and professional growth significantly contributes to the global success of our company and positively impacts the communities we serve.



### Valene Machado

Paralegal, SoTogether Ambassador

"As regional ambassador, I am proud to collaborate with a committed group of members who are passionate about gender equality. The sense of community and compassion SoTogether has demonstrated empowers me to grow on a professional and personal level, as well as encourage and support my colleagues on their individual journeys."

### SOTOGETHER CAMPAIGNS EXAMPLES:

Throughout the year, SoTogether hosts a compelling lineup of webinars and development sessions for our employees to promote gender balance and foster an inclusive work environment, covering diverse topics to provide valuable insights and resources for all team members.

#### INTERNATIONAL WOMEN'S DAY

March 8th marks International Women's Day. Our 2023 webinar theme, Embracing Equity, explored the concept through the lens of mental load in the household and at work.



#### INTERNATIONAL MEN'S DAY

On November 19, we mark International Men's Day. SoTogether Canada co-hosted a webinar with The Mental Health Committee on Managing Suicidal Ideation – Strategies for Suicide Prevention. The webinar was facilitated by Certified Clinical Counsellor Heather Deighan and covered recognizing warning signs, normalizing thoughts and creating safety plans.

It is important for our DE&I journey to include the challenges men may encounter. Our commitment extends beyond specific events and seeks to foster a supportive and inclusive environment for all.



# STAMPING OUT THE STIGMA

Opening the dialogue on mental health is key to creating a mentally healthy workplace that is beneficial for everyone. The Mental Health Committee was launched in 2022 with a mission to encourage proactive behaviours by providing and promoting mental health resources and education to employees, thereby fostering a culture of empathy and understanding with a focus on supporting psychological health and safety.



## MENTAL HEALTH RESOURCES

We have developed an internal mental health resources page to provide our employees with quick and easy access to a wide range of trusted mental health and wellness resources across the country, in all provinces and territories, and in English, French and Indigenous languages. We promote and celebrate key mental health events like Mental Health Awareness Month in May and World Mental Health Day on Oct. 10.



### **Trisha Francis**

*Manager, Disability and Wellness and Mental Health Committee Chair*

“Being part of the Mental Health Committee has helped me learn more about how to better care for my mental health and support my family, friends and colleagues. This EBRG continues to play an important role in stamping out the stigma around mental health through education, peer support and promoting resources.”

## ENDING HUNGER: OUR TEAMS SUPPORT SODEXO CANADA'S STOP HUNGER FOUNDATION

In Canada, one in seven families is food insecure, according to Statistics Canada. Through our Stop Hunger Foundation, Sodexo Canada donates time, skills and money to tackle hunger, teach life skills and encourage sustainable food practices for members of our communities.

## SPREADING GOODNESS THROUGH VOLUNTEERING AND FUNDRAISING

The Goodness Platform is an online volunteering platform that connects Sodexo employees with in-person and online opportunities to give back to their communities and fight hunger.

Through this resource, our employees can find and create volunteer opportunities near them, as well as donate to the Stop Hunger Foundation through a payroll deduction program or participate in a fundraising event to fight hunger.

**Sodexo offers two paid days per year to each employee to volunteer.**

**118**  
Sodexo  
volunteers  
in 2023

More than  
**3,900 hours**  
of volunteering  
in 2023

**LEARN MORE ABOUT OUR STOP  
HUNGER FOUNDATION IMPACT**



### **Carole Miller**

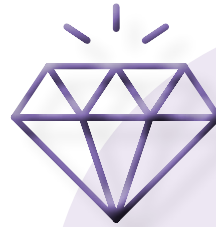
*Director, Information Services and Technology*

"Nothing compares to the feeling of knowing you have played a role in making a difference in the fight against hunger, giving someone hope for a better tomorrow, as no one should ever go hungry."



## MORE THAN 40 HOURS OF VOLUNTEERING TO BENEFIT ST. BONIFACE STREET LINKS

Our teams in Winnipeg, Manitoba, joined forces to produce sandwiches to benefit St. Boniface Street Links, an organization that works to end homelessness, reduce poverty and support crime prevention through social development. Seventeen Sodexo employees, including Johanne Bélanger, our CEO, participated and completed 42.5 hours of volunteer work.



## CLIENT ADVANTAGE

We invite our clients to be our active partners in building a hunger-free community. Our volunteering platform allows us to align with causes close to our clients' hearts. By participating together, we strengthen our relationship and create a positive impact on the communities we serve.



### Our Teams in Action

*Johanne Bélanger, Sodexo Canada CEO, and our teams volunteering for St. Boniface Street Links in Winnipeg, Manitoba.*



## HEROES OF EVERYDAY LIFE: JOËLLE, CHERRY ANN AND STÉPHANE

The Sodexo Canada's Heroes of Everyday Life Award recognizes the involvement of Sodexo employees in the fight against hunger and allows them to continue to make a difference in their communities. Each year, the Sodexo Canada Stop Hunger Foundation selects three nominees who will have the opportunity to donate to the charity of their choice in recognition of their fight against hunger.

This past year, our Heroes of Everyday Life donated to the following organizations:

- **Joëlle Harvey:** Donation of \$1000 to Dans La Rue (Montreal, QC)
- **Cherry Ann Chandler:** Donation of \$500 to St. Boniface Street Links (Winnipeg, MB)
- **Stéphane Lo Ré:** Donation of \$500 to Centre d'action bénévole Valcourt et Région (Valcourt, QC)



### Our 2023 Heroes of Everyday Life

Joëlle Harvey (first from right) during the cheque presentation to Dans la Rue.



# THE STOP HUNGER CHALLENGE

Over the spring of 2023, 186 Sodexo Canada employees took part in the Stop Hunger Challenge, an annual sports fundraising initiative to fight against hunger.

With Sodexo matching all employee donations, a total of \$26,251 was raised, and more than 26,600 km were covered through various sporting activities.

A total of  
**\$26,251**  
was raised to fight  
against hunger.



## THE WINNING TEAM

This past year's winning team collected a total of \$2,360 and chose to make their donation to the Breakfast Club of Canada. As members of the Food Platform team and dedicated culinary professionals, they are passionate advocates for enhancing our community's well-being through nutritious food.



### The Stop Hunger Challenge Winning Team

From left to right: Catherine Tremblay, Breakfast Club of Canada; Fanny Morland, Jef L'Ecuyer, Julie Martel, Emilie Bédard, Sodexo Canada.





## OUR TEAMS' COMMITMENT TO SUSTAINABILITY

### A SUPPORT NETWORK TO SHARE KNOWLEDGE

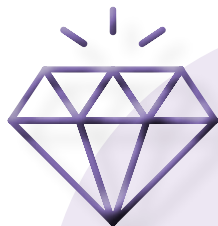
The Sustainability Champions Network spans across all of Sodexo Canada's segments. Its members occupy diverse roles, from general managers and senior segment leads to chefs and dietitians. Sodexo Canada's Sustainability team has been leveraging this resource group since 2020 to share innovations available to operators, provide resources and education, implement programs and participate in ongoing awareness campaigns with our communities and clients.



**Mona Law**

Senior Marketing Manager,  
Campus and Corporate Services

"Collaborating with our clients to achieve their sustainability goals is not merely a business transaction; it is a partnership-building exercise. Strengthening these relationships goes beyond meeting milestones; it involves fostering a shared commitment to sustainability. By actively contributing to our clients' sustainability endeavors, we not only align with their values but also drive tangible business growth, solidifying our leadership position in the industry."



### CLIENT ADVANTAGE

This network of like-minded employees shares best practices and brings fresh, innovative ideas aligned with our clients' sustainability goals and visions. Together, we collaborate with our clients to implement innovative solutions that best meet their specific sustainability needs.

**Farah Janif**

General Manager, Campus

"As leaders, we need to educate and support our teams on adapting better sustainability practices at our clients' sites. We need to work collectively as a team to accomplish our mission and goals for a better future."

# EMPLOYEE ENGAGEMENT IN SUSTAINABILITY ACTIONS

By 2023, over 80 Sodexo culinary professionals completed the Forward Food Plant-based Culinary Training program. Learning these new culinary skills has led to increased recipe development and contributed to the transition of menu items to plant-based options.



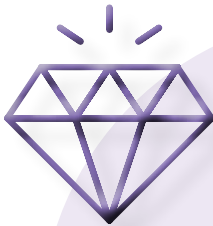
**HUMANE SOCIETY INTERNATIONAL**

**Forward Food Plant-based Training**  
*Chef Amy Symington, a culinary specialist from Humane Society International/Canada, has collaborated with Sodexo Canada to deliver this training since 2020.*



With this program, our Sodexo culinary professionals commit to transitioning at least

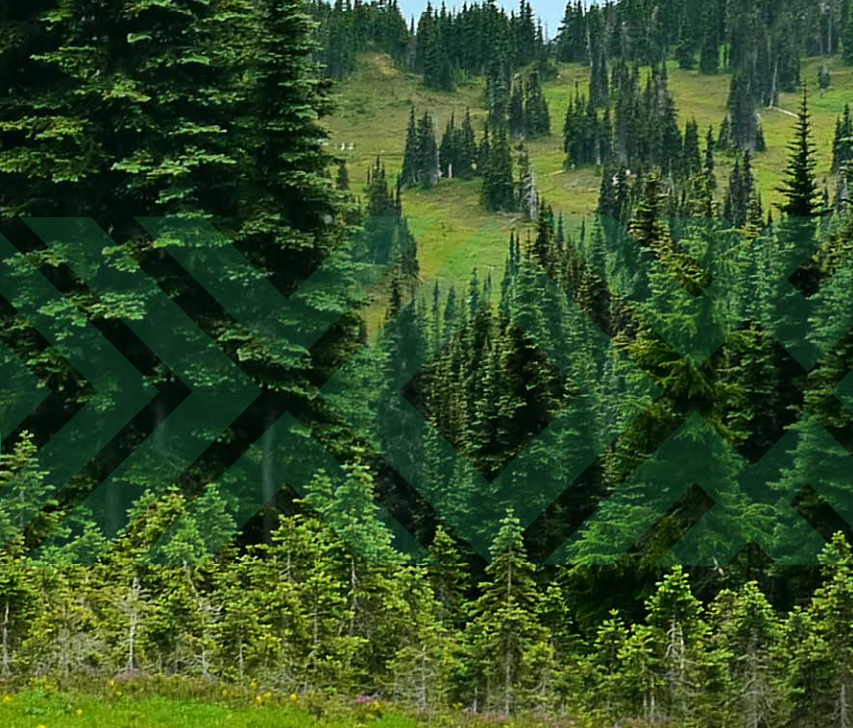
**20%** of their current **menu items to be plant-based.**



## CLIENT ADVANTAGE

Through this initiative, we focus on healthier, delicious and diverse options adapted to different dietary requirements while reducing the carbon footprint at our clients' sites.

**LEARN MORE ABOUT OUR SUSTAINABLE ACTIONS**



# EVERY DAY WITH OUR PLANET

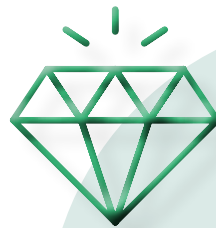
# 03

Scope 1 and  
2 emissions:  
**35.6%**  
**reduction**  
in 2023  
*(compared to 2017)*

## REDUCING OUR CARBON FOOTPRINT

Sodexo Canada is continuing its trajectory to surpass our goal of reducing our carbon footprint by 34% by 2025. Since 2017, we have consistently reduced our fuel emissions (scope 1), our direct electricity usage emissions (scope 2) and our supply chain emissions (scope 3). Since 2021, we have maintained zero scope 2 emissions at our Sodexo-leased and -owned spaces. This achievement was possible thanks to our six-year partnership with Bullfrog Power and was part of our RE100 commitment with the CDP.

Scope 3 emissions:  
**40.1%**  
**reduction**  
in 2023  
*(compared to 2017)*



## CLIENT ADVANTAGE

By reducing our carbon impact, we also help reduce the carbon footprint of our clients and mitigate the effect that our operations have on the environment. This helps us reach our sustainability goals and contribute to our clients' objectives.



# SUSTAINABILITY REPORTING

Sodexo provides an industry-leading platform for sustainability reporting. The SEA (Site Engagement Assessment) tool empowers our managers to track sustainability progress, share performance, benchmark against peers and find resources to create a strategic action plan outlining the steps to enhance their site's sustainability goals.

The screenshot displays the SEA platform interface. At the top left is the 'sea' logo. On the right, there are navigation buttons: 'My Site', 'My Profile', 'Notification', and 'Support'. The main content area features a circular radar chart titled 'Answer by topics...' with a central point 'Q: 137/137'. The chart is divided into segments for various sustainability topics like Energy, Waste, Water, and General. To the left of the chart is a button labeled 'All Questions' with the text 'Not Sure Where To Start?'. On the right, a table shows performance metrics for 'Test\_Canada'.

Test_Canada [ ID: Test_Canada ]		1 February 2024	
Services	Area (m2)	You Attained	Average
Food & Catering Services	700	55%	39%
Building Ops. & Maintenance ...	5000		
Cleaning & Other Soft Services	5000		
Landscaping Services	120000		
Vending Services			
<b>Total</b>		<b>55%</b>	<b>39%</b>
		Overall Score	No of Sites: 174

Topic	You Attained	Average
Energy Managem...	51%	45%
Waste Managem...	59%	38%
Water Managem...	60%	42%
Sustainable Eating	63%	44%
General Initiatives	46%	30%

**CLIENT ADVANTAGE**

We use the Engagement Assessment report to measure and determine specific actions to implement more sustainable processes and initiatives. The key to success is collaborating with clients, using shareable data to identify areas for improvement and working together to achieve our clients' goals.



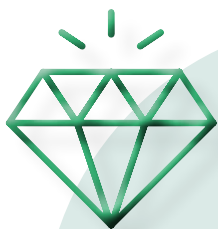
## PREVENTING FOOD WASTE

Our achievements in reducing avoidable food waste did not happen overnight. We are turning awareness into action, implementing innovative solutions and reducing food waste across our operations. Our dedicated teams conduct on-site training, support data collection and usage, empower their employees to engage with the tool, and encourage team building and collaboration with our WasteWatch powered by Leanpath program.

More than  
**\$57,000**  
worth of food was  
donated to over 25  
nonprofit organizations,  
which represents  
over 16,000 meals.

Over  
**304,000 kg**  
of food waste were  
avoided, equivalent to  
580,000 meals saved.

**2,202**  
metric tons of CO2  
were avoided.

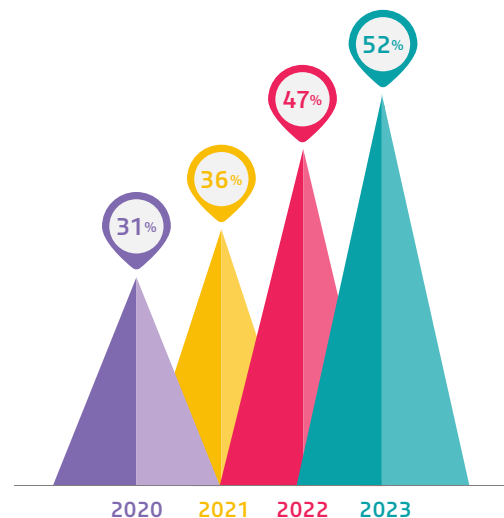


### CLIENT ADVANTAGE

Our WasteWatch program is an intelligent waste-measurement technology that helps our teams capture food waste data and drive cultural and behavioural changes to cut food waste. The program also engages our clients and consumers in our efforts to join in the fight against wasting food.

### FOOD WASTE REDUCTION MEASURED SINCE 2020

Compared to baseline in 2017



\* On target for our food waste reduction goal for 2023



## INNOV'CHALLENGE SPOTLIGHT: OIL CHEF

In 2023, Sodexo hosted Innov'Challenge, a global sustainability challenge that invited all Sodexo employees to submit innovative sustainability ideas that could be scaled across the company. Joseph Moore, a general manager from Sodexo Canada, won the Food Waste Category in North America through his idea to partner with Oil Chef.

We are proud to be working with Oil Chef, a Canadian- and women-owned leader in sustainable kitchen technology.

Our sites doubled the lifespan of their cooking oil, reducing their cooking oil expenditure by a minimum of 50% while simultaneously cutting down on cooking times and temperatures, as well as reducing their overall oil waste.



“Since the sustainability movement started to take hold in the food and beverage industry, it has only grown stronger, taking a front seat in how we operate. As customers become more aware and educated, sustainability practices are expected.”

– Joseph Moore, General Manager

“Sodexo is aligned with our forward-thinking and sustainable initiatives. Together, we complement each other with value, commitment, transparency, efficiency, professionalism and inclusiveness. The strategic alliance we have with Sodexo enables client sites to be more competitive and socially responsible. We look forward to expanding our market share together and continuing to help reduce hunger for the underprivileged.”

– Sean Farry, Founder and President of Oil Chef



## CLIENT ADVANTAGE

Using enhanced innovations at our client sites helps reduce costs, minimizes the environmental impact of oil usage and disposal, and delivers healthier, delicious meals through strategic partnerships with like-minded companies and organizations who share our values.

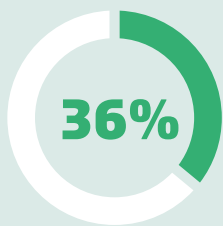


### Collaborative Leadership Between Sodexo and Oil Chef

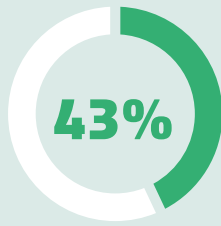
From left to right: Johanne Bélanger (CEO Sodexo Canada), Sean Farry (President and CEO Oil Chef), and Dave Kourie (CPO SVP Sodexo NORAM) at the Stop Hunger Fundraising Day.

# SUSTAINABLE SOURCING AND DINING

## OUR ACHIEVEMENTS IN REDUCING CARBON EMISSIONS



36% reduction of supply chain carbon emissions from 2017 to 2023



43% reduction of carbon emissions from beef purchasing from 2022 to 2023



35% reduction of carbon emissions from pork purchasing from 2022 to 2023



69 tonnes of CO2 were avoided in FY23 thanks to our partnership with Bullfrog Power

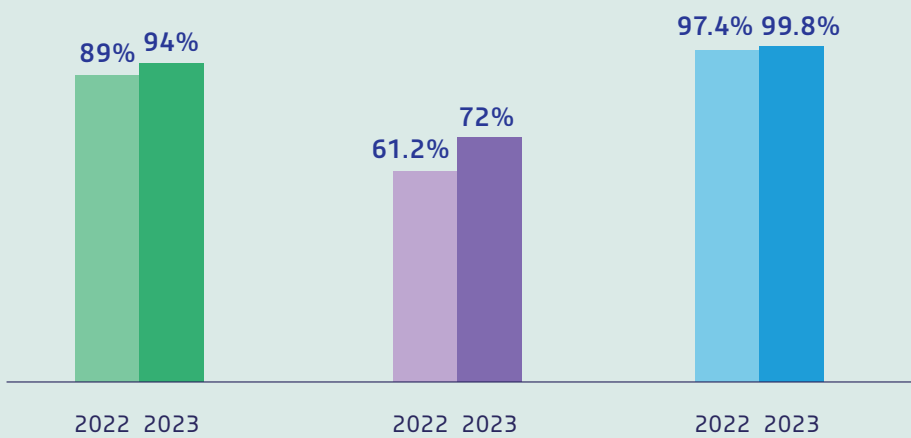
## OUR SUSTAINABLE PURCHASES



Achieved 37.4% plant-based ratio for all food products purchased



Our consumer marketing campaign "Get Planty" promotes the advantages of sustainable sourcing and dining



- Increased healthy lifestyle options from 89% (2022) to 94% (2023)
- Expanded sustainable fish and seafood offerings from 61.2% (2022) to 72% (2023)
- Increased the use of sustainable office paper from 97.4% (2022) to 99.8% (2023) while prioritizing reducing our overall use of paper



## MEET OUR PEOPLE



**Chef Kenneth Webster**  
General Manager



“We have a lot of consumers of Southeast Asian heritage who request vegetarian options, so it is easy to feature a lot of plant-based dishes. These dishes cater to an array of dietary preferences and embrace a more environmentally conscious approach.”



**Chef Ken’s Delicious Plant-based Recipe**  
*Chef Ken developed a recipe featuring roasted cauliflower steak with spiced garbanzo beans, toasted pumpkin seeds, harissa tahini sauce and tomato and red pepper puree.*



**Chef Guillaume Goulet**  
Chef Manager

Chef Guillaume Goulet uses his creativity to craft delicious plant-based dishes. Two of his recipes, butternut squash pasta and plant-based raspberry cheesecake, were nominated for the Sustainable Chef Challenge, a prestigious global competition celebrating exceptional plant-based cuisines.



Our on-site growing initiative with ZipGrow allow us to provide some of the fresh plants, greens, and herbs that go into our delicious plant-rich creations, while avoiding the carbon impact of transportation and packaging.



**Chef Guillaume’s Delicious Plant-based Creations**





# SOURCING LOCALLY

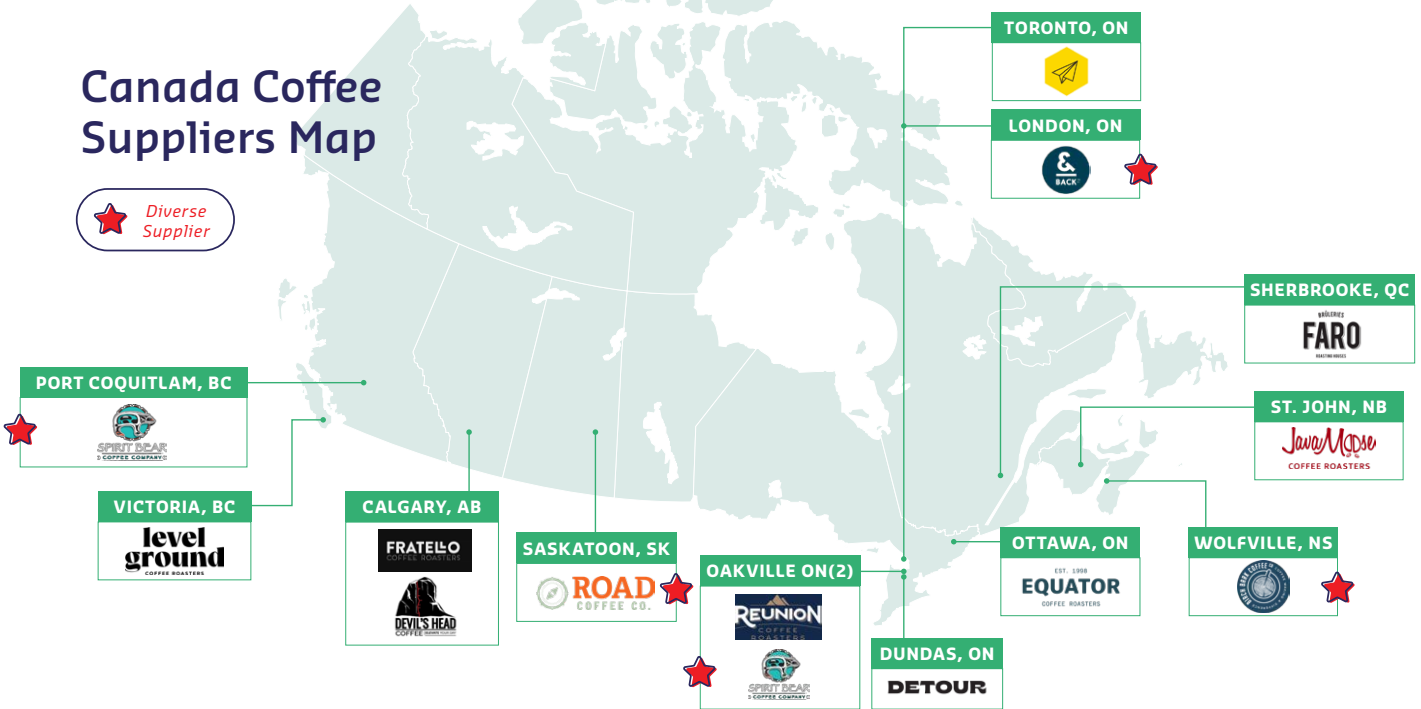
We can make a significant positive impact on our local communities by participating in the local economy and buying delicious and useful local products. Identifying and providing local sourcing information within our supply chain has been key to our ongoing partnerships with local and small businesses.

For example, we have identified many local coffee suppliers across Canada, which allows our clients to prioritize using a local coffee company and contribute to their local economy. This also reduces the distance these products must travel and the emissions associated with distant sourcing.

In 2023, we increased our responsible sourcing spend for local, small and medium-sized enterprises by **\$8.4 million**

## Canada Coffee Suppliers Map

*Diverse Supplier*



We encourage our operating sites, consumers, partners and employees to utilize local products through ongoing campaigns, like "Get Local," and local vendor mapping in our locations. These tools showcase the benefits of partnering with local communities and small and medium-sized businesses, and the reduction of carbon emissions associated with transport.



## CLIENT ADVANTAGE

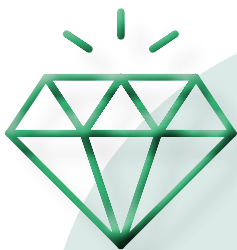
When we support local, so do our stakeholders. By working with Sodexo, our clients can trust that they are contributing to their local economy. We identify and promote the local sources we buy from within our locations, aiming to increase our local footprint and meet our clients' targets.

## AVOIDING MATERIAL WASTE

We implement many solutions for avoiding material waste at our clients' sites.

A large part of our annual site sustainability reporting is focused on material waste. We use this data to determine tailored next steps and narrow down potential solutions. Actions include:

- Implementing reusable options for consumers and operational functions
- Inspecting water and energy consumption points
- Implementing best practices, training and programs
- Inspecting waste collection and source separation systems and establishing actions for improvement
- Installing waste-focused technologies for measurement and engagement to include all stakeholders



### CLIENT ADVANTAGE

#### Adopting a zero-waste approach to eliminating incoming waste sources

Sodexo adopts a zero-waste approach to eliminating incoming waste source at our clients' sites by implementing best practices related to reusable options, water and energy reduction, sustainability training and innovation technology.

## 2017-2023

**46%** reduction in carbon emissions related to waste generated in clients' sites



#### Sustainability Campaigns

We organize successful campaigns in partnership with on-site stakeholders that align with our clients' values. By doing so, we contribute to creating a positive culture and build awareness around sustainability topics and actions.





# EVERY DAY WITH OUR COMMUNITY



## OUR FIGHT AGAINST HUNGER

The Sodexo Canada Stop Hunger Foundation focuses on community investments that reflect and share its mission: charitable groups and individuals who build sustainable food systems in Canada, fight hunger in our communities and empower women in need.



LEARN MORE ABOUT OUR STOP HUNGER FOUNDATION IMPACT 

### In 2023:



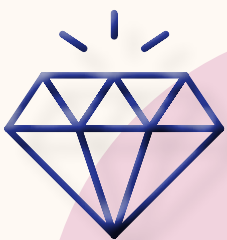


## 22 YEARS OF EMPOWERING COMMUNITIES IN CANADA

In 1996, Sodexo teams in the United States decided to act for a world without hunger by serving free meals to disadvantaged children who did not have enough to eat when school restaurants were closed during the summer.

In 28 years, Stop Hunger transformed the initiative of a few employees into a global nonprofit network. Our actions go beyond food aid by developing food self-sufficiency and by facilitating access to education, training and employment.

Stop Hunger relies on partnerships with hundreds of local and international nongovernmental organizations as well as the unique ecosystem of Sodexo, its founding partner.



## CLIENT ADVANTAGE

As the Stop Hunger Foundation's founding partner, Sodexo extends our role as a corporate citizen to our clients by continuing to be integral contributors to this important cause by participating in and contributing to Stop Hunger events and programs.

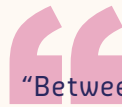
This commitment strengthens our collaboration with our clients and inspires shared solutions that also create a positive impact in the communities where we live, work and serve together.

## COMMUNITY IMPACT: SOME OF OUR PARTNERS' TESTIMONIALS



"Through Sodexo's contributions alone, we have been able to provide additional meal servings per student using our services. Kevin's Corner makes an impact on roughly 100-120 students each week, approximately 60% of them being international students, and all of them benefitting from reduced costs of living."

- Calum Kershaw,  
St-FX Student Union



"Between September 1, 2022, and August 31, 2023, the collaboration with Sodexo enabled the Centre d'action bénévole Valcourt et Région to deliver 2,536 meals via the Meals on Wheels service.

- Christine Rodrigue Lecours,  
Volunteer and Communications Coordinator  
Centre d'action bénévole Valcourt et Région



"Sodexo's \$50,000 donation allowed us to prepare and deliver 150,000 nutritious lunches for those attending summer camps in priority neighbourhoods across Toronto. Thank you!"



- Lori Nikkel,  
CEO of Second Harvest

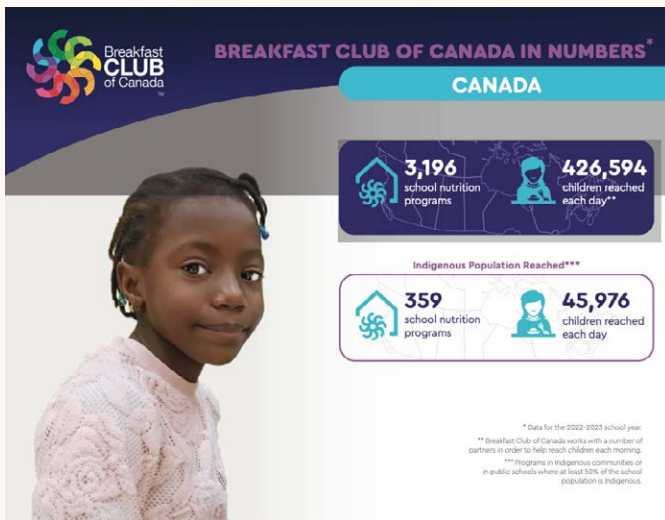


From left to right: Katie Bedford, Director of Development, Second Harvest and Johanne Bélanger, Sodexo Canada CEO

# BREAKFAST CLUB OF CANADA – OUR NATIONAL PARTNER

Since 2020, Stop Hunger continues to proudly partner with the Breakfast Club of Canada to fight food insecurity programs in vulnerable communities, including Indigenous nations.

Currently, with Sodexo Canada’s support, the Club has more than 350 school nutrition programs in Indigenous communities.



“Since 2020, the Sodexo Stop Hunger Foundation has been an important partner for us in helping children across the country reach their full potential, including over 45,000 children in Indigenous communities. With great dedication to the cause, active participation in our fundraising events and a total contribution of over \$400,000 dollars, this partnership is making a lasting impact for hundreds of thousands of students.”

– Tommy Kulczyk,  
President and Chief Executive Officer  
at Breakfast Club of Canada



**\$100,000 Contribution**  
Sodexo and the Breakfast Club of Canada teams during the \$100,000 cheque presentation for the 2023-2024 school year



# STOP HUNGER SCHOLARSHIP: HONOURING THE MEMORY OF GINA GENTLEMAN

The Stop Hunger Gina Gentleman Scholarship recognizes Sodexo Canada employees or their immediate family members who have demonstrated outstanding community involvement by volunteering for a cause of their choice.

In 2023, three recipients were selected to receive a \$2,500 scholarship to pursue their studies as well as a \$1,000 donation to a not-for-profit food security organization of their choice.

**Erin McReynolds** volunteers to empower children with disabilities and support homeless and at-risk youth. She is pursuing her studies with a Bachelor of Science degree in nursing at Queens University. Erin donated to Homes First, a Toronto-based nonprofit organization that develops and provides affordable, stable housing and support services to break the cycle of homelessness for people with the fewest housing options.



From left to right: Erin McReynolds, 2023 Stop Hunger Gina Gentleman Scholarship recipient, and Johanne Bélanger, Sodexo Canada CEO

**Olivia Lauzon** has volunteered throughout her high school years, and she enjoys putting her skills and talents to use for the service of others. She will continue her education in the natural sciences program at Collège Lionel-Groulx. Olivia donated to Le Relais in Boisbriand, Quebec, a nonprofit organization whose mission is to fight poverty, hunger and the social exclusion of vulnerable people.

*From left to right: Julie Martel, Senior Manager, DE&I and Stop Hunger Foundation, Sodexo Canada; Olivia Lauzon, 2023 Stop Hunger Gina Gentleman Scholarship recipient; and France Brunelle, District Manager, Energy and Resources, Sodexo Canada*



**Sachin Matadeen** has been accepted into the Master of Health Science in Medical Physiology program at University of Toronto. He wants to continue helping others and complete his master's degree to be able to give back to his parents. Sachin donated to North York Harvest Food Bank, one of the primary food banks for northern Toronto, which serves over 20,000 people each month. He also volunteers here weekly.

*From left to right: Sachin Matadeen, 2023 Stop Hunger Gina Gentleman Scholarship recipient, and Johanne Belanger, Sodexo Canada CEO*



# 2023 STOP HUNGER FUNDRAISER AND EVENT DAY

On September 13, 2023, we organized our annual Stop Hunger Foundation event aimed at raising funds to combat food insecurity in Canada. This event – filled with a day of enjoyment, meaningful connections and networking – successfully gathered numerous community partners, sponsors, suppliers, vendors and dedicated Sodexo employees. Collectively, we joined forces in the battle against hunger and achieved a significant impact, raising an impressive \$262,866 to combat food insecurity!

A heartfelt appreciation goes out to the Sodexo Live! and Niagara Falls Convention Centre teams, the on-site foodservice team and our Sodexo volunteers.



## A BIG THANK YOU TO OUR 2023 SPONSORS

### PRESENTER SPONSORS



### ASSOCIATE SPONSORS



### ADVOCATE SPONSORS





# FOSTERING EQUITABLE AND SUSTAINABLE COMMUNITIES

## COMMUNITY IMPACT: SOME OF OUR DE&I TESTIMONIALS



### **Sherazad Adib**

*Senior Director, Supporter Success Canada, Catalyst*

“We are very proud to count Sodexo Canada among our supporters and partners. Over the past few years, we have collaborated on several events that have helped mobilize the diversity, equity and inclusion (DE&I) community around various topics focused on creating more inclusive workplaces.”



### **Pangus Kung**

*National Lead, Partner Relations, CCDI*

“Sodexo has been a founding employer partner with the Canadian Centre for Diversity and Inclusion (CCDI) and is committed to DE&I work. CCDI is proud to continue working with Sodexo to help build more inclusive workplaces and a more inclusive Canada.”







**Christian Coulombe**

*MBA, Vice President, Marketing and Membership, CCHL*

“The Canadian College of Health Leaders (CCHL) proudly acknowledges the outstanding contributions of organizations through the CCHL Excellence in Inclusion, Diversity, Equity and Accessibility Award. Since its inception in 2014, this prestigious accolade has been made possible through the unwavering sponsorship and support of Sodexo. Together, we celebrate healthcare trailblazers demonstrating exceptional leadership in fostering environments that prioritize inclusion, diversity, equity and accessibility. Our continued partnership with Sodexo underscores our shared commitment and values and is a testament to our joint dedication to creating positive impacts for employees, customers, patients and the wider community.”



**Sandeep Nair**

*Manager of Business Development, Pride at Work Canada*

“We are excited to be working with Sodexo in taking a strategic approach to create a safe and inclusive environment for their workforce, and the first step to this was participating in the Pride at Work Canada Audit program this year.”



**Don Gallant**

*National Director, RWA*

“Ready Willing and Able (RWA) feels most privileged to have Sodexo as a national employer partner. The partnership has facilitated the hiring of many job seekers with an intellectual disability or autism. Together, we have advanced Sodexo’s efforts toward creating a truly diverse workforce in its many locations across the country. We very much look forward to continuing this partnership in 2024.”





## STORIES FILLED WITH GOODNESS

### INCLUSIVE CULINARY WORKSHOP

One of our teams in Boucherville, Quebec, collaborated with the Gérard Filion School to offer a culinary workshop for students with autism. The workshop, led by Sodexo Canada Chef Pascal Malpezzi and General Manager Sabrina Pettinicchi, showcased culinary skills and embodied our team's community partnerships to create a more inclusive society.



### PARTNERING WITH CHARITABLE ORGANIZATIONS

In May 2023, we began a journey with a new collaboration with Humane Society International (HSI) Canada and the Toronto Vegetarian Food Bank, inviting members and volunteers of charitable organizations to join with us in our plant-based culinary trainings. This project has led to knowledge-sharing across organizations and a better understanding of each other's realities while training even more cooks, providers and chefs on plant-based recipe development.



To the right: Kyesia Hatcher, Food and Nutrition Manager, Shelter, Support and Housing Administration (SSHA), City of Toronto; Matt Noble, Executive Director, Toronto Vegetarian Food Bank; Amy Symington, Culinary Specialist, Forward Food, HSI/Canada; Makayla Dewit, Specialist, Forward Food, HSI/Canada; The photographer is Jen Squires

#### **Matt Noble**

*Executive Director, Toronto Vegetarian Food Bank*

"These plant-based trainings are a place where Sodexo and charitable sector chefs can come together and learn and cook in a fun and professional environment, and we're so thankful to Sodexo and Forward Food for making that possible!"

## FOOD DONATION IN SUPPORT OF THE PESSAMIT COMMUNITY

After the demobilization of Micoua Camp in Forestville, Quebec, our team donated over 600 kilograms of food to the Pessamit, First Nations reserve and Innu community in Quebec. This remarkable food donation, worth approximately \$25,000, contributed to the fight against food insecurity within the community and helped divert a significant amount of food waste from landfills.



## SUPPORTING THE FIRE VICTIMS IN THE SOUTH OKANAGAN

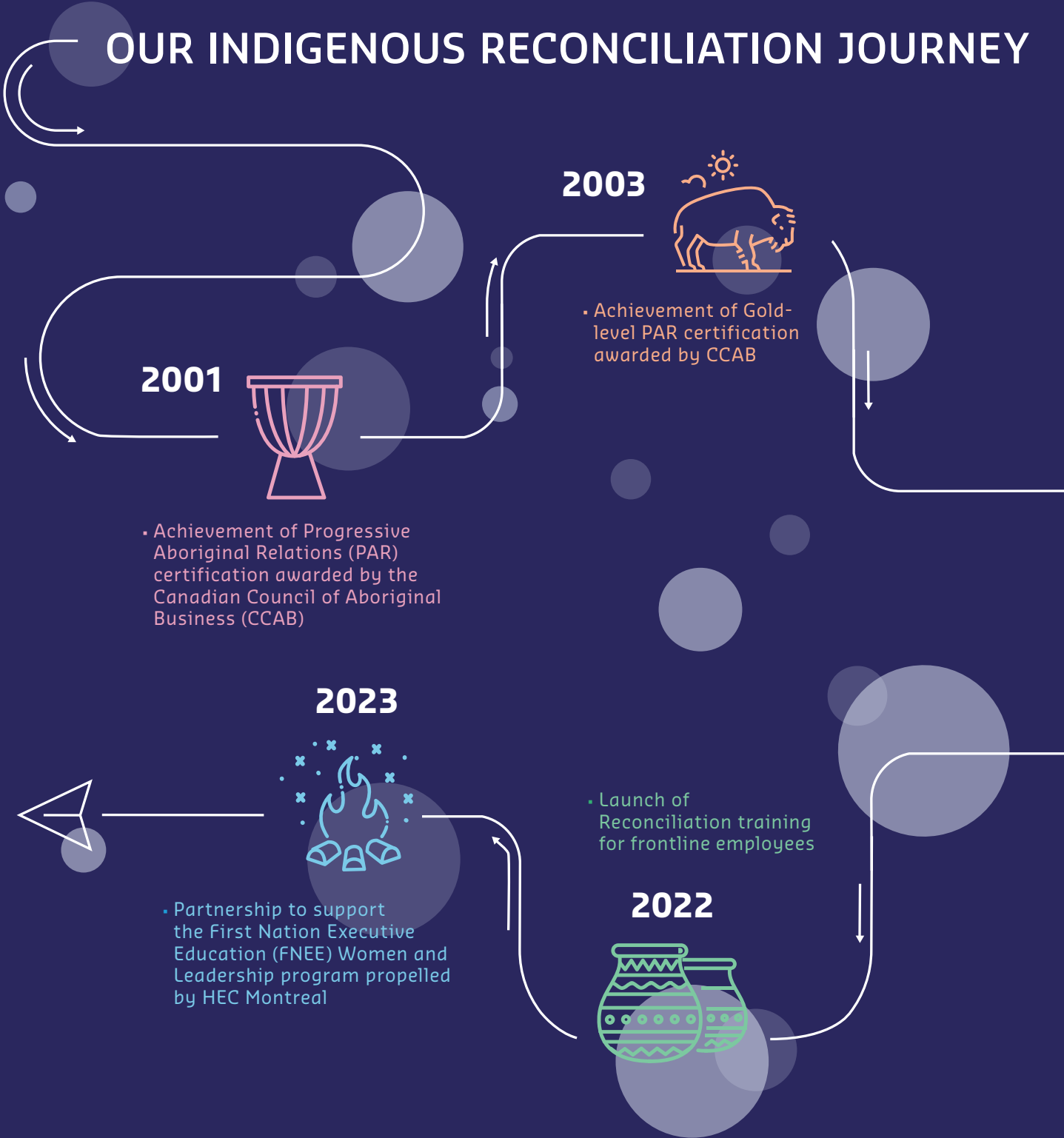
In September 2023, our Energy and Resources leadership team supported the fire victims in the South Okanagan, British Columbia. A generous grocery donation totaling \$1,000, consisting of 400 kilograms of food, was directed to the Salvation Army's food bank to address urgent needs in the region.



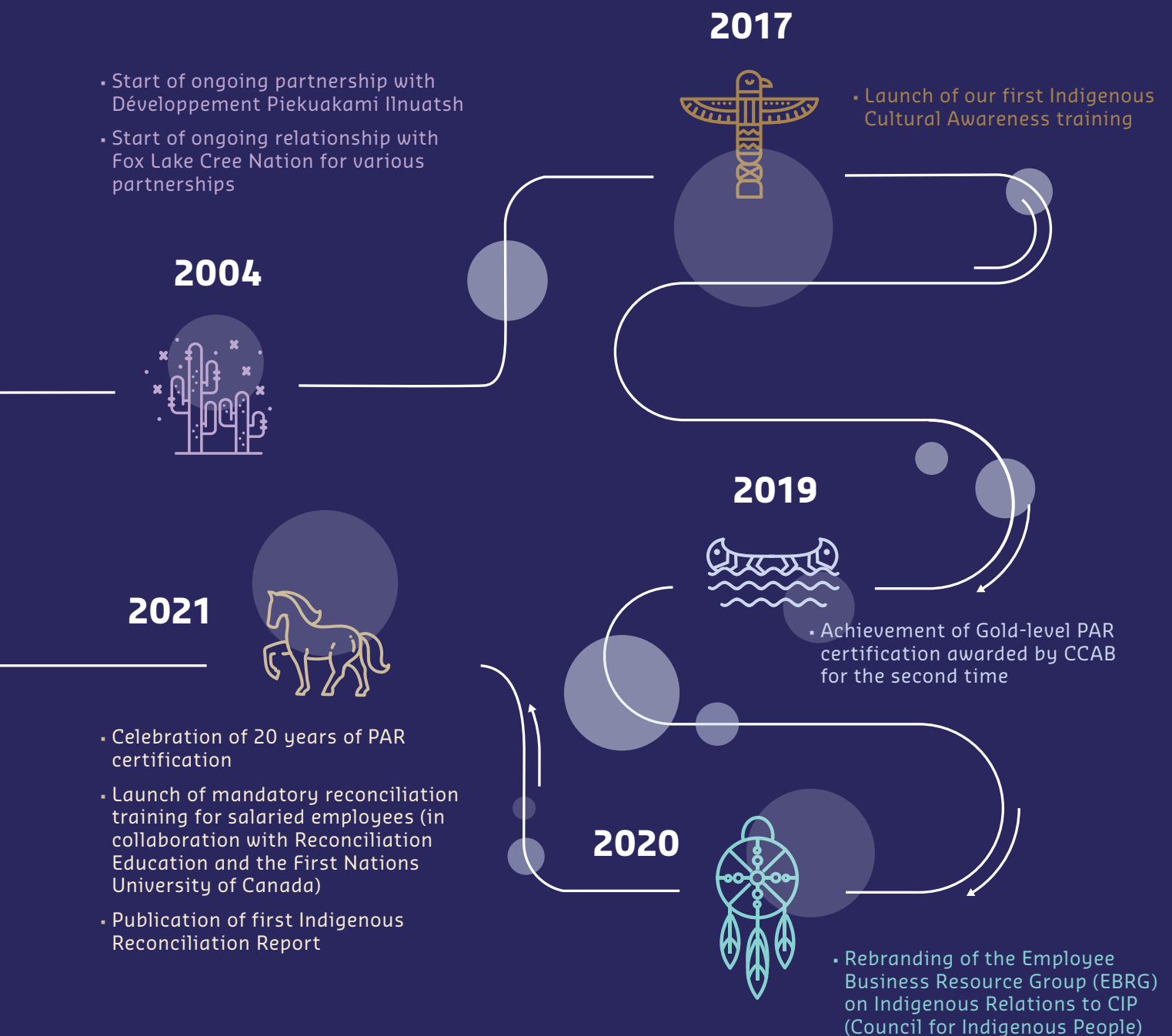


# OUR JOURNEY TOWARD INDIGENOUS RECONCILIATION

## OUR INDIGENOUS RECONCILIATION JOURNEY



Our dedication to Indigenous reconciliation commenced over two decades ago and has consistently remained a cornerstone of our vision. Our achievements extend across areas such as employment, training and collaborative initiatives that actively promote meaningful reconciliation with First Nations, Métis and Inuit Peoples. In conducting our business, we prioritize respectful engagement through genuine collaborations with Indigenous communities and partners, honouring their identities and rights. This commitment represents our solemn pledge to make a positive contribution and create a lasting, transformative impact.





# NURTURING BUSINESS AND RECONCILIATION

Building trust through honest, open communication is an essential step in fostering an inclusive workplace. Our commitment to nurturing Indigenous business and reconciliation is key. Across many communities, we form joint ventures to generate work opportunities and facilitate revenue sharing. **In 2023, we worked directly with 32 Indigenous communities, 28 community partners and over 120 Indigenous-owned enterprises in our supply chain.**

## HEC Montreal Sponsorship

Sodexo proudly supports the First Nation Executive Education (FNEE) Women and Leadership program. The FNEE is a school of excellence created for and by First Nations, offering programs to develop the skills of First Nations women business leaders.

# MEET OUR PEOPLE

## SUPPORT FOR INDIGENOUS BUSINESSES, A PATHWAY TO HEALING AND GROWTH



Before joining Sodexo, Jonathan was the Chief of the Penticton Indian Band (PIB), and he knew that in his next role, he wanted to continue to be an advocate for Indigenous prosperity and reconciliation. He is proud that his role as a business leader extends beyond Sodexo and brings value to Indigenous communities and nations and our clients.

“I’ve learned throughout the years that my mission in life is to create prosperity for Indigenous communities and nations, and I believe Sodexo supports that. The Indigenous prosperity we are creating is seen in the talent and job development, revenue sharing, training programs and capacity-building. We approach Indigenous nations and communities to offer partnerships, we ask how we can do better, and we fully commit to making our relationships stronger and better.”

“We have been walking our talk for over 20 years, before Reconciliation was even talked about. I am so proud of Sodexo for doing what we’ve been doing, and I’m honoured to be a part of this team.”

— Jonathan Kruger

Director of Indigenous Relations, Sodexo



“Around 95% of the contracts in our Energy and Resources segment are on unceded land, and having someone who understands the context becomes a crucial step toward Reconciliation and fostering meaningful relationships with clients and partners.”

Isabelle sees Sodexo Canada’s journey toward Reconciliation in increasing the inclusion of Indigenous leaders in strategic conversations and decision-making.

She is very involved in her community and takes pride in sharing her cultural heritage. On National Indigenous Peoples Day, she took the Sodexo teams on a live virtual tour of her community, Ekuanitshit, in Northeastern Quebec, during a Pow Wow celebration.

— **Isabelle Napess**

*Director of Indigenous Relations, Sodexo*

“Our relationship with Indigenous partners is already transforming, moving from supporting to building a real strategy for our partners’ success.” This involves increased purchasing power, active participation in events, higher retention of Indigenous employees, and the development of training and promotion opportunities.

“I’m proud to have acquired knowledge I didn’t have before; to have discovered the rich history and culture of Indigenous communities and nations in Canada; and to continue learning in practice with the communities and our employees, partners and clients.”

— **Stephane Champagne**

*Senior Vice President,  
Energy and Resources, Sodexo*



## SUPPORT FOR INDIGENOUS BUSINESSES, A PATHWAY TO HEALING AND GROWTH

Our third and latest Indigenous Business Survey reveals that an overwhelming majority of Canadians show their support for Indigenous businesses.

While there is still work to be done, we remain steadfast in our commitment to fostering a thriving Indigenous economy. Engaging with Indigenous suppliers and directly purchasing their products and services are significant steps toward healing and growth.

**SUPPORT FOR INDIGENOUS BUSINESSES,  
A PATHWAY TO HEALING AND GROWTH**





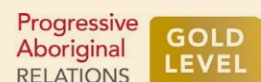
# INDIGENOUS PARTNER NATIONS



## 22 YEARS OF PROGRESSIVE ABORIGINAL RELATIONS

For more than two decades, we continue to promote, reinforce and nurture business relationships with Indigenous communities and nations. Our commitment and actions have been recognized and honoured on an annual basis by the Canadian Council of Aboriginal Business (CCAB) with the gold-level PAR certification, the highest level of recognition issued by the CCAB.

PAR certification commits businesses to develop strong, culturally supportive business relationships with Indigenous people and communities. We take pride in this achievement, as it reflects in our active engagement with Indigenous communities and nations and demonstrates our ongoing commitment to contributing to a more prosperous and sustainable Indigenous economy.





## INDIGENOUS PARTNER NATIONS

### YUKON

- Selkirk First Nation (SDC)
- Little Salmon Carmacks First Nation (CDC)
- Selkirk

### BRITISH COLUMBIA

- Haisla Nation First Nation (Lee-Bo Sodexo)
- Tahltan First Nation (TNDC)
- McLeod Lake Indian Band
- Nak'azdli Whut'en
- Kitselas First Nation
- Bridge River Indian Band (Xwísten)
- Xwísten

### ALBERTA

- Alexander First Nation
- Mikisew Cree First Nation (MSLP)

### SASKATCHEWAN

- Touchwood Agency Tribal Council (TATC)
- Birch Narrows Dene Nation

### MANITOBA

- Fox Lake Cree Nation
- York Factory Cree Nation

### ONTARIO

*Sioux Lookout Friendship Accord (SLFA)*

- Cat Lake First Nation
- Lac Seul First Nation
- Slate Falls First Nation
- Kitchenuhmaykoosib Inninuwug First Nation

*Supercom Industries*

- Red Rock Band
- Biigtigong Nishnaabeg
- Fort Williams First Nation
- Pays Plat First Nation
- Pic Mobert First Nation
- Michipicoten First Nation

*Anokigamig Construction*

- Naicatchewenin First Nation
- Rainy River First Nations

### QUEBEC

- Cree Nation of Mistissini (Eskan)
- Cree Nation of Waswanipi
- Ekuanitshit Innu Nation (SEIE)
- Nutashkuan Innu Nation (SEIE)
- Unamen Shipu Innu Nation (SEIE)
- Pakua Shipu Innu Nation (SEIE)
- Uashat Mak Mani-Utenam Innu Nation (SDEUM)
- Matimekush Innu Nation (SDEUM)
- Kawawachikamach Naskapi Nation (SDEUM)
- Mashteuiatsh Innu Nation (DPI)
- Pessamit Innu Nation
- Atikamekw de Manawan
- Inuit Salluit (Nuuv Enterprises)

### LABRADOR

- Qalipu Mi'kmaq First Nation

### NOVA SCOTIA

- Paqtnek Mi'kmaw Nation



# SODEXO CANADA'S 2022-2023 IMPACT

## LEADERSHIP

28

active  
Indigenous partners

32

Indigenous partnerships  
in total

## EMPLOYMENT & TRAINING

44%

Indigenous employees in the  
Energy and Resources segment

29

Indigenous Supervisors,  
Managers and Directors

7%




of our total workforce  
in Canada is Indigenous

## History, Culture and Reconciliation

Since its launch in 2021, our mandatory course titled **Indigenous Peoples of Canada: History, Culture and Reconciliation** is available for all salaried employees. Developed in collaboration with Reconciliation Education and the First Nations University of Canada, this three-hour course is intended to bridge the knowledge gap between Indigenous and non-Indigenous employees, clients and partners.

Additionally, we developed an online workshop called Road to Reconciliation for frontline employees. This workshop is designed to assist our managers in engaging with frontline teams, exploring the history of Indigenous relations in Canada and fostering a relationship of trust and respect between Indigenous and non-Indigenous individuals.

# SODEXO CANADA'S KEY ENERGY AND RESOURCES ACCOUNTS

- ON-SHORE 
- MINING 
- ENGINEERING AND CONSTRUCTION PROJECTS 







## CELEBRATING INDIGENOUS HISTORY FROM COAST TO COAST

On June 21, we come together and celebrate National Indigenous History Month and National Indigenous Peoples Day. Sodexo Canada's Council for Indigenous People (CIP) supports some of the activities and shares resources and creative ideas to celebrate.

Our teams across Canada take this time to learn and reflect on Indigenous history as well as celebrate the contributions of Indigenous people.

*One of our teams from the Campus segment celebrating Indigenous History with Senator and Indigenous leader Michele Audette during an event with one of our clients in Quebec.*



# MEET OUR PEOPLE: CHEF PAUL NATRALL

This year, we proudly welcomed Chef Paul Natrall as our new Sodexo Canada ambassador. With over a decade of expertise in Indigenous cuisine, our partnership is set to offer a unique Indigenous culinary experience.



## Paul Natrall

*Indigenous Chef and Sodexo Canada Ambassador*

“I take a lot of pride and joy in sharing Indigenous-fusion cuisine, using traditional ingredients from the Squamish First Nation – such as juniper berries, smoked wild salmon and meats – and traditional methods, such as clay and stone baking.”

## Celebrating Indigenous Cuisine

*To celebrate and commemorate National Indigenous History Month in June, Chef Paul hosted a virtual cooking demonstration of his famous candied salmon power bowl recipe and took the opportunity to answer questions from employees about his career path and Indigenous cuisine.*

## INDIGENOUS RECIPES INTEGRATION

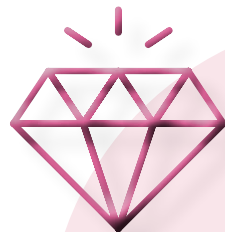
### ONE WEEK OF INDIGENOUS CUISINE

In a recent culinary development, one of our teams from the Corporate Services segment delighted consumers with Chef Paul Natrall’s exquisite Indigenous recipes: back bacon bannock breakfast sandwich, bison chili bannock taco, yogurt and wild berry parfait, and more.

“The recipes were very well received by the customers, especially the back bacon bannock breakfast sandwich. We had a few customers return every morning for it. The use of local Canadian ingredients, like wild rice and candied salmon, is a great way to tell the story of Canada and what it has to offer.” – Chef Ken Webster, General Manager

### THREE SISTERS SOUP

In September 2023, one of our sites in the Healthcare segment introduced the Three Sisters Soup to the menu, a tribute to Indigenous cultural heritage and sustainable farming practices. The Iroquois people hold corn, beans and squash as the Three Sisters, representing the pillars of life. This sustainable farming practice involves interplanting these vegetables to support and nourish each other, creating a beautiful harmony of flavours and sustainability.



## CLIENT ADVANTAGE

In collaboration with culinary experts, we proudly offer diverse, traditional and delicious meals crafted by chefs specializing in each cuisine, including Indigenous recipes. We work closely with our clients to ensure that our commitment to Indigenous Reconciliation is reflected in every aspect of our operations, whether it is in culinary development or in the integration of Indigenous businesses into our supply chain.

# CELEBRATING OUR COMMUNITY PARTNERS

## 2023 NATIONAL ABORIGINAL BUSINESS OPPORTUNITIES CONFERENCE (NABOC)

Sodexo Canada was proud to participate as one of the major sponsors for the 2023 National Aboriginal Business Opportunities Conference in Osoyoos, British Columbia. The annual event brings together several industry and Indigenous business leaders from different sectors and communities to discuss joint business opportunities.



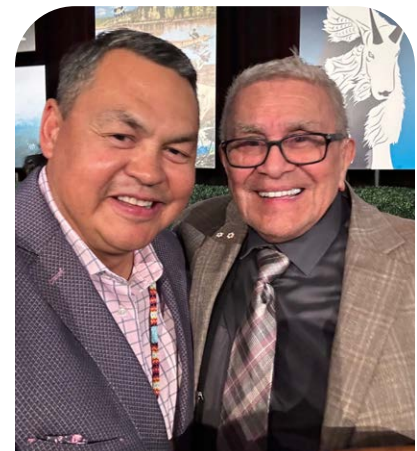
## 2023 INNU NIKAMU GOLF TOURNAMENT

During the 2023 Innu Nikamu Golf tournament, Stephane Champagne, senior vice president, Energy and Resources, Sodexo Canada, delivered a speech in Innu to thank our partners for their involvement in the event.

[LISTEN TO STEPHANE'S SPEECH](#)

## 2023 CANADIAN COUNCIL FOR ABORIGINAL BUSINESS (CCAB) GALA

As a recurring gold-level PAR-certified organization, Sodexo Canada takes great pride in having participated in the 2023 Canadian Council for Aboriginal Business (CCAB) Gala. It was an evening filled with awe-inspiring moments and genuine pride. We extend our heartfelt congratulations to all the PAR recipients for their outstanding achievements this year.



*Jonathan Kruger, director of Indigenous Relations, Sodexo Canada and Chief Dr. Robert Joseph during CCAB's Gala.*





# NATIONAL DAY FOR TRUTH AND RECONCILIATION

Each year, Sodexo Canada participates in marking the National Day for Truth and Reconciliation on Sept. 30. It is a day to remember and acknowledge the intergenerational trauma caused by the residential school system and to come together in the spirit of conversation, continuous learning and action through strong allyship.

In 2023, our teams participated in different activities to reflect on the path toward Reconciliation. They came together to acknowledge and remember the importance of this significant date.

## ORANGE SHIRT DAY

As Sept. 30 also marks Orange Shirt Day, we encouraged our teams to wear orange to show their support and raise awareness. We teamed up with our partner TPS Promotions and Incentives to create a unique orange shirt artwork created and printed by Indigenous artist James Hodgson. More than 800 T-shirts were purchased, and a total of \$1,500 was donated to Native Women's Association of Canada on our behalf.

**sodexo**

## Reconciliation Day is September 30th, 2023

**This year's design is the Bear**

The Bear represents courage because of strength and its natural ability to overcome challenges. A mother bear, for example, will stand against a much larger, stronger male bear or other threat to protect her cubs.

Just as the Bear hibernates during the winter and reawakens each spring, we too, need rest and rejuvenation. The Bear shows us how to live a balanced life, where there is a time to be playful and a time to be assertive and courageous.

*Artwork on the t-shirt is created and imprinted by Indigenous artist, James Hodgson*

Proceeds of the sales will be donated on behalf of Sodexo Canada to The Native Women's Association of Canada



### Our Teams During Orange Shirt Day

*Our teams wore orange to show their support and raise awareness of the intergenerational impacts of residential schools, and we affirm the commitment that every child matters.*





## National Indigenous Veterans Day

On Nov. 8, we honour National Indigenous Veterans Day. We pay a special tribute to the vital contributions of First Nations, Inuit and Métis veterans in service to Canada.

“Nov. 8 marks a day when we come together to show our deep appreciation and respect for the brave Indigenous women and men who have selflessly dedicated themselves to our families and nations. It’s also a time to send special prayers and gratitude to our war veterans and the soldiers who sacrificed for our well-being today. We extend our heartfelt thanks to the Indigenous women and men who continue to serve in Canada. Lest We Forget.”



– Jonathan Kruger, Director of Indigenous Relations, Sodexo Canada



# THANK YOU



“As a large organization whose every decision has the power to influence individuals, communities and the environment, our commitment to corporate social responsibility is a duty we embrace wholeheartedly.

We appreciate your support as we continue to strengthen our practices in creating a Better Tomorrow for our employees, our clients, our partners and the communities we serve.

Our teams across the country are a source of inspiration as they dedicate themselves daily to fighting hunger; promoting diversity, equity and inclusion; advocating for reconciliation with Indigenous communities; and embracing new solutions to reducing our carbon footprint.

To the thousands who make up the Sodexo Canada family, thank you for choosing to build a better everyday with us, one action at a time.”

**- Johanne R. Bélanger**  
Chief Executive Officer

# 05

“Thank you for reflecting with us on the past year’s remarkable achievements in corporate social responsibility. Our positive impact manifests in our statements and in each of our teams across the country who embrace and practice our diversity, equity, and inclusion commitments; fight hunger in their communities; raise awareness and educate themselves on Indigenous Reconciliation; and find innovative ways to reduce the carbon footprint of our operations.

Acknowledging that there is still work to be done, we are honoured to be doing our part and continuing to build a more inclusive, equitable and sustainable society in Canada.

Thank you to our employees, our clients, our partners and the communities we serve for allowing us to do better every day.”

**- Normand St-Gelais**

*Director, Corporate Social Responsibility  
(Diversity, Equity and Inclusion,  
Sustainability and Stop Hunger Foundation)*





# OUR AWARDS

We are proud to share with you some of our latest awards and accolades in corporate social responsibility, reflecting our ongoing commitment to a positive impact in our communities and planet.



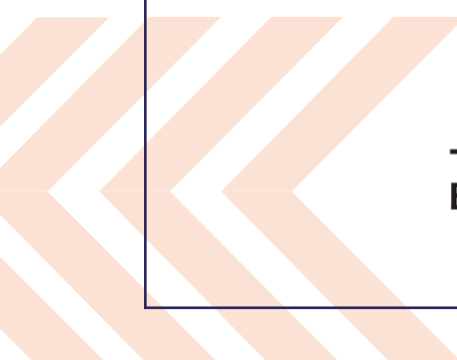


# OUR PARTNERS

Explore the collaborations we've forged with the partners who are committed to shaping a brighter future every day.



## DIVERSITY, EQUITY AND INCLUSION PARTNERS





## SUSTAINABILITY PARTNERS



Too Good To Go



## STOP HUNGER FOUNDATION NATIONAL PARTNERS



**La Table des Chefs**



