

# Sodexo Animal Welfare Performance

Sodexo supports the globally-recognized “Five Freedoms” of animal welfare as an aspiration for its animal welfare strategy:

1. Freedom from Hunger and Thirst – by providing ready access to fresh water and a diet to maintain full health and vigor.
2. Freedom from Discomfort – by providing appropriate environment including shelter and a comfortable resting area.
3. Freedom from Pain, Injury or Disease – by ensuring prevention or rapid diagnosis and treatment.
4. Freedom to Express Normal Behavior – by providing sufficient space, proper facilities and company of the animal’s own kind.
5. Freedom from Fear and Distress – by ensuring conditions and treatment which avoid mental suffering.

In recognition of the fact that animal welfare is a key component of a sustainable supply chain, Sodexo has developed a Sodexo Animal Welfare Strategy to meet its commitment to source sustainably reared products.

***“Sodexo will work with its suppliers to improve animal welfare throughout its supply chain.”***

Below are details on progress made by each region on implementation of our animal welfare strategy in our supply chain.

As of 31<sup>st</sup> May 2020:

- the Sodexo Animal Welfare Supplier Charter had been translated into 18 languages making the Charter available in the national languages of countries representing 88% of On-site Services revenues.
- More than 413 suppliers have signed the Sodexo Animal Welfare Supplier Charter
- Sodexo has committed to source only cage free shell and liquid eggs worldwide by 2025.
  - As of 31<sup>st</sup> May 2020, 45% of shell eggs were cage free
    - For shell eggs:
      - Our objective is to have 50% by 2020 and 75% by 2022.
  - As of 31<sup>st</sup> May 2020, 67.6% of liquid eggs were cage free
    - For liquid eggs:
      - Our objective is to have 35% by 2020 and 70% by 2022.
  - We will communicate on our progress on an annual basis.
- A toolkit for cage free eggs including a training webinar has been developed for Supply Management and Better Tomorrow teams

Within the framework of the Sodexo Animal Welfare Position Paper, regions are able to make additional commitments for specific species.

To date the following commitments have been made:

- Sodexo Australia is using 100% cage free shell eggs.
- Sodexo Belgium has implemented the following measures:
  - sourcing only cage-free eggs and a majority of free-range eggs
    - As of 31<sup>st</sup> May 2020, 100% of shell and liquid eggs were cage free
  - sourcing only pork from non-castrated piglets
    - As of 31<sup>st</sup> May 2020, 100% of pork were from non-castrated piglets
  - sourcing only meat from cage-free rabbits
    - As of 31<sup>st</sup> May 2020, 100% of rabbits were cage free

Additional actions are underway to improve animal welfare in our supply chain. For example, Sodexo Belgium was awarded a Good Rabbit Commendation by CIWF in 2018 recognized their commitment to use higher welfare systems for meat rabbits.

- Sodexo Netherlands is externally certified for using the Better Life hallmark. As part of this process, an awareness campaign for consumers is displayed on all food services sites.
  - As of 31<sup>st</sup> May 2020, 100% of shell and liquid eggs were cage free.
- Sodexo Czech and Slovak Republic have implemented the following actions:
  - To cooperate with their suppliers to use only antibiotic-free meat
  - To have contracts with the suppliers, who have in assortment products:
    - cage free eggs
    - friendly cattle breeding

- Sodexo Poland have implemented the following actions:
  - As of 31<sup>st</sup> May 2020, 100% of eggs were cage free
  - As of 31<sup>st</sup> May 2020, 100% of meat were antibiotic-free
  
- Sodexo in Austria, Germany and Switzerland have been sourcing 100% cage free eggs since 2015.
  
- Sodexo in France has for many years worked with its suppliers to improve animal welfare conditions in its supply chain. Sodexo in France has developed an Animal Welfare supplier evaluation. During this process, Sodexo works with each supplier to raise awareness as well as to benchmark and share best practices. Following each evaluation, the supplier receives an individual improvement plan.
  - Since 2015, 53% of suppliers who have integrated production systems (including slaughtering activities) have been evaluated.
  - Additional actions are underway to improve animal welfare in the supply chain:
    - free-range eggs and egg products have been implemented in the catalogue
    - these products are available for all Clients (on demand)
    - two offers in the Corporate Services segment include free-range eggs and egg products (i.e. Inspiration)
  - Sodexo is involved in a roundtable with suppliers and inter-branch organization representatives of eggs products in order to measure the impacts in the supply chain and to collaborate in an intelligent manner
  
- Sodexo US/Canada has made and is working towards the achievement of commitments on specific areas of animal welfare in addition to other action:
  - 100% of liquid dairy is hormone free
  - Regarding eggs, COVID impacts on supply chain caused a decrease in our ability to source cage free, but we have been working with suppliers and putting more system controls in place to alleviate as much of these challenges as possible
    - Starting after August 2021, we will be instituting quarterly updates to show month to month changes in cage free purchase so that we can better communicate our progress
      - As of 31<sup>st</sup> May 2021, 81% of US shell and liquid eggs and 85% of Canada shell and liquid eggs were cage free
      - As of 31<sup>st</sup> May 2021, 73% of US shell eggs and 81% of Canada shell eggs were cage free
      - As of 31<sup>st</sup> May 2021, 81% of US liquid eggs and 83% of Canada liquid eggs were cage free
      - As of 31<sup>st</sup> May 2021, 68% of US other processed eggs and 77% of Canada other processed eggs were cage free
  - In addition, Sodexo US/Canada:
    - has made free-range and organic eggs available for our Clients (on demand)
    - has made antibiotic free animal products available for our Clients (on demand)

- In the US regarding pork, Sodexo has been engaged with its industry supply chain partners to evaluate the on-going progress in sow housing and management systems. Sodexo has developed a strategy to source its pork products from sources that utilizing free-to-roam systems by the end of 2025.
- In concordance with Sodexo's philosophy of continuous improvement, Sodexo has established intermediate time-bound goals associated with 100% compliance by end of 2025 as follows:
  - 50% by end of 2023
  - 75% by end of 2024
- In the US, the progress toward phasing out of the use of gestation crates in the pork supply chain by 2022 has hit a plateau and has caused us to re-evaluate this goal.
  - As of 31st May 2021, 24% of pork was from sows in open sow housing

This approach will emphasize continuous improvement in the reduction of time in confinement with the ultimate goal to eliminate time confined during gestation.
- In the US, regarding broiler chicken, to work with suppliers and multistakeholder working groups to further improve the treatment of broiler chickens in its supply chain by 2024 by reaching the following goals for 100% of the chicken it sources:
  - Transitioning to strains of chicken that measurably improve welfare issues associated with fast growth rates per Global Animal Partnership's (GAP) standards. In collaboration with animal welfare groups, this part of the commitment now has an extension to 2026.
  - Reducing maximum stocking density to equal to/less than 6 lbs./sq. ft. (29kg/m<sup>2</sup>) per GAP standards.
  - Providing chickens with enriched environments including natural light, hay bales, litter, perches and lighting that meet GAP standards.
  - Rendering chickens unconscious prior to shackling using a multi-step controlled atmosphere processing system that's widely hailed as more humane.
  - Providing details on compliance by a third-party auditor.
- Sodexo Canada is committed to promoting the humane raising and harvesting of broiler chickens. Sodexo Canada is proud of the following standards to which our partners in the Canadian chicken farm industry currently adhere:
  - Hormone and steroid free
  - Regulated system
  - Annual independent third-party audit
  - Transitions to Controlled Atmosphere Stunning
  - Sodexo Canada supports Canadian chicken farmers
    - As of 31st May 2020, over 80% of broiler chickens bought in Canada were also raised in Canada within these parameter
- In addition, Sodexo Canada has committed to the following by 2024
  - GAP aligned litter, lighting and enrichment standards
  - Full conversion to Controlled Atmosphere Stunning
  - Transition to GAP aligned breeds with higher welfare outcomes. In collaboration with animal welfare groups, this part of the commitment now has an extension to 2026.
  - Incorporating new criteria into third party audits

- Sodexo Nordics has made the following progress:
  - In Denmark:
    - As of 31<sup>st</sup> May 2019, 93.3% of shell eggs and 92.3% of liquid eggs were cage free
  - In Finland:
    - As of 31<sup>st</sup> May 2019, 96.6% of shell eggs were cage free
  - In Norway:
    - As of 31<sup>st</sup> May 2019, 27.8% of liquid eggs were cage free
  - In Sweden:
    - As of 31<sup>st</sup> May 2019, 99.4% of shell eggs and 100% of liquid eggs were cage free
  
- Sodexo UK and Ireland has implemented the following measures:
  - 100% block cheddar and commodity butter is Red Tractor accredited
  - 100% milk and cream is Red Tractor accredited
  - 100% our eggs are Lion Egg branded
  - 100% pork is raised without gestation crates with the absence of teeth clipping, tail docking except for medical reasons
    - As of 31<sup>st</sup> May 2020, 100% of pork were from pork raised without gestation crates

#### Useful Links

**Sodexo Position Paper** – <https://www.sodexo.com/home/about-us/what-we-do/growing-responsibly.html>

**Sodexo Supplier Charter** – <https://www.sodexo.com/home/about-us/what-we-do/growing-responsibly.html>

**Sodexo FAQ** – <https://www.sodexo.com/home/about-us/what-we-do/growing-responsibly.html>

**RSPCA** – <https://www.rspca.org.uk/home>

**Beter Leven** – <https://beterleven.dierenbescherming.nl/>

**Red Tractor** – <https://redtractor.org.uk/>

**Global Animal Partnership GAP standard** – <https://globalanimalpartnership.org/standards/chicken/>