

### 2.3.1.7 CONSTRUCTIVE LABOR RELATIONS

Since its creation, Sodexo has always maintained excellent social dialogue with its employees and their representatives in the countries where the Company operates. Such dialogue:

- corresponds to Sodexo's core values;
- contributes to the long-term economic and social development of the Company;
- supports growth and contributes to the attainment of strategic objectives.

For over 10 years, Sodexo has maintained an excellent dialogue with the International Union of Food Workers (IUF) and in December 2011 became the first international company to sign an International Framework Agreement with IUF.

In addition, Sodexo organizes annually a meeting of the European Works Council, which includes employee representatives from 22 countries, and a quarterly meeting of the Council's Executive Committee to discuss topics of common interest such as senior employees.

Sodexo is committed to respecting the right of employees to join the trade union of their choice or not as they so choose and to bargain collectively, free from any form of retaliation that might impair their ability to exercise their trade union rights as defined by the International Labour Organization (ILO).

### 2.3.1.8 HUMAN RIGHTS

Sodexo recognizes that companies have a responsibility to respect human rights as outlined in the United Nations Guiding Principles on Business and Human Rights. As a signatory to the United Nations Global Compact and in accordance with the OECD Guidelines for Multinational Enterprises, Sodexo is committed to respecting Human

Rights in every country where it operates, as informed by the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

In 2010, Sodexo drafted the Sodexo Charter concerning Fundamental Rights at Work and implemented a global program that includes mechanisms for performing assessments and action plans to ensure consistent communication and implementation of Sodexo's commitments across the globe. The four fundamental rights at work are:

- freedom of association and the effective recognition of the right to collective bargaining;
- elimination of all forms of forced or compulsory labor;
- effective abolition of child labor;
- elimination of discrimination in respect of employment and occupation.

#### INTERNATIONAL – Fundamental Rights at Work e-learning module

In January 2013, a 30-minute e-learning module on Fundamental Rights at Work was launched for the top 1,200 managers worldwide. This module, which reviews the commitments outlined in the Sodexo Charter concerning Fundamental Rights at Work, includes interactive examples to challenge and inform managers on the importance of respect for global labor standards in accordance with local laws.

#### KEY FIGURE

In Fiscal 2013, **94%** of employees worked in countries having the Human Rights policy available in at least one official language.