

ON-SITE SERVICES



International Women's Day 2018

2018-03-08

Background

At Sodexo, we can do better. We can improve Quality of Life for everyone, faster, because empowering women empowers us all.

One International Women's Day a year isn't enough, this is why:

We're making every day International Women's Day.

- ✓ This means all of us – men and women – will commit to empowering, working for gender balance and promoting quality of life for everyone, every single day.
- ✓ It means we can hit our target of 100% gender balance across management by 2025.



Every year, *International Women's Day* is a milestone in the life of the organization and as such is the perfect time to step back and reflect.

Deepening one's knowledge of gender balance, exchanging views and experiences on gender balance, developing a network of contacts are essential ways to broaden one's horizons and foster a stronger sense of belonging in the organization.

Our objective for 2018 International Women's Day

International Women's Day is traditionally focused on women

But

When women are held back, we're all held back.

And that means, when women are empowered, we're all empowered.

Get all Sodexo employees

To recognize that women's empowerment and gender balance are everyone's business

By bringing the issues closer to home with the 2018 International Women's Day campaign.

Our objective for 2018 International Women's Day

Because:

At Sodexo,

- 54% of Sodexo employees are female worldwide.
- 50% of the Board of Directors are women
- 43% of management positions are women
- 32% of the Group Senior Leaders are women

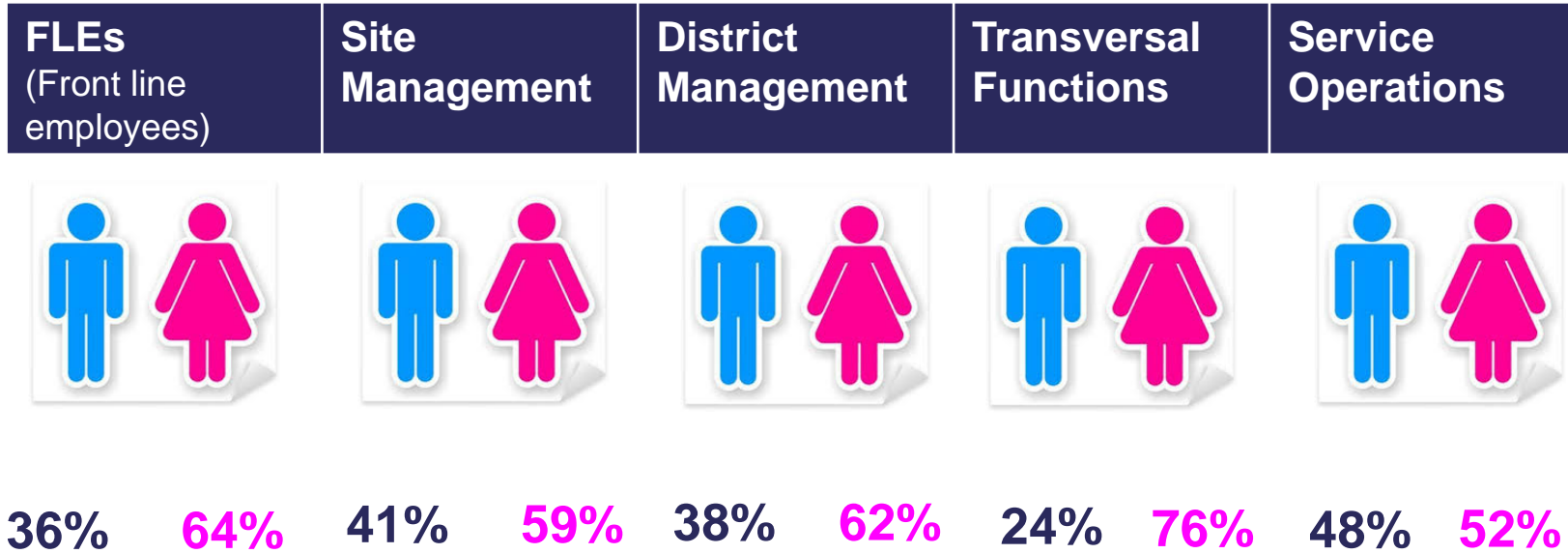
But in the real/outside world, gender equality is a long, long way off.

- **It's 217 years away.**
- And data shows that the gender gap is widening every day.

Gender Balance – Nordic Region

2018-03-08

Nordic – Gender Balance



Country – Gender Balance



Country	FLEs (Front line employees)	Site Management	District Management
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37% 63%

45% 55%

44% 56%



28% 72%

25% 75%

22% 78%



42% 58%

60% 40%

33% 67%










45% 55%

69% 31%

50% 50%

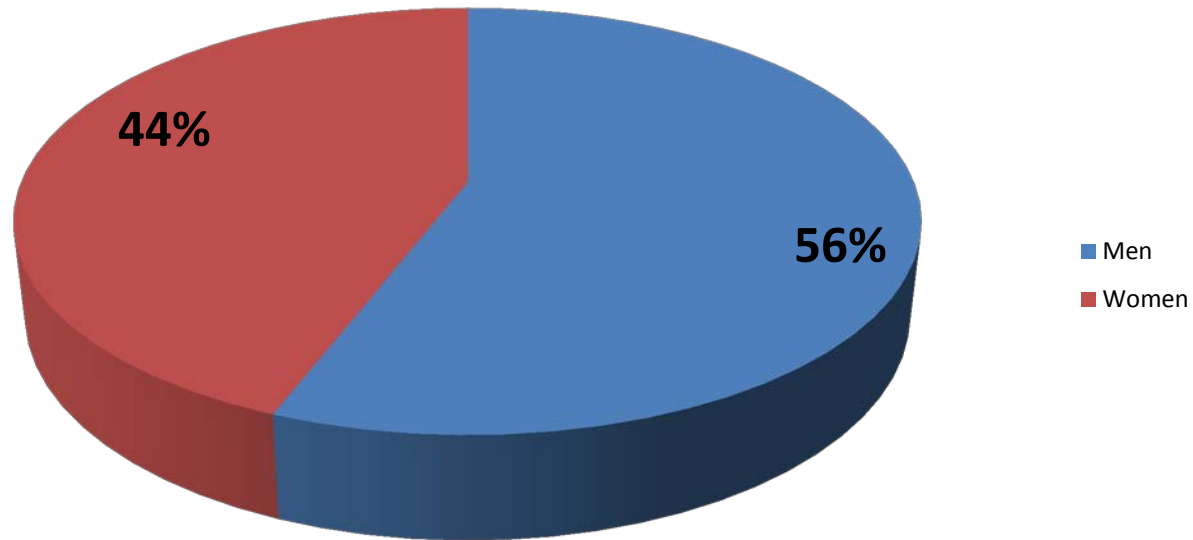
Segments – Gender Balance



Segment	FLEs (Front line employees)	Site Management	District Management
			
Corporate Services 	38% 62%	37% 63%	44% 56%
Healthcare 	38% 62%	47% 53%	0% 100%
Schools & Universities 	35% 65%	27% 73%	25% 75%
Energy & Resources 	43% 57%	92% 8%	0% 0%

Gender Diversity Nordic Leadership Teams as of Jan 1st, 2018

Total all Nordic CLC Jan 2018



RLC Nordic, Jan 2018

