



Ett värdebaserat och inkluderande ledarskap

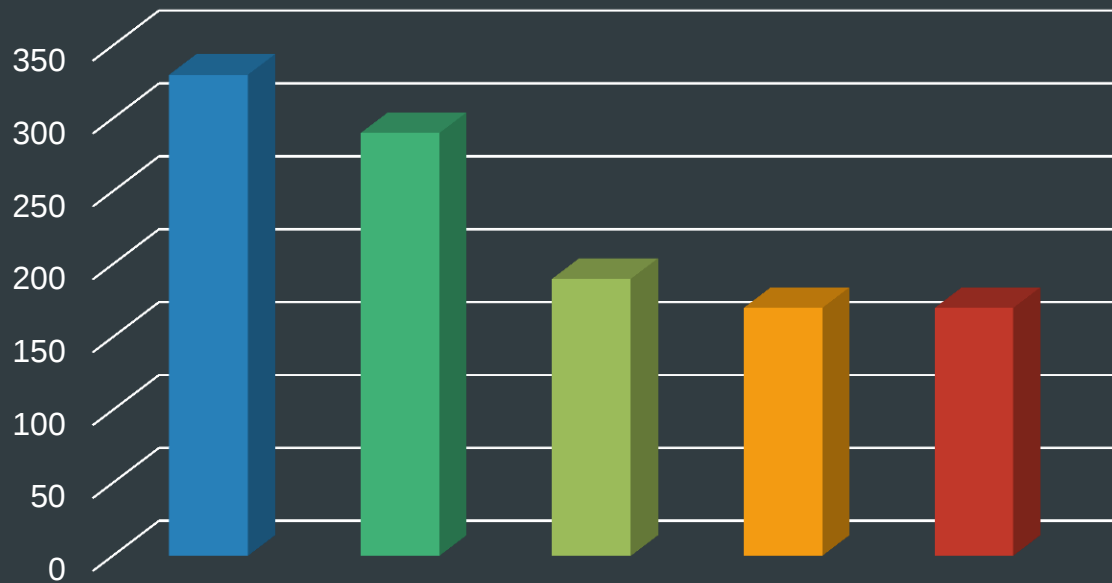
Azita Shariati, VD Sodexo Norden





Change

Largest Company 2009

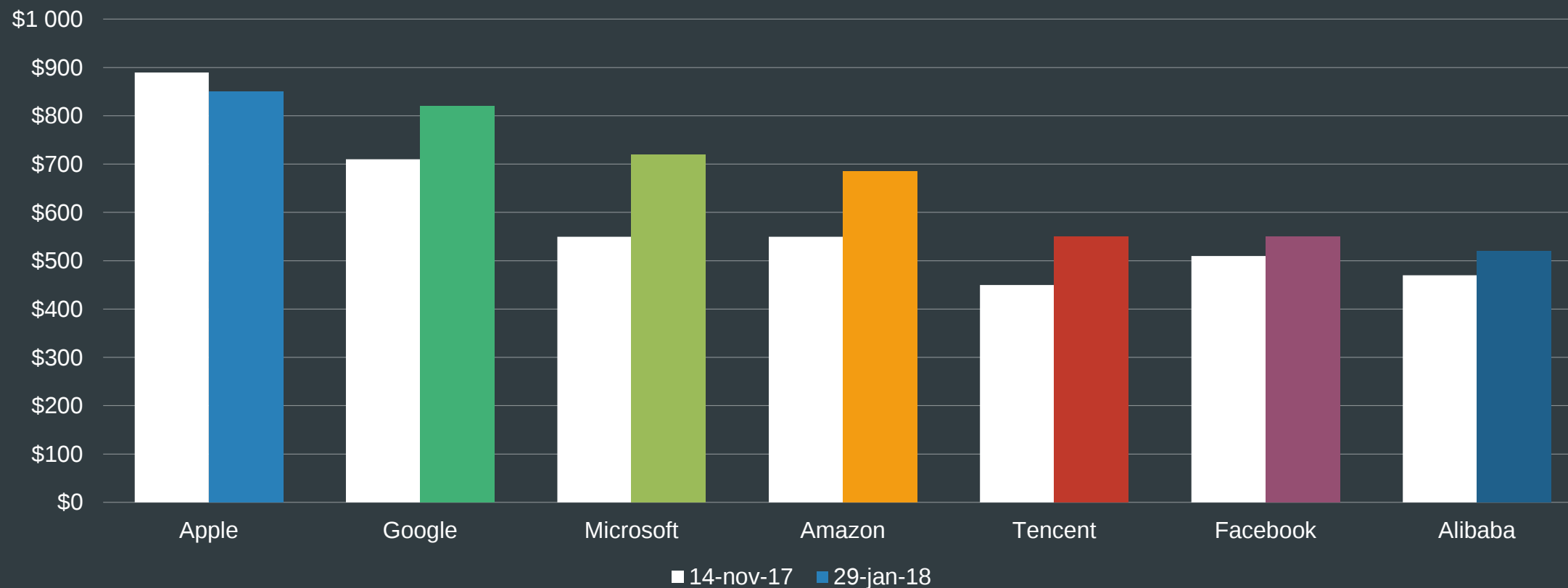


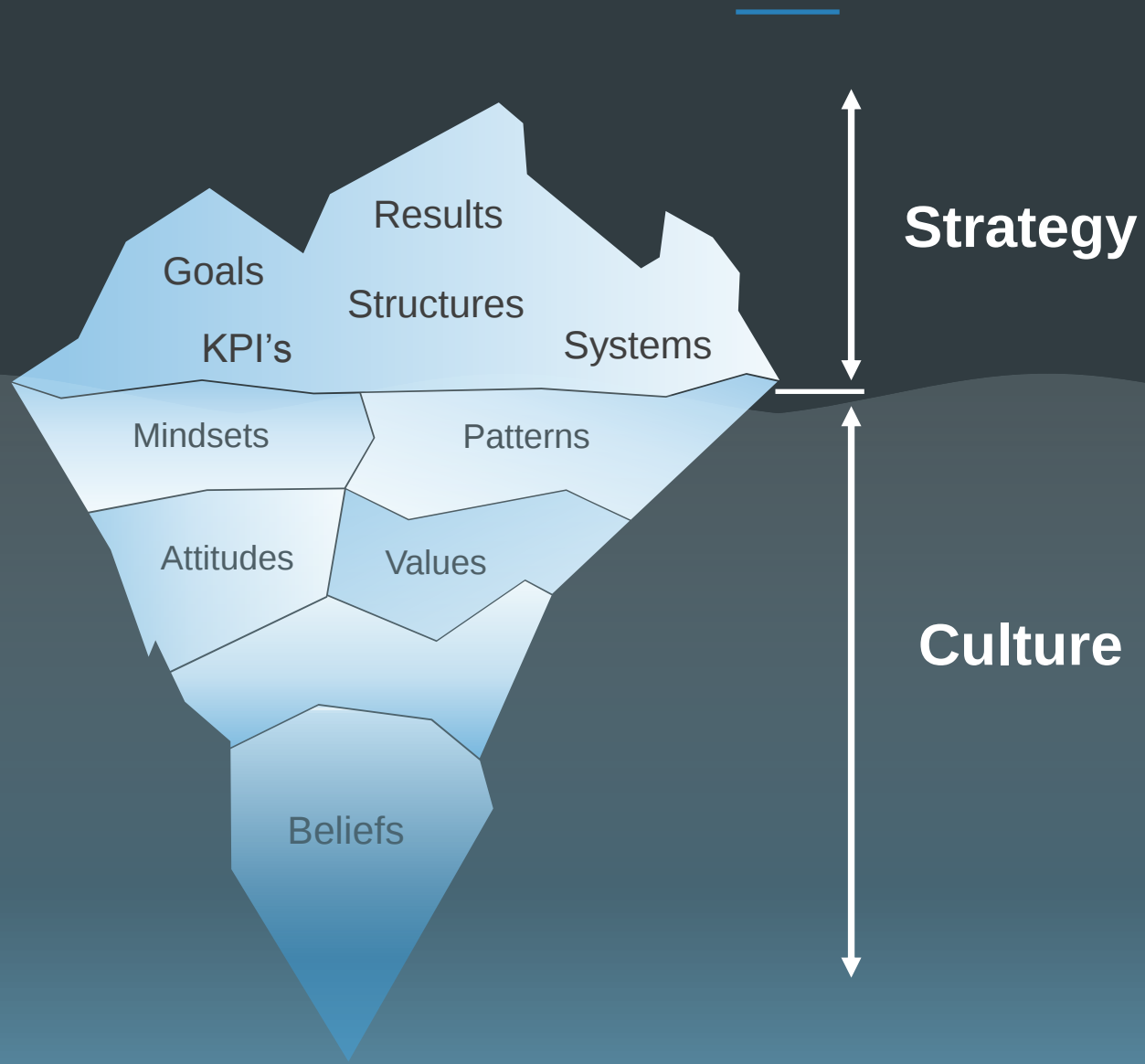
Market Capitalization in Billions

- Microsoft
- Walmart
- Bank of China
- Petro China
- Exxon

Market Capitalization in Billions USD

Net Growth Rate (%)









It's all about ourselves -
Self leadership and be
agile!



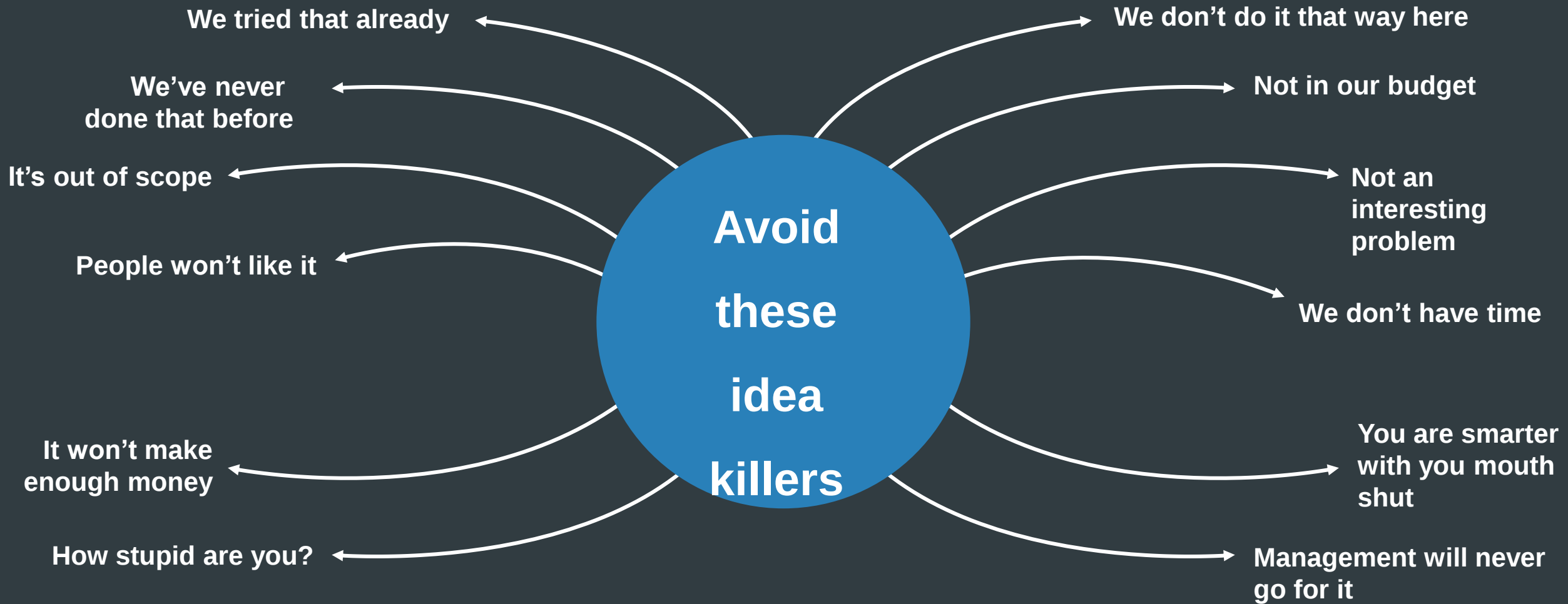
Change



Walmart

The Walmart logo, featuring the word "Walmart" in white, sans-serif, 3D block letters on a blue background. To the right of the text is the Walmart spark logo, which consists of eight yellow, three-dimensional, wedge-shaped elements arranged in a circular pattern to resemble a rising sun or a spark.



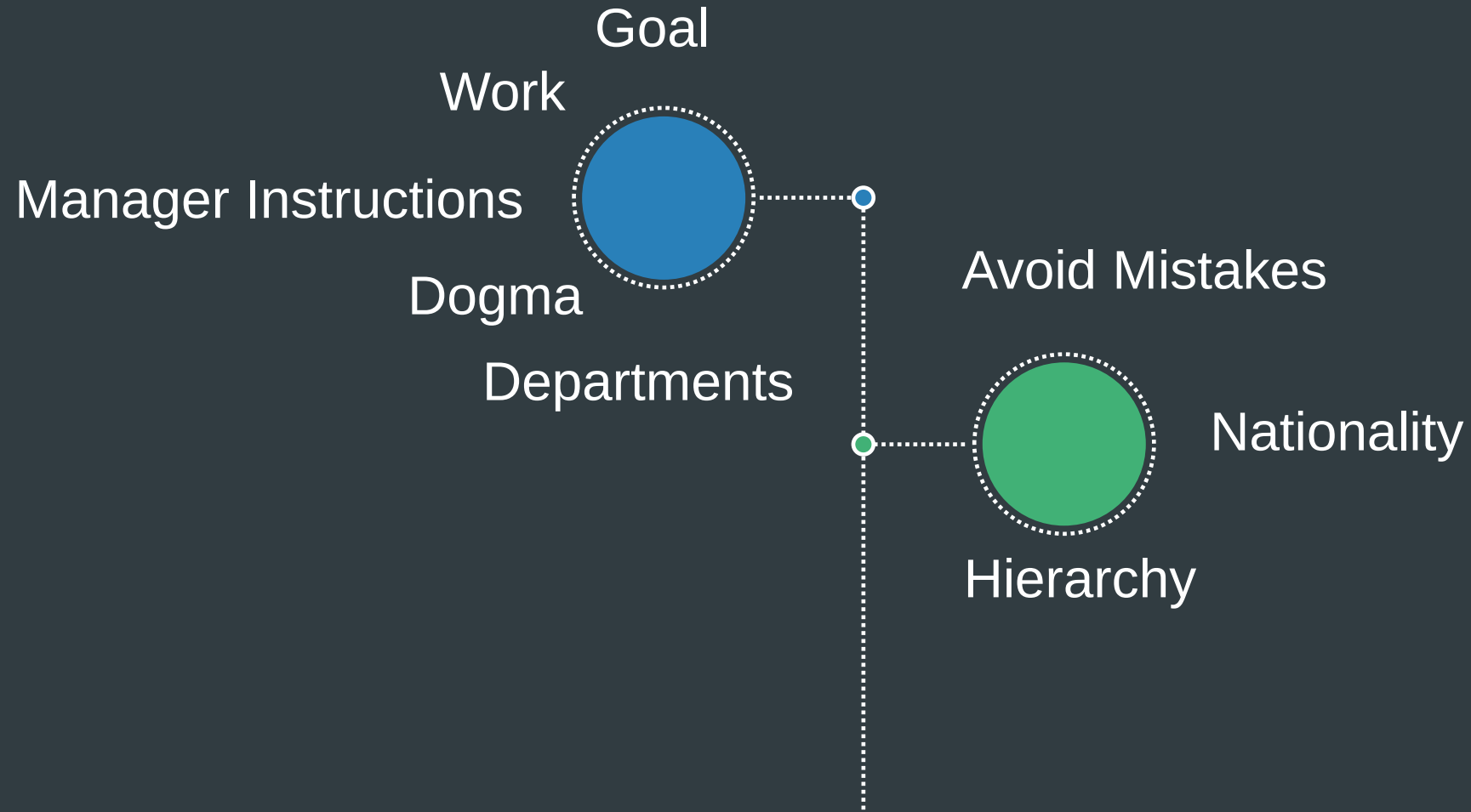


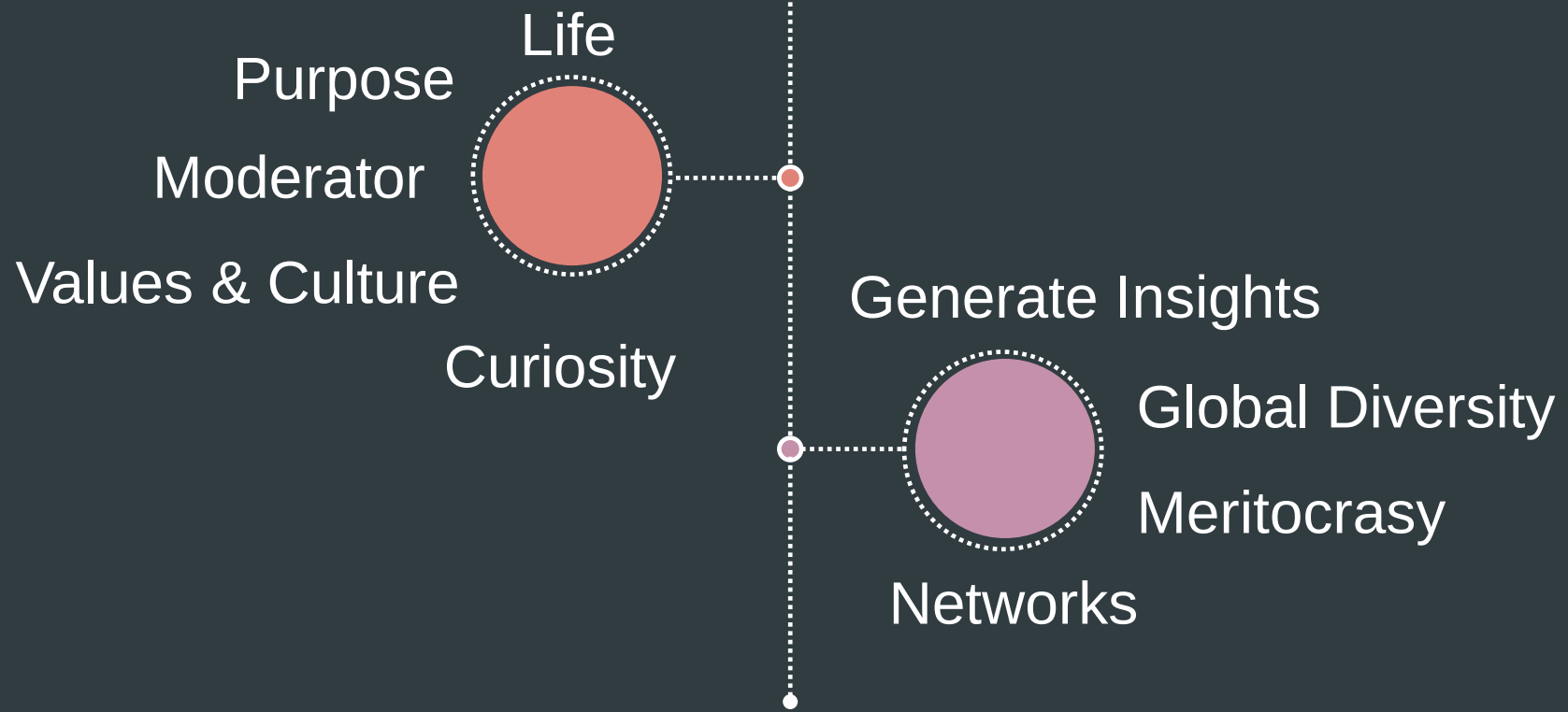






Yesterday











LISEBERGSLINJEN

92

92

KULTURKROCK



Sodexo



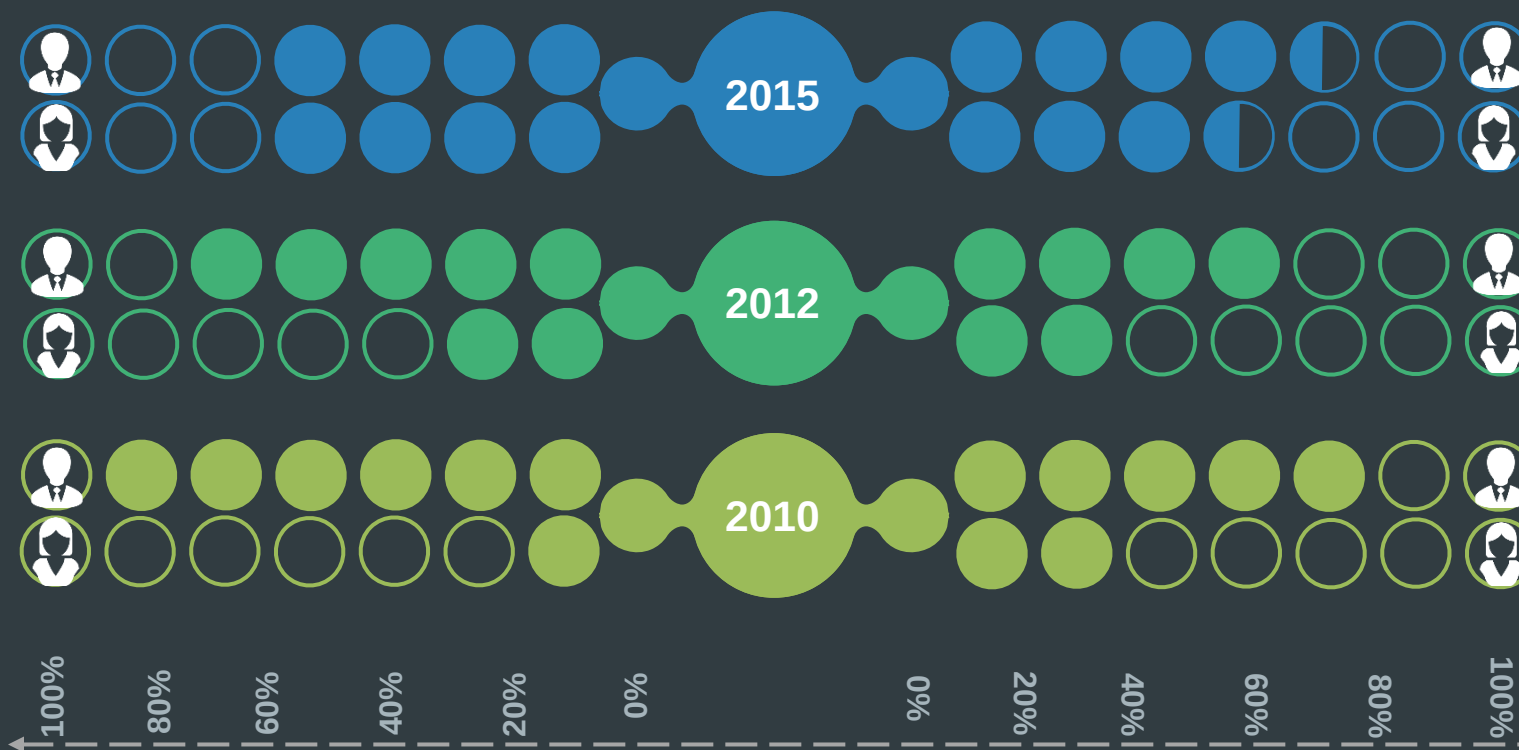
JÄMSTÄLLDHET

SODEXO I SVERIGE 2010-2015

Verkställande ledning

Årtal

Distrikt och högre chefer



Value Created

PERFORMANCE INDICATORS IMPACTED

FOR GENDER-BALANCED ENTITIES

BETTER EMPLOYEE ENGAGEMENT



+4 POINTS

in employee engagement between 2010 and 2012.

STRONGER BRAND IMAGE



+ 5 POINTS

in client opinion between 2010 and 2012.

GROSS PROFIT



23%

Entities with gender-balanced management were 23% more likely to show an increase in gross profit over the past three consecutive years.

ORGANIC GROWTH



13%

Entities with gender-balanced management were 13% more likely to show consistent organic growth over the past three consecutive years.



“IMPROVING QUALITY OF LIFE STARTS WITH DIALOGUE.”

Gender balance improves the Quality of Life of everyone in the workplace.

Gender balance has started the conversation about work-life balance.

72 % of companies report an increase in productivity when flexible work arrangements are offered.

“GENDER BALANCE CHANGES HOW WE INTERACT WITH EACH OTHER.”

Sophie Bellon, Sodexo Group Special Advisor for Research, Development and Innovation; Vice Chairman of the Board of Directors; Co-lead of SWIFT.

OUR CORPORATE RESPONSIBILITY ROADMAP

Better Tomorrow 2015

3

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OUR ROLE AS A **CORPORATE CITIZEN**



As a corporate citizen, operating in over 80 countries, and with a history of over 50 years, we have responsibility for conducting a business that brings positive impact to the world, drives progress and respects the resources on which our future depends.

OUR ROLE AS A **SERVICE PROVIDER**



As a service provider to clients in three business activities and multiple global market segments with over 75 million consumers served each day, we have a duty to understand and provide for their unique needs, as well as their long-term aspirations.

OUR ROLE AS AN **EMPLOYER**



As the world's 19th largest employer, employing over 425,000 people that come from diverse backgrounds, we are responsible for our people's personal well-being and development, as well as the communities where they work and live.

OUR CORPORATE RESPONSIBILITY ROADMAP

Better Tomorrow 2015

3

IMPACTS

OUR IMPACT ON **INDIVIDUALS**



INDIVIDUALS

OUR IMPACT ON **COMMUNITIES**



COMMUNITIES

INDIVIDUALS

OUR IMPACT ON THE **ENVIRONMENT**



COMMUNITIES

INDIVIDUALS

THE
ENVIRONMENT

2009

Sodexo lanserar
global hållbarhetsplan: Better Tomorrow

Sodexo Sverige börjar med Stop Hunger



2010

Sodexo Sverige sätter jämställdhetsmålet
50/50 för ledning och högre chefer



2012

Premiär för
deltagande i Almedalsveckan



2014

Mångfalds-nätverket
bildas



2016

Sodexo Think Tank
Lanseras



2015

Hälften av medlemmarna i
högsta ledningen för Sodexo
Sverige är kvinnor

Azita Shariati utses till
Näringslivets mäktigaste
kvinna av Veckans Affärer



2017

Sodexo instiftar
Mångfaldspriset tillsammans
med tidningen Chef
Vi öppnar dörrarna för 201
nyanlända genom
praktikplatser FN:s
kvinnostärkande principer
undertecknas av Sodexo
på internationella
kvinnodagen

2018

Sodexo utses till
Karriärföretag 2018
Införande av Volontär- programmet

Sodexo trippel-certifierar sin nordiska
verksamhet



2019

Sodexo AB utses till
"Årets Employer Branding- företag
2019" av Universum Communication

Sodexo utses till Karriärföretag 2019





It's a
Fan!

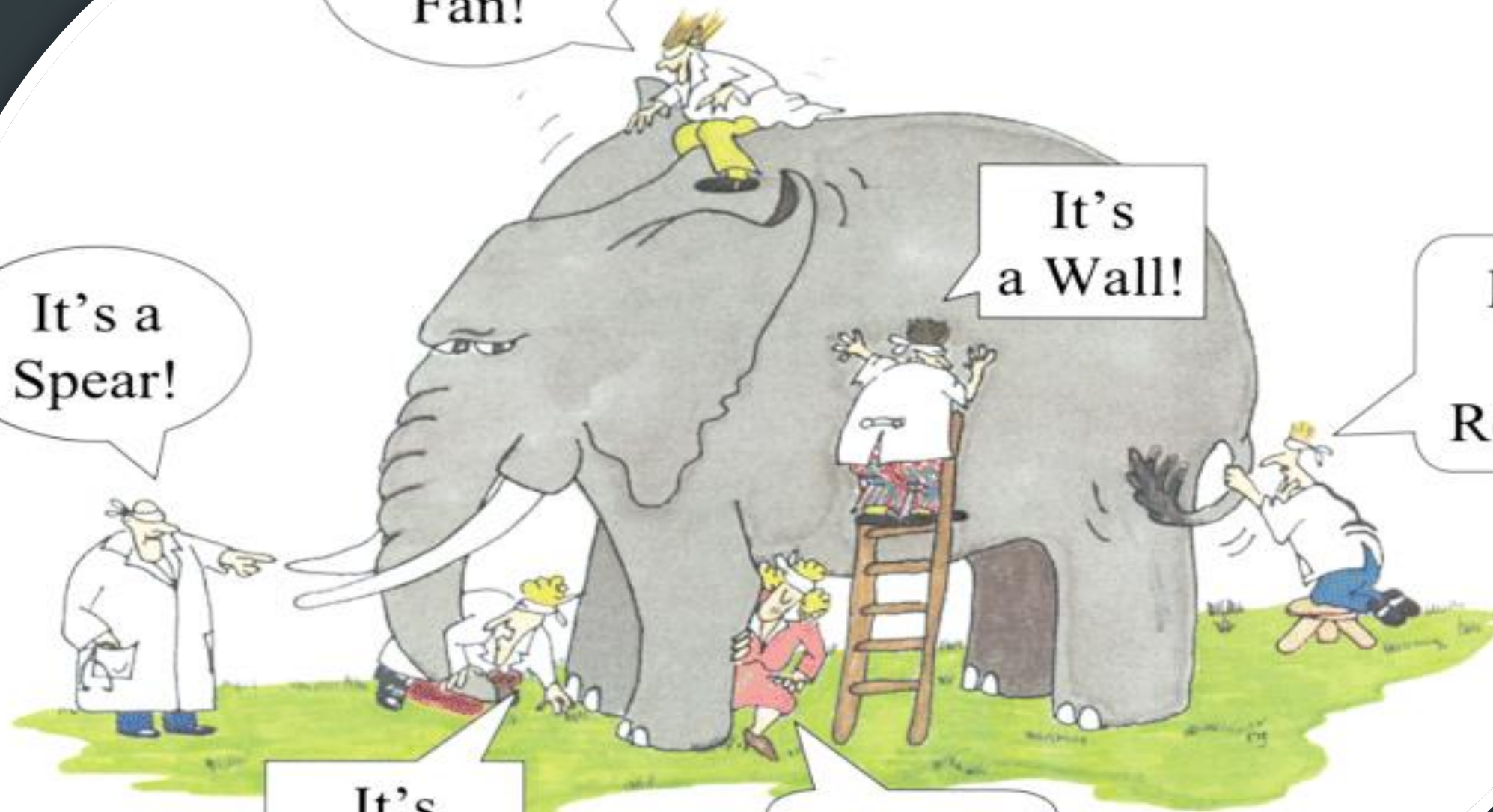
It's a
Spear!

It's
a Wall!

It's
a
Rope!

It's
a Snake!

It's a
Tree!



HANDLING

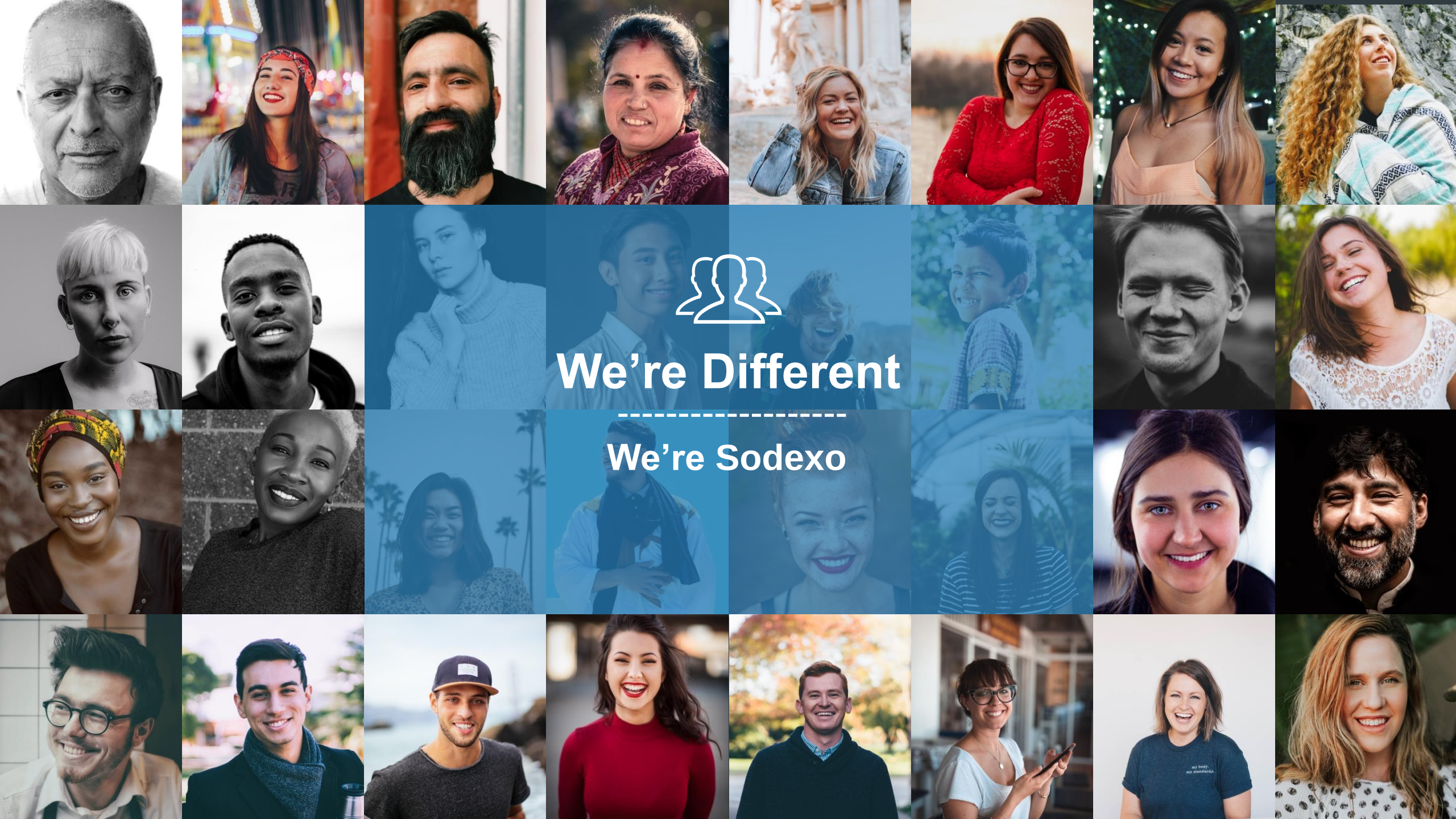
Ljuger aldrig



Vill veta mer läs gärna
HELA BILDEN

Vill veta mer läs gärna
Hela Bilden





We're Different

We're Sodexo