

# Our Journey to Net Zero

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# Foreword

Acting on climate change is more critical now than ever.

As a business with colleagues and operations in almost every community across the UK and Ireland, it is incumbent upon us, and businesses like us, to lead the way in the journey to net zero.

But we see this as more than a responsibility, it is an opportunity to increase innovation and resilience, continuously improving our services.

2025 marks 15 years of ambitious and transparent climate action at Sodexo, and our net zero commitment has become a key pillar of our social impact strategy.

Our plan to reduce emissions began in 2010 when, recognising that no organisation can do this alone, we began working in partnership with WWF. With their support, and the hard work of our talented culinary community, we have developed a world-leading sustainable food offer. Our wide array of delicious and nutritious dishes is designed to celebrate local and seasonal sourcing, while minimising waste. By 2030, 70% of all main meals on our menus will be low-carbon.

This is of course, supported by the work we have done over many years to refine our purchasing practices. Our procurement team has made great strides in helping reduce our supply chain emissions, not least by progressing our award-winning net zero supply chain engagement strategy.

At the same time, our experienced colleagues in FM continue to assist clients through our comprehensive seven-step energy management suite, Net Zero Mindset. This suite focuses on optimising energy efficiency and implementing effective energy management practices to help our clients achieve their net zero goals.

The path to net zero is complex and decarbonising our business is a huge challenge, but every one of our 30,000 colleagues in the region has a role to play. To help them do so, we have invested in green skills to further embed our net zero culture, with training and learning opportunities open to colleagues at every stage of their career journey.

I often hear people talk about the 'race to net zero' but it's not a race, because the fewer businesses that get over the line, the more we all collectively stand to lose.

So looking ahead, our focus is on ever-closer collaboration with our supply chain, our clients, our partners and the wider industry. I would like to thank everyone who has engaged with us so openly this year and look forward to deepening these relationships as we continue our journey.

**Jean Renton**  
Chief Operating Officer, UK & Ireland  
March 2025

## About this document

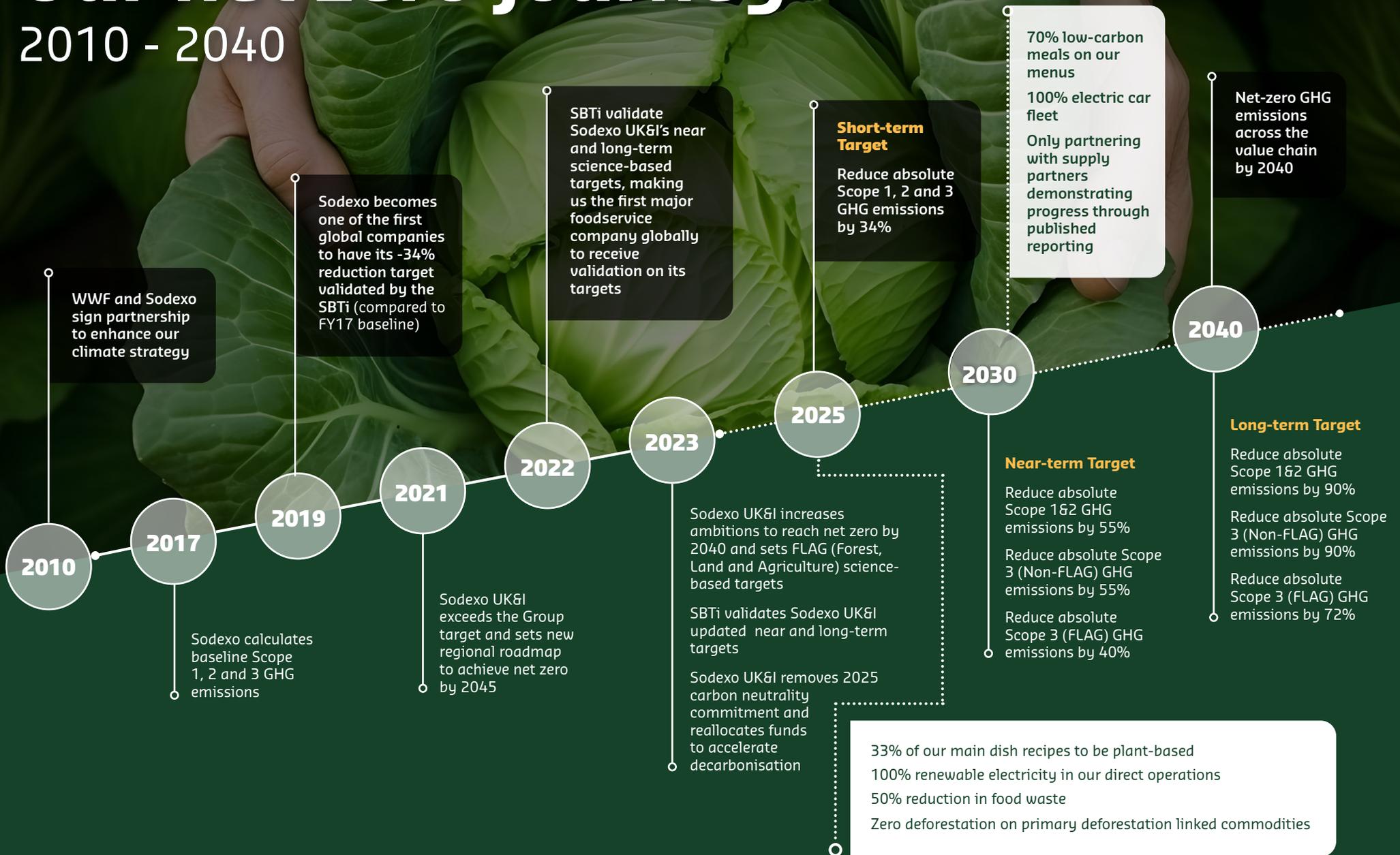
This document presents externally verified emissions data for the reporting year ending 31 May 2024.

It includes emissions relating to all our activities across the UK and Ireland, including our direct operations, our activity at client sites and our supply chain.

Our net zero commitment makes up the Planet pathway of our Social Impact Pledge. This pathway aims to protect the planet by fostering a culture of environmental responsibility.

# Our net zero journey

2010 - 2040



# Progress on a page

**53.8% reduction in absolute Scope 1 and 2 GHG emissions.**

**23.4% reduction in absolute Scope 1, 2 and 3 GHG emissions, removing 195,000 tCO<sub>2</sub>e.**

35.5% reduction in carbon intensity. This measures emissions per unit of revenue, indicating that as we increase our delivery of food and FM services, our action levers successfully reduce our emissions.

4.7% reduction in carbon intensity vs 2023.

**31.8% reduction in supply chain GHG emissions.**

32.9% reduction in total food product emissions.

40.4% reduction in animal protein food product emissions.

56.8% reduction in beef product emissions.

33.7% reduction in cleaning product emissions.

87.3% reduction in foodservice disposable products.

**38.6% reduction in client and operational waste emissions.**

59.1% reduction in disposable packaging waste emissions.

21.4% reduction in organic waste emissions.

## How striving for better data builds trust and boosts decision-making

This year, we made improvements to data quality relating to client site energy, one of our biggest emissions sources. In line with best practice, we restated our 2017 baseline emissions (from 1.1m tCO<sub>2</sub>e to 832,000 tCO<sub>2</sub>e) and our annual emissions reduction figures.

This enables a clearer comparison between past and current performance and reveals exactly where change is needed. Importantly, it shows our clients and supply partners that we are committed to transparent and meaningful action. You can find out more about our data quality improvements on [page 15](#).

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Externally verified data for the year ending 31 May 2024, compared to 2017 baseline unless otherwise stated. Our full GHG emissions data can be found at [Appendix I](#).

# 2024: Our year in action



## Reducing carbon through a strong focus on food

With the support of our supply chain, clients, partners and colleagues, we've reduced absolute scope 1, 2 and 3 emissions by 23.4% and carbon intensity by 35.5% since 2017. Through consumer insight and behaviour change studies with WWF we understand the different levers to enable our consumers to make sustainable choices.

> see how we're promoting sustainable meals and cutting food waste

## Investing in Green Skills to deliver our net zero transition plan

We've partnered with the Institute of Environmental Management and Assessment (IEMA) and the Carbon Literacy Project to equip even more of our colleagues with the green skills they need to take the right actions. As an approved IEMA Training Centre, we can extend this opportunity to our clients and supply partners.

> explore our Green Skills learning pathway

## Demonstrating commitment and impact with award-winning strategies

From January 2030 we will only partner with suppliers who can demonstrate progress through published reporting. So far, organisations representing 92.9% of in-scope emissions have provided their emissions data and carbon reduction plans. We've won three awards for our approach, plus the 2024 Edie award for best overall net zero strategy, giving our clients and partners confidence that we are leading in this space.

> see how we're reducing emissions in our supply chain

All data in this report is for the year ending 31 May 2024 unless otherwise stated.

OUR JOURNEY TO NET ZERO

# Reducing our emissions

## Emission sources

Most companies have limited Scope 1 and 2 emissions, this represents only 1% of our total emissions. Across the UK and Ireland, 99% fall into Scope 3, with the biggest contributors being client site energy and the emissions in our supply chain.



UK & Ireland

# Scope 1 & 2 GHG emission

We've reduced our Scope 1 & 2 emissions by 53.8%. This puts us ahead of our short-term target (34% reduction by 2025) and close to our near-term target (55% reduction by 2030).

## Energy management

We've reached our target of sourcing 100% of our electricity from renewables. To identify opportunities for further emissions reductions, we've completed ESOS (Energy Saving Opportunity Scheme) audits across our buildings, processes and transport. These measures are now being assessed and implemented as part of our ESOS Action Plan.

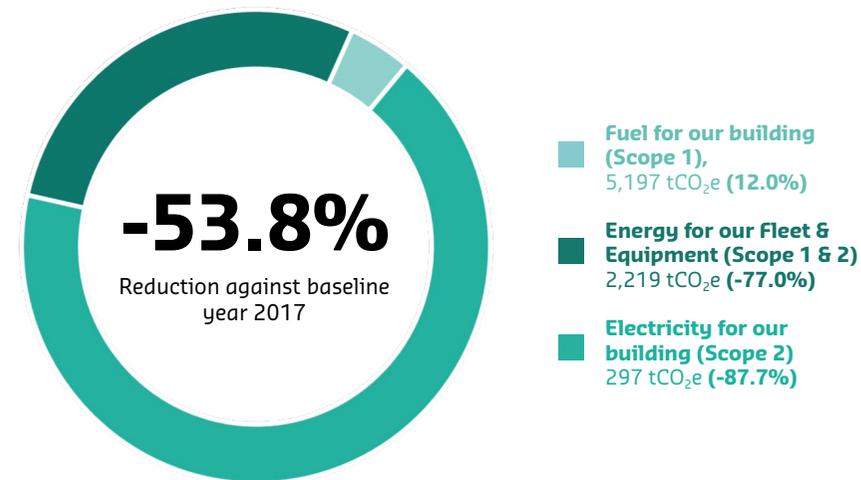
## Fleet

Since the launch of our 100% hybrid and electric vehicle (EV) company car policy, 77.1% of company cars across the UK and Ireland are either hybrid or EVs. We also launched a new green salary sacrifice scheme in April 2024 that enables colleagues to lease electric vehicles. In its first month, 35 EVs were ordered and delivered.

Company car emissions have reduced by 58.1% and commercial fleet by 80.4%.

In the first year of our contract with HMRC Inland Border Facilities, we converted all diesel and petrol vehicles to electric, reducing emissions by 19.4 tCO<sub>2</sub>e.

## Our Direct GHG Emissions Scope 1 & 2



	tCO <sub>2</sub> e	tCO <sub>2</sub> e change since 2017 baseline
Fuel for our building (Scope 1)	5,197	12.0%
Energy for our Fleet & Equipment (scope 1 & 2)	2,219	-77.0%
Electricity for our buildings (Scope 2)	297	-87.7%
<b>Total Scope 1 &amp; 2</b>	<b>7,712</b>	<b>-53.8%</b>

**We've reached our target of sourcing 100% of our electricity from renewables.**

UK & Ireland

# Scope 3 GHG emissions

By using data insights to identify key action levers within our foodservice and facilities management operations, then collaborating with our supply chain, clients, partners and colleagues, we have reduced our Scope 3 emissions by 22.8% compared to our 2017 baseline.

## Reminder

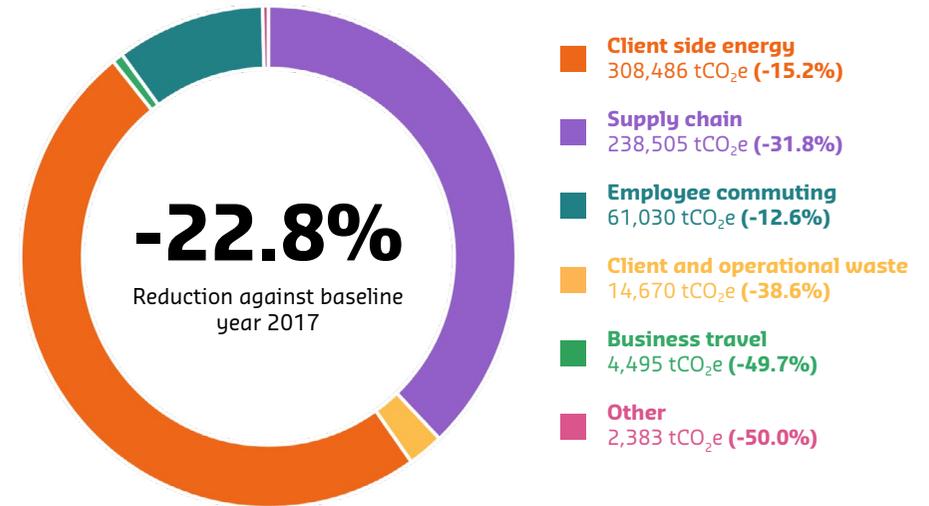
We've made improvements to the quality of our data on client site energy. This means we have restated our 2017 baseline data and all our emissions reductions figures. Find out why on [page 15](#).

## Learning more

Since 2010, our decarbonisation journey has been informed by a network of expert partners. Thanks to their knowledge and guidance, we are confident that we are taking the right actions to reach net zero by 2040. We are grateful for their support and expertise.



## Our Indirect GHG Emissions Scope 3



	tCO <sub>2</sub> e	tCO <sub>2</sub> e change since 2017 baseline
Client side energy	308,486	-15.2%
Supply chain	238,505	-31.8%
Employee commuting	61,030	-12.6%
Client and operational waste	14,670	-38.6%
Business travel	4,495	-49.7%
Other	2,383	-50.0%
<b>Total Scope 3</b>	<b>629,569</b>	<b>-22.8%</b>

## Promoting sustainable eating



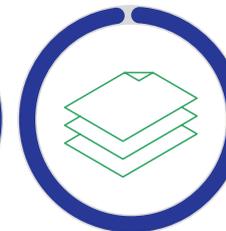
Our data shows that food systems are a considerable proportion of our carbon footprint. That's why sourcing sustainably and tackling food waste are key levers in our transition plan"

**Charles Abraham**, Food Director  
Sodexo UK&I

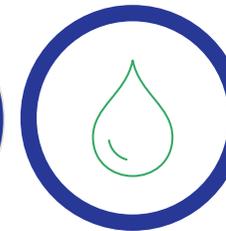
### Sustainable sourcing



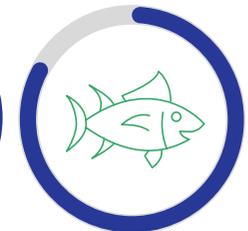
99% beef



99% paper



100% palm oil



84% fish & seafood

As per our sustainable sourcing strategy.

### Setting meaningful targets

We've met our target for 33% of our main dish recipes to be plant-based by 31 August 2025. We're now aiming for 70% of our main meals to be low carbon by 2030\*

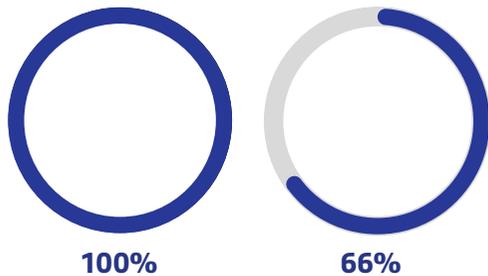
\* Following a literature review and with technical guidance from our partner, WWF, we have defined low carbon meals as meals whose production generates 0.9kg of CO<sub>2</sub>e or less.

## Supporting the next generation

Across the UK and Ireland, we provide more than 100,000 school meals per day. We want to inspire children to make sustainable food choices.

### Plant+ by Finer Diner

Launched by WWF and Sodexo, Plant+ by Finer Diner promotes plant-based eating in UK and Ireland secondary schools. Initially trialled in 15 schools, it raises awareness of food's environmental impact. After a series of activities were undertaken based on behavioural insights, with multiple levers trialled to assess the outcomes, schools increased their consumption of plant-based dishes and Plant+ is staying on the menu.



100% of children and 66% of teachers said they felt more confident in knowing how food choices and food systems affect climate change.

### Climate-friendly meals

This year, we won a ProVeg School Plates award for serving some of the healthiest and most climate-friendly school meals in the UK.



### 13-year partnership with Oasis Community Learning

We provide breakfast, morning break and lunch to 28,000 Oasis pupils, as well as hospitality services.

When we trialled carbon labelling in two schools ahead of a full rollout, the average number of low-carbon meals selected by the students rose by 14 percentage points on average.



We are working on becoming the most sustainable family of schools in the sector and food is a key part of this strategy. Partnering with Sodexo has enabled us to create real change within our academy catering and inform our young people on sustainable food choices."

**John Barneby**, Chief Operating Officer of Oasis Community Learning

## Fighting food waste

One third of all food produced globally gets wasted, which makes food waste a major contributor to climate change.<sup>1</sup>

### Appetite for Action

Reducing food waste is one of our biggest action levers to reduce our emissions, which is why we've deployed the WasteWatch programme at 404 sites as part of our Appetite for Action campaign.

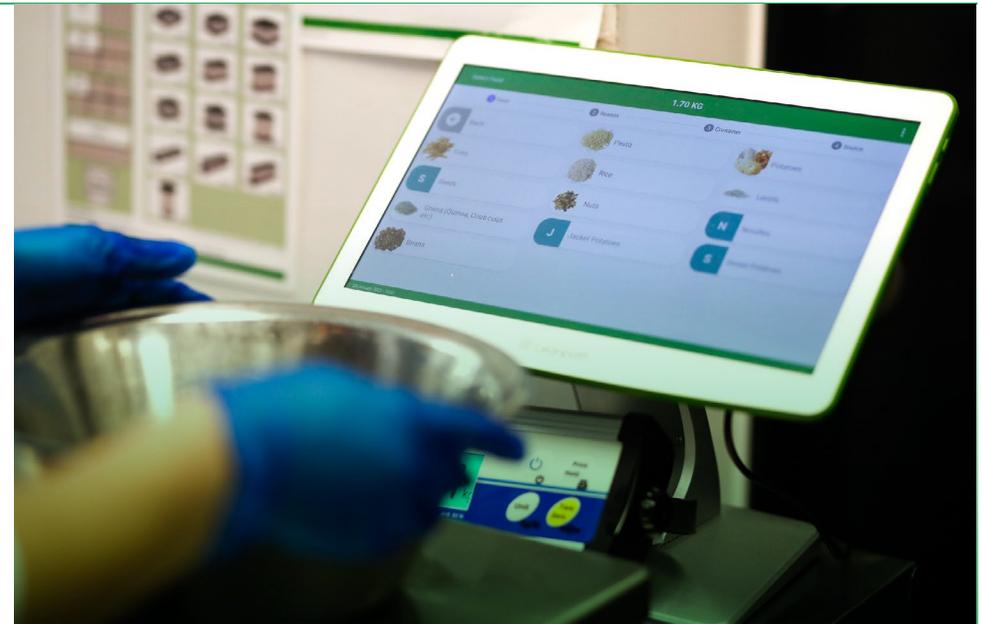
For the year ending 31 May 2024, we generated 659 tonnes of food waste. However, during the same period, WasteWatch helped us to avoid 375.3 tonnes of pre-consumer food waste and achieve a -42% reduction in food waste across 78% of raw material costs.

### Ambitious target

We're on track to meet our target of a 50% reduction in food waste by 31 August 2025. That puts us ahead of both the UN Sustainable Development Goal for food waste and our Courtauld 2030 commitment, which call for reductions of 50% by 2030.

### Working for impact

We implemented WasteWatch at Hestia South and over the course of one year successfully reduced food waste by 39%, the equivalent to saving more than 21,000 meals.



### Rethinking packaging

Over 80% of foodservice disposable packaging is either fibre or PET materials and this year, we've removed 15.8 million single use disposal items.

### Cutting single-use disposables across a global pharmaceutical contract

By introducing reusable takeaway containers across three sites, we eliminated 140,000 single-use foodservice disposable items this year. This was not a simple switch. For successful implementation and adoption, it required a robust change management approach and ongoing communication

<sup>1</sup> United Nations Environment Programme

# Engaging our supply chain

Our net zero supply chain engagement strategy combines guidance, collaboration and mentorship, and has helped us to reduce supply chain emissions by 31.8%.

By January 2030 we will only work with suppliers that can demonstrate meaningful emissions reductions through published reporting. SMEs and VCSEs are granted a two-year grace period to set their own science-based targets (milestones 3 and 4), and we continue to offer support through our mentoring programme.

Organisations representing 92.9% of in-scope supply chain emissions have shared their data and carbon reduction plans

30.8% of in-scope suppliers have set SBTi validated targets, covering 53.9% of in-scope supply chain emissions

63.5% of in-scope suppliers are engaging with their own supply chains

SMEs representing a further 2.1% of our supply chain emissions have signed up for mentoring

57.7% of supplier have set net zero commitments.



“

Sodexo have been supporting us and listening to the challenges that we face as a SME in the construction sector. The regular meetings, documentation, discussions and story sharing has really helped us stay positive and enthusiastic to continue improving our sustainability and look more closely at our own supply chain.”

**Nick Sutera**, HSEQ Manager, MJ Ferguson

## Award-winning approach



- National Sustainability Awards - Supply chain initiative of the year
- Reuters Sustainability Awards - Supply chain decarbonisation award
- Edie Net Zero Awards - Supply chain decarbonisation project of the year
- Edie Net Zero Awards - Net Zero Strategy of the year
- Franco-British Business Awards - Sustainable Future Award



Sodexo UK&I

## Net Zero Supply Chain Engagement Strategy

99% of our total emissions are Scope 3, 38% of which sit within our Supply Chain. We must collaborate with our key supplier partners if we are to achieve Net Zero by 2040.

**Sep 2025\***

By **September 2025** Suppliers which represent 75% of Supply Chain emissions will need to have set their own Science Based Targets validated by SBTi

**5**  
**Jan 2030**

By **January 2030** Sodexo will only partner with suppliers that can demonstrate tangible progress through published reporting

**Sep 2023**

By **September 2023** Suppliers which represent 75% of Supply Chain emissions will be required to report on Scopes 1 & 2 and provide a Carbon Reduction Plan annually

**4**  
**Sep 2027\***

By **September 2027** Suppliers which represent 90% of Supply Chain emissions will need to have set their own Science Based Targets validated by SBTi

**2**  
**Jan 2024**

From **January 2024** the evaluation criteria of all tenders to include a minimum of 10% Social Value Weighting

\* SMEs & VCSE's will be granted a two-year grace period to achieve milestones 3 & 4

OUR JOURNEY TO NET ZERO

# Enhancing our data

By continuing to improve our baseline data and make more granular calculations, we are developing the clearest possible picture to inform our activities and received external recognition for our work.

## Better methodologies

This year, we made improvements to our 2017 baseline data and restated our emissions reductions. We also agreed a new calculation methodology for one of our biggest emissions sources, client site energy, and deployed it for the year ending 31 May 2024. Moving forward, this will take account of the renewable energy used at client sites and more accurately reflect our performance.

## Improving energy management

We continue to support clients through our seven-step energy management suite, Net Zero Mindset. For example, we introduced Xempla remote monitoring technology at Manchester University NHS Foundation Trust to improve heating, ventilation and air conditioning (HVAC) systems management. In 18 months, we reduced energy costs by more than £300k and decreased electrical consumption by more than 1million kWh.

## Enhanced Footprinting Tools

Our Site Engagement Assessment (SEA) tool helps our teams to manage their sustainability performance. Verified externally, it measures emissions at a contract level across employee commuting, supply chain, foodservice, cleaning, waste and client site energy. Moving forward, we will be collecting more granular data to inform performance, such as site floor areas.

## Updated Carbon Trajectory Tool

Our bespoke Trajectory Tool, created in collaboration with Traace, enables us to analyse our carbon footprint, model the impact of specific action levers and create action plans and the timeframe needed to reach net zero by 2040. We used it to create our net zero transition plan (see Appendix III) and it now reflects our updated baseline data and collection methodologies to inform future actions.

## CDP A List status

Globally, Sodexo is the only company in its sector to achieve CDP 'A' List status. This places us among the top 346 of the 21,000 companies evaluated.

## NHS Evergreen maturity matrix

This year, Sodexo UK&I achieved the highest possible status - Level 4 - on the NHS's Evergreen Sustainable Supplier Assessment maturity matrix. Only a few of their 80,000 suppliers have achieved this status.

# Building our capability

## Boosting green skills

Our colleagues bring great ideas to work every day. We want to empower them to do more by developing the skills they need to tackle the climate crisis, future proofing their skills and the business.

We started by identifying the knowledge, skills and behaviours required in every role and at every level. To enhance our strategy, we've partnered with the Institute of Environmental Management and Assessment (IEMA) and the Carbon Literacy Project to deliver continuous learning throughout their careers.

We've also become an approved IEMA Training Centre, which means we can deliver high quality sustainability training to our own colleagues and to our clients and supply partners.

71% of senior leaders and on-site managers have successfully completed green skills training.



By investing in green skills, whether through training and upskilling, we are not only future-proofing our business but also contributing to a sustainable future for the communities we serve."

**Pete Siddle**, Head of Performance, Learning and Change  
Sodexo UK&I



## Moving forward in partnership

Looking ahead, we will continue to broaden our reach and gain insights from others, while also contributing our knowledge and expertise.



This is a truly unique peer network that goes beyond just quarterly meetings. It's about connecting with people facing similar challenges across different industries.

**Kerri Nadel**, General Manager of Sustainability  
DPD



Sometimes when you sit down in a group of people and they share their experiences, their successes, and their challenges, it becomes a powerful learning opportunity. You begin to realise that the problems others are facing may be similar to your own, or at the very least, provide valuable insights into how to approach your own challenges.

**John Malpas**, Senior Manager  
Environment and Carbon Neutrality  
Toyota Motor Manufacturing UK LTD



### Community of practice

Our Community of Practice at Sodexo UK & Ireland has truly blossomed. From the humble beginnings of six founding members, we have grown into a vibrant network of over 50 sustainability leaders spanning a multitude of industries. It's been a remarkable journey, and it's all thanks to the collaborative spirit and dedication of everyone involved.

In partnership with FuturePlanet, we have co-curated this thriving community over the past two years, fostering transformative insights into climate and nature. Our discussions have covered a range of crucial topics, from climate-related financial transparency to innovative supplier collaboration strategies and tackling the pressing issue of food waste.

This progress has been made possible by the bold, collective actions of our members, and we are incredibly excited about the future. As we continue to grow, we look forward to welcoming fresh perspectives and new ideas, driving meaningful change together.

Here's to the power of community and the impact we can make when we work together!

# For more information

We will publish our progress for the year ending 31 August 2025 in 2026. If you have any questions about the content of this current progress report, please email [Sustainability.UKandIE@sodexo.com](mailto:Sustainability.UKandIE@sodexo.com). For media enquiries please contact: [press.office@sodexo.com](mailto:press.office@sodexo.com).

For more information on our commitments and campaigns, please visit:



- **Social Impact Pledge 2030**
- **Net Zero 2040**
- **Sustainable Food**
- **Food Waste Reduction**
- **Supply Chain**



# Glossary

## Scopes 1, 2 and 3

Denotes the different sources of greenhouse gas emissions. Scope 1 includes all direct emissions from the fuel used in vehicles or to heat offices. Scope 2 includes all the indirect emissions from purchased electricity, for example to power offices. Scope 3 includes all other indirect emissions related to an organisation's activities, including those relating to supply chain, business travel, employee commuting, and client site energy and waste.

## Carbon emissions

Emissions of the seven greenhouse gases listed under the Kyoto protocol. These are gases that absorb and re-emit infrared radiation, trapping it in the Earth's atmosphere. The gases are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

## Carbon intensity

This measures the total emissions produced per unit of revenue, revealing how effectively an organisation is managing its environmental impact even while it grows.

## Carbon neutral

Where the amount of carbon emissions an organisation emits is balanced by the amount they offset.

## FLAG

FLAG (Forest, Land, and Agriculture) emissions are greenhouse gases released from deforestation, land conversion, and agricultural practices, contributing significantly to global warming.

## Greenhouse gases (GHG)

(See 'Carbon emissions')

## Net zero

Once an organisation reduces 90% of its Scope 1, 2 and 3 GHG emissions, it reaches net zero when the residual GHG emissions are neutralised by removing and storing an equivalent amount from the atmosphere.

## Plant-based

Meals that contain no animal products.

## Plant-forward

Meals that contain mainly plants and minimal amounts of animal products.

## Re-baselining

Every five years, companies with targets approved by the SBTi must update the standards they use to calculate their carbon emissions. Re-baselining has an impact on the values of the current year, previous years and the baseline reference year. Baseline emissions may therefore rise or fall as data collection techniques improve.

## REGO

Renewable Energy Guarantees of Origin (REGO) certificates provide certification that energy being supplied has been generated from a renewable source.

## Renewable electricity

Electricity generated from the following energy sources: wind, solar, geothermal, sustainably sourced biomass and sustainable hydropower.

## Residual GHG emissions

GHG emissions that remain after taking all possible actions to implement emissions reductions.

# Glossary

## **Restatement**

Correcting previous GHG emissions to address changes in calculation methodologies or inaccuracies, ensuring meaningful comparisons over time.

## **Science Based Targets initiative (SBTi)**

The Science Based Targets initiative (SBTi) enables organisations in the private sector to set science-based emissions reduction targets.

## **SMEs**

Small and medium-sized enterprises.

## **tCO<sub>2</sub>e**

Tonnes of carbon dioxide equivalent, which includes all seven greenhouse gases.

## **WWF**

World Wide Fund for Nature.

## **VCSEs**

Voluntary, community, and social enterprises.

# APPENDIX I: GHG EMISSIONS DATA

Sodexo publishes externally audited GHG emissions data annually. For the reporting year ending 31 May 2024, our GHG emissions data was verified to at least the level of “limited assurance”, with the science-based targets across Scopes 1, 2 & 3 verified to “reasonable assurance.”

Sodexo UK&I Scope 1, 2 and 3 GHG Emissions						
GHG Emissions	FY17	FY20	FY21	FY22	FY23	FY24
	tCO <sub>2e</sub>					
Scope 1 GHG emissions	14,289	13,679	10,106	8,765	7,709	7,375
Scope 2 GHG emissions (market-based)	2,418	2,703	96	495	271	337
Scope 3 Category 1 Purchased Goods & Services	333,207	237,725	147,411	213,959	227,281	235,075
Scope 3 Purchased Goods & Services - FLAG	215,107	129,068	78,310	123,627	121,514	137,228
Scope 3 Purchased Goods & Services - non-FLAG	118,100	108,657	69,102	90,332	105,766	97,847
Scope 3 Category 3 Fuel- and energy-related activities	4,766	3,929	2,588	2,958	2,455	2,342
Scope 3 Category 4 Upstream transportation and distribution	16,660	21,532	6,220	2,646	4,228	3,430
Scope 3 Category 5 Waste generated in operations	9,313	2,279	1,064	1,592	2,238	2,298
Scope 3 Category 6 Business travel	3,002	4,015	133	2,487	4,142	4,495
Scope 3 Category 7 Employee commuting	69,790	65,236	58,375	57,544	59,403	61,030
Scope 3 Category 8 Upstream Leased Assets	n/a	n/a	n/a	n/a	73	41
Scope 3 Category 11 Use of sold products	363,844	327,757	147,316	127,642	292,457	308,486
Scope 3 Category 12 End-of-life treatment of sold products	14,574	12,689	9,451	14,440	18,180	12,372
<b>Scope 1&amp;2 GHG Emissions</b>	<b>16,707</b>	<b>16,382</b>	<b>10,202</b>	<b>9,260</b>	<b>7,979</b>	<b>7,712</b>
% reduction in absolute Scope 1&2 GHG emissions	-	-1.9%	-38.9%	-44.6%	-52.2%	-53.8%
<b>Scope 3 GHG Emissions</b>	<b>815,156</b>	<b>675,161</b>	<b>372,560</b>	<b>423,268</b>	<b>610,456</b>	<b>629,567</b>
% reduction in absolute Scope 3 GHG emissions	-	-17.2%	-54.3%	-48.1%	-25.1%	-22.8%
<b>Scope 3 GHG Emissions (Non-FLAG)</b>	<b>600,049</b>	<b>546,093</b>	<b>294,250</b>	<b>299,641</b>	<b>488,941</b>	<b>492,339</b>
% reduction in absolute Scope 3 (Non-FLAG) GHG emissions	-	-9.0%	-51.0%	-50.1%	-18.5%	-18.0%
<b>Scope 3 GHG Emissions (FLAG)</b>	<b>215,107</b>	<b>129,068</b>	<b>78,310</b>	<b>123,627</b>	<b>121,514</b>	<b>137,228</b>
% reduction in absolute Scope 3 (FLAG) GHG emissions	-	-40.0%	-63.6%	-42.5%	-43.5%	-36.2%
<b>Total Scope 1, 2 &amp; 3 GHG Emissions</b>	<b>831,863</b>	<b>691,543</b>	<b>382,761</b>	<b>432,528</b>	<b>618,435</b>	<b>637,280</b>
% reduction in absolute Scope 1,2&3 GHG emissions	-	-16.9%	-54.0%	-48.0%	-25.7%	-23.4%

# APPENDIX II: NET ZERO ROADMAP



## Sodexo UK&I Net Zero Roadmap



### Context

**Sodexo Limited** (UK) and Sodexo SA (Group) have both set ambitious and identical decarbonisation targets validated by the **Science Based Targets Initiative (SBTi)**.

The approved near and long-term science-based targets set by Sodexo Limited cover our UK operations, whilst Sodexo SA (Group) targets cover our operations in Ireland.

Sodexo Limited are the first foodservice organisation and one of the first organisations globally to have a net zero science-based target approved by SBTi.

### Sodexo have SBTi validated net zero science-based targets

Our net zero journey is not just about how we interact with the **planet** – it is vital that we engage all our **people**, and that we work in true **partnership** with our clients and suppliers. This will create significant value for communities in the **places** we operate in.

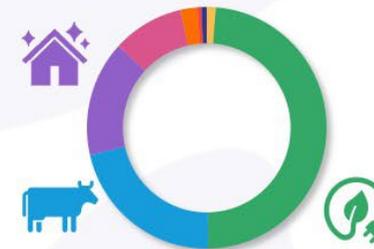
### Our carbon reduction activities need to address our main emissions sources:

#### Emissions from procuring products and services for facilities management

Beyond actions such as reducing waste generated from our FM services and switching to renewable energy at client sites, we are also focusing on procuring certified sustainable cleaning chemicals and certified sustainable hygiene and office paper

#### Emissions from procuring food products

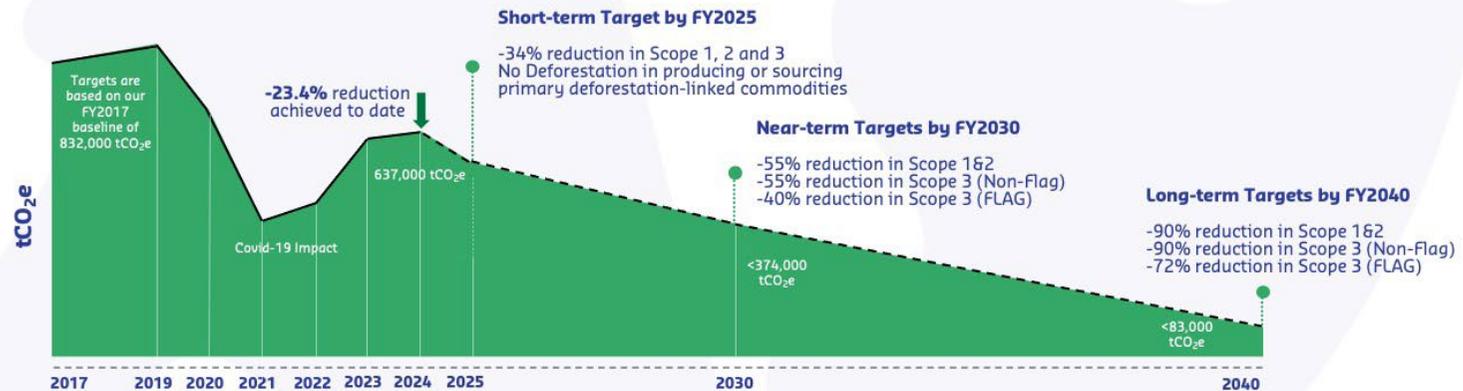
Beyond our focus on reducing food waste, we are changing our menus to increase the share of plant-based meals and designing new recipes that are 'low carbon' to reduce our emissions. We are working closely with operational teams, clients and suppliers to achieve this



#### Energy-related emissions at client sites

This is the biggest proportion of our carbon footprint. Whilst we already source 100% renewable energy in our direct operations the bulk of the emissions come from client sites. We are working with our operational teams and clients to increase the share of renewable energy used at our client sites

- Emissions (based on FY24 emissions data)
- - - Forecasted emissions
- \* More detail on the breakdown of the total footprint can be found [here](#)
- \*\* Sodexo is a member of RE100 and committed to 100% renewable energy sourcing by FY2025



Sodexo UK&I's Net-Zero strategy is in alignment with the overall ambition of Sodexo Group – more detail [here](#)



# APPENDIX III: NET ZERO TRANSITION PLAN



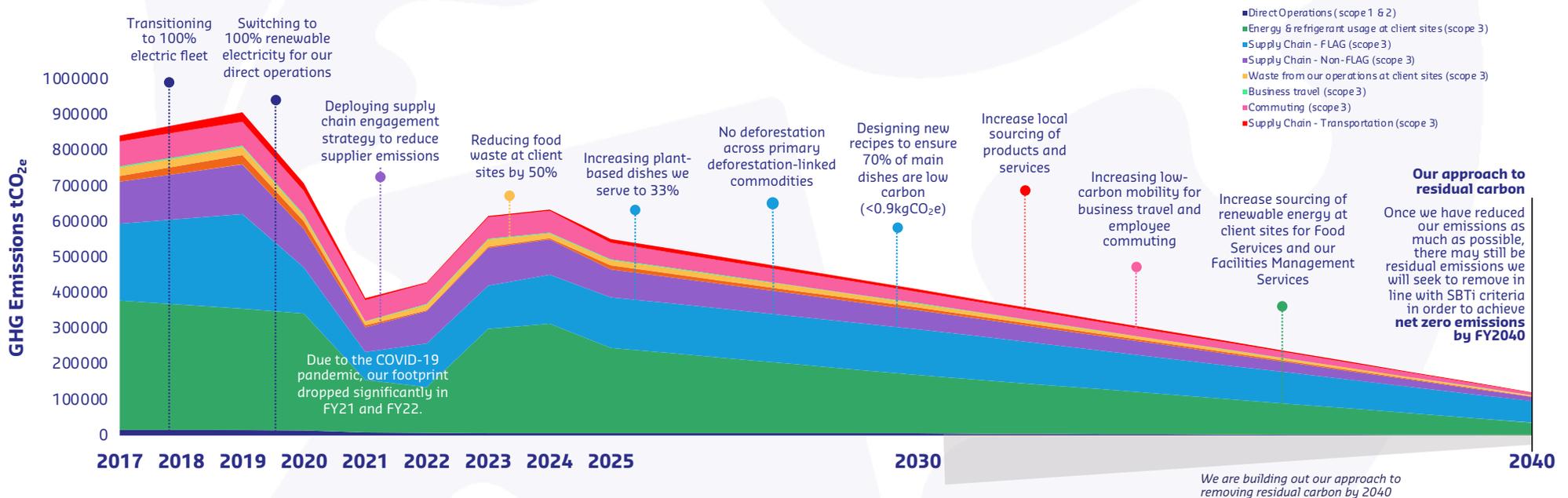
## Sodexo UK&I Net Zero Transition Plan



### Achieving our 2030 and 2040 targets requires significant changes to the way we do business

Like many businesses, 99% of our emissions come from indirect sources (scope 3), such as our supply chain, our client sites, and the ways in which we travel and commute. Only 1% comes from our direct operations (scope 1 & 2), which means that reducing our impact will take action across all areas of the business, and involve working closely with our colleagues, clients, suppliers, and broader stakeholders.

Since calculating our baseline in 2017, we have to ensure we focus our actions on the most material sources of emissions. While we do not have all the answers yet, we are committed to **continuously improve our understanding of our carbon footprint** remaining transparent throughout this process, and to take our stakeholders with us on our journey to net zero. We have invested in a carbon trajectory tool to monitor our emissions and inform our **key actions**.





**NET  
ZERO  
2040**