



## MEMO

Date: January 22, 2009

From: Michel Landel

A: COMEX/COMIN

Subject: **Sodexo's Human Rights policy**

---

Dear all,

Since its creation by Sodexo, Sodexo intends to respect the United Nations Universal Declaration of Human Rights and the International Labour Organisation principles in its business activities.

Whilst governments have primary responsibility for promoting, ensuring compliance to and protecting Human Rights, the Sodexo Group, an international company present in 80 countries, recognises that it is responsible for promoting and guaranteeing the Human Rights set out in the Universal Declaration of Human Rights.

In 2003, Sodexo joined the United Nations Global Compact, and thereby made a commitment to respecting its ten principles. Throughout its activities and sphere of influence, the Group commits to respect, to prevent violations of and to promote the application of Human Rights in the workplace.

The Group Executive Committee decided to formalise Sodexo's commitments in relation to Human Rights by:

- Establishing a Group policy for the respect of Human Rights,
- Establishing Senior Management responsibility for the policy,
- Defining a communication plan for the policy, both internally and externally.

The Group Human Rights policy attached brings together the commitments that Sodexo has taken since its creation, always based on strong values and clear ethical principles. This policy refers to Group codes of practice, charters and policies which are already in place.

This memo and the Group Human Rights policy are available on our website [www.sodexo.com](http://www.sodexo.com) as well as the Group Intranet.

Each entity should define the procedures and responsibilities necessary to implement these mechanisms of implementation and to ensure that they are adhered to.

As we gain experience in its implementation, and in order to correct it where necessary, this policy will be reviewed on a regular basis.

Best regards,

Michel Landel  
Chief Executive Officer, Sodexo  
President of the Sodexo STOP Hunger association