

Our Journey to Net Zero

Feb 2026



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Foreword



Acting on climate change is one of the defining challenges for businesses today. With teams supporting clients and consumers across the UK and Ireland, we have both a responsibility and an opportunity to help shape a better tomorrow through better sourcing, better meals, that taste good and do good, and better resource management that reduces pressure on climate and nature.

This year's report highlights how sustainability is becoming fully embedded in our business model. By integrating responsible practices across our food and workplace experience, we are not only reducing impact but strengthening resilience and ensuring our services remain innovative, efficient, and deeply aligned with the needs of our clients and their communities.

Our global scale enables us to drive meaningful change, guided by the belief of our founder, Pierre Bellon, who reminded us that *"improving quality of life is a powerful force for progress."* That conviction shapes how we work with clients today designing solutions together that are practical, measurable, and ready for the future.

Progress is only possible through collaboration. I am grateful for the commitment of our colleagues and for the trust and partnership of the clients and supply partners who move forward with us. Together, we can accelerate change, deliver lasting value, and reinforce our mission to help build a better future for our people, our clients, for a better planet and society.

Jean Renton

Chief Executive Officer,
UK & Ireland Feb 2026

About this document

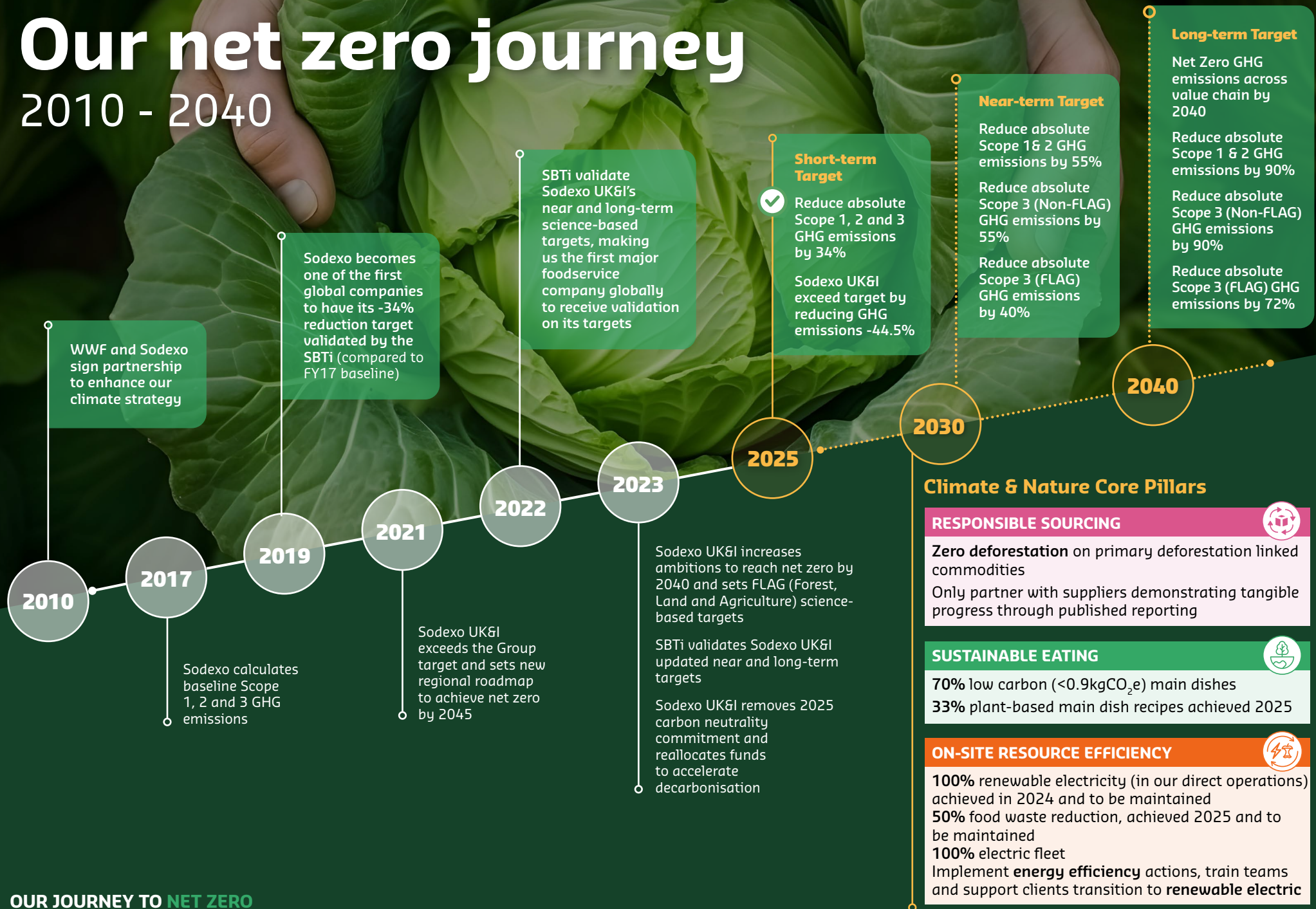
This report presents externally verified emissions data for the reporting year ending 31 August 2025. It includes details of the emissions relating to all our activities across the UK and Ireland, including our direct operations, our activity at client sites and our supply chain.

Our Net Zero 2040 commitment forms the Planet pathway of our [Social Impact Pledge](#).



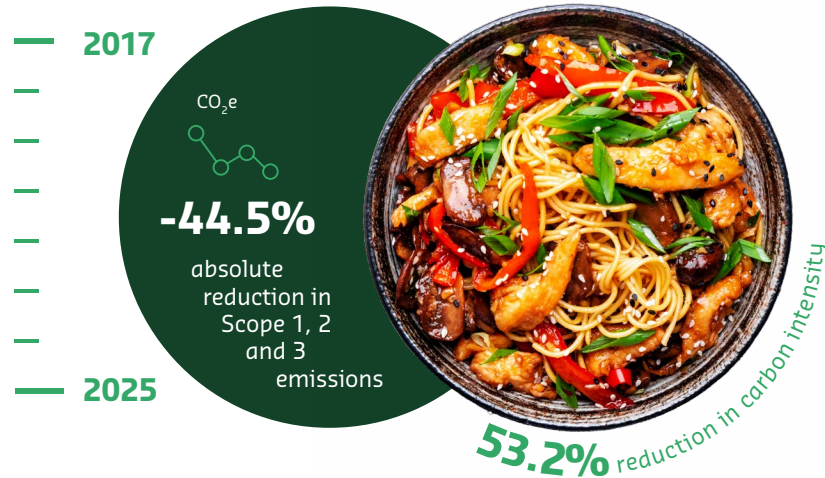
Our net zero journey

2010 - 2040



2025: A milestone year

Aligned to our climate and nature core pillars, we have achieved key targets and shaped our future ambitions.



RESPONSIBLE SOURCING: Driving science-based emission reductions throughout our value chain

With 54.9% of our emissions arising from purchased goods and services, our supply chain is a key action lever. Our award-winning net zero supply chain engagement strategy has secured buy-in from organisations of all sizes and features tailored support for Small and Medium-sized Enterprises (SMEs) and Voluntary, Community and Social Enterprises (VCSEs). Supply partners representing 78.2% of our in-scope supply chain emissions have now set SBTi-validated emissions reductions targets.

> Read how we've engaged 97.6% of our supply partners so far



SUSTAINABLE EATING: Delighting our consumers with the latest culinary innovations

This year, we have continued to reengineer recipes, develop new menus and bring ambitious dining concepts to life, maintaining our position as a leader in delicious, nutritious and sustainable food.



> See how The Orangery's on-site vertical farm is elevating sustainable workplace dining



ON-SITE RESOURCE EFFICIENCY: Meeting our food waste reduction target to cut emissions at client sites

Food waste is a major contributor to greenhouse gas emissions, which means reductions are vital to cutting our carbon footprint at client sites and reduce pressure on food systems. Our data-driven approach has seen us exceed our 2025 food waste reduction target and provide a solid base for further progress.

> Discover how data insight supports behaviour change to reduce food waste by 50.2%

Progress on a page

-44.5% reduction in absolute **Scope 1, 2 and 3** GHG emissions, removing 353,000 tCO₂e the equivalent of powering 33,500 homes each year.
Exceeding our short-term SBTi target to reduce scope 1,2 & 3 GHG emissions by -34% by 2025.

-68.9% reduction in absolute **Scope 1 & 2** GHG emissions.

Exceeding our near-term SBTi target to reduce scope 1 & 2 by 55% by 2030.

-53.2% reduction in **carbon intensity**. (emissions per unit of revenue).

-43.8% absolute reduction in **Scope 3** GHG emissions

- 50.2%** reduction in food waste (2025 target achieved)
- 27.0%** reduction in food product emissions
 - 34.0%** reduction in meat & fish GHG emissions
 - 43.2%** reduction in dairy & eggs
- 50.9%** reduction in cleaning product emissions
- 87.4%** reduction in foodservice disposable products

97.6% of in-scope suppliers are engaged with Sodexo's **Net Zero Supply Chain Engagement Strategy**

- 78.2%** in-scope supply chain emissions covered by SBTi targets.

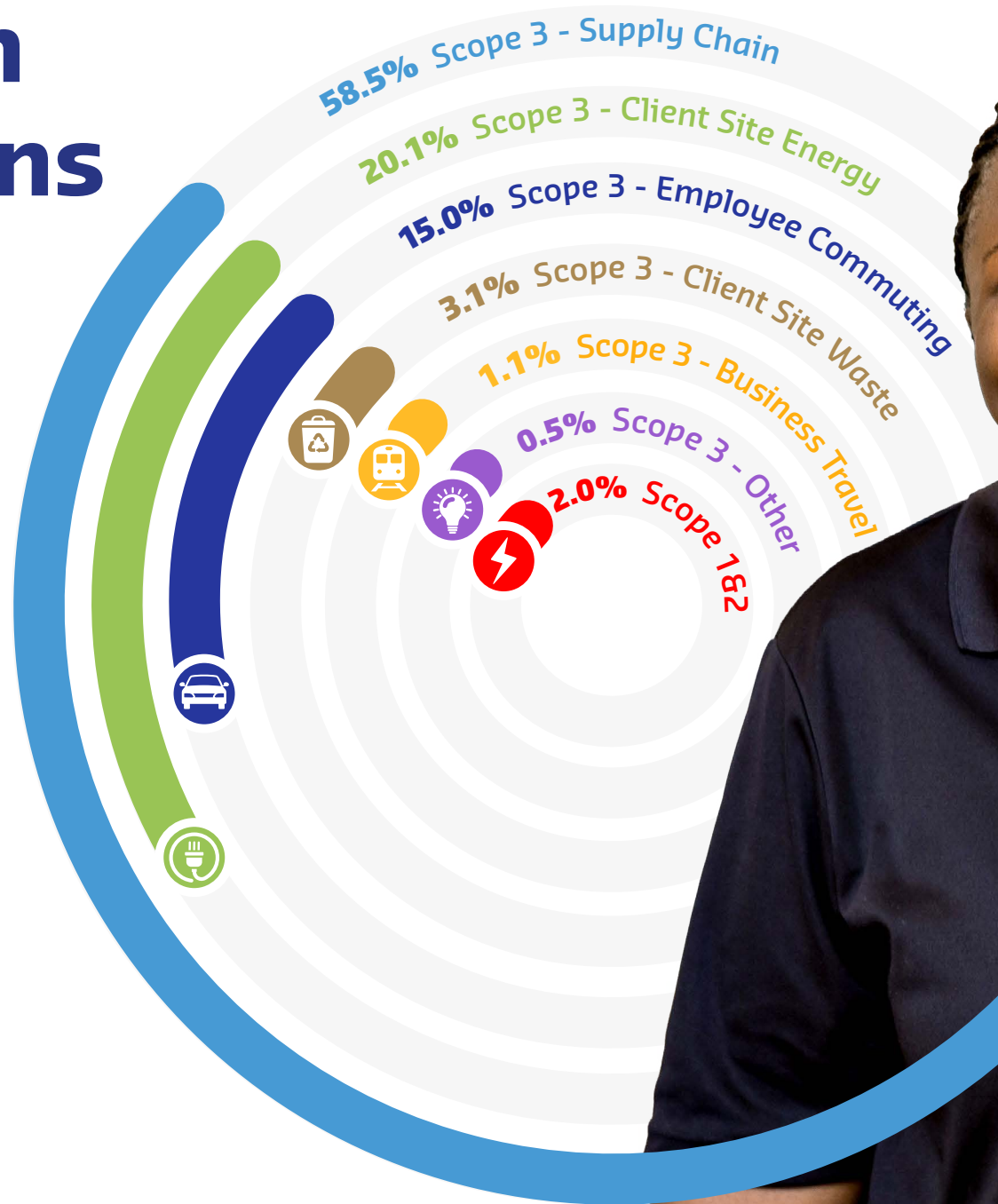
This report contains externally verified data for the year ending 31 August 2025, compared to 2017 baseline unless otherwise stated. Our full GHG emissions data can be found at Appendix I.

[See last year's NZ report](#)

Emission reductions

Our emission sources

Like most companies, our Scope 1 and 2 emissions only account for a very small percentage of our total greenhouse gas emissions, specifically 2%. Across the UK & Ireland, 98% of our emissions fall into Scope 3, with the largest contributors being goods and services purchased through our supply chain, client site energy and employee commuting.



UK & Ireland

Scope 1 & 2

Significant reductions delivered five years ahead of schedule

We've achieved a 68.9% reduction in our Scope 1 & 2 emissions compared to 2017 baseline. This surpasses our near-term science-based target of a 55% reduction by 2030.



Energy management

We joined the global initiative RE100 in 2021 with a commitment to sourcing 100% renewable electricity. We achieved this target in 2024 and have maintained this status in 2025 by partnering with providers that emphasise renewable supply. We also purchase renewable energy guarantees of origin (REGO) certificates for the remainder, which accounted for 3.8% of our electricity consumption in the 12 months to August 2025.

We completed a series of Energy Saving Opportunity Scheme (ESOS) audits across our facilities, operations and transportation. By 31 August 2025, our targeted action plans had saved 638 MWh. That's enough to power 240 homes for a year.

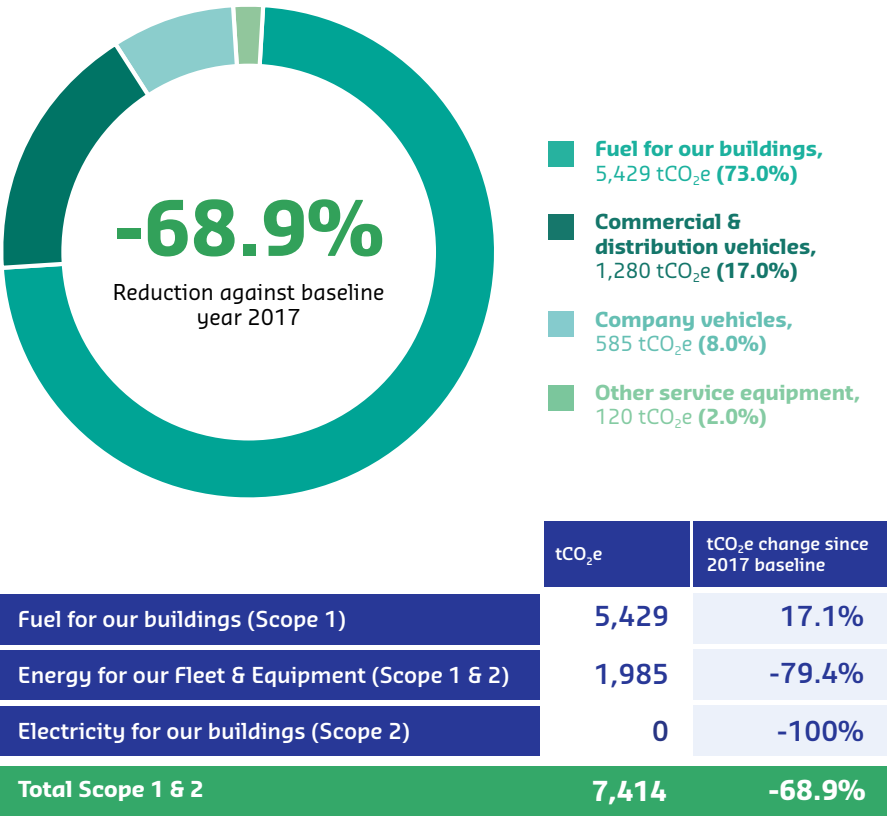


Fleet

By 31 August 2025, 98% of company cars and 48.5% of our fleet are hybrid or electric vehicles. The salary sacrifice scheme we launched for electric vehicles continues to perform well, with 81 vehicles ordered so far.

Our transition to hybrid and electric vehicles has so far reduced our fleet emissions by 79.4%.

UK&I Scope 1 & 2 Emissions



We have maintained our status for sourcing 100% renewable electricity since 2024.

UK & Ireland

Scope 3

Surpassing our short-term science-based target

We've reduced our Scope 3 emissions by 43.8% compared to 2017 baseline, surpassing our short-term science-based target of 34% by 2025.

Through responsible sourcing, menu innovation, reducing waste and improving energy efficiency, we have made significant progress towards our 2030 near-term science-based targets.



Engaging our supply chain

As of 31 August 2025, science-based targets covered 78.2% of our in-scope supply chain emissions. By 2030, we will only work with suppliers who demonstrate tangible progress through published reporting.

[Explore our net zero supply chain engagement strategy.](#) [>](#)



Reducing food's carbon footprint

We partnered with Eaternity to calculate and understand the footprint of our food. 20,000 recipes have been measured so far enabling our chefs the insight to re-engineer menus; creating tasty, nutritious and low carbon dishes.

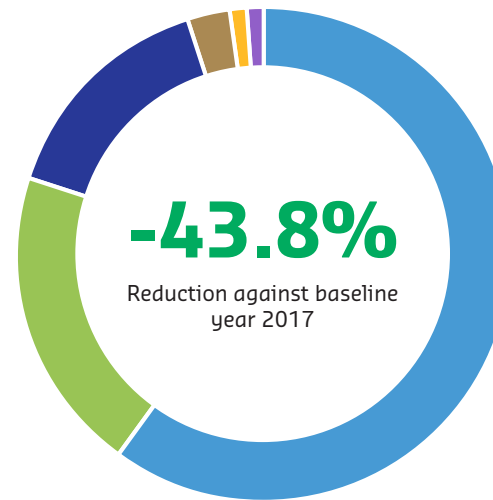
[Discover sustainable eating.](#) [>](#)



Cutting food waste

This year, we achieved a 50.2% reduction in food waste compared to 2017 baseline. This exceeds our target of a 50% reduction by 2025 and has met UN Sustainable Development goal 12.3 five years ahead of schedule.

[Learn about food waste reduction.](#) [>](#)



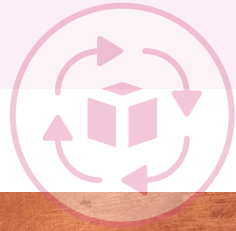
- Supply Chain** (cat. 1 & 4)
257,404 tCO₂e **(-24.6%)**
- Client site energy** (cat. 11)
88,374 tCO₂e **(-72.8%)**
- Employee commuting** (cat. 7)
66,109 tCO₂e **(-7.1%)**
- Client and operational waste**
(cat. 5 & 12) 13,619 tCO₂e **(-42.4%)**
- Business travel** (cat. 6)
4,789 tCO₂e **(+56.5%)**
- Other** (cat. 3 & 8)
2,269 tCO₂e **(-52.4%)**

	tCO ₂ e	tCO ₂ e change since 2017 baseline
Supply chain	257,404	-24.6%
Client site energy	88,374	-72.8%
Employee commuting	66,109	-7.1%
Client and operational waste	13,619	-42.4%
Business travel	4,789	56.5%
Other	2,269	-52.4%
Total Scope 3	432,564	-43.8%

Top 2% EcoVadis rating

Sodexo is proud to strengthen its EcoVadis rating in 2025, ranking among the top 3% of companies globally and the top 2% in our sector.



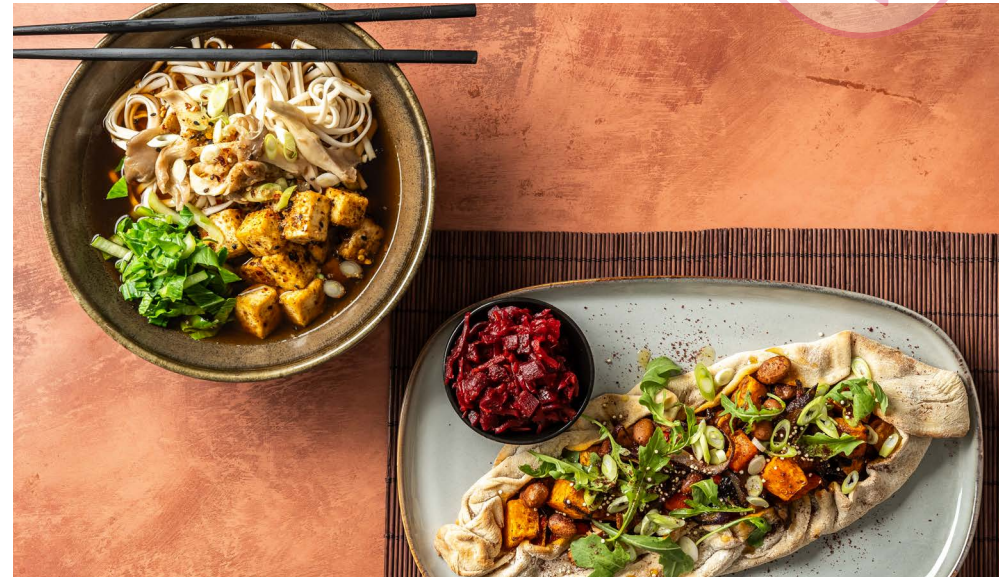


Committed to zero deforestation

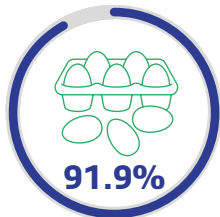
By sourcing responsibly, we help clients reduce risk, improve sustainability performance, and build more resilient supply chains. With 98% of our emissions in Scope 3, largely from purchased goods and services, transforming our supply chain is one of our strongest levers for climate action and long term resilience. We are committed to a trusted and responsible supply chain that supports people and the planet by ensuring safe and reliable products, partnering with suppliers who share our values, and championing inclusive sourcing that drives positive social and economic impact.

Land use changes, such as deforestation and conversion, account for more than 53% of our emissions from procuring goods and services.

By purchasing products from sustainable sources, we have made significant progress so far:



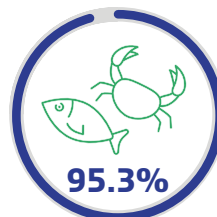
FY25 Results¹



Cage-free shell eggs



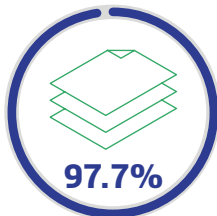
Cage-free liquid eggs



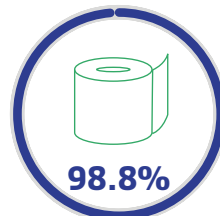
Sustainable fish & seafood



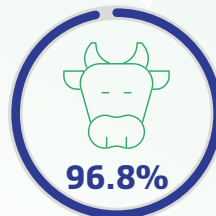
Certified sustainable palm oil



Sustainable office paper



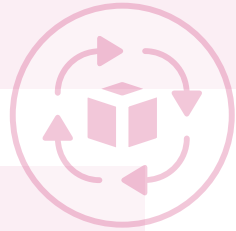
Sustainable hygiene paper



Beef

¹3.14% of the remaining volume is beef purchased from unknown countries of origin, not from regions confirmed as being associated with high deforestation as per Sodexo's sourcing strategy.

OUR JOURNEY TO NET ZERO



Engaging our supply chain to drive science-based change

Our award-winning net zero supply chain engagement strategy combines guidance, collaboration and mentorship. Launched in March 2023, it has helped us to reduce total supply chain emissions by 24.6% so far.

We work with 4,000 supply partners of all shapes and sizes, and from January 2030 will only work with those who can demonstrate tangible progress towards net zero through published reporting. SMEs and VCSEs make up two-thirds of our supply chain, making them critical partners in our net zero journey. In recognition of the additional challenges they face, our strategy involves both mentorship and a two-year grace period for key milestones, reflecting the importance of their support.

One recent change has also seen Brakes consolidate other suppliers' produce onto its own delivery vehicles, reducing the number of trucks on the road and delivering environmental and safety benefits. This approach also simplifies the ordering process for Sodexo teams and provides valuable support to SMEs that lack their own transport infrastructure.

Celebrating another big win

At the prestigious Cateys Awards 2025, we won Sustainable Business of the Year, with the judges highlighting our ambitious efforts to reduce supply chain emissions:

"Sodexo continues to inspire others to follow, delivering real impact at scale."

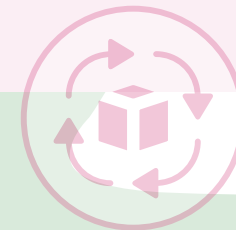
This recognition follows a series of awards for our approach in 2025.



Progress so far

- Supply partners accounting for 93.9% of in-scope emissions have submitted their data and carbon reduction plans.
- Science-based targets now cover 78.2% of in-scope supply chain emissions.
- 97.6% of in-scope supply partners are engaged with the programme

Moving forward, through assessing carbon reduction plans, we are identifying opportunities for additional collaborative projects to continue to reduce the impact of our supply chain.



Sodexo UK&I

Net Zero Supply Chain Engagement Strategy

98% of our total emissions are Scope 3, 60% 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

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

3

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

2

Jan 2024

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

1

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



Sustainable eating that delights each guest

Our culinary community is at the heart of our net zero transition plan, with the creativity of our chefs visible on every plate, every day.

Serving low-carbon meals and high-concept flavours

Sustainable eating represents the biggest opportunity for reducing our climate and nature impact. We believe that meals should not only taste good, but also do good, supporting both personal wellbeing and planetary health. Working with our partner, WWF, we established a definition of a “low carbon meal” as one whose production generated emissions of 0.9kg CO₂e or less. Using Eaternity’s carbon footprint calculations, our culinary teams are re-engineering our recipes to increase the proportion of plant based proteins while maintaining nutrition and taste. By 2030, 70% of our main dishes will be classified as low carbon.

Nudging consumers towards sustainable habits

To support informed, sustainable food choices, we are strengthening the nudges and tools that help consumers align their meals with both health and environmental impact. Our [sustainability barometer](#) revealed that 55% of consumers see sustainable food as better for the planet, but that nutrition, taste and affordability are still the top drivers. Over the next 12 months, we will analyse our data to reveal high demand, high-carbon recipes and engage with our chefs to develop creative and flavourful solutions.

Baking for better

We bake our breads using regenerative flour from our partner, Wildfarmed. It means our guests can enjoy a fuller, more characterful flavour while they help to increase biodiversity and improve soil health.

modern recipe

OUR JOURNEY TO NET ZERO

CASE STUDY

Serving foraged freshness at the Royal Botanic Gardens, Edinburgh

Sodexo Live!’s Executive Chef Steven loves local produce and he is spoilt for choice with the Kitchen Garden. Covering over 300 square metres of land within the Royal Botanic Garden, Edinburgh, the garden provides more than a tonne of fresh, organic vegetables for the Kitchen Garden café each year. Transport is climate-friendly too, as the produce arrives by wheelbarrow weekly!

CASE STUDY

The Orangery, Tottenham Court Road

The Orangery on Tottenham Court Road features the UK’s first workplace hydroponic farm, producing 35,000 plants a year. We partnered with Square Mile Farms to develop this sustainability-focused concept, growing leaves, herbs and brassicas hydroponically under LED lights.

The Good Eating Company uses the produce to support a 100% British, seasonal menu. The system uses 90% less water than traditional farms, and 70% of produce is served on-site with the remainder donated locally.





Celebrating our culinary expertise

This year, we achieved our target for 33% of the main dishes on our menus to be plant-based by 2025.

Celebrating climate-friendly creativity: Meet our 'Cook for Change' Champion

Now in its third year, Cook for Change is Sodexo's international competition dedicated to sustainable food. Entrants must design an original plant-based menu that delivers exquisite flavours whilst championing sustainable eating.

The 2025 winner was Sodexo UK & Ireland's Adam Collison. One of eight global finalists, he wowed the judges with 'Cauliflower in all its forms: roasted, puréed, marinated, and fried'.



“

I am grateful to Sodexo for the opportunity to showcase what can be achieved when we prioritise both taste and the planet.”

Adam Collison, Head Chef, Alderley Park, Corporate Services, Sodexo UK & Ireland

Serving guilt-free crowd pleasers

We make sustainable food accessible and affordable, serving in-demand flavours and nutrient-packed dishes that never cost the earth.

KITCHEN WORKS.

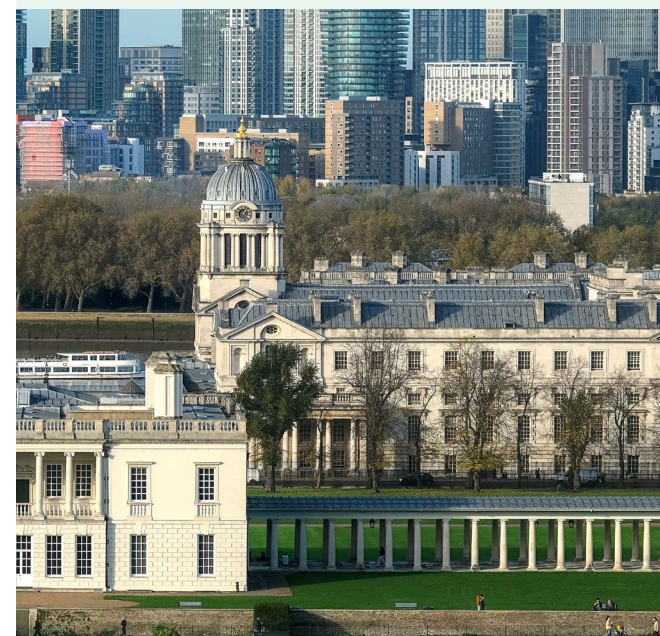
CASE STUDY

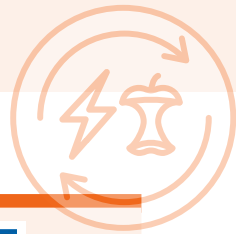
Gamifying climate education at the University of Greenwich

We want to educate students about climate-friendly practices like plant-based eating. But how to grab their attention?

We used Eco Action Games to bring key concepts to life during Welcome Week, including a giant snakes and ladders board and a climate emergency card game.

The footfall on our stand rose by 30% compared to previous years, helping us and our client to engage the next generation.





On-site resource efficiency that explores every opportunity

By transitioning to renewable electricity, using advanced measurement tools and investing in focused training, we are delivering positive change in our own locations and at client sites.

Sustaining 100% renewable electricity

We achieved our target of 100% renewable electricity in our direct operations in 2024 and have sustained this position in 2025.²

Shifting to a 100% electric fleet by 2030

Our transition to electric vehicles has been boosted by adjusting our company car policy and introducing a salary sacrifice scheme for leased vehicles.

In April 2025, we received more than 20,000 responses to our employee commuting survey to understand the mode, frequency and time of travel. This data has been used to calculate employee commuting emissions and will inform future strategies.

² Where direct sourcing is not available, we purchase REGO certificates, which in the 12 months to 31 August 2025 covered 3.8% of consumption.

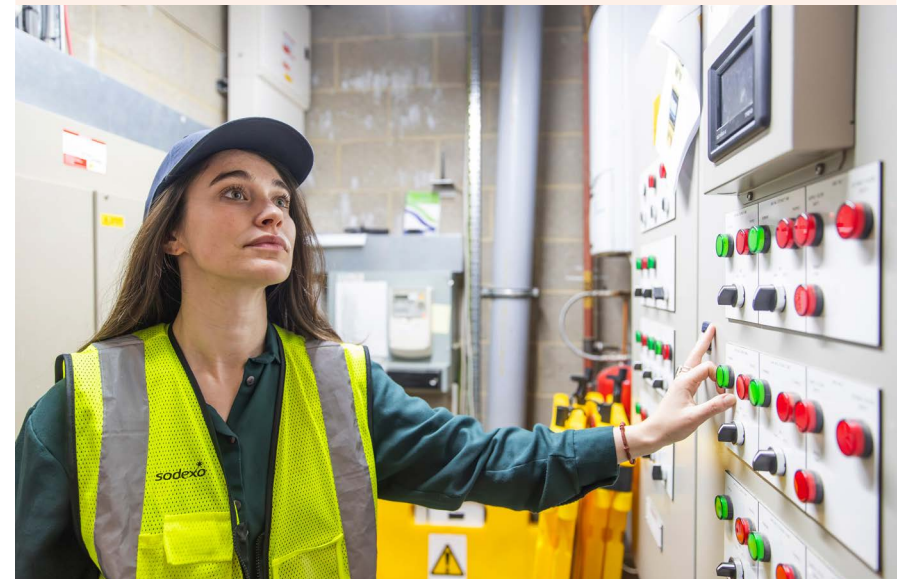
Demonstrating sustainability leadership within the NHS

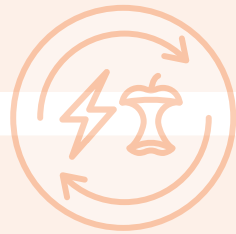


We achieved the highest possible status - Level 4 - on the NHS's Evergreen Sustainable Supplier Assessment maturity matrix. Only a few of its 80,000 suppliers have achieved this status.

Maintaining 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 4% of more than 22,000 companies evaluated.





Fighting food waste on all fronts to achieve a 50% reduction target

By reducing food waste by 50.2% compared to our 2017 baseline, we met our target of a 50% reduction by 2025 and delivered UN Sustainable Development Goal 12.3 five years ahead of schedule.

The world's food systems are responsible for more than a third of global greenhouse gas emissions.³ As we serve hundreds of thousands of meals across the UK & Ireland every day, reducing food waste is one of our biggest action levers. Food loss and waste is a significant environmental and economic challenge, and our position between producers and consumers, gives us a strong opportunity to prevent it.

WasteWatch is one of the key initiatives that has enabled us to achieve our goal. This food waste tracking system helps us to see what has been wasted and why, providing essential insight for our on-site teams. By focusing on prevention first, WasteWatch enables teams to measure waste, identify root causes and adapt daily practices. This is supported by chef training, employee engagement and consumer awareness.

By 31 August 2025, WasteWatch was implemented at 474 sites, encompassing 85% of raw material costs, and resulted in a 50.2% reduction in food waste. It has helped us to avoid a total of 561.3 tonnes of pre-consumer food waste to date, the equivalent of more than one million meals.



³ United Nations

Two wins at the waste2zero awards

Sodexo UK & Ireland was named Best Resource Management Business of the Year and landed the Best Food Waste Prevention Project Award at the 2025 'waste2zero' awards organised by Footprint Media, the leading voice on sustainability in the foodservice sector.

CASE STUDY

Fooditude delivers award-winning food waste reductions



Fooditude, Sodexo's delivered-in workplace premium food business, uses a unique central production model servicing central London. Its high volumes create complex forecasting needs that require a tailored approach to food waste measurement. They co-created a new process with their team and their clients and launched an in-house tracking system. They have since:

- Delivered a 50% reduction in total food waste
- Landed the Planet Mark Employee Engagement Award 2025
- Achieved 'highly commended' at the waste2zero Awards 2025

CASE STUDY

Cutting food waste by 42% at one client site

We serve 3,000 employees daily at this major pharmaceutical site and we implemented WasteWatch in 2025. The insight generated allowed us to:

Standardise products to support easier redistribution

Improve ordering, with outlets able to order food knowing exactly what had been wasted

Engage staff, educating almost 40 people on the financial and environmental impacts



Putting real effort into cutting energy-related emissions

Client site energy accounts for 20% of our Scope 3 emissions, making it the second largest contributor of greenhouse gas emissions after purchased goods and services.

To accurately track our progress in this category, we improved the methodology within our Site Engagement Assessment (SEA) tool, allowing us to gather more accurate client site energy data. By 31 August 2025, 93.4% of client sites had completed this assessment, enabling collaborative efforts to improve energy efficiency.

We have developed the SEA Carbon Module this allows sites to dive deeper into their onsite carbon footprint by gathering data on aspects such as employee commuting, supply chain, waste and more.

CASE STUDY

Enabling in-depth energy monitoring for HM Revenue & Customs

HMRC West covers 24 sites of varying age and size. The client required access to accurate data to reduce overall energy consumption and ultimately meet their net zero targets.

Sodexo deployed an innovative meter reading app covering gas and electricity and provided training to site-based engineers. From this added value service HMRC has access to timely, accurate and granular data, enabling them to track consumption, compare the performance of different sites and develop action plans to reduce energy usage and emissions.

CASE STUDY

Delivering a seamless shift to sustainable diesel for Diageo

The back-up generator at Diageo's London HQ had relied on conventional diesel, making it a key opportunity for emissions reduction. We implemented a seamless transition from diesel to hydrotreated vegetable oil, a renewable diesel fuel produced from waste vegetable oils, animal fats and plant oils. This sustainable diesel required no modification to the generator system and delivers:

- 110 kWh annual energy savings
- Air quality improvements through lower levels of pollutants
- 90% reduction in greenhouse gas emissions compared to diesel





Empowering our workforce for a resilient future

Our Green Skills strategy aims to empower our colleagues to tackle the climate crisis. Through our partnership with the Institute of Sustainability and Environmental Professionals (ISEP), we offer role-specific training opportunities that support initial onboarding and ongoing career development. And as an official ISEP training centre, we can also extend sustainability training to clients and supply partners too.

As of 31 August 2025, more than 3,000 colleagues, 89% of on-site management and 99% of senior leaders - had completed training in sustainable practices, helping to embed the right skills right across our organisation.



“

Spotlighting on green skills goes beyond meeting our own commitments. It empowers our employees and partners, including clients and suppliers, to make a meaningful impact. As we advance towards our net zero target, we recognise the crucial role our workforce plays in transforming our operations. We cannot achieve this without every role within the organisation recognising the part they play in adapting and transitioning. 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.”

Claire Atkins Morris, Sustainability & Workplace Culture Director, Sodexo UK & Ireland



Engaging as widely as we can

With more than 60 members, including clients and supply partners, our Community of Practice tackles big issues and shares new ideas. Launched in 2023 in partnership with FuturePlanet, its lively, thought provoking, and community led focus continues to drive bold, collective actions.

Thanks to the ongoing support and advice of our partners supporting us to follow the science, refine our data and actively reduce our emissions.



UK Food and Drink Pact

Sodexo UK&I are a signatory of the WRAP-led UK Food and Drink Pact, and our Sustainability & Workplace Culture Director, Claire Atkins Morris, sits on the steering group. Sodexo UK&I share collective targets through the UK Food and Drink Pact. By 2030 members aim to:

- Reduce food waste by 50% per capita
- Halve GHG emissions arising from the food and drink system
- Ensure that half of all fresh food is sourced from areas with sustainable water management



A pleasure to have attended such an insightful and inspiring day, and be a part of such a positive, experienced group of change makers across the sustainability space. Looking forward to the next one!"

Charlie Crofts, Procurement Sustainability Lead, University of Birmingham



My experience of working with the Sodexo community of practice has been universally fantastic. It gives me insight into what our suppliers are going through. It gives me some really valuable insight of our programme going forward."

Alex Hammond, Associate Director, Net Zero and Sustainable Procurement, NHS England

For more information

We will publish our progress for the year ending 31 August 2026 in 2027. If you have any questions about the content of this current progress report, please email Sustainability.UKandIE@sodexo.com. For media enquiries please contact: 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**



OUR JOURNEY TO NET ZERO

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 (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

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.

tCO₂e

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 August 2025, our GHG emissions data was verified to “limited assurance” across Scopes 1, 2 & 3. The reporting period has been modified since 2024 to match the timeframe used for financial statements. Where available data does not cover the full scope, extrapolations are conducted using suitable allocation levers such as revenue. For food and non-food volumes and energy consumption, data is gathered from 1 September 2024 to 31 May 2025 and extrapolated for the remaining three months to cover the full fiscal year.

Sodexo UK&I Scope 1, 2 and 3 GHG Emissions						
GHG Emissions	FY17 tCO _{2e}	FY21 tCO _{2e}	FY22 tCO _{2e}	FY23 tCO _{2e}	FY24 tCO _{2e}	FY25 tCO _{2e}
Scope 1 & 2 GHG emissions						
Scope 1 GHG emissions	14,287	10,106	8,764	7,709	7,375	7,361
Scope 2 GHG emissions (location-based)	10,023	5,160	4,052	3,509	3,702	4,058
Scope 2 GHG emissions (market-based)	9,518	234	522	294	111	53
Scope 1 & 2 GHG Emissions (location-based)	24,310	15,267	12,816	11,218	11,077	11,419
% reduction in absolute Scope 1 & 2 GHG emissions		-37.2%	-47.3%	-53.9%	-54.4%	-53.0%
Scope 1 & 2 GHG Emissions (market-based)	23,805	10,341	9,286	8,003	7,486	7,414
% reduction in absolute Scope 1 & 2 GHG emissions		-56.6%	-61.0%	-66.4%	-68.6%	-68.9%
Scope 3 GHG emissions						
Scope 3 Category 1 Purchased Goods & Services	324,992	145,555	211,717	222,626	234,698	237,405
Scope 3 Category 1 Purchased Goods & Services - FLAG	215,411	78,310	123,676	121,055	133,183	133,112
Scope 3 Category 1 Purchased Goods & Services - non-FLAG	109,581	67,245	88,041	101,571	101,514	104,293
Scope 3 Category 3 Fuel- and energy-related activities	4,764	2,588	2,958	2,455	2,327	2,211
Scope 3 Category 4 Upstream transportation and distribution	16,250	6,222	2,642	4,223	3,425	19,999
Scope 3 Category 5 Waste generated in operations	9,176	1,057	1,582	2,193	2,293	1,664
Scope 3 Category 6 Business travel	3,060	133	2,487	4,200	4,602	4,789
Scope 3 Category 7 Employee commuting	71,149	-	-	54,708	60,783	66,109
Scope 3 Category 8 Upstream Leased Assets	-	-	-	73	40	58

Sodexo UK&I Scope 1, 2 and 3 GHG Emissions						
GHG Emissions	FY17 tCO _{2e}	FY21 tCO _{2e}	FY22 tCO _{2e}	FY23 tCO _{2e}	FY24 tCO _{2e}	FY25 tCO _{2e}
Scope 3 GHG emissions						
Scope 3 Category 11 Use of sold products	325,166	151,219	203,529	260,350	269,870	88,374
Scope 3 Category 12 End-of-life treatment of sold products	14,471	9,350	14,294	17,841	12,335	11,955
Scope 3 GHG Emissions	769,027	316,125	439,208	568,669	590,373	432,564
% reduction in absolute Scope 3 GHG emissions		-58.9%	-42.9%	-26.1%	-23.2%	-43.8%
Scope 3 GHG Emissions (FLAG)	215,411	78,310	123,676	121,055	133,183	133,112
% reduction in absolute Scope 3 (FLAG) GHG emissions		-63.6%	-42.6%	-43.8%	-38.2%	-38.2%
Scope 3 GHG Emissions (non-FLAG)	553,616	237,815	315,533	447,614	457,190	299,452
% reduction in absolute Scope 3 (non-FLAG) GHG emissions		-57.0%	-43.0%	-19.1%	-17.4%	-45.9%
Total Scope 1, 2 & 3 GHG Emissions						
Total Scope 1, 2 & 3 GHG Emissions (location-based)	793,337	331,392	452,024	579,887	601,450	443,983
% reduction in absolute Scope 1, 2 & 3 GHG emissions		-58.2%	-43.0%	-26.9%	-24.2%	-44.0%
Total Scope 1, 2 & 3 GHG Emissions (market-based)	792,832	326,466	448,494	576,672	597,859	439,978
% reduction in absolute Scope 1, 2 & 3 GHG emissions		-58.8%	-43.4%	-27.3%	-24.6%	-44.5%
Location-based total GHG emissions intensity, per revenue (tCO_{2e} / m€)	424	190	224	309	290	200
% reduction in GHG emissions intensity		-55.1%	-47.2%	-27.0%	-31.7%	-52.8%
Market-based total GHG emission intensity, per revenue (tCO_{2e} / m€)	424	187	222	308	288	198
% reduction in GHG emissions intensity		-55.8%	-47.6%	-27.4%	-32.0%	-53.2%

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.

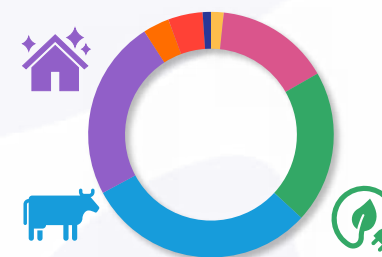
Our carbon reduction activities need to address our main emissions sources:

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

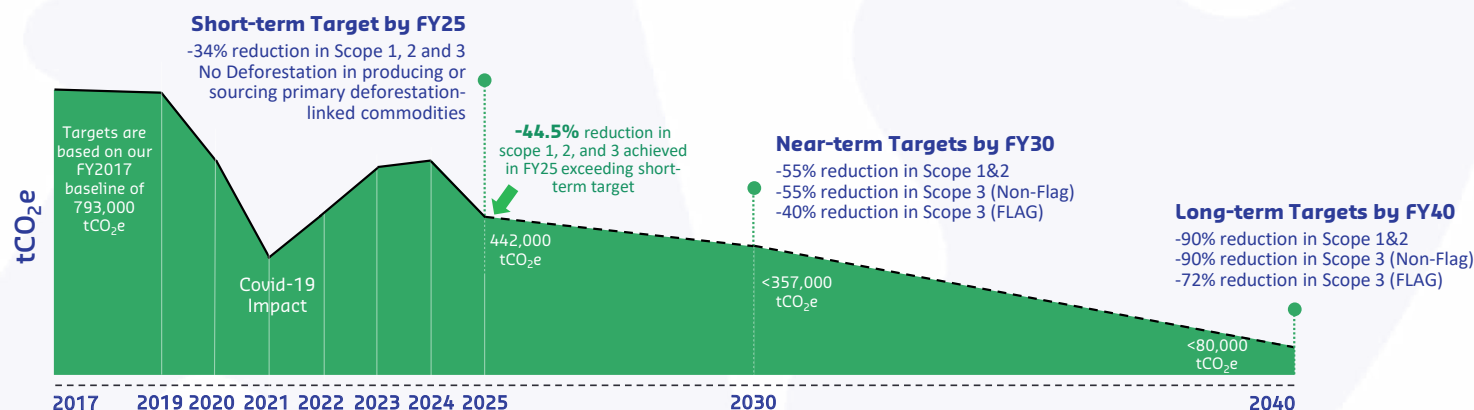
Beyond our focus on reducing food waste, we are changing our menus to increase the share of plant-based meals and designing new recipes that are 'low carbon' to reduce our emissions. We are working closely with operational teams, clients and suppliers to achieve this



Energy-related emissions at client sites

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

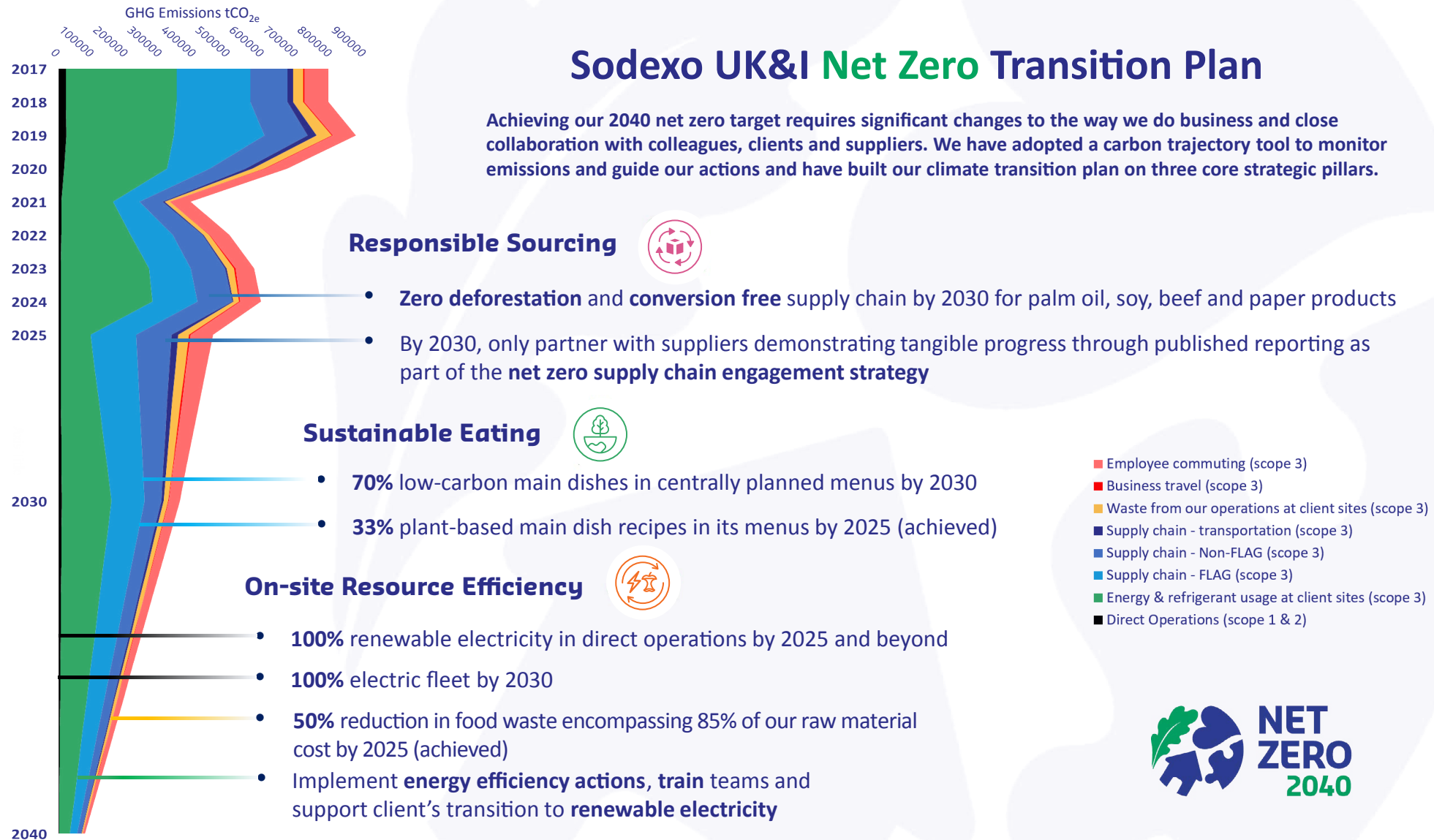
- Emissions (based on FY25 emissions data)
- - - Forecasted emissions
- * More detail on the breakdown of the total footprint can be found [here](#)
- ** Sodexo is a member of RE100 and committed to 100% renewable energy sourcing by FY2025



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





**NET
ZERO
2040**