



Our commitments for your future



At Sodexo, we support and encourage our employees to shape their own future and grow with the company.

We care about our employees in the same way that we care about our clients and we strive to provide each and every employee with a wide range of professional and personal opportunities to improve the quality of their daily life.

Our employees are able to develop their careers both locally and globally across all of our service areas. They have the flexibility to align the pace of their career with their various life stages.

By living the Sodexo values and ethical principles, and actively fostering diversity and inclusion, our people make Sodexo a company of the future.

Welcoming

You will be welcomed as a valued member of our team

1. We provide you with a comprehensive induction program and share information about our company, our culture, our values, and our business.
 - You receive a pack of useful information about the company.
 - You receive training from your line manager.
2. We give you the opportunity to give us feedback about your "welcoming" experience.

Living

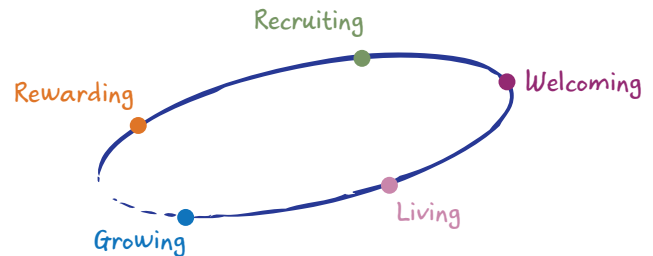
We will enable you to flourish with us

1. We provide you with safe working conditions.
2. We provide you with an environment of strong and open two-way communication.
3. We strive to tailor your career to fit your personal life.
4. We create an environment that is inclusive and that respects your unique diversity.
5. We support your socially responsible involvement within the community.

Growing

We will work with you to make your growth our priority

1. We agree on objectives with you and provide you with constructive feedback on your performance.
2. We take the time to train you to be effective in your job.
3. We provide opportunities for mobility to support your development.
4. We support you to make the most out of your career by listening to you and considering your aspirations and needs.
5. If your life leads you to leave Sodexo (on good terms), you become part of our network for future opportunities, whether professional or personal.



Rewarding

You will be recognized for living our values and for helping us grow

1. We recognize you for personifying our company values and exceptional service behaviors.
2. We celebrate your special achievements at work.
3. We are fair and transparent about our criteria for making compensation and promotion decisions.
4. We strive to provide incentives that will allow you to benefit from the growth of the company.

Recruiting

We will inspire you to join Sodexo

1. We take the highest care in recruiting to ensure the right match between you and us for long-term shared success.
2. We treat you with dignity, respect, and equality.
3. We provide you with the information you need about our company and the job, so that you can make the best decision.
4. We value the diversity you bring to our team and we use a range of sources to ensure a diverse application pool.
5. We strive to answer all applications in an appropriate way.

