

A better **tomorrow**
starts **today**

Today...
I will inform my guests
about the choice of
sustainable seafood
that Sodexo has made.

Sodexo Canada Sustainable Seafood Policy



The Better Tomorrow Plan is Sodexo's plan for a better future.

The Better Tomorrow Plan: three priorities, 14 commitments, one journey forward covering 80 countries, 33,900 sites and engaging our 380,000 employees.

Preserving the Environment

More at: www.sodexo.ca



In December 2009, Sodexo, world leader in Quality of Daily Life solutions, launched the “Better Tomorrow Plan,” designed to actively promote Nutrition, Health and Wellness, support the development of Local communities and protect the Environment. The Plan is our worldwide corporate citizenship and sustainability roadmap designed to take our credentials to a new level of performance.

The “Better Tomorrow Plan” is built on values which have always been key to our culture and is the result of a long process of upstream work during which Sodexo consulted experts and all of its stakeholders, both internal and external, over a twelve-month period.

One of the Group’s commitments within the We Do Environmental Pillar of the Better Tomorrow Plan is:

We will source sustainable fish and seafood in all the countries where we operate by 2015.

This Sustainable Seafood Policy is a key part of this commitment. Incorporating industry leading best practices, our policy commits to having **100% of all contracted seafood sustainably sourced by 2015 and to eliminating all “At Risk” species from our menus by December 2011.**

By committing to these two sustainable targets, Sodexo will actively contribute to reversing the decline of living marine resources.

Context:

Fish and seafood consumption has tripled over the last 30 years and nutritionists have recommended that consumers should eat at least two portions of fish a week.

At the same time, Sodexo recognises that many current fishing and seafood farming practices have harmful effects on marine habitats and seafood supplies:

- The world’s oceans are being seriously over fished, some species are in danger of extinction and more than 75% of fish stocks are fully exploited, depleted or overexploited.
- Modern intensive fishing methods are often wasteful and in addition 7.3 million tonnes of fish are thrown back into the sea dead each year.
- Aquaculture (farmed fish) can be a solution on condition that it is managed sustainably: 40% of the world’s fish production currently comes from aquaculture.

In addition to the environmental benefits of sourcing and serving sustainable seafood, our initiatives carry social and economic implications:

- Global food security is a growing issue.
- The seafood industries directly or indirectly employ 200 million people worldwide.
- 1 billion people, largely in developing countries, depend on fish as their primary source of protein.
- As wild-caught fish prices rise due to growing scarcity, having secure and established sustainable fish supply chain sources will reduce our price risk.
- As with other Better Tomorrow Plan commitments, Non-Governmental Organization (NGO) validation provides added value.

For these reasons, Sodexo’s sustainable seafood initiatives constitute a corporate citizenship decision that will drive business into the future. As a key player with a wide community of different stakeholders, Sodexo’s actions to source more sustainable seafood will generate a positive impact beyond its own sourcing activity.

How We Get There:

Sodexo has defined its seafood sourcing strategy around 5 indissociable pillars:

- We will **maintain a wide variety of species** in our catalogues and our menus.
- We will **strive to increase our use of Eco-standards or labels** to help to guarantee the respect of some sustainability criteria for both farm-raised fish and wild caught fish.
- We will endeavour to contribute to **protecting species identified as being at risk** by refusing to purchase some species where there are no improvement processes in place and implementing control measures for others.
- We will seek to set up **sustainable supply for aquaculture** in accordance with the highest environmental and social standards
- We will work with WWF®, NGOs and industry stake holders as appropriate to obtain the technical advice on our sustainable seafood sourcing.

Eco-standards:

Wild caught fish:

Sodexo has committed to promote the use of MSC certified seafood whenever available.

Farmed fish:

Sodexo has committed to promote the use of sustainably certified farm-raised fish including fish certified BAP, GlobalGAP, ASC and ACC when available.

To the extent that we are able to do so, due to its indirect links to the fisheries and farms, commit to promote sourcing from fisheries and farms in WWF®-approved Fishery Improvement Projects (FIP) and to continue buying from those fisheries and farms to support their efforts toward achieving certification. If sourcing from fisheries or farms not yet in a WWF®-approved FIP, then Sodexo will work with WWF® and suppliers to get that fishery into a FIP. Sodexo would however give preference to using an existing MSC, BAP, GlobalGAP, ASC or ACC certified fishery or farm before supporting a fishery or farm that is part of a WWF®-approved FIP.

Commitments:

1. Sodexo has committed to no longer serve any seafood species which are identified as being ‘At Risk’ by December 2011. This will be achieved by eliminating seafood species identified as ‘at risk’ from our approved lists of products provided by our suppliers and by reviewing and modifying our menus and recipes.

Sodexo has committed to revise the ‘At Risk’ species annually to take into account new advice on the evolution of some species and practices, and will occasionally update during the year if major developments occur.

2. Sodexo has committed that 100% of all the seafood we serve is sourced sustainably by the end of 2015.

This includes:

- working to promote the use of MSC certified products for the sourcing of wild caught fish
- working to promote the use of BAP, GlobalGAP, ASC and ACC or appropriate aquaculture standards where these are available for farmed fish
- working to enlarge the use of less well known species of fish
- avoiding buying immature fish

These commitments include all fresh, frozen, canned, farmed and wild seafood.

Implementation:

We will implement this policy as the means of a strategy that allows us to:

- maintain a wide range of sustainably sourced species in our master catalogues,
- contribute to protecting threatened species,
- promote eco-labels (e.g. MSC),
- increase supply of sustainable aquaculture (vs. wild-caught seafood),
- support local communities via assistance to the development of sustainable aquaculture,
- collaborate with NGOs for practical validation,
- provide our Supply Chain team with the appropriate tools
- raise awareness amongst consumers, clients, employees, suppliers and other key stakeholders

Policy Review:

Sodexo has entered into a global partnership with the World Wildlife Fund (WWF®) to improve our seafood purchasing practices. Sodexo has committed to revise this policy annually to take into account new advice on the evolution of some species and will occasionally update the policy during the year if major developments occur. We will continue to monitor the developments and activities in the seafood industry and actively participate in the global community as it pertains to sustainability.

Glossary

| | |
|-------------|-----------------------------------|
| ACC | Aquaculture Certification Council |
| ASC | Aquaculture Stewardship Council |
| BAP | Best Aquaculture Practices |
| FIP | Fishery Improvement Projects |
| GAP | Good Agricultural Practices |
| MSC | Marine Stewardship Council |
| NGO | Non-Governmental Organization |
| WWF® | World Wildlife Fund |





'At Risk' Species (as of January 2011)

| | | |
|---|---|--|
| <p>Eng: Black Scabbard fish Fr: Sabre noir Lat: Aphanopus carbo or Trichiurus lepturus or Lepidopus caudatus</p> | <p>Eng: Ling / Blue ling Fr: Lingue franche Lat: Molva molva</p> <p>Eng: Blue ling Fr: Lingue bleue Lat: Molva dypterygia</p> | <p>Eng: Skate / Ray Fr: Raie Lat: Raja spp</p> |
| <p>Eng: Eel, european Fr: Anguille Lat: Anguilla anguilla</p> | <p>Eng: Nile perch Fr: Perche du Nil Lat: Lates niloticus</p> | <p>Eng: Snapper Fr: Vivaneau Lat: Litjanus spp</p> |
| <p>Eng: Grenadier Fr: Grenadier Lat: Coryphaenoides rupestris / Macrourus berglax</p> | <p>Eng: Orange roughy Fr: Empereur Lat: Hoplostethus atlanticus</p> | <p>Eng: Swordfish Fr: Espadon Lat: Xiphia gladius</p> |
| <p>Eng: Halibut, atlantic Fr: Flétan d'Atlantique Lat: Hippoglossus / hippoglossus</p> | <p>Eng: Seabream Fr: Dorade rose Lat: agellus centradontus or bogaraveo</p> | <p>Eng: Tuna, bluefin Fr: Thon rouge Lat: Thunnus thynnus</p> |
| <p>Eng: Halibut, greenland Fr: Flétan du Groenland Lat: Reinhardtius hippoglossoides</p> | <p>Eng: Shark -Dogfish Fr: Requins Lat: various</p> | <p>Eng: Tuna, bigeye Fr: Thon obèse Lat: Thunnus obesus</p> |

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A better tomorrow starts today



by **sodexo**