

A Better Tomorrow for Everyone!

Imagine walking a tight rope without proper balance, achieving this feat would be next to impossible. Maintaining equilibrium when it comes to a company's workforce is equally important to excel. The balance between both the genders is said to bring in diverse thoughts, prosperity and spread good vibes at work. What's even interesting is - it has a business case too! **Sodexo's internal Gender Case Study demonstrates that gender balanced teams deliver the best financial performance, employee engagement, brand awareness and client retention.** Our ultimate goal is to develop gender balanced teams where all talents can advance and develop, better serve our clients and deliver Quality of Life services.

We are the world's 19th largest employer and 54% of our employees globally are women. They all have a role to play in shaping our services and client experiences each day. At Sodexo, women are busy taking up leading and unusual roles, thus establishing their forte and steering ahead in the area of gender parity. Also, we have men who share the ideology – 'Make way for the Women'.

Let's hear what our leadership, employees and some beneficiaries have to say:

Rishi Gour (Country President & Segment Director-Corporate Services, India)



“At Sodexo, we are proud to claim that Gender Balance is our business. Our role as an employer, a corporate citizen and a service provider is to make an impact that creates value for our employees, clients and for the communities we serve and where our employees belong.

We deliver on this promise by empowering women to create stronger teams, families and communities. When women do better, businesses prosper and so do communities.

We do so with constant engagement, interaction, awareness building and education and employment”.

Pradeep Chavda (HR Director, India)



“I can't, we will. Sodexo is committed to a sustained journey in D&I.

Through our leadership development programs, gender networks, and flexible working practices we are constantly creating a conducive work environment for our women workforce to bring themselves at work, grow and progress.

A true inclusive environment is created only when you create employment opportunities for women. Its only when you have women in the formal working eco-system can you work on their retention and career development.

With our Project Pragati (meaning: Progress) we are identifying and recruiting women candidates in frontline roles. Also, with second careers, we're providing come back opportunities to women on break-from-work".

Sambit Sahu (Director – Healthcare, India)



“Hi, I am Sambit Sahu and I am the heading Healthcare segment for Sodexo India. It is when men step aside to make room for woman that the differences disappear. From being a chef when I ventured into this new industry, Sodexo gave me a warm welcome; their ethics and values were completely aligned with mine. You talk about Diversity and Inclusion I found it pretty much there in the DNA of the company. We made a modest beginning last year in the D&I space. Today, we have a fairly balanced team. My D&I success moment was when my team and I were handling Max Group of Hospitals in Delhi catering food to the Pediatric and Maternity wards. We were seeing not-so-good results as we were not adapting to the surroundings, the team came up with an idea of employing female stewardess, and that worked great! We saw the satisfaction scores move up to 15%. One thing that even the client took notice of was that the output of the male stewards increased thereafter as they saw that they could not lag behind. So, the whole environment improved”.

Ashwini Shetty (National Account Director, Bangalore)



“There is a significant difference in the way men and women think, behave or react to situations, either inside or outside. And, that is very important when it comes to managing clients, deliverables and commitments. A balanced team creates a great outcome at the end. I am the co-chairperson for the Bangalore chapter of Sodexo’s internal gender network wherein initiatives are undertaken to fight violence against women. As an active member of the team, major awareness camps are organized for sensitization. I’m proud of my association and contribution to the network”.

Sethulakshmi (Collaborator - Eco Kitchen, Chennai)



“Hi, I am Sethulakshmi and I look after the Eco Kitchen project, since 2007. With support from Sodexo we have been able to support women who have suffered abuse of some sort, outstretching our hands for widows of HIV positives and likewise, women from the economically challenged backgrounds. This no-profit-no-loss partnership with Sodexo has driven hygiene awareness and has given economic independence to the women associated with Eco Kitchen. The wow factor comes in when these women entrepreneurs, trained by Sodexo are placed as corporate service agents. By selling the Sodexo cooked

meals at EcoKitchen, these women are earning their livelihoods. There are over 150 salaried women striving towards a better tomorrow!”

Kaushalya Vilas Londhe (Housekeeping supervisor)



“My job has given me the financial and moral support and stability when it was needed. My husband met with an accident and was jobless. Thereafter, all the household responsibilities were completely on my shoulders. I started as a MPW, I performed well, and my seniors have given me the chance to grow. Now, I am working as Housekeeping supervisor and my salary has also increased which is supporting me to support my family better. Thanks to Sodexo for giving me the opportunity”.

Shikha Chowdhary (Segment Director, Diversified Services-Corporate Services-India)



“As a Segment Director my job needs me to travel to client locations spread all over the country. What helps me deliver effortlessly is the flexibility and autonomy given to execute this challenging role. D&I is at the heart of our business operations. Infact, it was a topic covered in my interview discussion. What’s unique is the commitment that comes from the top management at Sodexo. This helps in achieving quick progress on the topic rather than simply making it a boardroom discussion. There is a special focus on hiring women talent and further more on making it comfortable and convenient for them to work, grow and progress in the workplace. I would like to conclude by saying that the organization challenges you to take risks and also backs you up. I am proud to be associated with Sodexo!”

Rajeshwari (Eco Kitchen (beneficiary))



“I am a beneficiary of the EcoKitchen Project, hi I am Rajeshwari and I am a woman of substance. I hail from Jaffarkhanpet, Thirunagar and have been doing business with Eco Kitchen. I serve the Sodexo cooked meals to the community at a market in Guindy. The margin at which I buy the meals is the money I make for my living. It is sufficient enough to support me in educating my daughters in a quality school in our vicinity. I earn 350 to 450 per day with my husband pitching in with his own kiosk business. Along with me there are many other beneficiaries empowered by EcoKitchen. Thanks to Sodexo, I am able to make ends meet!”

Parinaaz Kolah (Chef, American School of Bombay)



I have been a chef by profession and come from a restaurant background. When I joined American School of Bombay to cater to kids, I was unsure of the journey, but slowly and steadily, I got to understand and like what I did. The work we do makes a lot of difference. Every day, there are new challenges and a different role. I am grateful to Sodexo for giving me this opportunity during the early years of my career”.

Vineeta Tikekar (Marketing Director, Asia Pacific, Sodexo)



“In today’s day and age, corporate gender diversity is not just a moral standing, but a business imperative. There is a business case too. Gender-balanced teams outperform others on both financial and non-financial parameters. Sodexo has realized the true value of Diversity & Inclusion and is leaving no stone unturned in unleashing the benefits it draws”.

“I joined Sodexo 5 years back as the India Marketing Head. After having worked overseas for a while, I had taken a short break to spend time with my new born. Sodexo was one Company which seemed very open to recruiting a young mother. In fact, I would say that Sodexo is the most forward company (for gender diversity) I have ever experienced. They really make it easy and flexible for you. There are great gender-mutual opportunities and supportive policies at Sodexo. Today, I handle an APAC role, based out of Mumbai. Roles here are about capabilities and not geographies”.

Subhada Mestry (Vendor partner of Sodexo)



I started the chappati supplying business 12 years ago, due to job loss and a hefty loan liability. At the beginning, I was selling 25 chappatis in a hotel. Slowly, with word-of-mouth business grew to supplying 50, then 150 chappatis, and that too, twice a day. I have also worked for a leading banking organization. One day, I had a conversation with my ex-boss about my business and how to take it to the next level. He introduced me to erstwhile Radhakrishna Hospitality Services Limited (now Sodexo). They believed in me, gave me an opportunity to progress as an entrepreneur. And, here I am! Today, with 10 strong-willed women we’re an esteemed vendor partner of Sodexo. Thanks to

Sodexo, I learned making bills, doing clerical jobs and, now, even investments!”

So come on let’s pledge and make way for our women, see them excel in every field, because **when women do better, we all do better!**