



## Sodexo

Locations: France (HQ)

Industries: Consumer Services, Food Beverage and Tobacco

### RISK LEVEL:



High Risk

#### DESCRIPTION:

Sodexo, a food services and facility management company. Sodexo scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Sodexo increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. Sodexo forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. Sodexo does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company is a partner of the National Urban League and the National LGBT Chamber of Commerce. Sodexo supported its employee's participation in a Black Lives Matter protest. The company has harshly criticized various state-level election security efforts, signed the CEO Action for Diversity and Inclusion pledge, and supported the Equality Act. For these reasons, Sodexo receives a High Risk rating.

### Corporate Weaponization

**Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Medium Risk**

*Sodexo received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). However, the company has not publicly terminated business relationships due to religious beliefs or political views.*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **High Risk**

*Sodexo's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Sodexo does not discriminate against religious charities. It does require that charitable applications be "free from any political, religious, environmental or racial bias" (3).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.**

**High Risk**

Sodexo's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). Sodexo's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). Sodexo does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** **High Risk**

Sodexo has "presented" a GLSEN awards ceremony (1). Sodexo USA's Twitter page congratulated its employees for participating in a Black Lives Matter protest in Los Angeles (2). The company has signed onto the Civic Alliance movement, which opposes state-level election security legislation, and Chief Administrative Officer Mia Mends publicly criticized a specific bill in Texas (3)(4). Sodexo's HRC 2023 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers and harming shareholders. The company signed an open letter in support of the Equality Act (7).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression.** **High Risk**

Sodexo's HRC 2023 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Sodexo's 2020 Corporate Social Responsibility report states that the company's employee business resource groups "collaborated... to support Black Lives Matter actions" (3). Sodexo is a partner of the National Urban League (4). The company is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (5)(6).

**Uses corporate political contributions for ideological, non-business purposes.**

**High Risk**

Sodexo's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Sodexo has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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