



Sodexo

Locations: France (HQ)

Industries: Consumer Services, Food Beverage and Tobacco

RISK LEVEL:



Medium Risk

DESCRIPTION:

Sodexo is a food services and facility management company headquartered in Issy-les-Moulineaux, France. Sodexo vets vendors according to LGBTQ policies and does not provide its employees with protections against viewpoint discrimination, 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 employees 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. However, Sodexo does not discriminate against religious organizations in its charitable giving and has not used its PAC contributions for ideological purposes. For these reasons, Sodexo receives a Medium 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 Corporate Equality Index from the Human Rights Campaign (1). Among other requirements, this means Sodexo pledges to vet its vendors for LGBTQ policies. However, the company has not publicly terminated business relationships due to ideological differences.

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

Sodexo does not discriminate against religious charities. It does require that charitable applications be "free from any political, religious, environmental or racial bias" (1).

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

Sodexo does not provide protections from political viewpoint discrimination (1).

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). Sodexo 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 has signed the CEO Action for Diversity and Inclusion pledge (5). Sodexo has signed the Business Coalition for the Equality Act (6).

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

Sodexo’s 2020 Corporate Social Responsibility report states that the company’s employee business resource groups “collaborated... to support Black Lives Matter actions” (1). Sodexo is a partner of the National Urban League (2). Sodexo is a Bronze sponsor of Out and Equal and a corporate partner of the National LGBT Chamber of Commerce (3)(4).

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

Sodexo has not used its PAC funds for ideological purposes (1).

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