

SODEXO SUSTAINABLE SEAFOOD SUPPLIER CHARTER

INTRODUCTION

This Sustainable Seafood Charter sets forth Sodexo's expectation of suppliers, vendors, contractors and others with whom Sodexo conducts business (collectively referred to as "Suppliers") with respect to our Sustainable Seafood Strategy. This Charter sets forth the minimum requirements that Suppliers must meet to do business with Sodexo. In order to comply with these requirements, Suppliers should communicate the principles of this Charter throughout their supply chain.

Sodexo realizes that Suppliers may need time to address areas in which they may not be in compliance. We believe that compliance is best achieved through a process of continuous improvement over a period of time. With this in mind, Sodexo invites its suppliers to keep us regularly informed about their actions and their improvement plans concerning the Sustainable Seafood Charter.

Nevertheless, Sodexo reserves the right to carry out the controls that it seems necessary in order to ensure that this Charter is being respected throughout its Supply Chain. This may include self-assessments, Sodexo audits and third party audits of suppliers.

SUSTAINABLE SEAFOOD STRATEGY

Launched in 2009, The Better Tomorrow Plan is Sodexo's plan for a better future, with four priorities, 18 commitments and one journey forward involving 80 countries, 33,300 sites and 428,000 employees. This plan seeks to address the issues that we have identified as being significant to our market and stakeholders.

One of the 18 commitments is of the Better Tomorrow Plan is:

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

This commitment applies to all fish and seafood, fresh frozen or canned.

In order to achieve this commitment, we have defined a Sustainable Seafood Strategy based on 5 inseparable pillars:

SODEXO'S SUSTAINABLE SEAFOOD STRATEGY 5 INSEPARABLE KEY PILLARS



PRINCIPLES TO BE RESPECTED BY THE SUPPLIER

1. SODEXO SUSTAINABLE SPECIES LISTS AND AQUACULTURE REQUIREMENTS

The supplier commits:

- Not to deliver to SODEXO products that are among SODEXO's RED LISTED species and to respect the control measures identified by SODEXO for the ORANGE LISTED species
→ Appendix 1
- To respect the SODEXO AQUACULTURE SPECIFICATIONS
→ Appendix 2

2. PRODUCT INFORMATION AND SPECIFICATIONS

The Supplier commits:

- To respect labelling legislation and must label products in the language of the country where the products are being delivered.
- To provide a detailed breakdown of all the species that constitute "white fish"

In addition, it is strongly recommended for the supplier to inform Sodexo about the following information:

For farm raised products:

- The name and location of the farm where the fish was raised
- The aquaculture method used

For wild products:

- The name of the fishery from which the product was sourced
- Where the fish was caught
- The catch method used
- The catch date

3. NUTRITION

The supplier commits:

- To strictly ban partially hydrogenated fats and oils
- Not to exceed 1 % of trans fatty acids in the finished product in accordance with scientific recommendations
- To limit the use of hydrogenated fats and oils as much as possible
- To favour mono and poly unsaturated fats and oils (avoid animal fats, copra, coconut oil... enriched with saturated fatty acids)
- To always specify the nature and condition of the fats used
- To limit the sodium content of products
- To limit added simple sugars (i.e.: glucose syrup, fructose...)

- To limit additives and favor simple recipes
- To avoid the use of azo compounds in children's products
- To respect local specifications in terms of nutrition

In conformity with Sodexo's commitment to the use of certified sustainable palm oil, it is strongly recommended for the supplier to use only certified sustainable palm oil such as RSPO certified products if palm oil is used in the products

4. CERTIFIED SUSTAINABLE SEAFOOD

The supplier commits :

- to offer to Sodexo certified sustainable seafood whenever possible

For wild caught :

Sodexo has a worldwide agreement with the **MSC** to promote **MSC certified products** wherever possible. MSC is currently the most widely used and recognized certification program for sustainable wild caught fish from well-managed fisheries

For aquaculture :

GlobalGAP is the minimum basis for Sodexo concerning aquaculture species on condition that the whole chain from hatchery to factory is certified.

BAP "2 stars" (GAA association, ACC accredited certifier).

ASC will be progressively implemented and widened to more species. Sodexo relies on this standard for Pangasius and Tilapia. It will be mandatory in 2015 for these two species.

- APPENDIX 1 - Sodexo's species list

- APPENDIX 2 – Sodexo's Aquaculture Specifications