



**SODEXO-IUF Joint Commitment on preventing sexual harassment**  
**Annex to the SODEXO-IUF international framework agreement of 12 December 2011**

**Preamble**

- “Sodexo” refers to the company Sodexo SA and all subsidiaries under its control;
- “the IUF” refers to the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations and its affiliated unions in the Sodexo business sectors.

In accordance with the international framework agreement between Sodexo and the IUF, all the parties involved commit themselves to respect fundamental human rights, notably:

- The Universal Declaration of Human Rights;
- The core Conventions of the International Labour Organization (ILO);
- The international human rights instruments referenced in Chapter 4 (Human Rights) of the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

According to the ILO, sexual harassment is a form of discrimination under ILO Convention 111 on discrimination in respect of employment and occupation, one of the ILO’s core conventions. The Convention states that all human beings, irrespective of their race, beliefs or gender have the right to seek their material progress and spiritual development in freedom and dignity, economic security and with equal opportunities.

Preventing sexual harassment in the workplace is an indispensable condition of respect for these commitments and also reflects the importance attached by Sodexo and the IUF to health and safety at work.

Under this commitment, Sodexo recognizes the obligation to respect the laws and regulations of the countries in which it operates. Certain provisions contained in the commitments agreed to between Sodexo and the IUF may be more favorable than those in certain countries national legislation. In that case, Sodexo will seek, through dialogue, to promote the most favorable principles recognized in this commitment to combat sexual harassment in the workplace, notwithstanding that nothing in this agreement may require Sodexo not to respect the laws of any of these countries.

This commitment relies on the work of Sodexo and the IUF on diversity and inclusion to foster the career development of all individuals irrespective of their gender, age, ethnic origin, disability or sexual orientation.

**Declaration of intent**

Sexual harassment in the workplace is an offence and is illegal in many countries. Sexual harassment can cause deep distress and impair health. Sexual harassment can disrupt the work of those who are its victims. It can also lead them to give up their job if the workplace is the source of this harassment.

Sexual harassment is a form of violence which disproportionately affects women in the workplace; nevertheless, we also need to ensure that sexual harassment against men, or based on sexual orientation, irrespective of the position of the employee concerned or the type of contractual relationship with Sodexo, is also taken into account and handled in the same way. Furthermore clients, consumers and suppliers who are in daily contact with Sodexo employees can also be the

perpetrators of sexual harassment against them.

Sexual harassment undermines equality and spoils working relationships. It can take many forms and may include:

- any insult or inappropriate remark or insinuation concerning a person's dress, physical appearance, age, etc.;
- a condescending attitude with sexual implications undermining dignity;
- any inappropriate sexual invitation or request, implicit or explicit, whether or not accompanied by threats;
- any gesture that can have a sexual connotation;
- and any unnecessary physical contact such as touching, caresses, pinching or assault.

Sexual harassment in the workplace can have aggravating circumstances when it occurs in a situation where it is a precondition to hiring, or a condition to keep a job and a factor influencing working conditions and/or career development.

Sodexo and the IUF wish to ensure that all employees are aware of what constitutes sexual harassment, fully understand what is expected of them, know how to report any problem and are able to report alleged abuses in total confidence.

Sodexo and the IUF have jointly identified the actions and best practices that must be communicated, including to affiliated organizations, to allow concrete action and monitoring measures.

### **Principles, procedures and processes for putting an end to sexual harassment in the workplace**

The procedures agreed between Sodexo and the IUF are based on the following principles:

- sexual harassment is the subject of zero tolerance by Sodexo and the IUF and its affiliated organizations;
- sexual harassment is an offence which can lead to a disciplinary penalty;
- in cases of sexual harassment, it is the perpetrator who will, where necessary, be redeployed or subject to any other penalty, including dismissal from the company, in accordance with the legislation of the country, and this irrespective of his/her position in the company;
- Sodexo will provide training for all staff on this policy and their responsibilities under it, and may organize training on the subject;
- IUF-affiliated trade unions representing Sodexo employees can carry out awareness-raising and training activities for their own members.

Sodexo recognizes the importance of establishing a local procedure regarding sexual harassment in the workplace, known by the employees, and specific to each country, in order to report incidents of sexual harassment and allow them to be investigated and treated with confidentiality and neutrality. Information collected under this procedure will be handled by persons of confidence with specific training in this area, so that they can carry out a reliable and fair investigation of reported cases.

Sodexo will not tolerate reprisals against or victimization of an employee who observes and reports problems concerning one form or another of sexual harassment, or who registers a complaint and/or participates in procedures concerning an alleged case of sexual harassment, provided that it is done in good faith and based on real facts.

Sodexo will work with the representative trade unions affiliated to the IUF to ensure that the information regarding its commitment to prevent harassment is well understood.

In countries where there are no IUF affiliates, this Joint Commitment may serve as a benchmark for implementing measures to prevent sexual harassment in line with the company's global commitment to zero tolerance.

Sodexo undertakes to include a clause against sexual harassment in its Supplier Code of Conduct, to inform its subcontractors and suppliers of this policy and will use its influence to resolve any case of sexual harassment that might arise in the framework of its relations with subcontractors/ suppliers.

### **Next steps**

Sodexo and the IUF believe that concrete actions are necessary to prevent sexual harassment in the workplace. Sodexo welcomes the involvement of the IUF in establishing its commitments and in sharing best practice, raising awareness and monitoring progress.

To ensure effective measures to prevent sexual harassment in the workplace based in each country and to ensure that the above principles are known, the parties shall agree regular review procedures to evaluate the progress of their actions (annual meeting).

The French version shall be regarded as authoritative and shall prevail over any version in other languages.

IUF  
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General Secretary

SODEXO  
Michel LANDEL  
Chief Executive Officer