Social Responsibility and it’s Critical Role in driving D&I

Refugee Global Crisis ...

... Doing our Part!

Web Seminar
April 3, 2020
Enhancing the self-sufficiency and quality of life of Refugees

• Refugee Global Crisis
• Sodexo’s Global Commitment and Results
• Stakeholder Engagement
• Refugee Workplace Inclusion
• Recognitions
• Lessons Learned
Refugee Global Crisis

More than 70.8 million men, women and children forcibly displaced from their home countries.
Sodexo’s Global Commitment

Sept. 2018

• Sodexo will seek to hire 300 work-eligible refugees by 2020 in at least four countries, including the United States, Canada, Brazil and Sweden.

Sept. 2019

• Sodexo will seek to hire 300 work-eligible refugees by 2021 in at least four countries, including the Brazil, Colombia, Chile, and Peru.
Business Case for hiring Refugees

3 clear benefits for the employers*

• Refugees tend to stay with the same employer for longer than other hires.

• Once employers create a positive relationship with the first few refugees, it opens the door for the recruitment of many others.

• Consumers are more interested by brands who are helping refugees.

* Tent Foundation Partnership and Fiscal Policy Institute study
** Tent and Ipsos studies – June 2019
Stakeholder Engagement

Spread the business case within our teams: Hiring refugees is not only good for society but also good for the business. **Support and continue** the recruitment of refugees in the following countries: Brazil, Canada, France, Chile, Colombia, Italy, Netherlands, Peru, Sweden, USA. **Help us** to convince these new countries to recruit refugees: Argentina, Austria, Germany, Mexico, Spain, Switzerland, Turkey, UK.
## Refugee Workplace Inclusion

### 1. RAISE AWARENESS
- Engage refugees in mentoring
- Connect to NGOs

### 2. CREATE PARTNERSHIPS WITH NGOs
- Brazil: United Nations High Commission for Refugees, PARR (Support to Relocation of Refugee Programs), Caritas (Institute from Catholic CharitiesVenezuelan Institute, etc.
- Chile: Servicio Jesuita Migrante
- France: Forum Refugies and Terre d’Asile
- USA: Lutheran Immigration Services, HIAS

### 3. COMMUNICATE INTERNALLY & EXTERNALLY
- Flyers for managers explaining benefits of hiring refugees
- Conversations with clients on the benefits

### 4. TRAIN REFUGEES AND EMPLOYEES
- Create guidelines to help employees and refugees to better understand each other
- Somos Todos Cuidadores ("We are all Caregivers") training to refugees in Hospital patient care jobs

### 5. HIRE REFUGEES AND SUPPORT THEM
Lessons Learned

• Need to disseminate the **business case** to operations
• Partner with clients to demonstrate **thought leadership**
• **Sponsor role** is important to give vision and ambition
• **Storytelling** helps to make concrete the skills and the will to be integrate for a refugee
• **Partnership with Tent** is strategic to find contact and to get expertise
• **Top level involvement** is crucial
Thank you!