



**YOUR
BENEFITS,
OUR
COMMITMENT**



sodexo

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Discover the range of resources, rewards and benefits available to help and support you every day.

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IT ALL STARTS WITH YOU



Thank you for everything you do. Your everyday actions make a big impact on our communities, our clients, and each other.

Our Promise to You

We care deeply about our teams and want to help you perform at your best. This means providing the tools, skills, and opportunities to unlock your potential while fostering a company culture that prioritises your health, safety, and wellbeing.

We value you, and our commitment to you is built on three pillars: Belong to a team, Act with purpose, and Thrive in your own way.

These are the key experiences we strive to make a reality for everyone at Sodexo.

Please take a moment to read this guide, which highlights the range of resources, rewards, and benefits we've put in place for you and your family. When you're happy both inside and outside of work, you make us a stronger team.

Best wishes,

Bill Buchan

HR Director
Sodexo UK & Ireland



• MY HEALTH •
• MY WORK •

MY HEALTH

Live better, inside, and out.

To live your best life, taking care of your mental and physical wellbeing is essential. We've provided a range of resources designed to help keep you and your family healthy and happy.

Spectrum.Life

Our online platform offers unlimited access to mental health and wellbeing support, ensuring you feel supported every step of the way.

You'll find a wealth of resources to help you achieve your goals, including:

- Personalised tools and resources tailored to your needs.
- Videos and podcasts from specialists in nutrition, psychology, and physiotherapy.
- Explore Spectrum. Life and take the first step towards a healthier, more vibrant you.

At Sodexo, we know that mental, physical, emotional, and financial wellbeing is essential to thrive in all aspects of life.

That's why we offer Talk, our Employee Assistance Programme, providing support whenever you need it. Whether it's everyday life challenges or more significant issues, Talk is here for you and your family.

Support includes:

- Legal and financial support.
- Help with personal relationships, such as family matters or bereavement.
- Support with work-related issues.

With Sodexo, you belong to a community that cares, acts to support you, and helps you thrive.



Free and completely confidential

Spectrum.Life offers telephone, face-to-face and online support. Call any time 24/7, whatever the reason, and whenever you need it:

IRE Freephone: **1800 903 542**

Abroad, including Falklands and Cyprus:
+353 151 80277

WhatsApp: Message 'Hi' to:
087 369 0010

 **spectrum.life**



To find out more about Spectrum.Life or the Talk service, scan this QR Code or visit **sodexo.spectrum.life** (org code sodexo).




Mental Health First Responders

In today's world, where caring for our own mental health and that of others is more important than ever, you can volunteer to become a Mental Health First Responder through Sodexo's programme partnered with Spectrum.Life.

Belong to a team dedicated to making a difference. Mental Health First Responders are trained to:

- Increase their understanding of mental health difficulties.
- Support someone in distress.
- Direct individuals to appropriate care.

Act with purpose by building skills to recognise signs of a colleague in distress, provide immediate support, and guide them to professional help. Thrive in your own way by contributing to a supportive and caring community at Sodexo.

 **Want to become a Mental Health First Responder?**



To find out more, speak to your line manager or scan this QR code to access Reward Hub and head to the Health and Wellbeing page.



YuLife

YuLife is a free app that rewards you with 'YuCoin' for engaging in healthy activities like walking (even your steps at work count!), meditating or even Yudoku! You can exchange your coins for vouchers to spend at major retailers like Tesco, Amazon, and Penneys. Plus, the app offers a range of other perks and benefits.

Sign up to access:

- 24hr virtual GP and healthcare services, discounts and rewards.
- Meditation and exercise classes.

You can also donate your YuCoins to charitable causes such as supporting environmental projects, including:

- Planting trees with Earthly.
- Fighting world hunger with ShareTheMeal.
- Cleaning up our oceans with Big Blue Ocean Cleanup (BBOC).

- Providing clean water for families with charity: water.
- New career opportunities for people without homes through Beam.

Join YuLife and take proactive steps towards a healthier, more rewarding life.



How to be rewarded for living well

yu life



Scan this QR code to access **Reward Hub** and head to the Health and Wellbeing page to sign up and download YuLife.

Virtual GP - HealthHero

With HealthHero, you and your loved ones have access to a virtual GP service 24/7! You can choose a time and day that suits you, whether to have a video or phone appointment, and to speak to a male or female doctor if you have a preference.

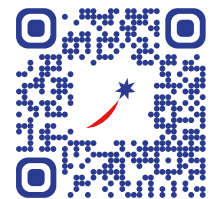
Services include:

- Phone consultation.
- Video consultation.
- Prescription service.
- Open referrals.
- Fit notes.
- Translation services.



How to access the round the clock GP Service

MetLife



- Access your account here by going through **YuLife**.
- Or Call to book an appointment: **+353 (01)5767404**.


Vita by Sodexo and regional enhanced benefits

We are committed to building a supportive and enriching working environment for all of our employees. To support you in thriving personally and professionally at whatever stage you may be in your career or home life, we have designed a wide range of discretionary enhanced benefits.

We offer enhanced family leave benefits to support our employees including enhanced pay and leave entitlements for maternity, paternity, adoption and surrogacy. We provide paid leave for those undergoing IVF treatment and we also deliver programmes on menopause and endometriosis with regular menopause cafes, training and workplace support.

You can apply for paid medical care leave to support with your caring responsibilities, and you can request flexible working. Alongside this we provide additional leave for grandparents and guardians and support for those who have suffered a recent bereavement.

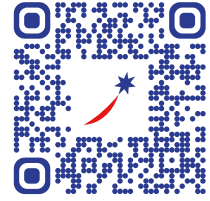
Our HR Policies contain detailed guidance and eligibility criteria on all of our enhanced benefits in addition to the information provided in the table below.

	ROI Benefit* (* Note that all discretionary benefits are subject to eligibility criteria, notification requirements and conditions)
Medical Care Leave.	When a loved one is seriously unwell, we understand this can be challenging. You can take up to five days of paid medical care leave in any 12 month period.
IVF leave.	If you are undergoing IVF treatment, we offer up to 5 days paid leave per cycle (for 1 cycle each year up to a maximum 3 cycles). If you are supporting your partner through IVF, we offer 2 days paid leave per cycle (for one cycle each year up to a maximum of 3 cycles).
Paid leave for antenatal/post-natal appointments.	We provide birth parents reasonable paid time off for their ante-natal and post-natal appointments. Co-parents can also take paid time off work to accompany their partner to 2 ante-natal appointments.
Unpaid Family Leave	Lots of people contribute to the care of children including grandparents and guardians. We provide up to 5 unpaid days leave each year to support your caregiving responsibilities.
Parental Bereavement	The loss of a child or baby loss is one of the most painful experiences a parent can face. We support employees through this incredibly difficult time by offering up to 4 weeks paid leave.



Want to explore these benefits in more detail?

VITA
BY sodexo



For further details on discretionary enhanced employee benefits including eligibility criteria, process, limitations and notification requirements please look at our HR Policies located on Sodexo_Net and DMS, or contact PeopleServices at PeopleServices.UKandIE@sodexo.com or HR Policy at HRPolicy.UKandIE@sodexo.com.

Eye Care

See things clearly with our eyecare scheme.

Make sure you're able to see the finer details with our Visual Display Unit (VDU) Specsavers Eyecare Scheme*.

*Assessment Based.

If you work for long periods in front of monitors, computer screens and other visual display units (VDU), it can cause eyestrain. Through Specsavers, we can provide and fund an eye examination for you. If glasses are required solely and specifically for VDU, we can also fund basic frames and lenses.

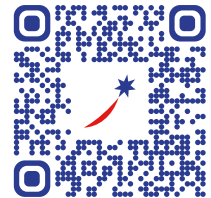
The process is simple:

- Visit the Reward Hub and complete the relevant forms.
- Receive your eVoucher.
- Book appointment online or by phone.
- Present eVoucher prior to your eye test.



Find out more

Specsavers



Log into SodexoRewardHub.com by scanning this QR Code for more details.





H • MY FINANCES
IMPACT •

MY FINANCES

Make the most of your money.



Life Assurance

To give you piece of mind and ensure your loved ones are more secure. We provide you with life assurance if you die while employed by Sodexo, up to the age of 70.

It's important you tell us who you would like to receive this payment. When you nominate someone to receive your life assurance benefit, they're called a beneficiary. Remember to make your nomination and keep it updated if your circumstances change.



Nominate your beneficiaries

VITA
BY sodexo



To make your nomination, email lfeassurance.ukandie@sodexo.com to request a form.

Pension Plan

Sodexo offer a defined contribution pension arrangement in the form of the Mercer Aspire Pension Plan, part of a Mercer Mastertrust. Paying into the Plan can help build a pot of money to provide you with an income in retirement. These savings can help you enjoy a more comfortable standard of living and greater financial freedom when you stop working, or reduce your working hours, after you reach retirement age.

Manage your account online

As a member of the plan, you can also register for online access to Zurich Life's Client Centre which makes it simple to keep track of your pension pot through your PC, mobile or tablet.



Find out more

Mercer



If you'd like more information about your Pension Plan, scan this QR code or visit this website <https://www.zurich.ie/connect/sodexo/home/>.



ROI Sodexo Discounts

Before you spend online or on the high street, make sure you always check out the great deals available 24/7 at Sodexo Discounts. From everyday groceries to essential utilities, from hot fashion to sunny holidays. On average, you could save up to €742 a year!

This online portal is home to:

- Over 1,900 brands - incl. Asda, Morrisons, Vue, Apple and many more.
- 104 retailers and growing.
- Save up to 10% instantly at your favourite retailers with an instant eCode.
- Over 115,000 Perks at Work members purchased €107m of eCodes in 2020 alone!
- More than 100 live exercise classes every week.
- 20% off phone contracts with Vodafone

Don't forget, you can also register up to 10 friends and family, so they can make savings too!



Start your savings today!

 perks at work



Register for free using this QR Code to head to the Reward Hub and go to the Sodexo Discounts Page.



MY WORK

Unlock your full potential.



We're committed to helping you achieve your goals by offering comprehensive training, career advancement opportunities, and enhanced benefits to balance your job and personal life.

Apprenticeships

At Sodexo, we believe in fostering a sense of belonging, encouraging proactive engagement, and ensuring every team member thrives. No matter where you are on your journey with us, our apprenticeship programmes are designed to help you excel in your chosen career.

Join thousands of Sodexo colleagues who have taken the first step in their development by enrolling in one of our 100+ apprenticeship programmes. With opportunities across a diverse range of roles—from Customer Service to Hospitality, Retail to Finance, and Engineering to HR—there's a path for everyone.



Ready for your new adventure?

sodexo
APPRENTICESHIPS
& EARLY CAREERS



To learn more about apprenticeships in Ireland, scan the QR code above or email the Apprenticeship Team at **apprenticeships.uk@sodexo.com** for more information.

Develop and Grow Your Career

Our people are at the centre of Sodexo and we understand that providing quality learning and development opportunities is fundamental to meeting and exceeding the needs of all our Sodexo colleagues.

We recognise that by developing our people, we can make a positive difference to your quality of life, your individual success whilst creating a real sense of belonging for all within the Sodexo family.

Our blended approach to learning allows us to reach everyone with learning offers suited to individual development plans and learning styles; we encourage all colleagues to take ownership of their own personal growth within the business, becoming the best you can be and thriving in your current role, whilst unlocking new possibilities in an exciting career with Sodexo!



Find out more

Academy sodexo



Log into **SodexoRewardHub.com** by scanning this QR Code to access your Learning Management System (LMS) and access a world of learning opportunities.

The LMS is available to all employees, speak to your line manager or contact PeopleServices at: **PeopleServices.UKandIE@sodexo.com** for further details.

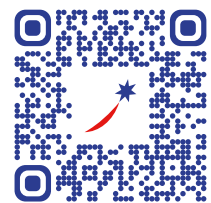
Sustainability Learning Pathway

Want to make a real difference at work and at home? Learn how your everyday choices can impact the environment and your finances! Sodexo's Sustainability Learning Pathway empowers you to develop your career while becoming a sustainability champion. Reduce waste, save energy, and be part of creating a brighter future for Sodexo, yourself, and everyone around us.



Find out more

SOCIAL IMPACT sodexo



Log into **SodexoRewardHub.com** by scanning this QR Code to access your Learning Management System (LMS) and head to the Sodexo Learning Pathways and click on CSR.

The LMS is available to all employees, speak to your line manager or contact PeopleServices at: **PeopleServices.UKandIE@sodexo.com** for further details.

Talent Spotters

The Talent Spotters programme is our way of promoting, capturing, and rewarding employee referrals across all regions and countries. The goal of Talent Spotters is the efficient attraction and hiring of high-calibre employee referred talent into Sodexo.

For recommending exceptional talent who are then successful in joining and progressing with our organisation, you can receive Recognising You points which can be used across a range of voluntary benefits, including retail and hospitality discounts!



Find out more

IT PAYS TO
HAVE FRIENDS



Visit <https://www.sodexojobs.co.uk/> or scan this QR code, once you have found a role perfect for a friend click 'refer a friend for this job' to send it to them!



Recognition

Recognising our colleagues for the amazing work they do is important. We have various ways of doing this at Sodexo:

- **Recognising You:** say thank you to a colleague for a job well done or award them an eCard in recognition of their hard work.
- **Spirit of Sodexo Awards:** our biggest annual regional event, celebrating colleagues from across the business for their extraordinary efforts.
- **Long Service Awards:** a celebration of colleagues that have served 20, 30, 40 and 50 years with Sodexo.

Celebrate your colleagues by nominating them for Recognising You, a Spirit of Sodexo Award or by celebrating their long service.



Find out more

RECOGNISING
YOU



Log into [SodexoRewardHub.com](https://www.sodexorewardhub.com) by scanning this QR Code and visit the Recognition page.



MY IMPACT

Help create a better world for everyone.



Whether through volunteering or fundraising, there are countless ways you can join us in making a positive difference in our communities and the environment. Together, we can have a lasting impact and build a brighter future.

Bike to Work

Riding to work on a bike is just one way you can help reduce pollution and do your bit for the planet.

Through the government's Bike to Work scheme, you'll get up to €1,250 for a regular bike and up to €1,500 for an electric bike at one of their approved Cyclescheme partner stores.

You can apply for the Bike to Work scheme once every four years. To take part, you'll also need to agree to sacrifice an amount of your salary for a set period of time.



How to apply



Log into **SodexoRewardHub.com** by scanning this QR Code and visit the Bike to Work page.

Sodexo Stop Hunger Foundation

Fight Hunger, One Meal (or Pound) at a Time!

Did you know, 1 in 5 people in the UK struggle with food insecurity? Sodexo and Stop Hunger are working to change that.

Stop Hunger is a global network launched by Sodexo colleagues, that fights for a hunger-free world. Since 2005, in the UK and Ireland alone, the Foundation has distributed over £4.5 million to charities, aligning with the UN's goals for a fairer world.

Make a Difference, Volunteer or Donate!

Volunteer your skills: Sodexo offers 3 paid volunteering days (up to 24 hours) per year to support charities like Stop Hunger. There is the flexibility to use one of these days to support a charity that doesn't tackle food insecurity and its root causes.

This helps organisations facing volunteer shortages and make a real difference in your community!



Want to make a difference?



To become a volunteer, log into the Goodness Platform at stop-hunger.benevity.org, speak to your Lead Charity Champion or reach out to **Stop Hunger directly**.





Employee Networks

Our employee networks play a pivotal role in creating an inclusive environment at Sodexo. Each network is run by a committee of volunteers from within the business for the benefit of all employees.

Why join a network?

- First-look access to events.
- Relevant updates straight to your inbox.
- Networking opportunities and community building.



Register and join

sodexo
EMPLOYEE
NETWORKS



Want to register for one or more of the networks?

Scan this QR code to register and join as many or as little as you want!

ORIGINS
Culture, heritage and beliefs

SoTogether FM
UK & Ireland
Championing gender equity in Facilities Management

SoTogether
UK & Ireland
A gender network for a better tomorrow

PRIDE
UK & Ireland
LEADING LESBIAN, GAY, BI, TRANS, QUEER AND QUESTIONING (LGBTQ+) INCLUSION

SODEXO
GENERATIONS
CHAMPIONING GENERATIONAL DIVERSITY

Sodexo
Parents and Carers

Sodexo
Ability

MILITARY CONNECTIONS

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