

# Investing in our Experience Makers

October 2023

sodexo  
*live!*



# What have Sodexo Live! Experience Makers told us?

They want:

More tools to develop myself  
and grow

Greater visibility of where I fit  
in Sodexo Live!

To know what knowledge,  
skills, abilities, and  
behaviours I need for my next  
role

Fairer and more consistent  
approach

Better transparency

More visibility of roles within  
Sodexo Live!

You want to better understand how to progress within Sodexo Live!  
(Voice 2023 results)

# A year at Sodexo Live!



**Belong. Act. Thrive. Be Live!**  
365 Days a Year

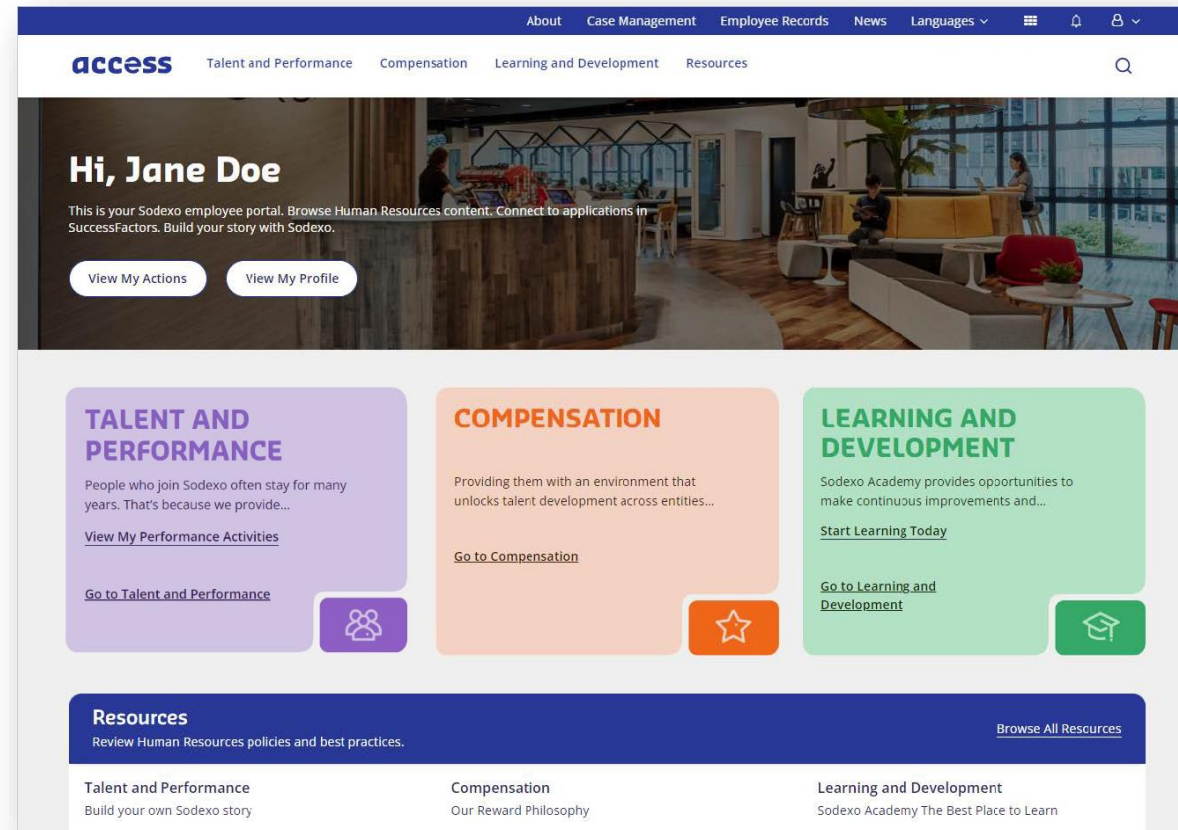


*sodexo*  
**live!**

# Welcome to Access: your HR portal to access HR resources and connect to the new tool, SuccessFactors

Launching soon

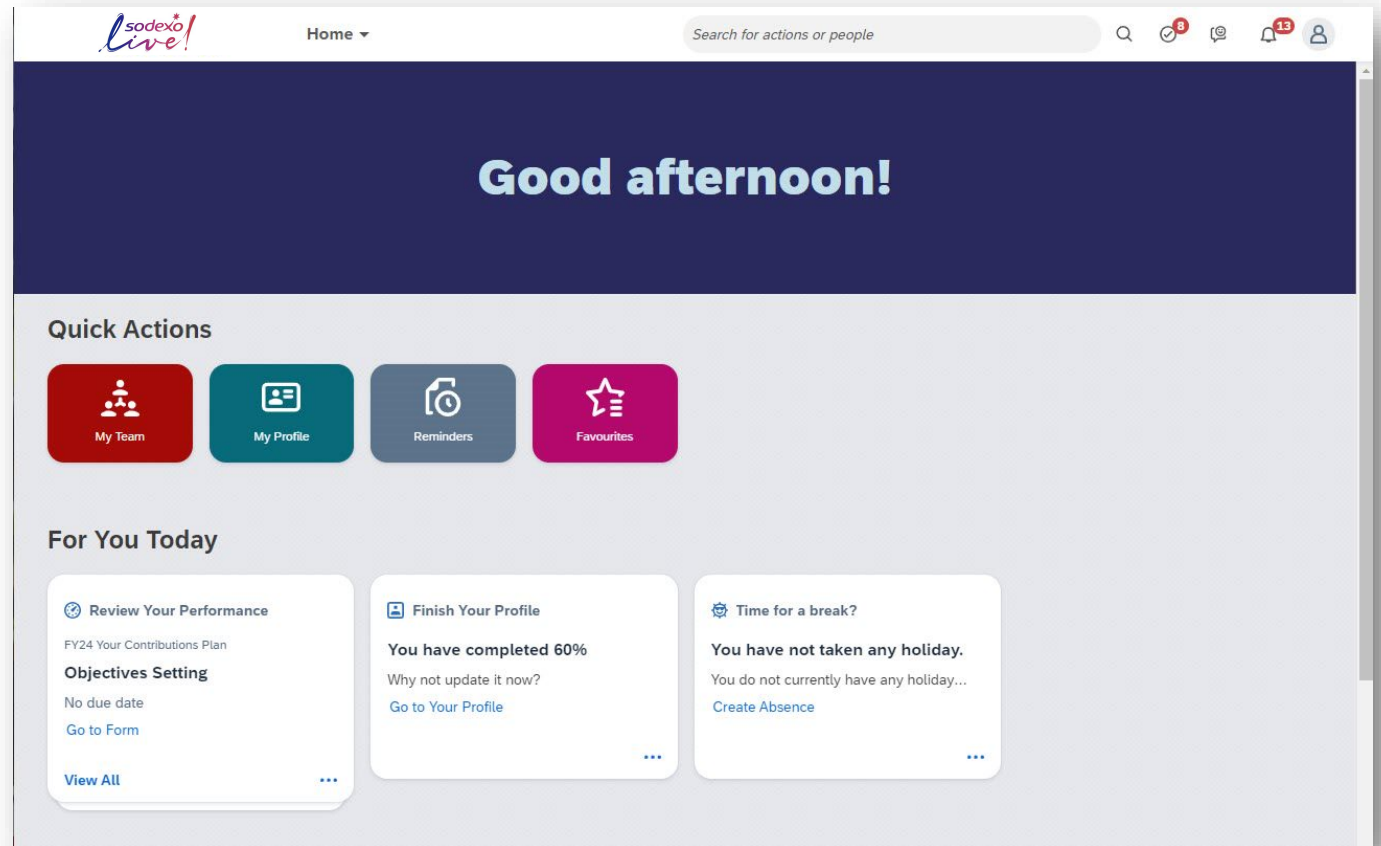
- Access is the Global HR portal with Talent & Performance, and Compensation resources. Learning & Development is coming later this financial year.
- To get to Access, go to Sodexo\_Net, look under "quick links" and click on the Access button.



# A new tool: SuccessFactors

Launching soon

- SuccessFactors replaces Ingenium for all talent & performance processes like setting objectives and year-end reviews
- First task: build your profile
- To get to SuccessFactors:
  1. Go to Sodexo\_Net
  2. Click on the Access button
  3. Click "View my actions"



# Changes: talent and performance

October 2023

All employees who currently use Aspire



## What stays the same?

- Regular conversations between employee and manager
- Timeline for setting objectives and completing year-end reflection
- Learning activities remain in Ingenium

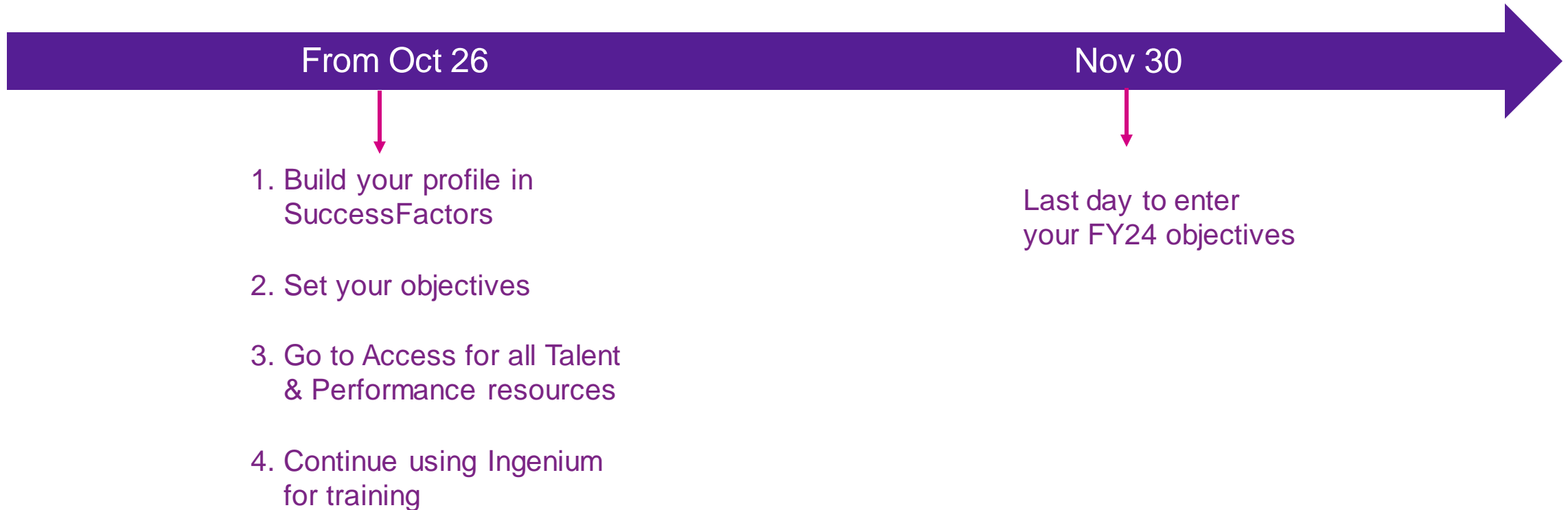


## What's changing?

- A new digital tool (SuccessFactors) replaces Ingenium for all talent & performance activities
- A new Global Human Resources portal called Access where you can access all talent & performance resources
- Additional features to aid objective setting in the Access portal
- Bonus eligible employees have visibility of both financial and performance objectives
- Good quality data is key. Not all data will be transferred like-for-like from Ingenium. Employees will need to refresh certain elements
- An evolved performance management framework is deployed for FY24

# Timeline

What do you need to do and when?



# Evolved performance management framework

Your FY24 review will follow these four sections

## Financial Objectives (KPIs)

Building transparency and aligning on each individual's contribution to organisational performance

*#Belong*

*For bonus eligible employees only*

## Role Competencies

Expected behaviors to describe success in the role

*#Thrive*



## Performance Objectives

Empowering individuals to take ownership of their contributions

*#Act*

## Our Founder's Beliefs

A frame for reflection to collect deeper insights and individual views on contributions

*#BeLive*

# Thank you

Make the most of every moment.

The logo for Sodexo Live! is displayed in a white rounded rectangle. The word "sodexo" is in a blue, lowercase, sans-serif font. The word "live!" is in a red, lowercase, cursive font, with a small red star above the 'i' and a red exclamation point at the end.

*sodexo*  
*live!*