



Sous le haut patronage de
Monsieur Emmanuel MACRON
Président de la République



30 ANS
ARBORUS
Une longueur d'avance



**International
Label for
Equality
Diversity
Inclusive AI**

DOSSIER DE PRESSE - Edition 2025

GEEIS-SDG Trophy

**GEEIS-SDG-AI Trophy, dans le
prolongement de l'**



**AI ACTION
SUMMIT**





The 5th Edition of
GEEIS-SDG Trophy AND GEEIS SDG _AI Trophy
for
12 international companies :
BANQUE DE FRANCE, CARREFOUR, DANONE,
GEODIS, INDITEX, KEOLIS, LEGRAND,
L'OREAL,ORANGE, SAFRAN,SODEXO, SONEPAR



WITH :

Nicole Ameline, Expert CEDAW-UN, Former Former Minister for Equality

Jessica Larsson, head of the european commission representation in France

Charles-Louis Molgo, Head of Projects CSR/Global Transitions/Industrial Relations.

Cristina Lunghi, General Delegate of the Arborus foundation

Delphine O, UN Women's Generation Equality Ambassador

Isabelle Rome, French Ambassador for Human Rights and International Remembrance of the Holocaust,

Former Minister for Equality, President of the Charter for an Inclusive AI



03 June 2025 : The 5th edition of **GEEIS-SDG Trophy** and **GEEIS-SDG AI trophy**

At L'Oréal's international headquarters, 12 international companies, GEEIS certified worldwide, were rewarded for their action in favour of gender equality and the UN SDGs, and for some of them with an inclusive AI perspective following the Paris AI Action Summit. The awards were presented by personalities recognised around the world for their involvement in these issues.





The 5th Edition of GEEIS-SDG and GEEIS-SDG AI Trophy



The aim of the GEEIS SDG Trophy is to develop a new concept to be launched in 2019 at the United Nations headquarters.

The idea is to create an SD culture that takes equality into account as a LEVER . Because, how can we imagine that equality is not at the heart of the project for a better, fairer, more just and more sustainable world?

Since 2019, the aim of these awards has been to show that this is possible, with the magnificent projects presented each year by companies involved with Arborus in GEEIS certification around the world.

Since 2019, we have awarded prizes to 43 projects, with the number increasing each year, and this year a record of 12 projects.

Our impact is strong: in terms of the number of beneficiaries: with 3 million women, children - and men by ricochet, including 1 million in Indonesia with the Danone project last year.

The impact is also strong in terms of geographical scope ; all these projects impacted this countries : Australia, Bangladesh, Botswana, Brazil, Cameroon, Chile, China, Colombia, Cote d'Ivoire, Egypt, Spain, France, Guinea Conakry, India, Indonesia, Italy, Jordan, Liberia, Madagascar, Mali, Morocco, Moldova, Niger, Pakistan, Poland, Democratic Republic of Congo, Romania, Senegal, Tunisia.

This year, to stay one step ahead, we wanted to extend the AI ACTION SUMMIT that took place in Paris last February, and we've set up a trophy: **GEEIS SDG AI trophy**

Since 2020 Arborus has been strongly committed to inclusive AI or, more precisely, non-exclusive AI.... Together with Delp Pouponneau from the Orange Group, we launched the 1st International Charter for a Inclusive Ai-I, and then the GEEIS AI label.

These two tools have been identified as the two deliverables of the “Work for future” initiative led by Charles Louis Molgo, Delphine O and Sana de Courcelles, among others.

We're very honoured and proud of this, and it has led to the high patronage of the President of the Republic and his encouragement for our 30th anniversary and these trophies.

The 5th Edition of GEEIS-SDG ad GEEIS-SDG AI Trophy

Cristina Lunghi, founder of Arborus, said :

“

"I am deeply happy to see that, 30 years after the creation of Arborus, our GEEIS label is now present in 56 countries. We proudly uphold the values of inclusion, and the companies committed alongside us are implementing remarkable initiatives for a better world. Thanks to their actions, millions of women, men, and children are seeing their daily lives transformed. True success is measured by the number of people who benefit from these programs. Bravo and thank you to all those who, every day, are making change happen!"

”

The **GEEIS-SDGs Trophy** also aims to raise awareness among private and public decision-makers and society at large, on the importance of making gender equality the central pillar of any systemic approach to achieving the Sustainable Development Goals.

The **GEEIS-SDGs AI Trophy** demonstrates the importance of inclusive AI for an increasingly complex world.





A world tour of projects that make equality the lever of sustainable development





TRAITEMENT
DU
surendettement

INDITEX
Technovation
Monde



Programme Hello Women
20 pays associés



KEOLIS
100%Feminin
Inde



« DARTALEBA », LA MAISON DES
POSSIBLES -Maroc

DANONE
ECOSYSTEM
SAMAS Romania



I'm a Woman, I'm an Electrician
Peru



Transforming Young Women and
Mothers from the Poverty Line in
Tondo, Philippines



« Finance pour les femmes »
Monde.



Egypt



Escuela Para Padres – Sonepar
Mexico



**TRAITEMENT DU Surendettement
AMELIORATION DE L'ACCUEIL DU PUBLIC**

BANQUE DE FRANCE

PROCESSING OVERINDEBTEDNESS - IMPROVING CUSTOMER SERVICE



Project description

The Banque de France has been entrusted by law with the task of acting as secretariat for the departmental over-indebtedness commissions, which define and implement protective measures for the beneficiary when his or her case is deemed admissible. As part of this role, Banque de France staff not only mediate the resolution of cases with creditors, but also welcome and advise applicants, and respond to their requests. However, the underlying documentary databases are highly varied, both internal and external, legal and regulatory in origin, and very voluminous and heterogeneous, which means that queries from private individuals cannot be dealt with systematically and rapidly with conventional search engines, which are not sufficiently efficient.

Since when? For how long?

In 2024, the Banque de France began thinking about applications of Generative AI to improve the quality of responses from agents responsible for relations with the public as part of their missions with private individuals. An experiment confirmed the value of AI in this use case, as well as the absence of bias in the different types of population. Industrialization was validated at the end of 2024, with the application to be implemented in 2025.

How is the link between equality and ODD made and digital if you apply for the DIGITAL/AI special mention?

ODD1 ("Eradicate poverty in all its forms, everywhere in the world"): the application significantly improves processing time, a decisive factor in psychological and financial resilience for individuals. It supports efforts to promote financial inclusion and education among vulnerable groups. Particular attention is paid to the gender dimension of the solution's accessibility.

ODD5: Women are the first victims of over-indebtedness (20% of over-indebted individuals - 18% mothers / 2% fathers - are single-parent families, compared with 10% of the general population).

What exactly does the project involve?

The project involves the implementation of an AI-enhanced enterprise search engine ("neural search") coupled with a conversational assistant based on generative AI, all operated on a cloud services platform, with the underlying information being public. As part of the Banque de France's GEEIS IA label, we were careful to integrate a method that did not create any gender bias in the model.

What are the impacts?

The expected impacts are twofold: firstly, an improvement in the quality of service provided to private individuals, with targeted, relevant responses and reduced lead times; secondly, to free up the time of the agents concerned to focus on high value-added activities, particularly in the area of support for private individuals.

PROCESSING OVERINDEBTEDNESS - IMPROVING CUSTOMER SERVICE



Valérie FASQUELLE
General Director of Information System
At Banque de France

I am very pleased to present to you today an emblematic project of the Banque de France, at the crossroads of technological innovation and social commitment. Every year, thousands of people facing over-indebtedness turn to our services. Our staff support them with dedication, but they are increasingly confronted with the complexity of legal and regulatory information.

To address this, we launched an artificial intelligence project based on an intelligent search engine and a conversational assistant. The goal: to provide better, faster, and more accurate information.

This system helps reduce response times, improve the quality of answers, and strengthen human support.

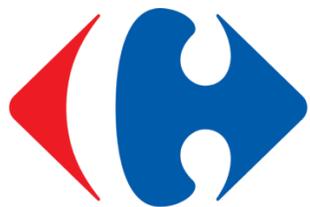
But this project goes even further: it is part of an ethical and inclusive approach, certified with the GEEIS AI. Our ambition is clear: an AI that does not replicate inequalities, but helps correct them.

This project also addresses a major issue of gender equality, directly linked to the Sustainable Development Goals, particularly SDG 5. Women are overrepresented among over-indebted individuals: 20% of cases involve single-parent families, the vast majority of which are single mothers. By facilitating access to information and support, we are taking concrete action to reduce these inequalities.

The pilot phase was successful in 2024, with the goal of scaling up in 2025. Looking ahead, we want to go further: extend this AI to other missions of the Banque, enhance accessibility, and make equality a driver of sustainable transformation.

Thank you to all the teams involved, and to Arborus for this recognition. Together, we are building responsible AI, in the service of humanity.





Carrefour



 **GRAND
SONDAGE
DIVERSITÉ
D'ORIGINE**

GRAND SONDAGE DIVERSITÉ D'ORIGINE

Notre Groupe s'engage activement en faveur de la diversité d'origine à travers diverses initiatives. Ces actions tendent à éliminer toutes les formes de discriminations subies par les personnes d'origine étrangère et visent à briser le double plafond de verre pour les femmes



24% de participation

- Une participation plus élevée parmi les managers (70% de participation) que parmi les non managers (20%)
- Une participation plus élevée sur le siège (43%) que sur les formats Market (24%), Supply (21%) ou Hyper (20%)
- Des écarts régionaux et par magasin

→ Un redressement statistique sur la base de la répartition réelle des salariés par

- Format (siège, market, hyper, supply)
- Niveau de management
- Âge
- Sexe
- Ancienneté



Notre politique d'égalité et inclusion Groupe a toujours été fondée sur l'égalité Femme/Homme dans nos 300 métiers



Par ce sondage Carrefour s'engage en réduisant les inégalités dans la représentation ethnique et en garantissant l'équilibre Homme/Femme dans nos instances dirigeantes



Accompagnement par la campagne de Role Models femmes, de formations métiers, langue..., mentoring programme Revel@her pour les femmes



Project coalition



**SAMAS
Romania**



The **SAMAS** program was launched in 2013 in Romania, a country considered high-risk for maternal and infant health. At the time, the infant mortality rate was twice the EU average. The program aims to strengthen the capacities of perinatal healthcare professionals and families by promoting breastfeeding in line with WHO recommendations, offering both free and paid counseling services, and addressing sociocultural barriers to improve exclusive breastfeeding rates and early nutrition habits.

The SAMAS project supports several Sustainable Development Goals (SDGs):

- **Gender Equality:** By supporting families and investing in the training of care professionals.
- **Good Health and Well-being:** Through perinatal and postnatal support, aiming to improve the health of mothers and babies in Romania.
- **Quality Education:** By developing certified professional training programs for educators and facilitating parents' access to clear information and practical skills.
- **Reduced Inequalities:** By offering dedicated (free) services for vulnerable populations. SAMAS was a pioneer in distributing Baby Boxes—essential items for newborns.
- **Digital Dimension:** By using digital tools to expand the project's reach and disseminate best practices (TV spots, radio campaigns, YouTube channel, free online content). It also strengthens connections through a digital community of parents and professionals.

The SAMAS project is built on three pillars:

- **Professional Empowerment:** Training and elevating the role of midwives, nurses, and other healthcare professionals.
- **Awareness:** Changing behaviors and perceptions around breastfeeding and parenting.
- **National advocacy:** Influencing public policy and improving maternal and child health standards.

EXPECTED RESULTS

- Develop a local network of certified healthcare professionals to disseminate best practices in breastfeeding and nutrition on a large scale.
- Influence public policy in maternal and child health.

OBTAINED RESULTS

- SAMAS has trained **2,459 professionals** in 30 out of 41 counties.
- Exclusive breastfeeding rate during the first six months increased from **12.6% in 2011 to 29.8% in 2016.**
- **69%** of Romanian mothers reached through the SAMAS education community since 2013





“My name is Denisia Mazilu and I’ve been a mom for a year. I turned to the professionals at the SAMAS Association two weeks after giving birth. A Perinatal Educator came to our home, she provided me with invaluable assistance. I felt like I had a friend by my side, and I was able to openly discuss my concerns with her. I believe that the SAMAS Association supports mothers and instills confidence that someone is there to assist them whenever needed. For me, breastfeeding is something magical, and I feel that for my little one, it’s something that binds us very strongly.”





**Ateliers de formation
« Finance pour les femmes »
Global GEODIS Women's Network**

Ateliers de formation “Finance pour les femmes” Global GEODIS Women’s Network

En 2025, le **GEODIS Women's Network** a lancé un nouveau **projet d'accompagnement sur l'éducation à la gestion financière**, avec le premier atelier **sur la négociation salariale**.

Feuille de route du projet :

Mars 2024
Idée gagnante du GWN Awards



Melanie FANTIN,
GEODIS Australie



Août-Décembre 2024
Conceptualisation avec



Mars 2025
Formation des
ambassadeurs du programme



à partir d'avril 2025
Déploiement de l'atelier dans le
monde

Informations clés :



Format : sessions en présentiel et par TEAMS



Publique (cible initiale) : les femmes membres du réseau GEODIS Women’s Network dans le monde



Facilitateurs : 15 ambassadeurs GWN formés en Australie, Emirat Arabe Unis, Etats-Unis, France, Mexique, Suède, Thaïlande.

Ateliers de formation “Finance pour les femmes” Global GEODIS Women’s Network



Melanie FANTIN,
GEODIS Australie
Founder of "Finance for Women" training

Women often face unique financial challenges — from pay gaps to caregiving responsibilities — that can impact long-term financial security.

*The **GEODIS Women’s Network Finance Training** empowers women through practical workshops focused on financial literacy and negotiation skills, led by internal experts.*

I’m proud to support this initiative because when women are equipped with the right tools, they gain the confidence to shape their financial futures — and inspire others to do the same.





TECHNOVATION

TECHNOVATION

Project Description

Technovation is a global program that empowers girls aged 8 to 18 to solve community problems by developing mobile apps and business plans. With the support of volunteer mentors, they gain technological and entrepreneurial skills to become innovative leaders. At Inditex, our vision is to form 100% Inditex-led teams.

Start Date & Duration:

We have been sponsoring and participating in Technovation for 4 years. Each cycle runs for 12 weeks, from December to April, mostly online.

Link to Equality, SDGs & Digital/AI (if applicable):

Technovation promotes gender equality (SDG 5) by encouraging girls to pursue STEM careers and become future tech leaders. It also contributes to quality education (SDG 4) and reduced inequalities (SDG 10). The program uses digital learning platforms and focuses on AI and mobile technology development, fostering early digital literacy and innovation.

Country or Geographic Area

Spain (with upcoming international expansion to Brazil, Romania, Portugal, and Turkey)

Project Details

Girls aged 8–18 participate in teams of 2–5. They follow a structured, guided program with educational content provided by Technovation. Inditex supports by:

- Recruiting girls (daughters, nieces, friends) to join and learn tech skills.
- Recruiting mentors from all office departments—regardless of their tech background—to serve as role models and coaches, boosting gender diversity and engagement across the company

Impacts

The program expanded to all Inditex brands in 2024, reached logistics logistics centers in 2025, and will launch in stores by late 2025. International rollout to Brazil, Romania, Portugal, and Turkey begins in 2026.

Technovation at Inditex has shown rapid growth:

2023

12 teams, 53 girls, 32 mentors

2024

27 teams, 120 girls, 70 mentors

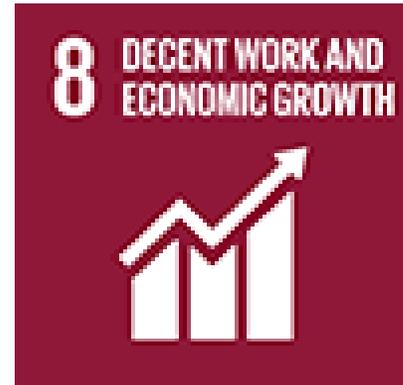
2025

36 teams, 158 girls, 94 mentors

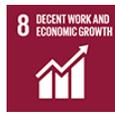


“Implementing Technovation at Inditex has been one of the most inspiring experiences of my career. It’s incredible to see how we’ve built 100% Inditex-led teams that showcase our women, both in tech and non-tech roles, as role models for the next generation. What’s most powerful is how we introduce these girls to technology while giving them both soft and hard skills, and most importantly, connecting them to real-world challenges. We’re not just teaching them to code — we’re planting the seed for them to become future leaders and changemakers who will use technology to create positive impact.”





**I'm a Woman, I'm an Electrician
Peru**



I'm a Woman, I'm an electrician Peru



Started on 2024: Initiative in partnership with **3 brands in the electrical/construction sector** to offer **scholarships for basic studies in electrical installations to young women (17 - 25 years old) who dropped out of school** for economic reasons, raising children or others.

In Peru, home technical repair services are currently carried out entirely by men. We believe that more women can have job opportunities in this sector, whether through self-employment or technical positions in electricity companies.

Purpose of the Project:

1. Promote the participation of more women in technical jobs in electricity, enabling them to perform basic electrical assistance in homes.
2. Challenge the social paradigm that women cannot work in the electrical field.
3. Empower 20 young women by year in the electrical field So they can trust themselves and their opportunities in the electrical sector through the possibility to give them a technical knowledge.

EXPECTED RESULTS

Legrand began as an ambassador of the program in 2024, with the intention of establishing a long-term commitment with the insertion of more women in the electricity sector.

Impacts:

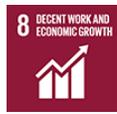
- By gaining certification in basic electricity, participants improve their employability in the sector.
- Financial support enables young women to access technical training, boosting their confidence and breaking gender stereotypes, which contributes to building a more inclusive and equitable society.

OBTAINED RESULTS



20 young women trained and certified to achieve the labor insertion of young women in the electricity sector in 2024.





I'm a Woman, I'm an electrician Peru



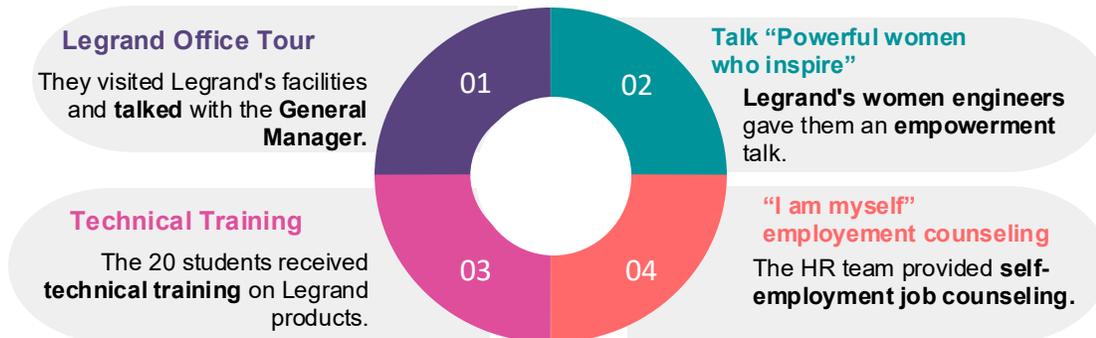
1st Stage

➤ The participants of the program are trained by a recognized institution in Peru, specializing in technical education in electricity (SENATI). The scholarships cover 100% of the training at this institute, providing 130 hours of instruction that certify them to perform low-voltage electrical work.

2st Stage

➤ The participants have a day of experience at Legrand's offices, where we take them on a tour, provide valuable talks from Legrand's team of female electricians, and share knowledge and empowerment with them. Additionally, we offer a talk with valuable advice on achieving success in both professional and personal life as strong, independent women seeking opportunities in the electrical sector.

Module	Duration (Hr)
FUNDAMENTALS OF ELECTRICITY	30
SAFETY IN ELECTRICAL WORK	30
INTERPRETATION OF ELECTRICAL BLUEPRINTS	30
INTERIOR ELECTRICAL INSTALLATIONS	40
TOTAL	130





I'm a Woman, I'm an electrician Peru



2024

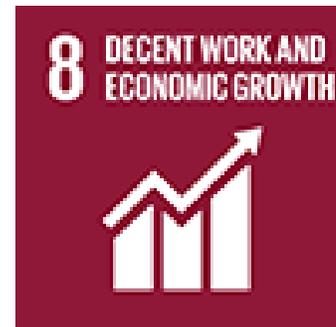
2025

New partner



Francois Prez
Legrand Peru

“I'm very happy to have this opportunity to create a professional project. **We're proud to support these women who are willing to break stereotypes.** We are convinced that the participants will make an important contribution to our industry.”



**TECH HER UP
L'Oreal EGYPT**

TECH HER UP EGYPT



This Tripartite cooperation between **USAID Business Egypt, Carerha & L'Oreal Egypt** to enhance support for "Tech Her Up" program to empower women in technology.

Objective?

1. **Boosting women's employment** through access to opportunities and resources.
2. **Supporting women-owned businesses** with essential tools and guidance.
3. **Facilitate access** to technology experts, equitable opportunity for graduates to access employment in the field.

Target:

This initiative is designed to upskill **1,000 women** in the technology sector. L'Oreal Egypt is funding 200 women and supporting series of upskilling sessions

Technology Tracks:

5 tracks : **E-commerce, Data Analysis, Product Management, UI/UX, and Data Science**



EXPECTED RESULTS

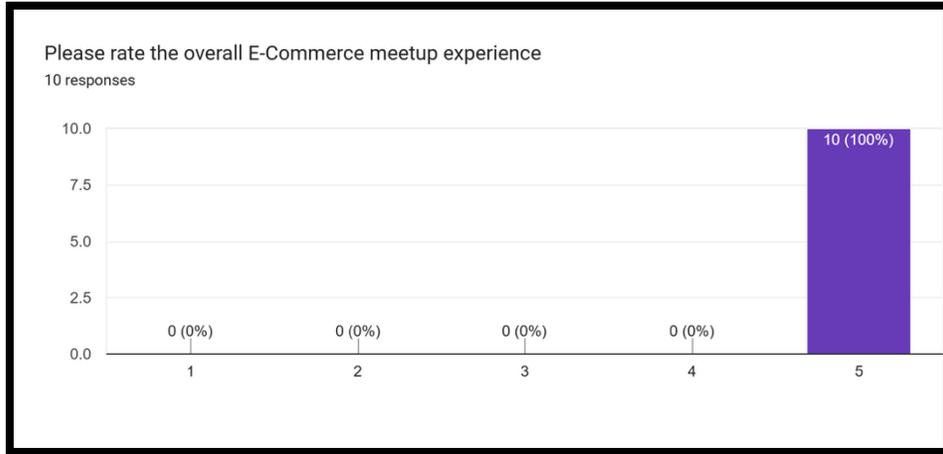
1000 overall
200 L'Oreal financing

OBTAINED RESULTS

600 UTD

Roll Out & Progress

L'Oréal Egypt



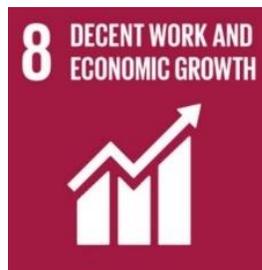
100% of post-session survey responses reflect the value and effectiveness of Tech Her Up."

600+
women
upskilled in
Tech Her Up!
(hybrid sessions)



Partner collaboration extended to social media, showcasing our experts and generating excitement pre- and post-event."





Programme Hello Women 20 pays associés

Hello Women

Project description

At the heart of our strategy for over 20 years, professional equality between women and men has been the subject of governance, internal policies and dedicated programs. One of the 5 pillars of our policy focuses on gender balance in all professions, especially in technical and digital fields.

The lack of gender diversity in technical and digital professions raises issues of representation and inclusion in these future-oriented sectors.

Our Hello Women program, launched in October 2020, is the concrete answer to our ambition for gender balance in these professions. Deployed with many partners in over 20 countries, the program is structured around four key areas: Raise Awareness, Attract, Retrain, Retain



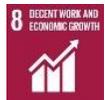
Duration

In its first phase, the program was aligned with our strategic plan for the 2020–2025 period. We are currently working on its new version for the next plan.

How does the link between equality and SDGs work?

This program addresses 4 SDGs at once:

- SDG 5 / Gender Equality: Fighting gender discrimination at work / Awareness and education
- SDG 8 / Decent Work and Economic Growth: Skills development / Support for innovation and entrepreneurship
- SDG 10 / Reduced Inequalities: Empowerment and digital inclusion / Professional training / Solidarity actions / Equal opportunities / Workplace diversity and pay equity
- SDG 17 / Partnerships for the Goals: Partnerships for socio-economic development and inclusion / Investment and entrepreneurial support / Employee solidarity engagement



Expected results
Achieve 25% of women in Tech and Digital professions by 2025

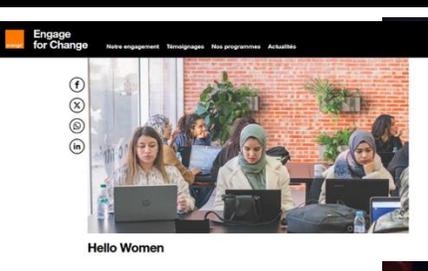
Results achieved
By the end of 2024, Orange had 25.3% of women in its Tech and Digital professions

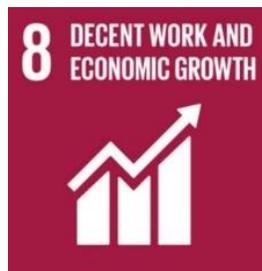
Hello Women

What is the project about? What impact does it have?

	1. Sensibiliser les jeunes filles et étudiantes aux métiers techniques et du numérique	2. Identifier et attirer les femmes à recruter sur les métiers techniques et du numérique	3. Reconvertir des femmes dans les métiers techniques et du numérique	4. Fidéliser les femmes dans les métiers techniques et du numérique
Objectifs	Témoigner auprès des collégiennes, lycéennes pour les encourager à s'engager dans les filières STIM*	« Sourcer » des femmes à recruter chez Orange en lien avec les Relations Ecoles et les recruteurs	Former des femmes à profil atypique, en interne et en externe et les recruter	Réunir les conditions d'un environnement de travail favorable à leur épanouissement et leur évolution professionnelle
Impact	Près de 40 000 personnes sensibilisées depuis 2020	+ 1000 recrutements de femmes en 2024	Près de 1000 femmes accompagnées	+200 bénéficiaires du dispositif lancé en 2023

*STIM : Sciences, Technologies, Ingénierie, Mathématiques



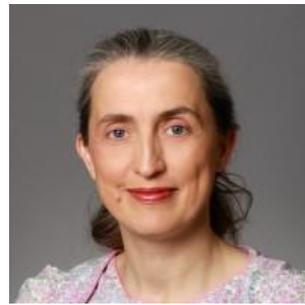


« DARTALEBA », THE HOUSE OF POSSIBILITIES

« DAR TALEBA », THE HOUSE OF POSSIBILITIES »

In every student house, youth is built, and a future opens.”

By supporting these institutions, Safran has committed over 5 years to helping create **safe, nourishing, and educational environments for 200 young girls each year,** thus contributing to the fight against school



Marie PRIVAT, Director of Philanthropy



Sanae Bennesser Alaoui, Executive Director, Food Bank



“DAR TALEBA”, THE HOUSE OF POSSIBILITIES – Morocco

Project description

In partnership with the Moroccan Food Bank, Safran has been supporting for one year a program to assist three boarding schools for young girls (*dar talebas*) located in rural areas of Morocco.

The project aims to ensure decent living conditions (food, hygiene, school supplies) for 200 boarders each year, enabling them to continue their schooling in good conditions.

Since when and for how long

The program started in 2024 and is part of a five-year commitment, with a quarterly grant provided by the Food Bank to the partner boarding schools.

Link between gender equality and Sustainable Development Goals (SDGs)

The project directly contributes to several SDGs, including:

SDG 2: Zero Hunger – By ensuring regular and sufficient food for young girls, it contributes directly to food security and the fight against malnutrition in rural areas.

SDG 4: Quality Education – Guaranteeing access to quality education for all.

SDG 5: Gender Equality – Achieving gender equality and empowering all women and girls.

SDG 10: Reduced Inequalities – Reducing inequalities.

What the project consists of

Each quarter, the *dar talebas* receive allocations of food supplies (flour, oil, sugar, legumes, etc.), hygiene products (sanitary pads, soap, toothpaste, etc.), as well as a school bag with supplies at the start of the school year.

The project also provides monitoring support: quarterly reports, student health, and academic follow-up.

What are the impacts

Thanks to this scheme, young girls benefit from a safe environment conducive to academic success. The dropout rate observed is less than 1%, well below the national average.

This initiative helps create a virtuous circle of empowerment, autonomy, and social integration.

The partnership with the Food Bank ensures efficient logistics and strong anchoring in local realities, guaranteeing lasting and measurable impact.

EXPECTED RESULTS

- Versement de 200 bourses auprès de jeunes filles par an

OBTAINED RESULTS

- Au moins 80% des filles arrivent au niveau Bac



SDG Trophy : « DAR TALEBA », LA MAISON DES POSSIBLES - Maroc

Marie PRIVAT, Director of Philanthropy 



Did you know that one of the keys to access to secondary education for young girls in Morocco is the existence of reputable boarding schools nearby? Thanks to the remarkable partnership established with the Food Bank, Safran has seized this very concrete and essential lever to make its educational commitment in Morocco tangible.

”

Sanae Bennesser Alaoui , Executive Director –
Food Bank



Food Bank of Morocco & support for Dar Talebas

“The Moroccan Food Bank is committed daily to supporting Dar Talebas to fight against food insecurity, menstrual poverty, and more recently, the digital divide. These homes, often located in rural or peri-urban areas, host young people from modest families, for whom meeting basic needs is a challenge. Our mission? To collect, manage, and redistribute food supplies to relieve managing associations of this burden, allowing them to fully focus on their primary mission.

In 2024, more than 120 Dar Talebas benefited from our support, positively impacting the lives of thousands of students.”

Key figures

In 2024, the Food Bank regularly supported 61 establishments hosting 5,603 boarders, including 3,715 girls, by providing 250 tons of food and 69,000 units (hygiene, supplies, bedding).

For the 2023–2024 school year, girls achieved a **92% success rate** and boys **81%**.

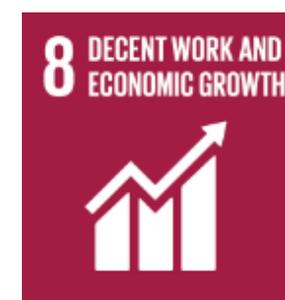
To support our action: note that sponsoring one boarder at a Dar Taleba costs the Food Bank **€300 per year**.

”



Transforming Young Women and Mothers from the Poverty Line in Tondo, Philippines.

Accompany and empower Young Women and Mothers, from the Training & Development Center in the slums of Tondo, toward their social and professional inclusion in the decent world.



Manila, Philippines



Transforming Young Women and Mothers from the Poverty Line in Tondo, Philippines

2016

1-day Job Shadowing

2019

Evolved into a 6-Month Training & Development Program with LP4Y:



2003

stop hunger | **sodexo**
5M A grant over three years



SheWorks

a program by Sodexo in partnership with LP4Y, empowers young women in Tondo, Philippines, to break free from poverty. Since 2016, it has provided life skills, job training, and real-world work experience—helping participants build confidence, achieve sustainable employment, and reclaim their future.

Provides on-the-job training

- Sodexo Client Sites
- Onboarding by Sodexo and Clients/Other Companies

Improving Quality of Life

IMPACT 2024

- 26 women trained
- 69% integrated
- Over 340 lives improved

- 77 trained with Sodexo
- 40 have been hired
- Overall, nearly **5,000 people** have been positively impacted, including families and communities

SUPPORTS 5 UN SDGs



Transforming Young Women and Mothers from the Poverty Line in Tondo, Philippines



Patrick Sochnikoff (He/His/They)
Group SVP, Diversity, Equity and
Inclusion



I am incredibly proud to honor the teams in the Philippines for their exceptional efforts in fostering the inclusion and empowerment of young women from Tondo. Their proactive initiative “Transforming Young Women and Mothers from the Poverty Line in Tondo, Philippines », has not only provided essential training and skills development to those in need It also created opportunities that integrates them into the workforce through the SheWorks program and that have transformed lives.

These initiatives perfectly embody the inclusive culture that lies at the heart of Sodexo. Our power lies in our people, and it is the remarkable dedication of our team members, acting with purpose, that truly makes the difference. Through their unwavering commitment, the teams in the Philippines have shown us the immense power of compassion and empathy, and demonstrated their value for business and society. They have proven that when we come together with a shared goal, we can create real change and inspire others to do the same. I am incredibly grateful to LP4Y for partnering with us on this remarkable project. Collaboration with LP4Y and its network of engaged organizations is instrumental. Together, we can continue to build a more inclusive world for all.





Escuela Para Padres Sonepar Mexico



Escuela Para Padres Sonepar Mexico



Description: To address **D&I topics** internally and outside of the company's remit, Sonepar Mexico created a program inviting **parents and caregivers** to reflect on their role of raising and educating younger generations. Sonepar Mexico designed this "**parents' school**" to exchange experiences with a **focus on all D&I related topics (Gender equality, inclusion...), respect for human rights and peace education**. Through meaningful and collaborative activities, the initiative promotes healthy family dynamics and a culture of trust.

Aim/goal:

- Foster a supportive community to help **younger generations** develop in a nurturing environment.
- **Increase D&I awareness** amongst all associates creating a stronger sense of allyship and belonging.
- Positively influence associate's family dynamics by **promoting healthy patterns**.



Start date: Since March 2024

The collage consists of nine posters for the 'Escuela Para Padres' program. Each poster includes the Sonepar logo, a title, a date, and a time slot. The topics are:

- Everything begins at home (Family roles and bias):** Te esperamos en nuestra reunión mensual. Lunes 25 de marzo 8:30 a 9:30 a.m. Por Teams.
- Children's self-esteem:** Autoestima en los niños. Lunes 29 de abril 8:30 a 9:30 a.m. Por Teams.
- Children on line (cibersecurity at home):** Niños, niñas y adolescentes en línea. Lunes 24 de junio 8:30 a 9:30 a.m. Por Teams.
- Disability explained to children:** La discapacidad explicada a los niños. Lunes 29 de julio 8:30 a 9:30 a.m. Por Teams.
- Adverse childhood experiences (ACEs):** Experiencias adversas en la infancia. Lunes 30 de septiembre 8:30 a 9:30 a.m. Por Teams.
- Games and toys without gender stereotypes:** Juegos y juguetes sin estereotipos. Lunes 25 de noviembre 8:30 a 9:30 a.m. Por Teams.

 Each poster also includes a confirmation email address: ktmoy@sonepar.com.mx.

EXPECTED RESULTS

- 50 parents, parents to be and caretakers, trained to educate their children on D&I by end of 2024.
- Maintain the initiative until December 2024
- NPS score 5

OBTAINED RESULTS

- Since the launch in March 2024, **110 parents, parents-to-be and caretakers** trained to educate their children on D&I.
- **14 sessions** delivered with toolkits for each topic.
- Monthly games and challenges to engage in between sessions.
- NPS score of the initiative: **4.92/5**
- The initiative became a permanent program at Sonepar Mexico.



Escuela Para Padres Sonepar Mexico



Es labor de equipo

¡TODO SUMA!

Aportar y Sugerir	Preguntar	Soñar
Atraverse	Compartir	Pedir/dar ayuda

5. Dar ejemplo

Los niños son muy observadores, aprenden mucho del comportamiento de los adultos de su alrededor (madres y padres, familiares, amigos, profesores, etc.), quienes actúan como modelo.



This initiative is the approach we take to addressing D&I matters with our associates, inviting them to reflect on their role as caregivers responsible for the raising and education of the children and young people in their care. Our premise is that by examining our learned patterns, our everyday behaviors, and the unconscious and conscious messages we communicate, we can try to transform them.

It is not an easy task; our culture and our environment impose patterns and biases on us. We are not alone in this endeavor. By working together, sharing our experiences, communicating openly and challenging what we have learned, we can make significant steps in promoting a more discerning view of the world.

This is how Escuela Para Padres Sonepar México, was born, an effort to influence the lives of our community of workers and their families, through revealing the vision of the children we once were. In doing so, we can create a positive impact on our lives and the lives of those around us.

Receiving the GEEIS Trophy is a significant honor that inspires and energizes us to remain committed to make Sonepar's purpose a reality: "Powering progress for future generations."

