Colorado School of Mines
Sustainability Report
2015-2016 Academic Year

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Introduction

Below is a snapshot of some key initiatives and results regarding our sustainability efforts for the 2015-2016 academic year.

<table>
<thead>
<tr>
<th>For Your Health:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Vegan or Vegetarian Options Weekly</td>
<td>At least 19 at Mines Market + retail offers</td>
</tr>
<tr>
<td>Number of Mindful Options Weekly/Daily</td>
<td>Between 15 to 20 Mindful options daily</td>
</tr>
<tr>
<td>Number of Campus Dining Locations Offering Halal</td>
<td>Up to 9 dining locations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For Your Planet:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Product Sourced Locally (Includes Soda and Chips)</td>
<td>13.5%</td>
</tr>
<tr>
<td>% of Product Sourced Sustainably</td>
<td>3%</td>
</tr>
<tr>
<td>% of Seafood that is Sustainable</td>
<td>70%</td>
</tr>
<tr>
<td>% of Seafood that is Third Party Verified</td>
<td>56%</td>
</tr>
<tr>
<td>% Fair Trade Certified Coffee</td>
<td>49%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For Your Community:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount of Food Donated to Local Food Bank</td>
<td>$3000</td>
</tr>
<tr>
<td>Number of Student Employees</td>
<td>24</td>
</tr>
<tr>
<td>Number of PB&amp;J Sandwiches Donated</td>
<td>500 sandwiches</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>For Our People:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Hours of Training</td>
<td>100 hours</td>
</tr>
<tr>
<td>Number of Employees with 20 + year of service, 15+ etc.</td>
<td>5+ years = 19, 5 years = 12</td>
</tr>
</tbody>
</table>
The Better Tomorrow Commitments

Sodexo’s roadmap to a more sustainable future is called the Better Tomorrow Plan. Our commitment to a Better Tomorrow is comprehensive and we are dedicated to honest, transparent reporting of our approach and our progress.

Following are a few highlights:

- Ninety-four percent of North American fish and seafood purchases were sustainable in 2015 just shy of our aggressive goal of 100% sustainable fish and seafood. We will continue to strive toward achieving our 100% target.
  - Here at Colorado School of Mines, 70% of our seafood was sustainable and 56% of our fish and seafood purchases were third party verified. We will continue to increase our purchase of sustainable fish and seafood.

- In 2015, 54% of Sodexo’s coffee was fairly traded.
  - In 2015-16, 100% of our coffee in resident dining was fair trade certified through our aspretto program.

- Good Health. Most people want it but many struggle with making it a natural part of each day, especially with the demands of college. Mindful by Sodexo strives to change that. Our approach is to make it an easy choice for all guests to enjoy a healthier lifestyle. Therefore, we offer Mindful foods that balance nutrition with enticing flavors to create an indulgent way to enjoy health. Our Mindful meals are nutritious, taste great and keep you satisfied.
  - Mindful criteria: 50% vegetables and fruits, 25% wholesome carbohydrates, 25% lean proteins and minimum healthy fats.
  - Approximately 60% of our entrées meet the Mindful criteria everyday.

- Sodexo has been named one of the top ten companies for Diversity for the past eight years. In 2016 we were also recognized as Best of the Best by National Diversity and Inclusion Council and a leading disability employer.

- Globally, we have been recognized for our efforts and leadership in sustainability. For twelve years in a row Sodexo has been included in the DJSI list of most responsible companies. For the past three years, we have been the industry leader.
Continuous Improvement

We are proud of our accomplishments but realize that we are on a journey to continuously improve our results and discover new and innovative ways to serve our partners and our guests so that we can ensure a Better Tomorrow. To that end, we have made several ambitious commitments to further reduce our impact.
Health and Wellness

Health and wellness is paramount to student success. We are committed to making healthy choices not only available but to making them the most desired choice for students. To better assist our customers we use simple symbols to indicate which selections meet some of the more common dietary considerations such as: Local, Organic, Vegan, Vegetarian, and Mindful selections.

We do not use peanut oil in our operations and all of our oil is trans-fat free.

**Mindful**

Sodexo’s Mindful was awarded 2014 “Best Concept.” Since 2014, sales of Mindful choices have grown from 6 million to 15 million—an increase of nearly 250%. In 2015, consumers chose Mindful by Sodexo items over traditional offers saving 13.5 million calories.

A minimum of two entrees each day meet Mindful criteria, and every station serving more than one menu item will have at least one Mindful item.

**Continued Partnership with BeWell**

In 2013, Sodexo began its partnership with BeWell Health and Fitness at Colorado School of Mines. The dining team has since met with BeWell members on a regular basis to collaborate and work towards creating a healthier campus community. Mines Dining donated fruit for BeWell organized events as well as ingredients for Mason Jar meals. Another highlight included an event with a special menu created by Sodexo’s own dietetic intern. Together both BeWell and Mines Dining can continue to raise awareness and education around nutrition and maintaining a healthy lifestyle.

Mindful Examples:
Partnership for a Healthier America:

In 2014, Sodexo joined Partnership for a Healthier America to help fight childhood obesity. One of our commitments was to expand the reach and level of our Mindful Healthy Dining Program to promote healthy lifestyles for Americans in the workplace and on college campuses.

In 2016, Partnership for a Healthier America (PHA) named Sodexo as its first-ever Partner of the Year.

Simple Servings:

College is complicated enough; enjoying a meal at Mines Market shouldn’t be. But choosing meals can present undue anxieties for the growing number of students who are arriving on college campuses with food allergies that can be dangerous—even fatal.

Simple Servings is Sodexo’s solution to proactively address most of the ingredients that account for 90% of all food-allergy reactions: milk, eggs, wheat, soy, shellfish, peanuts, and tree nuts. The 8th FDA specified allergen, fin fish, is included in the offer. Simple Servings also recognizes the current skyrocketing demand for gluten-free foods, which certain students may require out of medical necessity (celiac disease) or simply by choice. Simple Servings also appeals to students who prefer plain and simple foods and those with other health-related dietary concerns, such as Type I diabetes.

Some examples of meals served out of Simple Servings includes: Italian Sausage with Baked Sweet Potatoes, Baked Tilapia with Mashed Potatoes & Seared Beef Fajitas with Rice just to name a few.

Bite App:

Thanks to the Bite app, customers can use their phones to see what’s on the menu at Mines Market and get nutritional information for each item being offered. The Bite App is free for download on the App Store and Google Play. Bite also links directly into Fitbits allowing customers to plan ahead for healthy eating. Bite also has a Features tab that allows users to add items to their favorites list. And now, we can tap into the app to conduct customer satisfaction surveys as well. Download the Bite now at bite.sodexo.com and enter code “M84U6”.

Vegetarian or Vegan:

As people become more aware of the impact of their choices, there is growing interest from students and our campus communities in vegetarian and vegan offerings.

Our recipe database includes over 1,000 vegetarian and vegan options. This spring we reinvented our vegan and vegetarian offer to reflect these changes. At least 19 vegan and vegetarian options are offered weekly.
We offer vegetarian options at every meal period at Mines Market. Some examples include: Tofu Fried Rice, Stir-Fry Mixed Veggies, Orzo Salad and many more options.
For Your Planet

We recognize we have a responsibility to use our resources wisely and to protect them for future generations. As demonstrated in our Better Tomorrow Commitments, we have an unwavering dedication to creating exceptional experiences for you that result in increased personal health, as well as a sustainable environment and a strong community.

You can expect us to proactively move forward while striving to achieve our Better Tomorrow Commitments, and to let you know the progress we are making together in North America. In fact, recently we made some additional commitments that will allow us to make a positive impact on the environment.

Waste Reduction

Our first priority is to reduce organic and inorganic waste wherever possible. Following are some of the programs we have implemented to help reduce waste at Colorado School of Mines.

Maintain a Trayless Operation: A trayless operation results in more careful dining selections which dramatically reduces food waste in addition to reducing energy, water and detergent usage.

Bulk Condiments: Each pump of our bulk condiment dispensers keeps a packet from the landfill. Bulk condiments keep thousands of condiment packets from the landfill.

Reusable Dishware: While compostable to-go ware is available on request, we encourage our guests to relax and dine in using reusable dishware. Catering clients are encouraged to use reusable wares whenever possible as well.

Discounts on Reusable Cups: We offer a 10% discount when a reusable cup is used for coffee purchases. We eliminated an estimated 1,500 cups from the landfill.

Increased Chef Training: In an effort to reduce the amount of food waste, we’ve increased our training of batch cooking.
Waste Diversion

While eliminating waste altogether is our first goal, we strive to divert any waste that is unavoidable from the landfill.

**Oil Recycling:** 100% of our fryer oil is recycled into biofuel, which is used as a replacement for traditional fossil fuels in industrial environments. During the 2015-16 school year, we recycled 1,000 gallons of fryer oil.

We print double sided whenever we must print to save paper.

**Xprss Nap Dispensers** save energy and waste. The napkins are made of 100% recycled paper and the dispenser will encourage customers to take (and waste) less napkins. Energy is saved because less power is used to recycle paper.

Energy Reduction

We are conscious of the fact that we operate in our client’s facilities each and every day and we have a responsibility to conserve our resources—such as energy.

**Daylighting:** The windows in our dining room allow us to enjoy a tremendous amount of natural light while dining. Natural light not only provides a more comfortable environment, it also reduces our energy usage by allowing us to turn off lights.

Our on/off protocol reduces energy usage by ensuring that we only turn on equipment when needed and turn it off as soon as we are finished using it.

**Air curtains on coolers** keep the cool air in and the warm air out which conserves energy.

**Reporting leaks (especially in hot water applications)** helps to reduce water and energy usage.

**Properly maintaining and cleaning equipment** makes them more efficient. We coordinate preventative maintenance on the equipment with the campus’ facilities team.

We turn off all of our office equipment at night and implement power saving functions during the day.
Sustainable Sourcing

Seafood and Fish: In 2015, 94% of our fish and seafood purchases were sustainable. Sodexo is committed to push toward 100% sustainable fish and seafood purchases. This year at Colorado School of Mines 56% of our seafood was third party verified. Some of the sustainable offerings included: cod, pollock, shrimp and catfish. We do not serve any fish or seafood on our avoid list.

Dairy: All of our fluid milk is purchased from local dairies that do not use rBST.

We use local produce whenever possible.

Showcasing Local Suppliers: Our goal is to source locally when possible. Eating local foods reduces food miles and typically guarantees fresher produce with less miles traveled. We try to showcase our local suppliers via posters, signage and item identifiers.

Animal Welfare: Sodexo was the industry leader in adopting a comprehensive animal-welfare policy. We are committed to sourcing 100% cage-free eggs globally and improving the welfare of animals in our supply chain.

Here at Colorado School of Mines we also offer Halal options which are available upon request in both Mines Market and our retail locations.
Fair Trade:

Going forward by giving back. We are proud to feature 100% Transfair, Fair Trade USA certified aspretto coffee and 100% USDA certified organic and ethically sourced Numi teas. Everything that touches the product is green, from the 10% post-consumer fiber cups to the renewable resource stirrers to the fair trade sugar wrapped in recyclable paper and printed with vegetable dye.

Clinton Global Initiative:

Sodexo announced its official Commitment to Action at the 10th Clinton Global Initiative Annual Meeting in the Fall of 2014. The commitment supports the growth of small to medium sized enterprises (SME) with a pledge to purchase products and services totaling $1 billion by 2017. The Commitment to Action aims to benefit as many as 5,000 small businesses in 40 countries including the U.S., with 1,500 of those businesses being women owned and operated.

There are 23 million small businesses in the U.S. which account for 54 percent of all sales in the country. When companies effectively integrate SMEs into their supply chains, the benefits for those companies, the SME owner and the communities in which they operated can be significant.

Our progress has been steady. Thirty countries have a program to integrate SMEs. Of which, 14 are now tracking their spend with SMEs. In FY15, those countries spent USD $506M with 4,656 small and medium enterprises.
For Our Community

In honor of World Kindness Day on November 13th, 2015, we hosted our annual PB&J Drive to benefit those in need in our local community.

Students volunteered their time to make 500 sandwiches which we donated to the Food Bank of the Rockies. In the region, more than 11,000 sandwiches were donated to over 25 charities.

Sodexo Foundation: Founded in 1999 is a not-for-profit organization created with the mission to ensure that every child in the United States grows up with dependable access to enough nutritious food to enable them to lead a healthy, productive life.

From nutrition programs to engaging youth in community service activities, the foundation supports hunger-related initiatives such as Feeding Our Future, Food Recovery Network, Campus Kitchens, Community Gardens and Servathon. Sodexo, Inc. funds all administrative costs for Sodexo Foundation to ensure that all money raised helps those in need.

Every day, America wastes 40% of its edible food while 1 in 6 American families don’t know where their next meal is coming from. That’s $165 billion wasted in America every year. Food waste is also the #1 item filling up America’s landfills and contributes large quantities of methane gas to our atmosphere which directly affects climate change and our environment.

In 2013, the Sodexo Foundation formed an official partnership with the student-led non-profit Food Recovery Network (FRN). Food Recovery Network unites college students to fight food waste and hunger by recovering surplus perishable food from college campuses and donating it to people in need. This initiative aligns with Sodexo's Better Tomorrow Plan and Stop Hunger commitments. Donating surplus food that would otherwise go to landfills feeds hungry people and helps the environment by reducing food waste.

Today, we are proud to work with FRN at 45 Sodexo partner locations across the country. In addition, the Sodexo Foundation has supported Food Recovery Network with $551,000 in grants.

Food Recovery Certified

Sodexo is proud to become a founding partner of Food Recovery Certified (FRC), which launched in April 2014 and is the first food recovery certification program accredited by the student-led, non-profit Food Recovery Network (FRN). We currently donate any surplus of our Simply to Go to the Christian Action Guild in Golden about twice a week and plan to further our efforts in the coming future.

To date, we have established 42 Food Recovery Certified Sites across the country.
For Our People

We are proud to have a management team here at Colorado School of Mines that has years of experience in the field that truly cares about our community, planet, health and people.

Our weekly management huddles are set in place to align our goals and ensure that we are truly creating a better tomorrow, today.

Our ongoing training with our hourly staff keeps everyone up to date on any changes or progress we’ve made in achieving this goal and allows each employee to offer input on how to create that better tomorrow. In addition, our daily huddles provide an opportunity for our employees to learn more about a variety of topics from safety to sustainability.

Retention

All full-time and part-time employees will receive a credit of $40 for slip resistant shoes. Student employees receive a credit of $30 for shoes.

All returning regular full-time and part-time employees from spring or summer who work through the end of the fall semester receives $50 or $100 based on performance and attendance.

All returning regular full-time and part-time employees from fall semester to the end of spring semester receives $50.

Recruitment

Any employee hired in July but scheduled to start work in August will receive $200 after completing 1 full month of work.

Any employee who refers a regular full-time or part-time (non-student) new hire will receive a $50 bonus.

Sodexo has been ranked in the top ten by DiversityInc for the past eight years.

86% of our employees think Sodexo as a better employer than its competitors.
What’s Next?

Sodexo has continued plans of maintaining and strengthening wellness initiatives at Colorado School of Mines, being stewards of our planet and environment and serving our local community and supporting our people.

Wellness Initiatives:

Sodexo has continued to support BeWell with a events such as a nutrition presentation and a Mason Jar sponsorship and we have set forth a commitment for future support.

When it comes to dining, our goal is to make it an easy choice for students and staff to enjoy a healthier lifestyle. Therefore, we are committed to continue offering and expanding Mindful foods that balance nutrition with enticing flavors. Along with this we recognize a need for continual transparency of Mindful foods in hopes that making Mindful choices becomes second nature.

Other wellness focuses include maintaining a safe dining experience for those that have special dietary needs. We are paving the path by providing students with information on how Mines Dining ensures a safe dining experience right as students comes onto campus. We’ve provided students with information packets on food allergy and dietary needs which explains our dining hall signage and provides contact information to meet one on one with our Executive Chef and Operations Director.

In addition to this, we plan to enhance our transparency of food allergens in dishes and will continue to seek the best methods of communicating with our guests.

Support for the Planet and the Environment:

We are dedicated to being stewards of our planet and environment. From working towards eliminating food waste to sourcing items locally and sustainably, we are committed to preserving our planet for future generations which are right here on campus. We are currently working on updating our LeanPath Food Waste Tracker which will provide us with more data and allow for improved measurable results. In addition, we are researching a solution to allow us to resume recycling and composting on campus. Whatever the initiative when it comes to the environment there is always room to improve!

Serving our Local Community:

Serving our local community can happen in many ways such as supporting local farmers and artisans to working to stop hunger. We are looking forward to future efforts that include local farm visits and farmer highlights to potentially hosting farmers markets and volunteer days out on the farm with our farmer partners.

We look forward with excitement to host volunteer events with our own campus community to work towards ending hunger.
To learn more about our sustainability efforts, please visit:

www.tomorrowstarts2day.com
www.bettertomorrow.sodexousa.com/s/

“Sodexo Sustainability” on www.facebook.com

Campus Dining Website
www.csmdiningservices.com/sustainability/local.html

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