

SUSTAINABILITY & ESG OVERSIGHT

Our executive leadership team is accountable for our sustainability strategy. Our **ESG Steering Committee** (SteerCo), including executive leaders from enterprise functional teams, are responsible for setting direction and driving accountability as we address material issues, work with key stakeholders, and measure and report our progress. The leadership team provides insights and organizational drive to ensure integration and implementation of our sustainability commitments across the business.

The Nominating, Governance and Corporate Responsibility Committee of the Aramark Board of Directors oversees key decisions and outcomes at least two times per year.

Reporting to the SteerCo, Aramark's **ESG Operating Committee** (OpCo), a global cross-functional team, is responsible for implementing our sustainability plan, accelerating our initiatives, identifying significant emerging issues and risks and driving measurable progress. Together, our teams scan the horizon for future challenges and opportunities and identify innovative ideas to drive continual performance improvements.

We have also put cross-functional groups in place where needed, including our **Climate Working Group** and **Executive Diversity Council**. The Climate Working Group, comprised of functional leads from across the organization works to identify and implement practices to reduce emissions. The Executive Diversity Council provide strategic focus and direction to advance diversity, equity and inclusion among its employees, client partners, customers, suppliers and communities.

Our 270,000 employees around the world have responsibilities tied to executing and delivering on enterprise-wide sustainability goals to enable equity and wellbeing of people and reduce greenhouse gas emissions. Front line managers oversee daily operations and functional leaders drive efforts that support implementation our company's sustainability plan. [Learn more](#) about how Aramark's sustainability plan comes to life across our operations.

