

RESPONSIBLE SOURCING

Progress and Priorities



PLANET

Today's consumer is more aware and interested than ever in issues that affect them, their communities and our world. The curiosity to understand where their food was grown or raised, and who grew, caught or processed it is driven by a thirst to understand how their food choices contribute to making a positive impact on people and planet.

We have a long-standing commitment to advancing sustainable sourcing practices that minimize impacts on people, animals and the environment - which has direct impact on our local and global economies, our health and wellness, and the environment. We consider these impacts with every purchase and work with many partners to source local, seasonal and responsibly raised and grown products whenever we can.

The [Aramark Supplier Code of Conduct](#) serves as our foundation, setting forth our guidelines and expectations with respect to key areas of responsible sourcing. Over the last several years, we have made significant progress driving our priorities. We regularly evaluate our priorities to identify the most material environmental and social issues in our supply chain and work with suppliers to shift our purchases to address key issues.

[Aramark's Sustainable Sourcing Policy](#) addresses our priorities including animal welfare, antibiotics stewardship, no-deforestation, sustainable seafood and single-use plastics. For each priority, our actions are guided by a set of principles that serve as the foundation for what we expect from our suppliers and inform time-bound commitments across the countries where we operate.

SUSTAINABLE SEAFOOD

At Aramark, we support our oceans on two main fronts—by watching what comes out of the water as well as what goes into it. Our [Sustainable Seafood Policy](#) details our purchasing practices, commitment to reporting, and approach to stakeholder engagement, while our [commitment to reduce single-use plastics](#) minimizes waste that may end up in our oceans.

Our progress to date includes:

- 98 percent of our contracted frozen fin fish and 100 percent contracted canned tuna purchases meet Monterey Bay Aquarium Seafood Watch recommendations, including cod, catfish, tilapia, pollock, and skipjack and albacore tuna.
- Continual expansion of our seafood contracts to ensure additional species we purchase meet Seafood Watch recommendations – such as salmon and frozen shrimp products.
- Reiterating our previously stated opposition to genetically engineered (GE) salmon, we will not purchase it should it come to market.

HUMANELY RAISED PROTEINS

Our [Animal Welfare Policy](#) addresses the treatment of animals for egg, meat and dairy products across a range of animal welfare issues including confinement, painful procedures, and rapid growth. Our global principles are the foundation for what we expect from our suppliers, while our policy details purchasing commitments specific to the countries where we operate.

Through engagement with suppliers, academia and NGOs such as the Humane Society of the United States (HSUS), Compassion in World Farming (CIWF), Global Animal Partnership (GAP), Global Coalition for Animal

Welfare (GCAW), and many others, our industry-leading policy continues to expand on commitments we've made over the last several years.

We continue to drive measurable progress against our commitments including:

- Serving nearly 100% cage-free shell eggs in the U.S. since 2015. Completing the transition to 100% cage-free liquid and processed eggs in the U.S. by end of 2020, and achieving 100% cage-free eggs globally by 2025
- Being one of the first foodservice companies, in 2016, to commit to the humane treatment of broiler chickens by 2024 in the U.S.
- Calling on our suppliers to address breed selection, space per bird, environmental enrichments, and slaughtering practices of broiler chickens
- Transitioning 54% of our pork purchases in the U.S. to group housed as of December 2020, including bacon, butts and loin products
- Working with our suppliers, industry, and animal welfare organizations to expand supply availability as Aramark transitions to 100% group-housed pork by the end of 2022
- Ending the purchase of foie gras in 2011, and eliminating the use of veal crates from our supply chain in 2017 in the U.S.

Eggs

In the U.S., Aramark has been purchasing cage-free shell eggs since 2015 and by the end of 2020 the company completed the transition to ordering 100% cage-free liquid and processed eggs.

These commitments apply to all contracted eggs within Aramark's controlled spend. We moved 100% of our orders in Aramark's controlled spend to cage-free eggs. However, we are subject to stocking or distribution challenges that may result in unintended percentage of conventional egg spend. If our distributors do not have enough demand in an area or cannot receive shipments, they may substitute conventional eggs on cage-free orders. Our most recent auditing results indicate we experienced such disruptions due to COVID-19 shutdowns and during the winter storms. As the weather has improved and many food service locations are starting to open again, we expect these substitutions to diminish and to return to our 100% ordered levels.

Nonetheless, the change in the numbers still reflected our purchasing intent even with these larger than normal substitution levels. As of February 2021, in the U.S., 83% of Aramark's egg were from cage-free hens (up from 60% in Dec 2019 and 32% in June 2019). This includes 86% shell eggs (up from 79% in Dec 2019), 88% liquid eggs (up from 54% in Dec 2019) and 70% of processed egg products (up from 60% in Dec 2019).

Globally, as of September 2020, 51% of Aramark's eggs were from cage-free hens (up from 40% in Sept 2019 and 33% in June 2019), including 33% shell eggs (down from 40% in Sept 2019), 59% liquid eggs (up from 40% in Sept 2019) and 58% processed eggs (new reporting).

Through disclosure such as this, we seek to ensure transparency of our efforts. We continue to engage our suppliers and monitor our purchases to maintain progress and close any gaps, while navigating continued business closure and undetermined and variable reopen dates.

Pork

In 2012, Aramark committed that by 2017, it would eliminate all pork from animals bred using gestation crates by working with our suppliers, industry, and animal welfare organizations to address confinement issues and expand supply availability of gestation crate-free pork.

Like many companies, we learned a lot during this process including the significant capital investments and longer time horizons required by farmers to make such changes. Ultimately, due to supply chain constraints, such as lack of product availability and limitations in traceability of product from farm to production, Aramark in

2016 adjusted its public commitment to purchase 100% group-housed pork by the end of 2022. This shift enabled Aramark to drive meaningful progress, while continuing to navigate industry-wide challenges.

Aramark maintains our commitment to eliminate gestation crates from our supply chain. As of October 2021 we are progressing towards 70% reduced-crated pork in our supply chain and we're on track to be at nearly 100% reduced-crated pork by the end of 2022. While we're proud of these steps forward we'll be working on a plan with suppliers to fully eliminate all confinement of pigs in gestation crates.

We are proud of our progress. In fact, among dozens of companies with similar commitments or statements, Aramark is one of only 19 companies recognized for actively working toward our goal¹. Additionally, through disclosures such as this, we seek to ensure transparency of our efforts, challenges and progress.

To be clear, group-housed operations still use crates about 30%, and up to 50% of the time. Aramark remains opposed to reliance on confinement systems and will continue to work with our suppliers to source gestation crate-free pork where possible. Aramark's goal is still for our supply chain to be completely free of gestation crates. We will continue to engage our pork suppliers to reach that objective.

LOCAL PURCHASING

We recognize the increasing pressure on our food systems due to global issues such as resource scarcity, volatile commodity markets, and labor inequalities. We have an opportunity to address myriad environmental, social and economic issues while reducing risk and driving innovation. As a global company, our size and reach gives us the opportunity to influence purchasing decisions and minimize environmental impacts in hundreds of locations across our operations and in our communities.

Our commitment to purchase from local farmers and growers - within 250 miles of our locations:

- Ensures investment in businesses and services in our local communities.
- Maintains farmland and green space.
- Reduces greenhouse gas emissions by minimizing shipping and distribution.
- Provides fresh seasonal ingredients.

NO-DEFORESTATION

At Aramark, we believe preventing deforestation is imperative to the wellbeing of our global community, and so in 2019 we announced our [No-Deforestation Policy](#). We are on a journey to continually improve responsible sourcing practices in partnership with our suppliers, as well as industry and non-governmental organizations (NGOs). Aramark is committed to working with our partners toward No Deforestation, No Peatland Loss, and No Exploitation of people, inclusive of legal and illegal deforestation.

We are proud of our progress to date:

- In 2020 we ensured that the soy used in all our contracted soy oils, as well as soy used in our contracted margarines and shortenings, is sourced from regions with no deforestation risk.
- We completed our transition to responsibly sourced palm oil that meets RSPO (Roundtable on Sustainable Palm Oil) standards in all our contracted margarines and shortenings.
- By engaging with our suppliers, as of September 2020 we have determined that at least 80% of our contracted beef is sourced from areas with no deforestation risk. We will continue this work to identify the origins of the remaining beef supply in 2021.

CLIMATE-HEALTHY MENUS

¹ [World Animal Protection, Quit Stalling Report](#), September 2020
October 2021

We are also committed to increasing our climate-healthy menu options in support of our goal to reduce greenhouse gas emissions. To achieve this goal, Aramark launched a major plant-forward initiative to elevate the role of whole grains, legumes, pulses, and produce on menus in colleges and universities, hospital cafes and workplace locations. So far, we have created over 300 new plant-based recipes, achieved a 12% average reduction in red meat in Aramark recipes, and trained more than 1,200 chefs in plant-based culinary innovation workshops. More than 30% of our menu offerings are now vegan or vegetarian. To learn more about this industry-leading work, visit [Healthy for Life](#).

ANTIBIOTICS STEWARDSHIP

As detailed in our [Antibiotics Stewardship Policy](#), we believe protecting the efficacy of antibiotics and preventing the development of antibiotic resistant bacteria is imperative to the wellbeing of our global community.

The following demonstrates our contracted sourcing progress in the U.S.:

- Our primary broiler chicken supplier continues to reduce the use of antibiotics important to human medicine and in 2019 reported less than 1% of broilers raised were treated with shared class antibiotics.
- During the 2019-2020 school year, nearly 100% of our contracted chicken products supplied across our K-12 business were raised with No Antibiotics Ever (NAE), increased from 24% in 2017.
- 100% of our contracted turkey products do not use antibiotics critically important to human health.

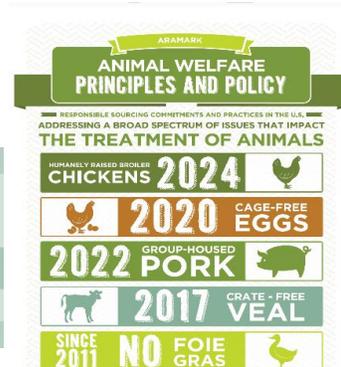
ENGAGING SUPPLIERS

During 2020, we have taken additional steps to further strengthen our supplier partnerships.

- Added comprehensive sustainability questions at the RFP (request for proposals) stage for high impact categories to ensure sustainability is factored into supplier selection.
- Rolled out a supplier sustainability assessment utilizing [EcoVadis](#) - a leader in the space of supplier surveys and scorecards. EcoVadis enables us to benchmark our suppliers and identify those leading in the sustainability space as well as those falling behind, and we intend to use this information to drive improvement across our supplier base.
- Further engagements relating to specific issues and industries include:
 - Engaged large suppliers on their actions to address climate change and deforestation.
 - Communicated our expectations to suppliers on worker health and safety during COVID.
 - Engaged with suppliers in industries such as manufacturing PPE (personal protective equipment) and textiles to drive more social responsibility.

EDUCATING CONSUMERS

We also understand the importance of engaging and educating our clients and consumers about our sustainable sourcing practices, including our commitments to sustainably caught seafood, humanely raised proteins and locally sourced produce. We continue to report progress on these practices and utilize in-unit marketing tools and events to reach our consumers directly. Examples of our marketing materials for each of these responsible sourcing



commitments are depicted here.

LONG TERM PROGRESS

In collaboration with experts and stakeholders we constantly evaluate our progress and move toward meaningful objectives. We remain committed to advancing responsible sourcing practices in partnership with diverse stakeholders and will continue to publicly report on our results.

Aramark's sustainability strategy – inclusive of responsible sourcing - is governed by an executive Sustainability Steering Committee, led by the Aramark Chief Diversity & Sustainability Officer and Vice President of Sustainability, and reporting regularly to the Aramark Chief Executive Officer and the Board of Directors. Responsible sourcing decisions are made in partnership with Aramark supply chain management, in collaboration with Aramark businesses.

As we learn from our experiences in the U.S., we are applying our knowledge to advance responsible sourcing practices in the other countries in which we operate. Ultimately, our goal is to support global progress and we are prioritizing change based on materiality and scale and where we can make the greatest impact.