

RESPONSIBLE SOURCING

PROGRESS AND PRIORITIES

At Aramark, we have a long-standing commitment to advancing responsible 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. 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 [Global Sustainable Sourcing Policy](#) addresses our priorities including animal welfare, antibiotics stewardship, land conversion, no-deforestation & biodiversity, sustainable seafood, and embedding circularity. For each priority, we guide our actions 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.

ENGAGING SUPPLIERS

We continue to strengthen our supplier partnerships and engagement on sustainability and sustainable sourcing.

- We include comprehensive sustainability questions at the RFP (request for proposals) stage for high impact categories to ensure sustainability criteria are being considered.



Suppliers Engaged



Suppliers Scored

- Aramark's supplier sustainability assessment program utilizes [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. We leverage EcoVadis to engage suppliers on improvements they can make to further evolve their sustainability programs.
- In 2022, we activated the EcoVadis supplier sustainability assessment globally. As of the end of fiscal year 2024, we have cumulatively engaged approximately 900 suppliers, with over 55% scored. Aramark suppliers have an average score 4 points higher than the global average EcoVadis supplier score.

- We continue to expand our programs to engage suppliers on their actions to address climate change and deforestation. We prioritize key suppliers of cattle, soy, palm, and timber/paper products to better understand their climate and no-deforestation efforts.

SOURCING SUSTAINABLY

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. The sustainable seafood segments of our [Global Sustainable Sourcing Policy](#) details our purchasing practices, commitment to reporting, and approach to stakeholder engagement, while our commitment to embed circularity minimizes waste that may end up in our oceans.

Our progress includes:

- Continuing to source 100 percent contracted canned tuna that meet Monterey Bay Aquarium Seafood Watch recommendations.
- Ongoing assessment of our seafood contracts to ensure additional species we purchase meet Monterey Bay Aquarium Seafood Watch recommendations – such as salmon and frozen shrimp products.
- Stating opposition to genetically engineered (GE) salmon. We will not purchase it should it come to market.

A large graphic of the number '100%' in a teal color, with the percentage sign slightly smaller and positioned to the right of the '00'.

Contracted canned tuna that
meets Monterey Bay Aquarium
Seafood Watch Recommendations

HUMANELY RAISED PROTEINS

The animal welfare segment of our [Global Sustainable Sourcing 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, specialist consultants, and non-governmental organizations (NGOs) such as Compassion in World Farming (CIWF), the Humane World for Animals (formerly Humane Society of the United States and Humane Society International), Global Coalition for Animal Welfare (GCAW), and Global Food Partners (GFP), and many others, our industry-leading policy continues to expand on commitments we've made over the last several years.

EGGS

Below we report the most recent available data per region as of end of fiscal year 2024.

- In the U.S., 83% of our eggs were cage-free (up from 80% since end of fiscal year 2023), which positively impacted more than 400,000 hens
 - 75% cage-free shell eggs
 - 84% cage-free liquid eggs
 - 82% cage-free other/further processed eggs

415k

**Mother Hens positively
impacted in the U.S.**

- In Canada, 42% of our eggs were cage-free (up from 34% since end of fiscal year 2023)
 - 97% cage-free shell eggs (up from 80% since end of fiscal 2023)
 - 9% cage-free liquid eggs
 - 3% cage-free other/further processed eggs
- In Europe, 80% of our eggs were cage-free (up from 61% since end of fiscal 2023)
 - 79% cage-free shell eggs
 - 81% cage-free liquid eggs
 - 78% cage-free other/further processed eggs
- Globally, 68% of our eggs were cage-free (up from 61% since end of fiscal 2023)
 - 50% cage-free shell eggs
 - 78% cage-free liquid eggs
 - 73% cage-free other/further processed eggs

Aramark continues to be dedicated to achieving 100% cage-free eggs globally by the end of 2025. Below are some regional highlights acknowledging supply chain and market challenges that could affect our progress.

- **Europe and the U.S.:** These regions, where over 80% of our cage-free egg purchases occur, represent 80% of our total egg usage. We prioritize efforts here.
- **Asia and Latin America (LATAM):** These regions account for less than 15% of our total egg usage. Our teams are exploring options and will provide detailed benchmarks as availability becomes clearer. China and Chile have identified viable cage-free options and are piloting usage, with increases of 3% and 1% respectively since last year.

Challenges:

- **U.S.:** The supply of cage-free eggs has been significantly impacted by highly pathogenic avian influenza (HPAI) in early 2025, which is expected to persist throughout the year, making it challenging to accelerate progress towards our 100% goal. We will continue to report on progress and challenges.

Aramark remains committed to purchasing cage-free eggs in all regions. In the face of supply chain and market-specific challenges, we may consider parallel programs that contribute to hen welfare, such as enriched cages and credits, and will transparently report on these purchases. Our primary goal is to prioritize a physical supply of cage-free eggs where possible. In markets with ongoing supply challenges, we are working with organizations like Global Food Partners to explore alternative options.

The chart below shows progress as of the end of Fiscal Year 2023 and will be updated with full calendar 2024 numbers when available. We will provide updates throughout the year on progress and challenges based on current supply conditions.

Country/ Region	As of End of 2023 (Calendar)	Plan For End of 2024 (Fiscal) – we will update with full calendar when available	Plan For End of 2025
U.S.	81% Cage-Free Shell 82% Cage-Free Liquid 73% Cage-Free Other	75% Cage-Free Shell 84% Cage-Free Liquid 82% Cage-Free Other	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Canada	80% Cage-Free Shell 6% Cage-Free Liquid 3% Cage-Free Other	97% Cage-Free Shell 9% Cage-Free Liquid 3% Cage-Free Other	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Europe	61% Cage-Free All Eggs	80% Cage-Free All Eggs	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Asia	>1 % Cage-Free All Eggs	2% Cage-Free All Eggs	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Latin America	>1% Cage-Free All Eggs	1% Cage-Free All Eggs	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other

PORK

Aramark intended to purchase 100% group-housed pork by the end of fiscal year 2022. Due to supply chain constraints, such as lack of product availability and limitations in traceability of product from farm to production, our progress has been delayed. We are proud of the significant strides we've made in advancing pork welfare within our supply chain despite market setbacks.

In fiscal year 2024:

- In the U.S., 92% of our contracted pork, by spend, was group-housed or higher, including crate-free and proposition 12-compliant.
- Our progress positively impacted 146,000 hogs and 4,672 mother pigs.

146k

Hogs positively impacted

4,672

Mother Pigs positively impacted

Aramark maintains our commitment to eliminate gestation crates from our supply chain and we continue to work with suppliers to drive towards this goal.

BROILER CHICKENS

Aramark's efforts to elevate the welfare of broiler chickens continue across the U.S., Canada, and Europe. We engage with our suppliers and the general market by participating in multiple cross-industry working groups including [Compassion in World Farming's U.S. Working Group for Broiler Welfare](#). We are working with our suppliers to make broiler welfare improvements in line with the [Better Chicken Commitment \(BCC\)](#). Aramark will continue to work with our supply chain partners and broader market towards meeting the various elements of the BCC by the year-end dates presented below. We will continue to report progress annually and remain transparent regarding any market challenges that may require us to adjust our pathway timeline.

Below we present an interim roadmap to show the progress plan we are working towards in the U.S. and Canada. The icons indicate the year at which Aramark intends to fully meet each specific attribute. Our goals below are aspirational targets. As we continue to expand our supplier engagement and tracking towards these criteria, we will continue building our roadmap as well as updating progress for each component annually until we meet our commitment.

BETTER CHICKEN COMMITMENT ROADMAP

Welfare Attribute	FY23	2024	2025	2026	2027
Stocking Density	2%	5%	25%		
Litter	72%				
Lighting	1%	10%			
Enrichments	2%	10%			
CAS Processing (Controlled Atmospheric Stunning)	0%	1-5%	25%		
Higher Welfare Breeds	1%	1%	5%	25%	
3 rd Party Auditing	2%	5%	25%		

Below is our progress toward improving broiler chicken welfare in the U.S. and Europe:

BCC Component	% of Spend: Previous Update May 2023	% of Spend: End of Fiscal 2023
Stocking Density	<1%	2%
Litter	57%	72%
Lighting	<1%	1%
Enrichment	<1%	2%
CAS	0%	0%
Breed	0%	1%
Audit	<1%	2%

ECC Component	% of Spend: End of Fiscal 2024
Stocking Density	18%
Lighting	16%
Enrichment	13%
CAS	14%
Breed	15%
Air Quality	10%

Please note reporting time periods differ based on data availability and ability to process. Future updates will include reporting for Canada as well as calendar year and related roadmap updates.

“Compassion in World Farming is grateful to have a strong partnership with Aramark to improve the lives of chickens raised for meat. This public reporting demonstrates that Aramark takes this work seriously and we are excited to work alongside this food service leader to publish a roadmap to meet the Better Chicken Commitment.”

– **Julia Johnson,**
US Head of Food Business, Compassion in World Farming

NO-DEFORESTATION

At Aramark, we believe preventing deforestation is imperative to the wellbeing of our global community, evidenced by the No-Deforestation segments of our [Global Sustainable Sourcing Policy](#) which has been in place since 2019. We are on a journey to continually improve sustainable sourcing practices in partnership with our suppliers, as well as industry and 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.

100%

of our U.S. contracted oils, margarines, and shortenings have been sourced from regions with no-deforestation risk since 2020

100%

of the palm oil in our U.S. contracted margarines and shortenings has met Roundtable on Sustainable Palm Oil (RSPO) standards since 2020

96%

of Aramark's U.S. centrally contracted beef purchases are from areas with no-deforestation risk and/or systems in place against deforestation

We are proud of our progress to date:

- All soy used in our U.S. contracted oils, margarines, and shortenings, is sourced from regions with no deforestation risk.
- All palm oil in our U.S. contracted margarines and shortenings meets Roundtable on Sustainable Palm Oil (RSPO) standards.
- 96% of Aramark's U.S. centrally contracted beef purchases are from areas with no-deforestation risk and/or systems in place against deforestation
- Further details on our performance are provided in [Aramark's CDP Forestry Response](#).

ANTIBIOTICS STEWARDSHIP

As detailed in the Antibiotics Stewardship segments of our [Global Sustainable Sourcing 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. We continue to work with our suppliers to reduce the use of antibiotics important to human medicine and increase our purchases of products raised with less antibiotic usage.

EMBEDDING CIRCULARITY

At Aramark, we see an opportunity to help reduce the environmental impacts of disposables in food services. Our goal is to substantially reduce our usage of single-use plastics and other disposables while embedding circularity across our global operations.

We continue to work directly with suppliers, clients, and customers to introduce programs that promote circularity and waste diversion, including expansion of reusables programs, increased procurement of recyclable and compostable alternatives, and outright elimination of single-use options.

We frame our efforts around the Zero Waste International Alliance (ZWIA) [Zero Waste Hierarchy](#).

In 2023, we established five-year targets to:

- Eliminate the use of plastic straws, stirrers, and front-of-house to-go bags;
- Eliminate or otherwise substantially reduce expanded polystyrene foam (Styrofoam) containers;
- Reduce the use of plastic containers, cutlery, and cups;
- Expand reusable containers and utensils programs; and
- Partner with suppliers to continuously improve the environmental profile of consumer-packaged goods.

In response to legislation, regulation, and local initiatives, many of our operations have made progress in this area and we will continue to drive improvement across the enterprise.

Other highlights:

- In the U.S. our internal, cross-functional Circularity Council helps establish our targets across our lines of business, facilitate account-specific improvement opportunities, and support stakeholder engagement.
- We are a founding member of the Single-Use Materials Decelerator (SUM'D) which is managed by Food Packaging Forum (FPF) and have supported the creation of the Understanding Packaging (UP) Scorecard tool (www.upscorecard.org). This free tool is available to everyone to show the human and environmental impacts of common foodservice items. In addition to using the UP Scorecard tool to support Aramark and our clients in making informed decisions about more sustainable foodservice disposables, we also coordinated training sessions in 2024 for both external clients and internal stakeholders.
- Established reuse programs, for example, more than 25 Aramark-managed U.S. college and university campuses participate with [Topanga ReusePass](#), accomplishing impressive results, including a 96% return rate, nearly 46,000 unique users, more than 443,200 containers diverted from landfill, and approximately 290,000 gallons of water saved.

SOURCING ETHICALLY & INCLUSIVELY

LOCAL PURCHASING

At Aramark, we define locally sourced purchases as products that are, “grown, raised, caught, manufactured, or processed by a farm or an independently owned business located within 250 miles (400km) of the Aramark location.”

We strive to purchase products from small-scale, community-based producers that are independently or cooperatively owned enterprises. As a global company, our scale 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, and
- provides fresh seasonal ingredients.

In fiscal year 2024, we worked with 600 local farms and sourced \$167.4 million in local products in the U.S.

600

Local Farms

\$167M

Local Products

INCLUSIVE SOURCING

We commit to working with local, small businesses and under-represented businesses. These relationships help us provide more culturally authentic products, value to our clients, and support local economies. By the end of calendar year 2025, our goal is to source 25% of our spend in the U.S. through small, local and diverse suppliers.

We work to help suppliers become certified by a third-party agency. Our partner in this endeavor, Certify My Company, is a certified women-owned business enterprise (WBE) and disabled-owned business enterprise (DOBE).

Progress within our Supplier Diversity program as of fiscal year 2024 includes:

- 66% of our diverse suppliers in the U.S. are certified by a third-party diversity agency.
- 16% of our spend in the U.S. is with vendors identified as local, small, or diverse owned.
- Aramark has over 3,082 relationships with small businesses and under-represented businesses.
- Aramark, in partnership with The FruitGuys Community Fund, [awarded 20 new grants in 2024](#) to small independent farms and agricultural nonprofits to fund projects focused on regenerative agriculture and supporting local economies.
- Aramark launched a new mentorship program in 2024 to help small and diverse suppliers [Level UP!](#)
- To support supplier outreach and engagement efforts, Aramark is a corporate member of the National Minority Supplier Development Council (NSMDC), Women's Business Enterprise National Council (WBENC), National LGBT Chamber of Commerce (NGLCC), and Disability: IN.
- Aramark tracks 19 business categories as part of our comprehensive spend analysis process, including minority, women, veteran, LGBTQ, native Alaskan, and disabled.
- In the U.S., Aramark's annual spend with small businesses and under-represented businesses exceeded \$636 million
- Over 40 minority- and women-owned businesses participated in our mentoring and capacity building programs.



Note: Supplier diversity spend and economic impact details included in this document are verified by CVM Solutions, Aramark's third-party supplier diversity data enrichment provider. Local and sustainability spend detail included in this document is verified by MaetaData, Aramark's sustainability data enrichment provider.

Aramark is an Equal Employment Opportunity Company. Aramark's DEI commitment is balanced with ensuring that protected characteristics under the law are not considerations for company business decisions.