

RESPONSIBLE SOURCING

PROGRESS AND PRIORITIES

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. 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, 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 is factored into supplier selection.
- Aramark's supplier sustainability assessment 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 2023, we have cumulatively engaged approximately 600 suppliers, with nearly 300 scored.



Suppliers Engaged



Suppliers Scored

- 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. Our [Sustainable Seafood Policy](#) (part of our 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.

100%

Contracted canned tuna that
meets Monterey Bay Aquarium
Seafood Watch Recommendations

HUMANELY RAISED PROTEINS

Our [Animal Welfare Policy](#) (part of our 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, and non-governmental organizations (NGOs) such as Compassion in World Farming (CIWF), the Humane Society of the United States (HSUS), 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.

EGGS

Our reporting capabilities vary by region. Below we report the most recent available data per region. Canadian and U.S. numbers reported as of March 2024. All other regions and global numbers reported as of end of calendar year 2023.

- 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 560,000 hens
 - 80% cage-free shell eggs
 - 85% cage-free liquid eggs
 - 78% cage-free other/further processed eggs

560k

Mother Hens positively impacted

- In Canada, 40% of our eggs were cage-free (up from 34% since end of fiscal year 2023)
 - 91% cage-free shell eggs (up from 80%)
 - 8.2% cage-free liquid eggs
 - 1.9% cage-free other/further processed eggs
- In Europe, 77% of our eggs were cage-free
 - 80% cage-free shell eggs
 - 77% cage-free liquid eggs
 - 63% cage-free other/further processed eggs
 - With Belgium, Czech Republic and Germany having more than 90% cage-free egg purchases
- Globally, as of end of calendar year 2023, 65% of our eggs were cage-free
 - 44% cage-free shell eggs
 - 77% cage-free liquid eggs
 - 67% cage-free other/further processed eggs

Aramark remains committed to reaching 100% cage-free eggs globally by the end of fiscal year 2025. As part of our ongoing transparency, below are the benchmarks we're aiming for in each region. While there may be challenges along the way, or events that enable us to accelerate, this is what we're working to reach. As noted, in the U.S., Canada, and Europe (the majority of our operations), we're well on our way to reaching 100% cage-free eggs and have a strong sense of what's needed to complete the transition.

For our operations in Asia and Latin America, our teams continue investigating options and will publish more detailed benchmarks as we gain further clarity on availability. In

Latin America, our operations in Chile have identified some viable cage-free options and are piloting usage.

While we prioritize physical supply of cage-free eggs, we are investigating utilizing cage-free egg credits as a way to cover the gaps in our physical supply chain, while specifically supporting cage-free production.

Country/Region	As of End of Fiscal Year 2023	Plan For End of 2024	Plan For End of 2025
U.S.	81% Cage-Free Shell 82% Cage-Free Liquid 73% Cage-Free Other	100% Cage-Free Shell 100% Cage-Free Liquid 100% 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	100% Cage-Free Shell 75% Cage-Free Liquid 50% Cage-Free Other	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Europe	61% Cage-Free All Eggs	75% Cage-Free All Eggs	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Asia	>1 % Cage-Free All Eggs	Benchmarks in development	100% Cage-Free Shell 100% Cage-Free Liquid 100% Cage-Free Other
Latin America	>1% Cage-Free All Eggs	Benchmarks in development	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 2023:

- In the U.S., 91% of our contracted pork, by spend, was group-housed or higher, including crate-free and proposition 12-compliant.
- Our progress positively impacted 125,000 hogs and 4,000 mother pigs.

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

125k

Hogs positively impacted

4k

Mother Pigs positively impacted

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 \(BCC\)](#). We have engaged our suppliers covering more than 81% of Aramark’s chicken purchases in the U.S., Canada, and Europe to influence their progress and we will continue to expand our engagement to cover additional suppliers. 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.

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%		
3 rd Party Auditing	2%	5%	25%		
Higher Welfare Breeds	1%	1%	5%	25%	

As of end of fiscal year 2023, we report the following progress toward improving broiler chicken welfare in the U.S.

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

Future updates will include reporting for Canada and Europe.

“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 our No-Deforestation Policy (part of our 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. CONTRACTED BEEF PURCHASES WERE CONFIRMED SOURCED FROM AREAS WITH NO-DEFORESTATION RISK.

We are proud of our progress to date:

- All soy used in our contracted soy oils, as well as soy used in our contracted margarines and shortenings, is sourced from regions with no deforestation risk.
- All palm oil in our contracted margarines and shortenings meets Roundtable on Sustainable Palm Oil (RSPO) standards.
- 96% of contracted beef purchased by Aramark in the U.S. was confirmed sourced from areas with no-deforestation risk.
- Further details on our performance are provided in [Aramark's CDP Forestry Response](#).

ANTIBIOTICS STEWARDSHIP

As detailed in our Antibiotics Stewardship Policy (part of our 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.

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 2023, we worked with 639 local farms and sourced \$157 million in local products in the U.S.



Local Farms



Local Products

SUPPLIER DIVERSITY

We commit to working with local, small businesses and businesses owned and operated by minorities, women, and other diverse populations. These relationships help us provide more culturally authentic products, value to our clients, and support local economies. By the end of fiscal 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 diverse 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 2023 includes:

- 59% of our diverse suppliers in the U.S. are certified by a third-party diversity agency.
- 18% of our spend in the U.S. is with vendors identified as local, small, or diverse owned.

- Aramark has over 4,300 relationships with small businesses and other diverse suppliers or subcontractors, including 1,442 supplier relationships with M/WBEs across the enterprise.
- To support diverse 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 also tracks 19 small and diverse owned business categories as part of our comprehensive spend analysis process, including minority, women, veteran, LGBTQ, native Alaskan, and disabled.
- In the US, Aramark’s annual spend with small businesses and diverse suppliers exceeded \$779 million in FY2023, including approximately, \$401 million with M/WBEs.
- Over 40 minority- and women-owned businesses participated in our mentoring and capacity building programs.
- 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.

\$779M
Spent with small
and diverse
suppliers

4300
Small and diverse
suppliers

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 third-party sustainability data enrichment provider.