



ARAMARK North America Supplier Standard

This Supplier Standard applies to authorized suppliers of goods and services to ARAMARK owned locations, and food, hospitality and facilities services locations managed by ARAMARK in North America. It sets the minimum standards that those companies must meet in order to conduct business with ARAMARK. Suppliers are expected to keep ARAMARK apprised of their adherence to these standards, and where deficient, to conform their conduct in a timely manner, without the necessity of intervention by ARAMARK. These standards are based on the Universal Declaration for Human Rights and certain conventions of International Labour Organisation. These standards may be revised from time to time by ARAMARK, and notice of such modifications will be posted at ARAMARK's external webpage developed for the information use of ARAMARK's authorized suppliers.

1. Legal compliance

The supplier undertakes to adhere to all applicable laws of the countries in which it operates, including those pertaining to employee health and safety, terms and conditions of employment and the environment.

2. Employee Health and Safety

The supplier undertakes to provide a safe operating environment that meets the higher of either the applicable legal standards or industry workplace standards.

3. Employment standards The supplier undertakes to comply with the following:

3.1 Minimum age of workers

The supplier will not employ workers that are younger than 14 years of age or the minimum age established by law, whichever is greater. The supplier will observe all legal requirements for work of employees under 18 years of age, including those pertaining to hours of work and working conditions.

3.2 Voluntary employment

The supplier will not use involuntary or forced labor, either indentured, bonded or otherwise.

3.3 Wages and employment benefits

The supplier will pay at least the minimum total compensation required by applicable local law, including any and all applicable mandated wages and overtime rates, allowances and benefits.

3.4 Working hours

The supplier will maintain reasonable employee work hours in compliance with applicable law.

3.5 Non-Discrimination

The supplier will ensure that all personnel actions -- including hiring, remuneration, benefits, advancement and termination -- are taken without regard to race, color, religion, national origin, age, gender, disability, sexual orientation, veteran status or any other classification protected by law.

3.6 Freedom of association

The supplier recognizes and respects the right of its workers to exercise lawful rights of free association, including joining or not joining any association.

3.7 Fair treatment

The supplier will provide a work environment free of harassment, abuse or corporal punishment in any form.

4. Environment

The supplier will adhere to all applicable environmental laws of the country, region and city of operation. Suppliers are encouraged to surpass such requirements so as to reduce the environmental impact of their operations.

Further Application of these Standards

ARAMARK suppliers are encouraged to ensure that the above standards, or standards comparable to those above, are applied by ARAMARK suppliers to their first tier suppliers apply with equal rigor, and with an overall goal of positively affecting business practices across a wide array of corporations in multiple industry sectors.