



Animal Welfare Principles and Policy

Introduction

Aramark’s mission to enrich and nourish lives means ensuring a foundation of providing safe, nutritious, quality food is core to who we are. Our commitment to health, wellness and sustainability are central to these tenets. Our focus on responsible sourcing includes our commitment to responsible animal welfare practices.

We are committed to offering meat, egg, and dairy-based dishes from products that are sustainably produced, healthier for you, and from animals raised responsibly and humanely. We provide great tasting options and choices to meet the varying dietary needs and tastes of the millions of consumers we’re proud to serve. In addition to humanely raised animal products, we also appreciate the value of plant-based meals for consumers.

We are on a journey of continuous improvement – a pursuit to continually improve responsible purchasing practices in partnership with our suppliers. Our holistic strategy includes innovative culinary partnerships and menu offerings, employee training, and educating and engaging clients and consumers.

Global Principles

Aramark adheres to a set of principles which represent our global position on farm animal welfare. These principles serve as the foundation for what we expect from our suppliers, as well as purchasing commitments specific to the countries where we operate.

We expect our suppliers to incorporate animal welfare protocols to prevent the mistreatment of animals, including when they are raised, cared for, transported and processed. Aramark suppliers must be aware of and demonstrate compliance to industry standards and government regulations including those related to animal welfare.

We will work with our suppliers to drive toward continuous improvement by addressing farm animal welfare practices such as confinement, painful procedures and rapid growth. Aramark suppliers must strive for an environment that is consistent with the “five freedoms” of animal welfare developed by the Farm Animal Welfare Committee (FAWC) of the United Kingdom.

The five freedoms are defined as: 1) Freedom from thirst, hunger and malnutrition; 2) Freedom from discomfort; 3) Freedom from pain, injury and disease; 4) Freedom to express normal behavior; 5) Freedom from fear and distress.

Aramark recognizes the five freedoms as the basis for addressing farm animal welfare standards within Aramark’s supply chain. While specific practices vary across countries and regions depending upon differences in scientific opinion, cultural norms, and consumer expectations, all suppliers in all countries must work toward these as the minimum standards.

Purchasing Policy - Commitments

The following commitments are intended to address a range of animal welfare issues affecting egg, dairy and meat production, including confinement, painful procedures, and rapid growth.

United States

- **Eggs:** Aramark will purchase only cage-free eggs in the U.S. by 2020, or sooner if possible. In 2015, we completed our transition cage-free shell eggs.
- **Pork:** Aramark will transition 30% of our specified pork purchases to group-housed pork in 2017, including bacon, butts and loin products. We remain committed to working with our suppliers, industry, and animal welfare organizations to address confinement issues and expand supply availability. We will transition to 100% group-housed pork by 2022. We will also work to address issues of pain relief associated with castration and the eventual elimination of tail docking, as well as responsible use of feed additives.
- **Veal:** In 2015, we committed to eliminate all veal from animals confined in crates in the U.S. by 2017, in alignment with the American Veal Association's 2007 resolution. We have received confirmation and documentation from veal suppliers that all domestic and imported veal products are produced from animals raised without the use of crates or tethers.
- **Dairy/Beef:** We are committed to working with our suppliers to address issues of pain relief for disbudding and castration procedures, and eventual elimination of tail docking and dehorning. We work with suppliers to ensure the responsible use of hormones and feed additives, and strive toward eliminating the use of recombinant bovine growth hormone (rBGH or rBST).
- **Ducks and Geese:** In 2011, we committed to eliminate the purchase of all foie gras. We remain committed to this position.
- **Turkeys:** We continue to work with our suppliers to address animal welfare issues associated with genetic selection for fast growth and support eliminating slaughtering systems that use live dumping and shackling.

As we learn from our experiences in the U.S., we continue to apply our knowledge to advance responsible sourcing practices in the other countries we operate.

Global

- **Eggs:** In February 2017, Aramark expanded a commitment to source 100% cage free eggs (both shell and liquid) globally by 2025, or sooner if possible. This announcement follows Aramark's May 2016 commitment to transition to cage-free (i.e. free-run) shell eggs by 2022, and all eggs including liquid and processed by 2025, or sooner if possible, in our Canadian foodservice operations.

United States and Canada

- **Chickens:** Aramark is calling on producers, processors and suppliers to implement additional humane conditions for the treatment of broiler chickens. This includes asking our supply chain to take the following actions by 2024, or sooner if possible:
 - Transitioning to strains of birds based on measurably improved welfare outcomes.
 - Reducing maximum stocking density to equal to or less than 30 kg/m² or 6 lbs./sq. ft.
 - Providing chickens with enriched environments including hay bales, perches, litter and lighting.

- Rendering chickens unconscious prior to shackling using Controlled or Low Atmosphere Stunning.

We will work with our suppliers to ensure certification under Global Animal Partnership's 5-Step Animal Welfare Rating Program or seek third party verification of these practices based upon criteria that meet GAP standards.

Northern and Continental Europe

By 2026, we will require our European suppliers to meet the following requirements set out in the [European Chicken Commitment \(ECC\)](#) for 100% of the fresh, frozen, and processed chicken in our supply chain:

- Comply with all EU animal welfare laws and regulations, regardless of the country of production.
- Implement a maximum stocking density of 30kg/m² or less. Thinning is discouraged and if practiced must be limited to one thin per flock.
- Adopt breeds that demonstrate higher welfare outcomes: either the following breeds, Hubbard JA757, 787, 957, or 987, Rambler Ranger, Ranger Classic, and Ranger Gold, or others that meet the criteria of the RSPCA Broiler Breed Welfare Assessment Protocol.
- Meet improved environmental standards including:
 - At least 50 lux of light, including natural light.
 - At least two metres of usable perch space, and two pecking substrates, per 1,000 birds.
 - On air quality, the maximum requirements of Annex 2.3 of the EU broiler directive, regardless of stocking density.
 - No cages or multi-tier systems.
- Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion.

Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment.

Supplier Expectations

As a foodservice provider, Aramark purchases a wide-variety of egg, dairy and meat products from hundreds of suppliers. Aramark's Animal Welfare Principles and Policy complement and build upon the company's *North American Supplier Code of Conduct*. To ensure effective implementation of principles and commitments and to maintain supplier accountability, Aramark will:

- Source from suppliers who are demonstrating progress
- Engage our employees and suppliers to understand animal welfare issues
- Incorporate our principles and policy into all contracts, RFIs, RFPs, etc.
- Require 3rd party documentation demonstrating that suppliers meet or exceed our expectations
- Require annual supplier data progress reports
- Expect swift and decisive action in unforeseen cases of animal abuse or cruelty