



Aramark Global Sustainable Sourcing Policy

Introduction

Be Well. Do Well. is Aramark's environmental, social, and governance (ESG) platform. It articulates our purpose and directly connects to our mission: because we're rooted in service, we do great things for our people, our partners, our communities, and our planet. Our integrated, strategic people and planet goals, to enable equity and well-being for millions and promote planetary health on our path to net zero, convey our priorities and ambitions, focusing our efforts and inspiring our organization.

Be Well. Do Well. consists of eight key priorities, including commitments to source sustainably, ethically, and inclusively. Balancing our business needs with input from various stakeholders, we assess and prioritize responsible sourcing while leveraging our people, programs, and technology to drive progress and accurately track and report against our commitments.

Our Sustainable Sourcing Framework guides Aramark's end-to-end management of environmental and social impacts in our supply chain. Our 4-step process includes:

- Issue Monitoring & Stakeholder Engagement
- Strategy & Commitments
- Implementation
- Tracking & Reporting

A cross-functional team reviews progress monthly and provides quarterly reports to Aramark's executive-led ESG Steering Committee. Through this framework, we build and maintain our comprehensive approach to responsible sourcing.

Responsible Sourcing – Our Strategic Approach

As we evolve our established programs, we also seek to implement forward-looking programming and supplier assessment expectations aligned with regenerative¹ and nature positive² approaches.

We connect this framework to the following category or issue-specific purchasing policies: [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 our time-bound commitments. We approach all our focus areas with an enterprise lens while taking into consideration the intersection of managing market impacts within our control, and local needs.

This policy document is updated as needed, whereas annual progress updates toward each of our purchasing commitments are available on our [Priorities and Progress](#) page.

¹ Aramark defines regenerative agriculture as a holistic, ecosystems-based approach to farming that aims to enhance biodiversity, improve soil health and water quality, and positively impact the lives of farmers and animals.

² According to [CDP](#), nature-positive is behavior and actions which overall increase biodiversity and the number of species in nature, as opposed to causing them to decline.

Supplier Expectations

As a leading food service provider, Aramark purchases a wide variety of food and beverage and related products to meet client and consumer expectations. All Aramark suppliers are required to meet a set of baseline environmental and social expectations, as detailed in our [Supplier Code of Conduct](#).

Additionally, we implement a multi-pronged supplier sustainability engagement strategy to address high priority environmental and social issues across key product categories including, but not limited to, the topics covered in this policy.

To ensure accountability for implementation of our principles and commitments, Aramark:

- regularly engages our supply chain and suppliers to build understanding of our sustainable sourcing policies.
- incorporates our principles and policies into contracts, requests for information (RFI), and requests for proposals (RFP).
- sources from suppliers who provide products that meet our sourcing policy requirements.
- encourages suppliers to have policies and procedures in place to cover their specific industry environmental and social impacts.
- collects supplier data progress reports and supporting documentation demonstrating that suppliers meet or exceed our expectations.
- utilizes supplier assessment surveys and tools to track supplier sustainability program maturity and compliance with our expectations.
- expects swift and decisive action from suppliers in unforeseen cases of illegal, unethical, or unsustainable practices, or risk termination of our business relationship.

Cross-Industry Engagement

Aramark strives to engage in relevant conversations and actions pertaining to our sustainable sourcing policy with government bodies and industry groups, and through pre-competitive engagements.

We believe environmental and social sourcing issues are best improved with collective action. To that end, we monitor our country-level impacts and stay apprised of relevant regulations and practices to continually identify improvement opportunities across our global business as well as participate in multiple cross-industry working groups.

Category and Issue Specific Sourcing Policies:

Sourcing of Land Based Animals Products

Aligned with our science-based targets, we work to increase our plant-based offerings as well as procure animal protein-based products that are produced more sustainably, humanely, and with practices designed to minimize greenhouse gas (GHG) emissions. This includes a preference for agricultural practices that have minimal impact on land conversion (such as deforestation), sustainable and regenerative agriculture with higher welfare, and more responsible antibiotics usage. Below are our current activities and commitments related to land-based animal proteins.

Animal Welfare

Introduction and Principles

We are committed to offering meat, egg, and dairy-based dishes from products that are sustainably produced, healthier for people, and from animals raised responsibly and humanely. We provide 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 are also committed to increasing our offerings of vegan, vegetarian, plant-based and plant-forward³ menu options, meeting consumer interests and reducing our GHG emissions.

Aramark accepts the “five freedoms” of animal welfare developed by the Farm Animal Welfare Committee (FAWC) of the United Kingdom as the Global Principles to address farm animal standards within our supply chain. 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 expects suppliers of animal products to have an animal welfare policy relevant to the animal species they handle and in line with the principles of the “five freedoms”. While specific practices vary across countries and regions depending upon differences in scientific insights, cultural norms, and consumer expectations, suppliers in all countries should work toward the “five freedoms” as the minimum standard.

³ We define plant-forward as a style of cooking and eating that emphasizes fruits, vegetables, and whole grains but may contain a small amount of animal protein.

Purchasing Policy⁴

Multiple Products: United States

- *Pork:* Aramark intended to purchase 100% group-housed pork by the end of 2022 and is committed to continuing efforts towards the elimination of gestation crates in our supply chain. We also work with our suppliers to address issues of pain relief associated with castration and the eventual elimination of tail docking, introduction of bedding and environmental enrichments, as well as responsible use of feed additives.
- *Veal:* In alignment with the American Veal Association's 2007 resolution, Aramark does not purchase veal that has been confined in crates.
- *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:* We do not purchase foie gras.
- *Turkeys:* We 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 other countries in which we operate.

Eggs: United States, Canada and Global

- *United States:* We are committed to purchasing only cage-free eggs (shell, liquid, and processed⁵) and conduct ongoing monitoring to ensure we maintain our cage-free shell transition.
- *Canada:* We are committed to transition to cage-free (i.e., free-run) shell eggs by the end of 2022, and all eggs (including liquid and processed) by 2025 or sooner, if possible.
- *Global:* We are committed to sourcing 100% cage-free eggs (shell and liquid) by the end of 2025 or sooner.

Broiler Chickens: United States, Canada and Europe

United States and Canada: As part of our Better Chicken Commitment pledge in 2016, 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:

- Reduce maximum stocking density to equal to or less than 30 kg/m² or 6 lbs./sq. ft.
- Provide chickens with enriched environments including, but not limited to, hay bales, perches, litter, and lighting.
- Provide chickens with 3 inches of dry, friable litter, and 8 hours of continuous light (at least 50 lux) and 6 hours of continuous darkness daily.
- Render chickens unconscious prior to shackling using controlled or low atmosphere stunning.

Additionally, Aramark is asking our supply chain to take the following action by 2026 or sooner:

- Transition to higher-welfare strains of birds based on measurably improved welfare outcomes that are approved by the [Better Chicken Commitment](#).

⁴ The below relays the date at which we aim to fully meet our commitments – our [Priorities and Progress](#) document shows our actual progress towards our various commitments.

⁵ Processed eggs are defined as egg products that are further processed (e.g., dried, pre-scrambled). This does not include egg as an ingredient such as the eggs in a prebaked or prepackaged product.

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

More information including road mapping and status updates are available on our [Priorities and Progress](#).

Antibiotics Stewardship

Introduction and Principles

According to the United Nations Food and Agriculture Organization (UN FAO), antimicrobials play a critical role in treatment of terrestrial and aquatic food-producing animals and plants, helping to assure food safety and quality, animal health and welfare, and farmer livelihoods. At the same time, the World Health Organization (WHO) states that antibiotic resistance is one of the biggest threats to global health, food security and development today, and the overuse and misuse of antibiotics in humans and animals is accelerating the process⁶.

At Aramark, 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 also recognize that antibiotics, used responsibly, along with good animal-care practices, help improve food safety, animal health and welfare, and sustainability.

Aramark endorses the One Health approach⁷ which recognizes the importance of considering the relationship between human, animal, and environmental health. This approach is defined by a commitment to collaboration across sectors which reaffirms our pledge to engage diverse stakeholders including suppliers, industry, non-governmental organizations (NGOs), and global quasi-governmental organizations.

⁶ <https://www.who.int/en/news-room/fact-sheets/detail/antibiotic-resistance>

⁷ <https://www.cdc.gov/onehealth/basics/index.html>

Purchasing Policy

We are globally committed to phasing out the routine use of antibiotics for use as growth promoters or disease prevention across poultry, beef, pork, and seafood categories in our supply chain. We seek to ensure that antibiotics are only used for the treatment of sick animals or control of an identified disease outbreak as deemed by veterinarians to ensure their appropriate and judicious use. We encourage the development of surveillance systems for antibiotics' usage to monitor trends in resistance and effectiveness of prescribed antibiotics in livestock production. On a journey of continuous improvement, we are prioritizing antibiotics' reduction related to those identified as medically important to human health.

Land Conversion, No-Deforestation, and Biodiversity

Introduction and Principles

Forests, plains, wetlands, and other natural ecosystems are vital habitats for wildlife and provide livelihoods for humans, including contributing to the supply chains we rely on. Forests' loss and natural ecosystems influence a multitude of detrimental environmental and societal issues. At Aramark, we believe preventing deforestation, preserving forests, as well as protecting and regenerating natural ecosystems is imperative to mitigating climate change and promoting the wellbeing of our global community.

Over half of the world's deforestation is linked to land conversion to produce four raw materials – beef, soy, palm, and paper (timber). Accordingly, Aramark is committed to working with our partners toward reducing land conversion and risks associated with biodiversity loss and climate change regarding these four commodities.

We are particularly focused on deforestation through a commitment to No Deforestation, No Peatland Loss, and No Exploitation of People (NDPE), inclusive of legal and illegal deforestation.

Consistent with the [Accountability Framework initiative](#) (AFi) – a globally recognized approach for setting, implementing, and assessing commitments on deforestation, ecosystem conversion, and human rights in agricultural and forestry supply chains – we are committed to:

1. Protection of forests and other natural ecosystems:
 - No deforestation of natural forests
 - No burning to clear land for new planting or replanting
 - No new clearing or development of peatlands, regardless of depth
 - No clearing or development in High Conservation Value (HCV) or High Carbon Stock (HCS) areas
2. Respect for human rights:
 - Respect for the rights of indigenous peoples and local communities, including land rights
 - Obtaining consent from local communities on projects that may affect them or their territories
 - No use of child, forced, or slave labor

Purchasing Policy

The following actions are intended to address our commitment to NDPE purchasing, focusing on the four main deforestation related commodities: beef, soy, palm, and paper (timber).

By 2025, we will implement the following for all contracted products in the U.S.:

1. Continue to source 100% of our contracted soy-based oils from regions with no-deforestation risk⁸ as achieved in 2020. By 2030, we aim to map out other soy-based products within our supply chain and aim to ensure our soy purchases are not tied to any vital ecosystem conversion.
2. Continue to ensure 100% of our specified margarines and shortenings contain soy from regions with no deforestation risk, and palm oil that meets Roundtable on Sustainable Palm Oil (RSPO) standards as achieved in 2020. By 2030, we aim to map out other palm-based products within our supply chain and drive progress within our expanded scope.
3. Ensure 100% of our contracted beef products are sourced from regions with no deforestation risk. By 2030, we seek to understand the possible impacts of our beef purchases on other types of land conversion and aim to mitigate those impacts.
4. Require contracted beef, poultry, and pork suppliers to submit details on soy utilized for feed, including where it is sourced from and what policies or procedures are in place to ensure it is not grown on deforested land (i.e., deforestation-free soy) and other important ecosystems (e.g., natural habitat conversion-free soy).
5. Require our contracted palm oil, soy, beef, and paper suppliers (starting with foodservice disposables and office paper) to submit details on the percentage of products sold to Aramark traced back to their source (farm, ranch, plantation, forest), and/or the percentage verified by credible third parties as meeting Aramark's No-Deforestation Policy.
6. Report on our progress annually, including participating in CDP Climate Change and Forests questionnaires and making our responses publicly available.

⁸ We define a forest risk country as one of the following tropical and subtropical countries selected based on current and/or future deforestation risk (based on GCP, 2019; WWF, 2015 & TFA, 2019): Angola, Argentina, Australia, Bolivia (Plurinational State of), Brazil, Cambodia, Cameroon, Central African Republic, Colombia, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Ecuador, Gabon, Guatemala, Guinea, Honduras, India, Indonesia, Kenya, Lao People's Democratic Republic, Liberia, Madagascar, Malaysia, Mexico, Mozambique, Myanmar, Nicaragua, Nigeria, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Thailand, United Republic of Tanzania, Venezuela (Bolivarian Republic of), Viet Nam, Zambia, and Zimbabwe

Sustainable Seafood

Introduction and Principles

Aramark recognizes the social and environmental impacts facing the seafood category, from overfishing and lack of effective resource management to irresponsible aquaculture. Additionally, the seafood industry faces challenges of limiting illegal, underreported, and unregulated fishing, and ensuring fair, safe working conditions for the people who produce our seafood.

At Aramark, we define sustainable seafood as: Seafood from sources, whether fished or farmed, that can maintain or increase production without jeopardizing the structure and function of affected ecosystems, while maintaining healthy marine life populations, and respecting seafood workers and communities throughout the supply chain. We are committed to help shape global seafood supply chains that:

- conserve the health of ocean ecosystems,
- ensure responsible labor practices,
- improve traceability and transparency, and,
- support the long-term viability of the seafood industry.

Aramark adheres to a set of principles that serve as the foundation for how we approach the seafood category. As described in the Conservation Alliance for Seafood Solution's [Guidance for Companies](#), these principles are broadly supported by the responsible seafood movement and help us chart a course towards a future where workers, communities, and our ocean all thrive.

Purchasing Policy

Our commitment to supporting environmentally and socially responsible supply chains applies to all commercially contracted fresh, frozen, and shelf-stable seafood for both wild-caught and farm-raised products. This commitment includes the following components:

Environmental Responsibility

Aramark is committed to purchase seafood from sources that are:

- rated Green by the Monterey Bay Aquarium Seafood Watch Program (Seafood Watch),
- rated Yellow by Seafood Watch, or,
- certified by credible organizations such as the Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), or Best Aquaculture Practices (BAP), and recommended Seafood Watch.

Preference will be given to sources that are rated Green by Seafood Watch.

In the event a seafood source is rated Red by Seafood Watch, Aramark will:

- engage directly in or support a credible Fishery Improvement Project (FIP) or Aquaculture Improvement Project (AIP) and report regularly on progress made against their goals, with the guidance of Seafood Watch, or,
- cease procurement and identify more environmentally responsible alternatives.

All of Aramark's commercially contracted canned tuna will be sourced from environmentally responsible sources. This means from fisheries that are rated a Green Best Choice or Yellow Good Alternative by Seafood Watch, or eco-certified by the Marine Stewardship Council. Preference will be given to shelf-stable tuna suppliers that source from:

- purse seine and longline fishing vessels registered to the ProActive Vessel Register (PVR),
- purse seine vessels without the use of Fishing Aggregate Devices (FAD Free or Free School), and,
- pole & line fisheries.

Aramark is opposed to genetically engineered (GE) salmon, we will not purchase it should it come to market. We aim to avoid potential impacts to wild salmon populations and indigenous communities, whose livelihoods are deeply connected to and often dependent upon this vital resource.

Beyond our centrally contracted seafood, Aramark will strive to:

1. Offer programming that allows client sites to purchase sustainable seafood through education and engagement with local suppliers.
2. Work with our suppliers and culinary teams to promote alternatives to red-rated species.
3. Engage local NGOs to work on relevant regional initiatives.
4. Identify and prioritize action on species with higher risk of environmental or social impacts, putting in place additional requirements for these sources.
5. Advocate for policy reform in the U.S. government, domestic, and international fisheries management bodies, addressing illegal, unreported, and unregulated (IUU) fishing, Harvest Control Rules (HCRs), and other key issues.

Social Responsibility

Aramark recognizes the interconnectedness of environmental and social issues within seafood and is dedicated to continuing learning about these important issues and to play a role in advancing the full spectrum of social responsibility throughout our supply chains. To that end, we will:

- *Perform Supply Chain Due Diligence*

Aramark is committed to investigate our seafood supply chains through a focused approach, performing targeted due diligence on key issues such as forced labor, human trafficking, and hazardous child labor, with our efforts focused on high-risk areas and utilizing resources such as our [Supplier Code of Conduct](#) and [Seafood Social Risk Tool](#).

- *Take Action*

Aramark is committed to implementing safeguards that minimize the risk of human rights abuses occurring within our seafood supply chains. If issues are identified, we will preferentially engage directly and support remediation efforts. If there is a need for supply chain partners to create, improve, or better implement codes of conduct or other mechanisms, we will work with them to do so. We will seek opportunities to engage in initiatives focused on social responsibility within our supply chains regardless of whether issues are revealed through our due diligence exercises.

- *Report and Continuously Improve*

Transparency is key to accountability. Aramark is committed to regularly report on our social responsibility activities, including the progress made, challenges faced, and results achieved. Through transparent reporting, we aim to share our journey, learn from others, and continuously improve our seafood social responsibility initiatives.

Data Collection and Traceability

Understanding the sustainability of our seafood requires having detailed information about the sources of our seafood. This information enables us to assess the sustainability of our products, measure changes, and take action to improve supply over time. We work to collect the [Universal List of Key Data Elements](#) as recommended by the [Global Dialogue on Seafood Traceability](#). We collect product data quarterly, assess against sustainability indicators and available systems such as [Global Fishing Watch](#), and work to verify its validity through prioritized traceback exercises. Where available, we utilize Chain of Custody certifications for further assurance of product origin and are exploring ways to expand the use of interoperable data systems among our supply chain partners.

Monitor and Report

Aramark is committed to report annually on seafood sustainability efforts, including reporting on progress made towards commitment goals, activities throughout the year, progress made on improvement initiatives, and lessons learned.

Continuously Improve

At Aramark, we recognize that the pursuit of sustainability is an ongoing journey—one that demands continuous effort, transparency, and accountability. We will continuously monitor emerging issues and seek to broaden our commitment to address these evolving areas in the years ahead. We are committed to the role we play in shaping a more environmentally and socially responsible system.

Embedding Circularity

Introduction and Principles

One million plastic bottles are purchased every minute globally and approximately half of all plastic produced is designed for single-use purposes, according to the UN Environment Programme (UNEP)⁹. UNEP estimates that 85% of plastics used in packaging, including single-use food and beverage containers, end up in landfills or as unregulated waste. Throughout their life cycle, waste packaging and other disposables contribute to GHG emissions and have negative effects on ecosystems.

At Aramark, we see our size and reach as an opportunity to help reduce the environmental impacts of disposables, as reflected in our packaging reduction strategy launched in 2018. A new five-year strategy—which we have reframed as a priority to “Embed Circularity”—reaffirms our commitment to promote circularity and minimize waste across our services and sets fiscal 2022 as a baseline for new and ambitious goals and targets. Our goal is to substantially reduce our reliance on single-use plastics and other disposables while embedding circularity across our global operations.

We aim to align our operational and purchasing decisions with the following principles:

1. **Rethink/Redesign:** Aspire to a closed loop model.
2. **Reduce:** Reduce the amount of waste created, whenever possible.
3. **Reuse:** Expand access to, and reliance upon, reusables.
4. **Recycle and Compost:** Support systems to keep materials in their original product loop or value chain.

⁹ [Visual Feature | Beat Plastic Pollution \(unep.org\)](https://www.unep.org/visual-feature/beat-plastic-pollution)

- Our purchasing policies are specific to products within Aramark's controlled spend which includes contracted products from authorized suppliers.
- Unless otherwise noted, all time-bound commitments are intended "by end of" the respective year.

This policy contains "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. These statements reflect our current expectations as to future events based on certain assumptions and include any statement that does not directly relate to any historical or current fact. In this policy these statements include, but are not limited to, statements related to resource usage and emissions reduction targets and initiatives, and reporting of progress on these targets and initiatives. In some cases forward-looking statements can be identified by words such as "outlook," "aim," "anticipate," "are or remain or continue to be confident," "have confidence," "estimate," "expect," "will be," "will continue," "will likely result," "project," "intend," "plan," "believe," "see," "look to" and other words and terms of similar meaning or the negative versions of such words.

These forward-looking statements are subject to risks and uncertainties that may change at any time, and actual results or outcomes may differ materially from those that we expected. Certain of these risks and uncertainties are set forth under the headings Item 1A "Risk Factors" and other sections of our most recent Annual Report on Form 10-K, filed with the SEC as such factors may be updated from time to time in our other periodic filings with the SEC, which are accessible on the SEC's website at www.sec.gov and which may be obtained by contacting Aramark's investor relations department via its website at www.aramark.com.

As a result of these risks and uncertainties, readers are cautioned not to place undue reliance on any forward-looking statements included in this report or that may be made elsewhere from time to time by, or on behalf of, us. Forward-looking statements speak only as of the date made. We undertake no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, changes in our expectations, or otherwise, except as required by law.