

RESPONSIBLE SOURCING

PROGRESS AND PRIORITIES

At Aramark, responsible sourcing is fundamental to delivering Trusted Hospitality. Guided by our Be Well. Do Well. commitments, we integrate social, environmental, and animal welfare considerations into purchasing decisions and work with suppliers to prioritize local, seasonal, and responsibly raised and grown products. This approach supports people, animals, communities, the planet, and lasting value for our clients and guests. 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.
- 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.
- As of the end of fiscal year 2025, we have cumulatively engaged over 1,000 suppliers, with over 55% scored.

Aramark suppliers average 54 points higher than the global EcoVadis supplier average. Aramark is a founding member of the Hospitality Alliance for Responsible Procurement (HARP), an EcoVadis-led collaboration advancing sustainability across hospitality supply chains. Through HARP, we deepen supplier engagement and collective action on climate and other priority issues while promoting transparency, accountability, and continuous improvement.

SOURCING SUSTAINABLY

SUSTAINABLE SEAFOOD

We support ocean health by addressing both what comes out of the water and what enters it. Our Global Sustainable Sourcing Policy outlines our seafood purchasing, reporting, and stakeholder-engagement approach, while our circularity work helps reduce waste that may reach the ocean.

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.

HUMANELY RAISED PROTEINS

Animal welfare is a core pillar of our Global Sustainable Sourcing Policy, which sets global expectations for humane treatment in egg, meat, and dairy production and translates them into country-specific purchasing commitments. We strengthen the policy through collaboration with suppliers, academic experts, consultants, and leading NGOs, including Compassion in World Farming, Humane World for Animals, and the Global Coalition for Animal Welfare, so our commitments reflect evolving science and stakeholder expectations.

EGGS

Below we report the most recent available data per region representing our full calendar year 2025.

- In the U.S., 77% of our eggs were cage-free (up from 76% since end of fiscal year 2025), which positively impacted more than 424,000 hens
 - 54% cage-free shell eggs
 - 82% cage-free liquid eggs
 - 77% cage-free other/further processed eggs
- In Canada, 37% of our eggs were cage-free (stable since end of fiscal year 2025)
 - 96% cage-free shell eggs
 - 8% cage-free liquid eggs
 - 3% cage-free other/further processed eggs
- In Europe, 83% of our eggs were cage-free (stable since end of fiscal 2025)
 - 84% cage-free shell eggs
 - 84% cage-free liquid eggs
 - 73% cage-free other/further processed eggs
- Globally, 68% of our eggs were cage-free (stable since end of fiscal 2025)
 - 54% cage-free shell eggs
 - 77% cage-free liquid eggs
 - 69% cage-free other/further processed eggs

Globally we continue to trend up year over year, while challenges in both emerging and established markets have limited extensive progress. Aramark continues to be dedicated to achieving our global cage-free egg goal. Below are some regional highlights acknowledging our impact by region and market challenges that could affect our progress.

Europe and the U.S.: These regions represent over 80% of our total egg purchases annually. They also represent 80% of our overall cage-free egg usage. Given the large scale of purchases and more consistent

accessibility of cage-free eggs in these regions, we prioritize compliance efforts here. In the US, we have been able to drive progress up to above 85% through April 2026. We continue to prioritize the US, our largest egg market, where progress can deliver the greatest impact.

The supply of cage-free eggs has been significantly impacted by highly pathogenic avian influenza (HPAI) in early 2025, which has affected our efforts. We will continue to report on progress and challenges.

Asia and Latin America (LATAM): Asia and LATAM together account for less than 15% of our total egg purchases. Our teams in these regions continue exploring options to increase cage-free egg sourcing and usage where product is available and aligned with client expectations.

Aramark remains committed to purchasing cage-free eggs in all regions. In the face of supply chain and market-specific challenges we continue to research programs that contribute to hen welfare and will transparently report on these supplemental programs if utilized. Our primary goal is to prioritize sourcing physical supply of cage-free eggs where possible.

PORK

Over the past two fiscal years, more than 90% of our contracted pork, by spend, has been sourced from group-housed or higher-welfare systems, including crate-free and Proposition 12–compliant products. The remaining products that fall outside our goal represent a very small percentage of total usage and are often items with minimal pounds purchased. This progress has meaningfully improved welfare outcomes across our supply chain. Our progress positively impacted more than 167,000 hogs and 5,000 mother pigs. Aramark remains committed to eliminating gestation crates and continues to work closely with suppliers to drive toward full adoption as market availability and traceability systems improve.

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	2023	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 actual progress toward improving broiler chicken welfare in the U.S.:

BCC Component	% of Spend: Previous Update May 2023	% of Spend: End of Fiscal 2023	% of Spend: End of Fiscal 2024	% of Spend: End of Fiscal 2025
Stocking Density	<1%	2%	5%	11%
Litter	57%	72%	65%	70%
Lighting	<1%	1%	7%	12%*
Enrichment	<1%	2%	5%	12%
CAS	0%	0%	0%	2%*
Breed	0%	1%	1%	1%
Audit	<1%	2%	1%	6%

**One of our major suppliers does not have product level traceability for these BCC attributes across its various production locations. We have reported according to visibility from our suppliers and will continue working to improve verification of reporting. We are actively collaborating with this supplier to close this data gap and establish more precise, product-level attribution, reinforcing accuracy, integrity, and continuous improvement of our sustainability reporting over time.*

Aramark remains committed to advancing the BCC through targeted business segments and supplier partnerships. In September 2025, we announced plans to convert approximately 6,000 pounds of product per week within one segment to meet all BCC criteria except breed. The conversion is underway and reflected in the attribute increases above. We will continue reporting progress, opportunities, and challenges transparently.

Below is our progress toward improving broiler chicken welfare in Europe:

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 laying hens, sows, and 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 continue implementing its animal welfare goals.”

**– Kourtney Houk,
Food Business Manager, Compassion in World Farming**

NO-DEFORESTATION

Preventing deforestation is a priority in our Global Sustainable Sourcing Policy, in place since 2019. We work with suppliers, industry partners, and NGOs to strengthen sourcing practices and advance no deforestation, no peatland loss, and no exploitation, covering both legal and illegal 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.
- 91% of Aramark’s U.S. centrally contracted beef purchases are from areas with no-deforestation risk and/or systems in place against deforestation.
- We provide further details on our performance via disclosure to CDP Forests.

ANTIBIOTICS STEWARDSHIP

Our Global Sustainable Sourcing Policy identifies antibiotics stewardship as essential to preserving antibiotic effectiveness and limiting antibiotic-resistant bacteria. We work with suppliers to reduce use of antibiotics important to human medicine and increase purchases from systems using fewer antibiotics.

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.
- 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, in fiscal year 2025 more than 28 Aramark-managed U.S. college and university campuses participate with [Topanga Reuse Pass](#), accomplishing impressive results, including a 97% return rate, nearly 53,000 unique users, more than 581,000 containers diverted from landfill, and approximately 375,000 gallons of water saved.
- Since launching our Embedding Circularity strategy, Aramark has continued to reduce expanded polystyrene disposable purchases across the U.S., resulting in a 4% reduction in spend.

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 (400 km) 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
- provides fresh seasonal ingredients.

In fiscal year 2025, we worked with 606 local farms and sourced \$223.3 million in local products in the U.S.

INCLUSIVE SOURCING

We are committed to working with local, small, and underrepresented businesses. These relationships help us provide more culturally authentic products, value to our clients, and support local economies. In 2025, responsible sourcing accounted for 24% of total U.S. vendor spend, up from 18% in 2024, including more than \$1.6 billion directed to small, local and underrepresented 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 Inclusive Sourcing program as of fiscal year 2025 includes:

- 63% of our underrepresented suppliers in the U.S. are certified by a third-party non-governmental organization.
- Aramark has over 2,820 relationships with small businesses and underrepresented businesses.
- Between 2020 and 2025, for example, Aramark supported The FruitGuys Community Fund, enabling 41 grants to agricultural nonprofits supporting underrepresented farmers in nine states and U.S. territories.
- In 2024, Aramark launched LevelUP!, a mentorship program designed to support small and underrepresented suppliers. To date, 82 small and underrepresented suppliers across Aramark + Avendra International, and Sysco were invited to participate, and 32 suppliers successfully completed the 10-week program, reflecting strong engagement and progress in supplier development.
- 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 and National Veteran-Owned Business Association (NaVOBA).

- Aramark tracks 18+ 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
- Between 2020 and 2026, the **Certify My Company** certification program invited 238 suppliers across Aramark + Avendra International to participate. The program is designed to support small and underrepresented businesses by providing certification guidance and technical assistance. During this period, 54 businesses actively engage in the certification process, and 29 successfully achieved third-party certification from a leading NGO, reflecting meaningful progress in advancing inclusive sourcing and supplier capability development.

NATIONAL RECOGNITIONS

2025

- National Minority Supplier Development Council (NMSDC) Corporation of the Year Award – places Aramark among leaders in inclusive sourcing.
- Supplier.io Small-Business Impact Champion Award – recognizes Aramark's long-standing investment in small businesses and the measurable economic impact of those partnerships.
- Sustainable Purchasing Leadership Council Navigator Program, among Top 5 companies for Sustainable Sourcing Practices

Note: Inclusive Sourcing spend and economic impact details included in this document are verified by Supplier.io, Aramark's third-party inclusive sourcing 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 Inclusion commitment is balanced with ensuring that protected characteristics under the law are not considerations for company business decisions.

In support of our commitment to transparency and timely disclosure, this Responsible Sourcing Progress and Priorities report is updated multiple times throughout the year. The information presented reflects the status as of the "last updated" date noted in the document header and may evolve as programs, data availability, and reporting methodologies continue to advance.