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## Sustainable Seafood 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 sustainable seafood.

Seafood is one of the most popular proteins in the world and yet, according to the United Nations Food & Agriculture Organization<sup>1</sup>, 90 percent of the world's wild-capture fisheries are at risk - threatened by overfishing or harvesting practices that create undue stress on the environment and other marine life. While the global demand for seafood continues to increase with a growing world population, fish farming, also known as aquaculture, is a growing sector with a variety of its own impacts. Additionally, human rights violations, labor abuses, and other social impacts are on the rise across wild-capture and aquaculture fisheries.

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 on a journey to continually improve responsible sourcing practices in partnership with our suppliers, industry and ocean conservation groups. Our holistic strategy includes responsible sourcing practices, innovative culinary partnerships and menu offerings, as well as educating our employees, clients and consumers.

### **Global Principles**

Aramark adheres to a set of principles that serve as the foundation for what we expect from our suppliers, as well as sourcing commitments specific to the countries in which we operate.

We are committed to sourcing seafood products that:

- Conserve the health of ocean ecosystems
- Ensure responsible labor practices
- Improve traceability and transparency
- Support the long-term viability of the seafood industry

Aramark's commitment to sustainable seafood is built upon the Conservation Alliance for Sustainable Seafood *Common Vision*<sup>2</sup>, a road map developed by a coalition of organizations that includes 6 steps:

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<sup>1</sup> <http://www.fao.org/resources/infographics/infographics-details/en/c/231544/>

<sup>2</sup> <http://seafoodsolutns.wpengine.com/projects/common-vision/>

- Make a public commitment
- Collect data on seafood products
- Make responsible sourcing decisions
- Be transparent
- Educate staff, consumers and vendors
- Support improvements in fisheries and aquaculture

While specific sustainable seafood practices vary across countries and regions depending upon differences in scientific opinion, cultural norms, and consumer expectations, Aramark has established these principles as our foundational elements. Aramark partners with locally relevant ocean conservation organizations around the world to help guide our sustainable seafood practices.

### ***Purchasing Policy***

The following actions are intended to address our commitment to responsible sourcing for fresh, frozen and shelf-stable seafood for both wild-caught and farm-raised products.

- We are committed to purchasing 100% of our contracted seafood from responsible sources by 2018 in the U.S. We review our purchases annually to ensure we're making progress against these goals. In other countries where we operate, we continue to make measurable progress that supports our overall commitment to sustainable seafood.
- We describe responsibly sourced products as species recognized by the Monterey Bay Aquarium Seafood Watch® program as green "Best Choice" or yellow "Good Alternative", as well as specific eco-certified products<sup>3</sup> recommended by Seafood Watch, including but not limited to certain species certified by organizations such as the Marine Stewardship Council, Aquaculture Stewardship Council or Global Aquaculture Alliance. In other countries where we operate, we also refer to definitions from these and other locally relevant and globally recognized organizations.
- We seek to avoid the purchase of species identified as being at-risk where there are no improvement processes in place. We review our purchases annually to drive toward the exclusion of red "Avoid" species identified by Seafood Watch®. In other countries where we operate, we also refer to SeaChoice, Marine Conservation Society, International Union for Conservation of Nature, World Wildlife Fund, and other locally relevant and globally recognized organizations. We commit to working with our suppliers, culinary teams and consumers to promote awareness about alternatives to red-listed species. We also work in partnership with our suppliers and distributors to avoid buying seafood that was transshipped at sea or is from illegal, undocumented and unregulated (IUU) fisheries.
- We seek to support responsible fisheries management practices by purchasing from sources that: ocean conservation organizations have identified as being responsibly managed; are on a clear well-defined path toward achieving certification; or are engaged in a credible Fishery Improvement Project (FIP) that meet criteria outlined by the Conservation Alliance for Seafood Solutions or Aquaculture Improvement Project (AIP) based on guidance provided by Seafood Watch.

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<sup>3</sup> <http://www.seafoodwatch.org/seafood-recommendations/eco-certification>

- We are actively engaged in industry-wide discussions with suppliers, distributors and non-governmental organizations (NGOs) to standardize tracking of key data elements (KDEs) including 1) Latin species name 2) Location of catch or farming 3) Production method. We believe improvements in transparency and traceability across the entire industry will drive accountability throughout the seafood supply chain.
- We continue to advocate for policy reform in the U.S. government and domestic and international fisheries management bodies, addressing illegal, unreported and unregulated (IUU) fishing, Harvest Control Rules (HCRs), and other key issues.
- We are committed to working with our suppliers and other partners to improve transparency and traceability throughout the seafood supply chain to address social and economic issues impacting the lives of workers, local communities and cultures. We are on a path of continuous improvement as we seek to understand the issues, evaluate the options, and determine the most responsible approach to identify and resolve human rights and labor abuses, and support sustainable livelihoods for seafood workers.

### ***Supplier Expectations***

As a leading foodservice provider, Aramark provides a wide-variety of seafood options across our menu portfolio. Aramark's Sustainable Seafood Principles and Policy complement and build upon the company's *Supplier Code of Conduct*.

We expect our suppliers to incorporate protocols to ensure our seafood products are sourced responsibly and sustainably. Aramark suppliers must be aware of and demonstrate compliance to industry standards and government regulations including those related to the seafood industry.

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

- Engage our employees and suppliers to understand sustainable seafood issues and Aramark's Seafood Principles and Policy.
- Incorporate our principles and policy into all contracts, requests for information (RFI), and requests for proposals (RFP).
- Source from suppliers who are identifying and providing specific products that are: Seafood Watch green or yellow rated; Certified to an eco-standard that Seafood Watch recognizes; Sourced from Fishery Improvement Projects (FIPs) that meet criteria outlined by the Conservation Alliance for Seafood Solutions or Aquaculture Improvement Projects (AIPs) based on guidance provided by Seafood Watch.
- Require annual supplier data progress reports and supporting documentation demonstrating that suppliers meet or exceed our expectations, as detailed above.
- Expect swift and decisive action in unforeseen cases of illegal, unethical or unsustainable practices, or expect termination of our business relationship.