

Be Well. Do Well.®

2022 PROGRESS REPORT



03 / INTRODUCTION

Letter from CEO
About Aramark
About Be Well. Do Well.
Be Well. Do Well. Progress

12 / PEOPLE

Engaging Employees
Empowering Healthy Consumers
Building Local Communities
Sourcing Ethically & Inclusively

37 / PLANET

Sourcing Sustainably
Climate Commitments
Minimizing Food Waste
Embedding Circularity
Operating Efficiently

58 / GOVERNANCE

Oversight of ESG
Integrity and Compliance

65 / APPENDIX

Stakeholder Engagement
Materiality
United Nations Sustainable Development Goals
ESG Performance Data Table
Global Reporting Initiative
Sustainable Accounting Standards Board
Task Force on Climate-Related Financial
Disclosures



INTRODUCTION



John Zillmer
Chief Executive Officer

This is a time of great optimism at Aramark. We head into 2023 with a distinct sense of who we are, what we need to do. Our objectives are simple, and they are inseparable: to succeed in business; to serve our people, our partners, and our communities; and to take care of the planet. How we connect these imperatives is the subject of our Be Well. Do Well. Progress Report, where we highlight every facet of our Environmental, Social, and Governance (ESG) platform: our diversity initiatives, our community building, our climate commitments, our focus on food and worker safety, and our progress on responsible sourcing and waste reduction.

It is a declaration and a reflection of what we and our key stakeholders consider most important. Last year we made significant commitments and announcements. This report shows how we are delivering.

In October, I approved our official Human Rights Statement, which confirms our position on equal opportunity, human trafficking, safety, harassment, discrimination, wage and hour, and other employment protections. It includes our support for the United Nations Universal Declaration of Human Rights, and we reinforce these commitments in our recently updated Business Conduct Policy (BCP). Further, I signed the Disability:IN CEO pledge to emphasize our commitment to disability inclusion. We also signed the Cool Food Pledge, submitted our proposed science-based greenhouse gas reduction targets for validation, and are building a pathway for reducing the carbon intensity of the food we serve, the services we provide, and the energy we use.

You can read in the Progress Report about how we address the needs of our people through new advocacy resources, training, and access. Our people are at the heart of everything we do, and they in turn have shown their commitment to inclusion, and membership in our employee resource groups has increased by more than 20%. They underscored our commitment to our communities, showing up by the thousands to volunteer in person at community service projects in 145 cities and 11 countries.

We continue to drive our commitments deeper into the organization. In FY22, we reinforced ESG metrics through each company leader's individual performance scorecard and have included ESG metrics as part of the FY23 annual incentive plan scorecard. Our updated BCP, the essential guide for how we conduct all of our operations, now directly addresses ESG and confirms that we must set goals and report on ESG performance with integrity.

Be Well. Do Well. is fundamental to our mission, and with every year it grows more ingrained in how we do business and in the value it creates for Aramark and our stakeholders. I see it in the partnerships we've established with clients, customers, and suppliers; in the pride exhibited across our workforce; and in the trust we enjoy with our investors.

The momentum we are seeing has led to a wide range of recognitions: We were ranked as a top employer by several leading DEI-focused organizations; MSCI recently gave us an "A" rating, a two-step improvement over our previous rating; and *Newsweek* recognized us as one of America's Most Responsible Companies.

The 2022 Be Well. Do Well. Progress Report is the latest chapter documenting our ESG journey. We celebrate our progress while continuing to deliver on our commitments. We will always have more to do to ensure we remain a truly sustainable business, in every sense of that term.

I'm proud to work at Aramark, proud of the work we do here, and proud of the significant measures we've taken to make a positive impact on people and the planet.

A handwritten signature in black ink, appearing to read 'John Zillmer', with a long horizontal line extending to the right.

John Zillmer
Chief Executive Officer

Aramark

Fiscal Year 2022



SERVE NEARLY
2 BILLION
MEALS EACH YEAR
AND MORE THAN 1 BILLION
CUPS OF COFFEE

PROVIDE
UNIFORM AND WORKPLACE
SUPPLIES TO OVER
400K
CUSTOMERS ACROSS
NORTH AMERICA

SUPPORT
ELEVEN
EMPLOYEE
RESOURCE GROUPS

MANAGE
1 BILLION
GROSS SQUARE FEET
OF CLIENT FACILITIES

About Aramark

Since 1936, Aramark has been recognized as a trusted leader in service and hospitality. As a leading global provider of food, facilities, and uniform services, our operations span across the education, healthcare, business and manufacturing, sports and leisure, destinations and parks, and corrections sectors.

At most of the locations we serve, we are the exclusive provider of food and beverage services, including ordering, receiving, preparing, and serving as well as hiring, training, and supervising food service personnel. Our food and beverage services span an array of unique formats to deliver on convenience, customization, and connection with those we serve. We leverage decades of experience and consumer insights to drive a suite of offerings that meet our clients' needs every day.

Our facilities management business provides innovative, flexible solutions that create safe, efficient, and inspiring experiences in places where people live, learn, work, and visit. Our broad capabilities include plant operations and maintenance, custodial and housekeeping, energy management, grounds keeping, and capital project management.

From traditional uniforms and customized workwear to first aid and restroom supply services, our uniform business provides customized programs and services to businesses, schools, sporting facilities, and other locations across the U.S. and Canada. Our full-service employee uniform solutions include design, sourcing and manufacturing, delivery, cleaning, and maintenance. In May 2022, Aramark announced our intention to spin off the uniform business into an independent company. The proposed spin-off is expected to be completed by the end of fiscal 2023, subject to certain conditions.

Our breadth, depth, and scale enable us to bring exceptional service expertise to any industry. We share a passion for hospitality and embrace our responsibility to our people, our communities, and our planet. We are proud to be an industry-leading, trusted partner to our clients and customers around the globe and, as demonstrated here, are committed to continuing, and building upon, this proud legacy of service in a sustainable manner.



About Be Well. Do Well.

Be Well. Do Well. is Aramark's ESG platform. Introduced in 2019, 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.* It sums up our dedication to reduce inequity, support and grow our communities, promote diversity, and protect our planet, while continuously strengthening the core foundation and long-term value proposition of our business.

Our integrated, strategic people and planet goals convey our priorities and ambitions, focusing our efforts and inspiring our organization. Our **people** goal is to enable equity and well-being for millions of people, including our employees, consumers, communities, and people in our supply chain. We aim to achieve this through engaging our employees, empowering healthy consumers, building local communities, and sourcing ethically and inclusively.

Our **planet** goal, interconnected with our people-focused commitments, is to promote planetary health across our value chain while pursuing a path to net zero greenhouse gas (GHG) emissions. We strive to achieve this by sourcing sustainably, minimizing food waste, embedding circularity, operating efficiently, and executing against our GHG reduction goal. We continue to pursue our goal of reducing GHG emissions in the U.S. by 15% by 2025 from our 2019 baseline,

purchasing goods and services in a responsible and sustainable manner, reducing food waste in the U.S. by 50% by 2030, and minimizing our reliance on single-use plastics. In October 2022, we submitted our enterprise-wide near-term and net-zero science-based targets (SBTs) to the Science Based Target initiative (SBTi) for validation. Our pathway to achieving our SBTs will involve reducing the carbon intensity of the food we serve, the services we provide, and the energy we use.

Sustainability begins with integrity, and our stakeholders expect Aramark to prioritize sustainability as a key foundation to business success. From protecting company assets and proprietary information, to our interaction with the planet, the public, and the government, our [Business Conduct Policy](#) (BCP) codifies the rules that guide all our operations. We updated our BCP in 2022, adding a sustainability section which requires that sustainability goals and performance reporting are accurate and truthful.



/ Sustainability
begins with
integrity. /

About Our Reporting

This report is designed to enable our stakeholders to understand our goals and commitments and track how we're progressing each year. Unless otherwise noted, information in this report covers activities during the fiscal year ended September 30, 2022. References to "Aramark" in this report are to Aramark, a publicly traded corporation (NYSE: ARMK), and its majority-owned subsidiaries worldwide, unless otherwise noted.

We are committed to communicating our performance accurately and transparently. Information in this report and related web content is compiled from a number of sources and data management systems across our organization and while we have taken reasonable steps - and used what we consider to be reliable processes and controls - it is possible that information in this report could be inaccurate or

incomplete. We continue to take steps to enhance our information gathering processes and systems and will make every effort to update information in a timely manner, as appropriate. In certain instances, third parties assisted in the process of collecting, analyzing, and calculating greenhouse gas emissions data.

We measure progress toward our Be Well. Do Well. goals through key performance indicators (KPIs) and targets. These KPIs help facilitate public reporting on Environmental, Social, and Governance (ESG) considerations. Our reporting aligns, where practicable, with multiple frameworks and standards including the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), and the Task Force on Climate-Related Financial Disclosures (TCFD), as shown in the appendix of this report.



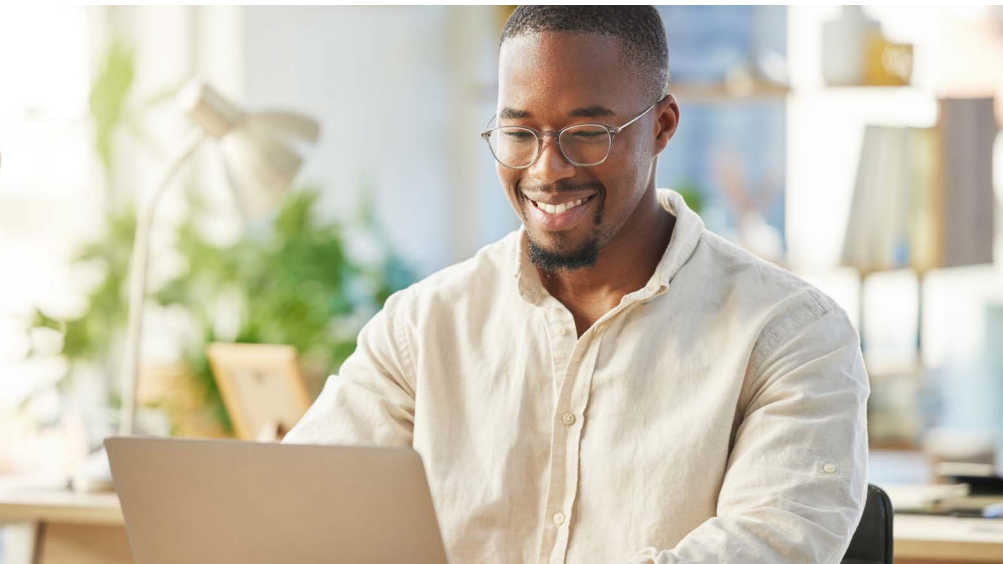
Forward-Looking Statements

This report 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 report 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.

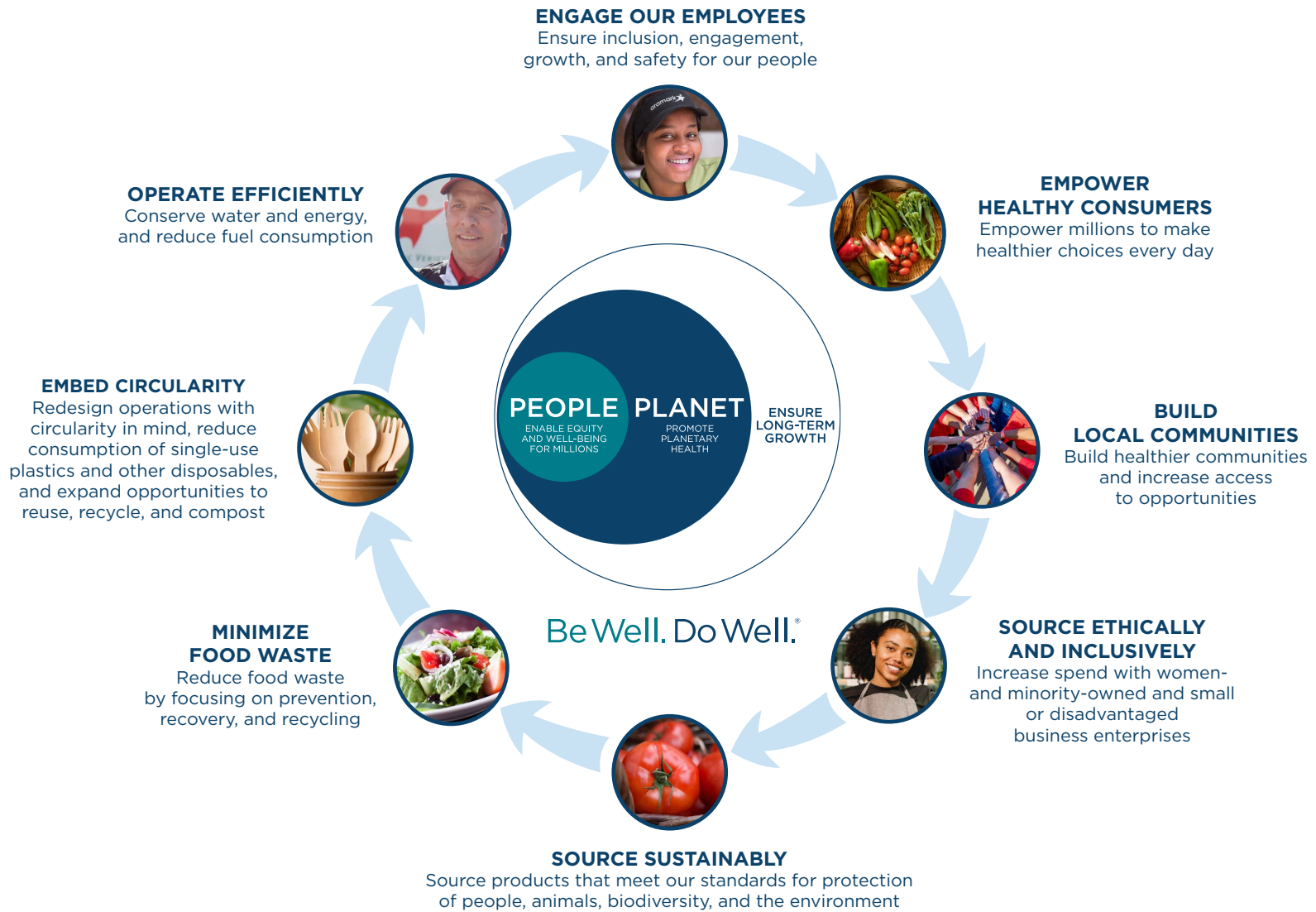
These forward-looking statements are subject to risks and uncertainties that may change at any time, and actual results or outcomes may differ materially from those that we expected. Certain of these risks and uncertainties are set forth under the headings Item 1A “Risk Factors” and other sections of our most recent Annual Report on Form 10-K, filed with the SEC on November 22, 2022 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.



ENABLE EQUITY AND WELL-BEING FOR MILLIONS



PROMOTE PLANETARY HEALTH ON PATH TO NET ZERO

Be Well. Do Well.®

Progress | 2022

While we are proud of our Be Well. Do Well. performance thus far, we know this is a journey that demands innovation, collaboration, transparency, and resolve. To measure our progress for each of our priority areas, we track a variety of metrics and aim for continuous improvement.



Engaging safe and productive employees.



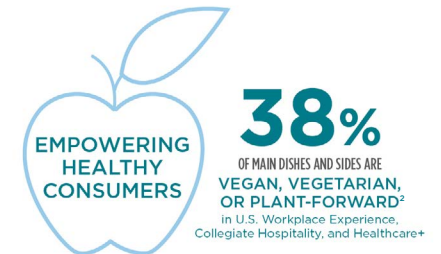
Partnering with local businesses and farms to drive customer satisfaction and local economic impact.



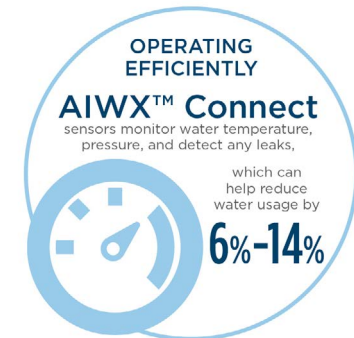
Building healthier communities and increasing access to opportunities.



Minimizing the impact to people, animals and the environment.



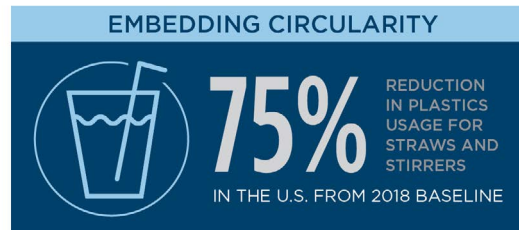
Empowering people to make healthier choices every day.



Conserving water, energy and fuel.



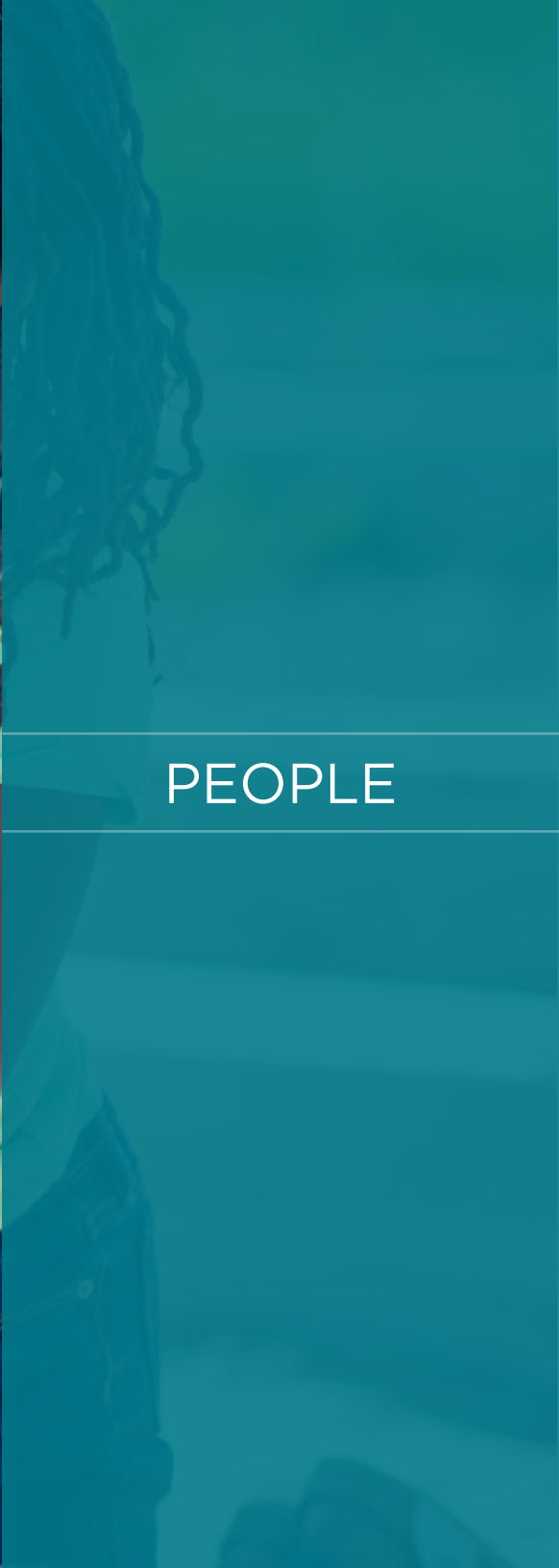
Reducing food loss and waste 50% by 2030 across operations.



Expanding opportunities to reuse, recycle, and compost.

¹**Building Local Communities:** Supported includes, but is not limited to, serving a meal, providing a meal, snack, toiletry, or other kit, giving a backpack or collection of school supplies, facilitating nutrition education, funding scholarships, creating educational or employment readiness opportunities, leading workshops, or demonstrations, etc.

²**Plant-Forward:** Plant-forward is a style of cooking and eating that emphasizes fruits, vegetables, and whole grains but may contain a small amount of animal protein.



PEOPLE



Our people drive our business and our ability to grow and serve our customers, sustainably.

The more supported and inspired they feel, the more creativity turns into innovation in serving our clients and delivering exceptional experiences. We continue to help people develop their careers and livelihoods, access, choose, and prepare healthy food, and grow communities, businesses, and local economies. We prioritize:

ENGAGING

our employees by fostering inclusion, engagement, growth, and safety for our people

EMPOWERING

healthy consumers by enabling millions to make healthier dietary choices every day

/ Our people drive our business and our ability to grow. /

BUILDING

local communities by mobilizing employees and resources to address critical issues, such as increasing access to nutrition education, expanding employment opportunities, and creating better environments and community spaces

SOURCING

ethically and inclusively by increasing U.S. spend with women- and minority-owned and small or disadvantaged business enterprises

We focus on safety every step of the way. In the food we serve, in the places we work, and in our daily operations, our responsibility is to maintain a safe environment for our employees, our customers, our clients, and our communities.

We underpin all our work with our values and our commitment to protect and preserve human rights as set forth in the United Nations Universal Declaration of Human Rights. We have robust policies supporting equal opportunity, anti-harassment, anti-discrimination, and wage and hour protections. Aramark published an official [Human Rights Statement](#) in 2022 to directly affirm our human rights commitments.

Engaging Employees

At Aramark, our vision is to be the most admired employer and trusted hospitality partner. To achieve this vision, it is critical that we create a welcoming and inclusive culture, fully engaging all levels of our workforce.

Our continuously evolving programs demonstrate how much we value our employees and help us attract, develop, and retain the best talent, especially given recent labor challenges. Putting our people first means providing development and advancement opportunities, fostering a culture of health and wellness, and seeking feedback to understand how our employees experience Aramark. From treating our people fairly, honestly, and respectfully to offering a variety of benefits programs and helping employees advance their skills, we always direct our focus to what's best for our people. Our teams have the training, tools, and resources they need to think bigger, collaborate seamlessly, and take hospitality one step further—to Reach for Remarkable™.

Listening to our Employees

Strong manager-employee relationships and positive employee experiences are critical to employee retention. Effective listening is foundational to both of those elements, which led us to launch an employee insights program over the last two years.

In October 2022, we administered a global employee engagement survey. The survey was available in 12 languages and accessible by email or by flyers with QR codes to our associates around the globe. The goal of the survey was to collect insights around our culture, morale, engagement, professional development, and diversity, equity, and inclusion (DEI). We provide managers with tools to discuss survey results with their teams and create an action plan together with the collective goal of building trust and driving consistent, year-round engagement.

At Aramark, nothing is more valuable to us than our people, and it is critical for us as a company to have a pulse on employee engagement around the world.



/ Our teams have the training,
tools, and resources
they need to **think bigger.** /

Diversity, Equity, & Inclusion

DEI is an essential part of our culture and a key area of focus in all aspects of Aramark's business. We acknowledge and address the existence of advantages and barriers, as well as long-standing societal divides that can affect our lives, our success, and our overall well-being. Centered around a shared purpose, our ability to foster an equal and inclusive culture is vital to meeting the needs of our employees, our customers, and our communities.

Our priorities are expanding diversity across our management roles, developing our people, and supporting business growth. Additionally, we are focused on increasing the membership of our Employee Resource Groups (ERGs) globally and broadening the engagement of our Allyship Employee Network.

We work with our ERGs to support Aramark's recruitment, professional development, and community service initiatives. In August 2022, our Allyship Employee Network hosted an educational session in partnership with the National Ukrainian Information Service and the Ukrainian Educational and Cultural Center on the history of Ukraine, the current state of the war, and ways to provide advocacy. We know workplace culture plays a vital role in shaping conversations around

DEI, so we work with our ERGs to ensure a safe and inclusive workplace for all. Through Synergy, our inclusive faith-based ERG, we joined a coalition of Jewish and non-Jewish organizations and corporations to #ShineALight on antisemitism. This national initiative illuminates the dangers of antisemitism through education, community partnerships, workplace engagement, and advocacy.

In fiscal 2022, we launched two new DEI training modules titled Leading and Serving Inclusively and Pronouns Matter: Best Practices for Inclusivity. An assigned training for salaried employees, taken by over 8,000 managers, Leading and Serving Inclusively reinforces our values and the positive impact of creating an inclusive environment for our team members, customers, and clients. Pronouns Matter: Best Practices for Inclusivity is a customized training developed as a resource for our employees in partnership with PFLAG. This initial pilot educated over 2,000 employees on respectful use of pronouns and ways to show solidarity for the LGBTQ+ community through allyship.

We take steps to incorporate equity as measurable outcomes for our people that align with our three strategic pillars: workforce, workplace, and marketplace.

Our workforce

goal is to hire, retain, and develop a workforce that reflects the communities we serve, with a specific focus on increasing representation in middle-level management.

Our workplace

goal is to create a culture of community and inclusion through the work and continued global expansion of our ERGs and allyship network, capability building, and meaningful management engagement with employees.

Our marketplace

goal is to create value by partnering with diverse suppliers, engaging with the communities we serve, and delivering culturally relevant products and services.

Our Executive Diversity Council, led by our CEO, provides strategic direction to advance DEI goals among our people. Our leadership team members report DEI goals and updates to Aramark's Board of Directors. In 2022, we established specific goals for executive leadership regarding increasing diversity representation in management and growth of ERGs. In the execution of such goals, we track the milestones we reach accordingly:

WORKFORCE: As of the end of fiscal 2022, our ERGs globally comprised more than 3,400 unique members and more than 5,400 who are members of multiple ERGs. With 79 local hubs, we enable employees to find local community within Aramark. Recognizing that inclusive representation at all levels is vital, we are proud that 57% of our hourly and 43% of our salaried employees consist of women, and people of color represent 62% of our hourly and 31% of our salaried employees.



PROGRESS IN ACTION

Indigenous Training in Canada

Aramark partnered with NVision Insight Group Inc., Canada's leading Indigenous consulting firm, to build Indigenous Cultural Awareness with our workforce by delivering an online training course called The Path: Your Journey Through Indigenous Canada. This five-module online course provides education on foundational concepts, historical moments, and narratives in Indigenous history that showcases both the struggles and triumphs of Indigenous peoples in Canada. Through a better understanding of the Indigenous experience, our managers learn to become more inclusive leaders.

WORKPLACE: Our Allyship Employee Network engages over 1,700 employees with resources, materials, and guides to connect with their peers and communities concerning issues of societal divides and community marginalization. Along with our 11 active ERGs, we build a community culture that directly encourages crucial conversations on race and social injustice. We are excited to share that employee membership has increased 22% in fiscal 2022, with over 112 events or engagement activities.

MARKETPLACE: We receive top employer rankings from a variety of DEI-focused entities such as DiversityInc, Diversity Best Practices, the Human Rights Campaign, Seramount, and the Disability Equality Index. In 2022, our CEO signed the Disability:IN CEO pledge, joining over 100 other CEOs in a commitment to disability inclusion. We welcome the opportunity to collaborate and share knowledge as well as customize DEI initiatives together.



Learning and Development

We leverage educational tools and programs for our employees to encourage growth, advancement in our organization, and economic progress. Developing technical, social, and emotional skills provides our people with greater opportunities at Aramark and beyond. Our Learning Management System (LMS) delivers consistent training for employees to help improve job skills as well as to ensure understanding and compliance with policies. The average training hours per U.S. salaried employee were 4.32 in fiscal year 2022, an increase from 1.44 in fiscal year 2021. The launch of additional courses with robust communication campaigns and learner engagement contributed to this increase.

/ Developing technical, social, and emotional skills provides our people with **greater opportunities.** /

Recent improvements to our LMS and intranet help our employees define and personalize their career paths, customize their development plans, and access self-service training. Our On Your Mark program provides virtual instructor-led operations training and skills enablement on a weekly basis for the field. Training programs are available to all employees, salaried and hourly. Our managers gather their teams regularly to review significant topics and lead training in the flow of work.

In 2022, as the limitations due to COVID-19 lifted, we relaunched pointed training across our lines of business. These foundational, in-person sessions provide education on important initiatives, including our Be Well. Do Well. priorities.

Our leadership development programs feature virtual live, customized, small group sessions over a four-week period that focus on action-oriented experiences, encouraging participants to build deeper capability in critical leadership skills. With over 620 participants in 2022, feedback shows 81% of participants reported an improvement in at least one skill, and we plan to continue to expand the programs. We also provide on-demand leadership development via our Learn2Lead website, which garners an average of 2,300 visitors per month and features coaching, creating a personal action plan, and leading through change.

In place since 2014, our Step Up to Leadership (S2L) and Accelerate to Leadership (A2L) programs continue to provide college students and recent graduates, respectively, with access to resources, networking opportunities, and the potential to fast-track career paths into leadership roles within Aramark. Whether they are part of the S2L paid summer internship program or the yearlong paid A2L leadership development program, participants receive exposure to flexible career paths, dynamic responsibilities as part of on-the-job experience, and a broad network of supportive mentors.

The Aramark Frontline Education Program, established in 2019, provides eligible hourly associates full tuition coverage for a bachelor's degree earned online through Arizona State University, including the opportunity to select from any of its 100-plus undergraduate degree programs. Since the program's inception, we have seen more than 250 employees participate, with 23 graduates. We applaud the 23 employees who have embraced this benefit and earned their degree through the program.

81%
of participants
reported an
improvement in
at least one skill

250
employees have
participated in the
Aramark Frontline
Education Program



PROGRESS IN ACTION

Reverse Mentoring in Latin America

In Chile, Aramark launched a reverse mentoring program seeking to enhance the professional growth of the company's female leaders. Through a guided coaching process, women in different positions can mentor a member of our Latin American Executive Committee. This initiative aims to provide a new and different perspective for our leaders from young and talented professionals, while fostering connections and encouraging professional development. This partnership between senior leaders and their mentors provides mutual benefits and understanding.



Employee Performance Management

We endeavor to create a working environment where employees can grow, learn, and advance their careers. Facilitated by open manager-employee communication, regular performance evaluations ensure mutual understanding.

For salaried employees, a discussion at the beginning of the fiscal year sets clear annual priorities for their function and opportunities to align with their broader team and department. Midyear check-ins provide employees with feedback on goals, appraisal of what's been accomplished to date, and opportunities for additional support as needed. We offer incentives for performance and employees can be rewarded with merit increases, bonuses, and equity awards.


Employee Benefits

We design our benefits to promote a culture of health and well-being. We provide our employees with the tools they need to help take care of their health, family, finances, and future. In addition to our health benefits, disability insurance, and life insurance offerings, we provide a full suite of well-being benefits, including newly introduced mental health offerings that provide access to professionals who can help address stress, anxiety, and other conditions with therapy, counseling, and treatment. These benefits are available to most full-time U.S. employees.

We recognize that our employees have varied financial circumstances and have implemented a solution to provide early wage access. Starting in 2021, we established a partnership with DailyPay, an app that connects with bank accounts or debit cards to allow early access to wages for our employees (all U.S. employees are generally eligible). Now our employees can receive a portion of their earned wages instantly by submitting a simple request in DailyPay, rather than waiting until their next paycheck.

To further supplement our benefits offering, we introduced MyQHealth by Quantum Health, a healthcare advocacy and navigation resource, as the new portal for our employees to access health benefits in 2022. MyQHealth care coordinators work with providers to ensure our employees get quality care, delivering personalized guidance, benefits expertise, and claims solutions.

We introduced telehealth resources for U.S. employees enrolled in our medical benefits as a way for employees to access care at any time without leaving their home. To ease the burden on those seeking remote healthcare, we consolidated telehealth services to one vendor, Teladoc. Additionally, we partnered with Big Health and Express Scripts to bring mental health digital therapeutics to our employees' fingertips, including a customized, science-backed sleep improvement program and a clinically proven app that addresses underlying anxiety causes and teaches techniques that can be practiced in as little as a few minutes a day.



/ Treating our people fairly, honestly, and respectfully is a **top priority.** /

Labor Rights

At Aramark, treating our people fairly, honestly, and respectfully is a top priority. We issued Aramark's [Human Rights Statement](#) to confirm our commitment to human rights, including the right to no forced or child labor, decent working conditions, no discrimination, and fair wages. To ensure alignment with our policies, we employ a team of labor relations professionals responsible for providing expert advice across lines of business.

It is important for us to maintain direct, engaged relationships with our employees, yet we respect our employees' right to choose whether they wish to take part in representation. As of the end of fiscal year 2022, we have approximately 42,200 employees who are represented by labor unions. We strive to maintain constructive relationships with the unions that represent our employees focusing on the interests of our clients, customers, and business operations. To that end, while we have occasional challenges, we have upheld productive working relationships with the unions that represent our employees.

Though we endeavor to retain employees, there are instances in which we cannot avoid layoffs. In such cases, we aim to provide as much advance notice as we can and follow the U.S. Worker Adjustment and Retraining Notification (WARN) law and state versions.

People Safety

Aramark's safety culture is a hallmark to delivering trusted hospitality to millions of people every day. We work with our clients on their values and commitments by providing a safe workplace, and by motivating and enabling our employees to perform their jobs safely. Aramark operates our business with a Target Zero vision: no harm to people or to the environment.

To achieve Target Zero, our people are guided by Aramark's Safety Assurance in Food and Environments (SAFE™) policy and management system. This framework outlines our approach to operating safely, identifying, evaluating, and managing risk, and achieving our people, environmental, and food safety goals.

Six principles comprise our SAFE policy: lead a culture of safety; engage and educate employees; keep learning and growing; do the right thing; stop and speak up; and source safely and responsibly. These principles govern our daily operations and underpin a clear strategy to make food, people, and environmental safety the responsibility of every employee. Our BCP also guides our safety approach and addresses all aspects of safety in our operations.

Aramark's SAFE Program conforms and aligns with internationally recognized ISO principles, and we believe the ISO standards will play an increasingly important role for businesses post-pandemic. In many of our global operations, we have ISO management systems in place that leverage our SAFE policy to meet requirements. Our Safety and Risk teams develop and monitor site-specific compliance and managerial requirements to enable specific measures that ensure safety through our ISO 14001 (environmental management) and ISO 45001 (occupational health and safety) certifications and management plans.

PROGRESS IN ACTION

Shoes for Crews

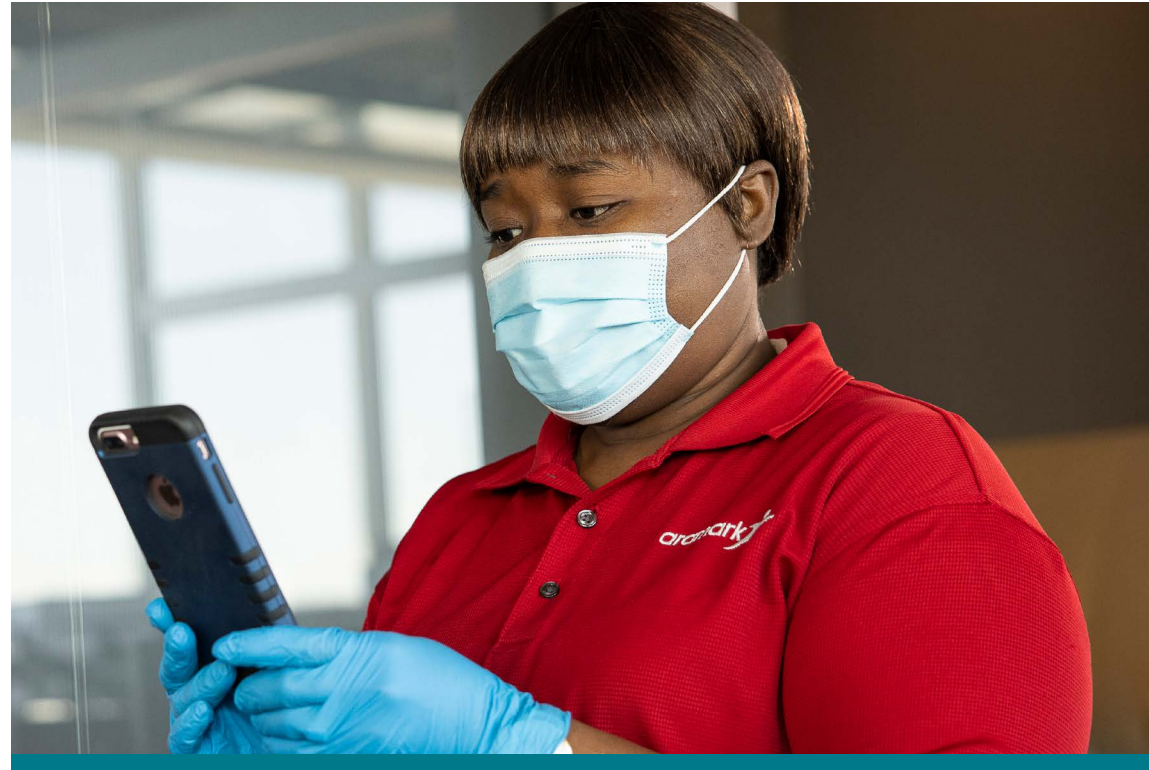
Composed of safety leads from each country where we operate, our Global Safety Steering Committee meets routinely to share best practices and align programs globally. To understand challenges and collaborate on solutions, our Safety Leader Program and Network provides a direct connection with operations. This led to the development of our Safety Footwear Program in partnership with [Shoes for Crews](#) (SFC). SFC protects our front-line associates against slips, trips, and falls by ensuring they have access to slip-resistant shoes and infusing our core safety principles into daily operations. In fiscal 2022, we distributed shoes to approximately 120,000 U.S. employees through SFC and plan to expand further into North and South America.

During each work shift, we lead with our SAFE Brief process, which includes over 100 wide-ranging topics, such as preventing sprains/strains, proper use of personal protective equipment, stormwater, medical waste, oil management, air permitting, hazard communications, waste management and reduction, and refrigerant management. Our SAFE Brief process integrates these topics into highly visual daily briefings, weekly safety observations, and employee recognition.

Our U.S. managers also have access to special technology, such as our multilanguage Marko app, a self-inspection tool focused on critical safety risks within our operations. Managers can use Marko to conduct and record safety engagement activities via a mobile device. Marko also allows managers to access SAFE Brief content, including microlearning videos, so they can easily share content at team huddles.

We educate our people on specific topics to ensure understanding of why they need to conduct their work using safety best practices, which increases the probability of implementation. We engage our employees in onboarding and ongoing occupational health and safety training. Our employees celebrate World Safety and Health Day in Aramark style by sharing photos and videos of themselves demonstrating safe practices. We seek employee input on our procedures to continuously improve our safety culture.

We monitor Notices of Violation (NOVs), track a variety of safety metrics, and conduct internal and third-party audits of our practices. Aramark partners with a third-party to obtain available Health Department inspection reports for all food service locations. To understand the root cause, we report and investigate all incidents. No matter how minor the incident may be, we see opportunities to share best practices across our company.



/ We seek employee input
on our procedures to continuously
improve our safety culture. /

One of the metrics we measure is the Occupational Safety and Health Administration (OSHA) rate of incident frequency. Our fiscal 2022 global safety incident rate continued to decline from pre-COVID-19 rates. We are proud to share that more than 70% of our global client locations reached Target Zero, meaning no work-related injuries in the past year.

Empowering Healthy Consumers

Food Safety

Guided by our SAFE policy and management system, food safety is another critical part of our Target Zero vision. Our food safety quality assurance program covers associate health and hygiene, cleaning and sanitation, pest management, equipment, receiving and storage, food handling, and food service and delivery as well as allergen management. All food service employees are required to follow specific standards and procedures when handling food, and to track important food safety information, such as temperatures, throughout their shifts. Our managers' daily routines across the globe integrate regular training with engaging, field-focused tools and visual aids, alongside routine coaching and self-assessment.

In 2022, we launched our SAFE Check process in the U.S. through the Marko app.

This tool is composed of several easy-to-understand, station-based checklists that managers complete while walking through their operations. SAFE Check also provides managers with instant access to educational and in-the-moment coaching tools for employees.

Aramark takes a disciplined, multitiered approach to safely serving customers with food allergies, an important responsibility and food safety risk to manage. By raising awareness, providing accredited training, and continuously advancing our procurement, production, and service processes, we enable our managers and employees to provide safe and positive dining experiences to all our guests. AllerTrain™, an American National Standards Institute (ANSI)-accredited food allergen training and certification is available to all Aramark employees, and over 2,700 have completed the training and received certification as of the end of fiscal year 2022. This training helps our people handle allergen-friendly requests, avoid food allergy-related incidents, and manage such incidents, should they occur. For our efforts in U.S., Aramark won the AllerTrain 2022 award for Best Overall Food Allergy Program for Universities.





Food Safety Compliance and Audit

Aramark's Safety and Risk team delivers regular updates to our Compliance Council (described further in the Governance section) as part of our broader enterprise risk management framework. This presentation covers program enhancements, risk reduction strategies, and continuous improvement efforts, as well as KPIs, to track our effectiveness. Our chief compliance officer shares this information with the Audit Committee of our Board of Directors semiannually as part of a regular compliance review.

We maintain a global Food Safety Scorecard and Risk Register to manage and monitor key food safety risks and mitigation strategies by country. Through our reporting and intake process, we gather information on food safety incidents, such as potential foodborne illness, allergen, or foreign object-related events. Our food safety and supply chain subject matter experts track and monitor all globally reported alleged incidents, initiate investigations, and implement preventive or corrective actions when appropriate.

We use the U.S. Food and Drug Administration's (FDA's) Model Food Code and globally recognized ISO 22000 (food safety management)

principles as a foundational benchmark for our approach to food safety, quality standards, and processes. We also use a Hazard Analysis Critical Control Point (HACCP) approach to identify specialized food safety risks in the different environments in which we operate.

In the U.S. and Canada, we conduct over 2,000 audits of food operations annually. Our partner, Steritech, aims to ensure compliance with the FDA's Model Food Code, as well as state, municipal, and regulatory standards and to obtain available Health Department inspection reports for all food service locations. The Steritech specialists coach and educate our employees on Aramark-specific standards and provide feedback on strengths, areas for improvement, and other analysis at the conclusion of each audit. We use this information to improve Aramark's SAFE Program's tools and training to better target known areas of risk and potential noncompliance.

Every country where we operate has similar robust food safety audit programs, using internal and/or external resources. Rooted in the principles of the Global Food Safety Initiative (GFSI), our supplier audit program tracks results to ensure continuous improvement.

PROGRESS IN ACTION

Aramark Celebrates World Food Safety Day

On June 7, 2022, Aramark celebrated World Food Safety Day, a United Nations-established event focused on Safer Food, Better Health. Our managers held safety discussions to draw attention and inspire action to prevent, detect, and manage foodborne risks. We developed a World Food Safety Day Toolkit that contained a global SAFE Brief, Food Safety Moment ideas, keys to safer food, and other related materials to help our people celebrate World Food Safety Day at work and at home. The SAFE Brief detailed five keys to safer food: keep clean and practice good hygiene, separate raw and ready-to-eat/cooked food, cook thoroughly, keep food at safe temperatures, and use safe water and ingredients.

Health and Wellness

Aramark empowers people to make healthy lifestyle choices by operating dining programs that make it easy to eat well, and by providing nutrition and wellness programs that support a culture of health and well-being. As part of our overall efforts to create access to healthy foods, we've significantly increased the number of plant-forward offerings on our menus, which are not only linked to healthier diets but are also good for the planet.

These programs are available broadly across the food service accounts we manage and are delivered through a comprehensive and integrated approach consisting of four key elements:

We ENABLE

a healthy food environment by providing a broad selection of great-tasting, healthy food and beverages, and by clearly communicating relevant nutritional information.

We EDUCATE

to support informed and empowered consumers by providing actionable, evidence-based nutrition, environmental, and wellness information.

We ENCOURAGE

interest in and the appeal of healthy choices through marketing programs.

We ENGAGE

to build active participation in our wellness programs and to provide insights, ideas, and inspiration on digital and social media platforms.

In the dining environments where we serve, we leverage the expertise of our chefs, dietitians, and other experts through our [Feed Your Potential 365](#) (FYP) health engagement campaign. FYP uses menu promotions, special recipe features, sampling, health and well-being engagement activities, and other approaches via an ever-growing tool kit that also leverages digital, social media, and our dedicated website. By making practical information everyone can use in their everyday lives available 24/7, FYP enables consumers to discover what healthy food and other healthy habits can do to help them live a healthier life.

PROGRESS IN ACTION

TAKE15 for Emotional Well-being

Keeping up with deadlines, schedules, and everything else life throws at people can be stressful. We know that an abundance of stress can lead to high blood pressure, sleep problems, reduced immune response, and more. Our TAKE15 initiative encourages people to take 15 minutes away from everyday tasks and responsibilities to unwind, focus on mindfulness, and recover from stress. Leaving screens and work behind for 15 minutes to enjoy activity and exercise, mindful eating and mindfulness, rest, and relaxation fuels individual potential. TAKE15 is part of a healthy lifestyle and inspires our employees and the guests we serve to tend to their mental and emotional well-being every day.



Plant-Forward Menu Innovation

Our plant-forward menu innovation initiative elevates the role of healthy, lower-carbon ingredients and increases consumption of fruits, vegetables, whole grains, beans, lentils, nuts, and seeds. Aramark chefs, dietitians, sustainability specialists, and menu developers have worked to reduce saturated fat, animal proteins, sodium, and calories while increasing the fresh, healthy, flavorful plant-based ingredients that are better for health and nutrition.

Plant-forward menu options, highlighted by our Cool Food Meals initiative, are also good for the planet, help to reduce GHG emissions, promote animal welfare, minimize demand for water and land resources, and preserve natural habitats. In fiscal 2022, our menus in U.S. workplaces, hospitals, and college and university dining halls featured:

38%
of main dishes
as vegan,
vegetarian, or
plant-forward

34%
of main dishes and
sides from Eat Well
recipes, meaning they
contain a full serving
of nutritionally dense
whole foods and are
lower in calories,
saturated fat, and
sodium

14%
of main dishes
and sides
with whole
grains as one
of the leading
ingredients

Healthy Collaborations

As part of our long-standing commitment to health and wellness, Aramark collaborates with leading organizations to leverage our combined reach and resources to help millions lead healthier lives. We are proud of our multiyear collaboration with the American Heart Association, embodied through our [Healthy for Life® initiative](#), that encourages consumers to discover and choose healthy food while also providing extensive community nutrition education resources to hundreds of community-based organizations across the country.

Building on Aramark's plant-forward menu innovation initiative, we partnered with the World Resources Institute (WRI) to become the first contract catering company to adopt the Cool Food Meals badge in October 2021. The badge identifies meals that are below the threshold for food-related GHG emissions and meet certain

nutritional safeguards, and site-specific guidelines. We are elated with the success of this program, our partnership with WRI, and our ability to promote nutritional and lower-carbon meals. We discuss the Cool Food Meal program and our related Cool Food Pledge in the Planet section below.

Our commitments to healthy, responsibly sourced, and lower-carbon offerings do not stop there. In October 2022, Aramark announced a commitment to achieve 44% plant-based menu offerings by 2025 for U.S. residential dining at more than 250 colleges and universities in partnership with the Humane Society of the United States (HSUS). We have collaborated with HSUS on plant-based initiatives for almost 15 years, working together to benefit animals, people, and the planet. This new announcement marks a milestone achievement in our enduring partnership.

PROGRESS IN ACTION

Plant-Forward Collaborations in Germany

While Aramark Germany has been offering climate-friendly menus for a decade, we recently introduced a series of plant-forward recipes based on recommendations from scientists at the EAT-Lancet Commission. Our team created innovative recipes that meet the [EAT-Lancet Commission's Planetary Health Diet](#), which reduces the environmental footprint while having a positive impact on health. We offer the Planetary Health Diet menus in all 500 corporate restaurants Aramark manages in Germany. To transparently demonstrate how the dishes are climate-friendly, Aramark Germany partners with [Eaternity](#) to calculate CO₂ emissions of the recipes.





Building Local Communities

Aramark is rooted in service and committed to helping build our communities every day. We encourage employees to give back around the world and throughout the year. We focus on developing relationships with human services nonprofit organizations to help build their organizational capacity, leverage resources to drive outcomes, and create meaningful volunteer experiences. Our collaborations with community leaders help develop solutions that address widespread challenges. Together, we build stronger communities and enrich the neighborhoods where our teams, clients, and customers live and work.

Every day, we strive to enable a healthy and equitable society by:

EMPOWERING

workforce success by offering skill development and educational opportunities to drive economic independence

INSPIRING

healthy lives by increasing access to healthy food and nutrition education

BUILDING

vibrant communities by enhancing community environments and fostering connections

Our strategic approach is centered on three pillars: how we **care** for our community and important issues; what we **give** through strategic investments and by donating time, knowledge, and resources; and by creating opportunities for our employees to **do** more through volunteerism and engagement.





We Care: Community Relations

We create sustainable solutions by establishing mutually beneficial relationships with leading nonprofit organizations. From Healthy for Life, our award-winning community nutrition education curriculum developed in conjunction with the American Heart Association, to Out4Good, a second-chance employment training program executed by the Urban League of Philadelphia, we accelerate transformation in our communities through enduring programs with lasting results.

We Give: Strategic Investment

In fiscal 2022, we donated \$11.5 million in direct, in-kind, and matching contributions to organizations that create measurable social and environmental impact. Our signature volunteer and community impact initiative, Aramark Building Community (ABC), provides grants to nonprofit organizations, funding programs that improve access to healthy food and nutrition education, enable educational and employment opportunities, and contribute to the environmental sustainability of neighborhoods and community spaces. We also offer an employee matching gift program and collegiate scholarships for children of our employees.

We Do: Employee Volunteerism

Our organized volunteer activities have encouraged employees to give back to local communities since 2008. We foster relationships with community organizations through transformational volunteer experiences that leverage Aramark's expertise to address social, economic, and environmental inequities. We enable individual employees to become project leaders, collaborate with our ERGs to develop volunteer events, and provide opportunities for meaningful volunteer experiences throughout the year.

PROGRESS IN ACTION

Planting for the Future

In April 2022, we joined the Nashville Tree Foundation (NTF), an organization that works to preserve and enhance Nashville's urban forests to educate the community about the importance of tree cover and to distribute seedlings. Last summer's record-breaking heat reminded everyone of the importance of trees in combating the impacts of climate change. Our support helped the NTF to plant over 250 trees and give away an additional 2,000 trees for residents to take home and plant themselves during the 2021-22 planting season. Aramark's contributions will provide lasting benefits over the next 20 years, including CO₂ sequestration, mitigation of stormwater, avoiding runoff, and intercepting rainfall, as well as air pollution removal of carbon monoxide, ozone, nitrogen dioxide, and sulfur dioxide.

In the fall of 2022, Aramark volunteers joined members of the Arbor Day Foundation and Operation PRIDE in Bowling Green, Kentucky, to plant over two dozen trees as part of a recovery campaign to replace trees damaged and destroyed by the December 2021 tornadoes. Our support added greatly needed restoration to the area and enhanced the livability of the neighborhood for residents.



Aramark Building Community Day

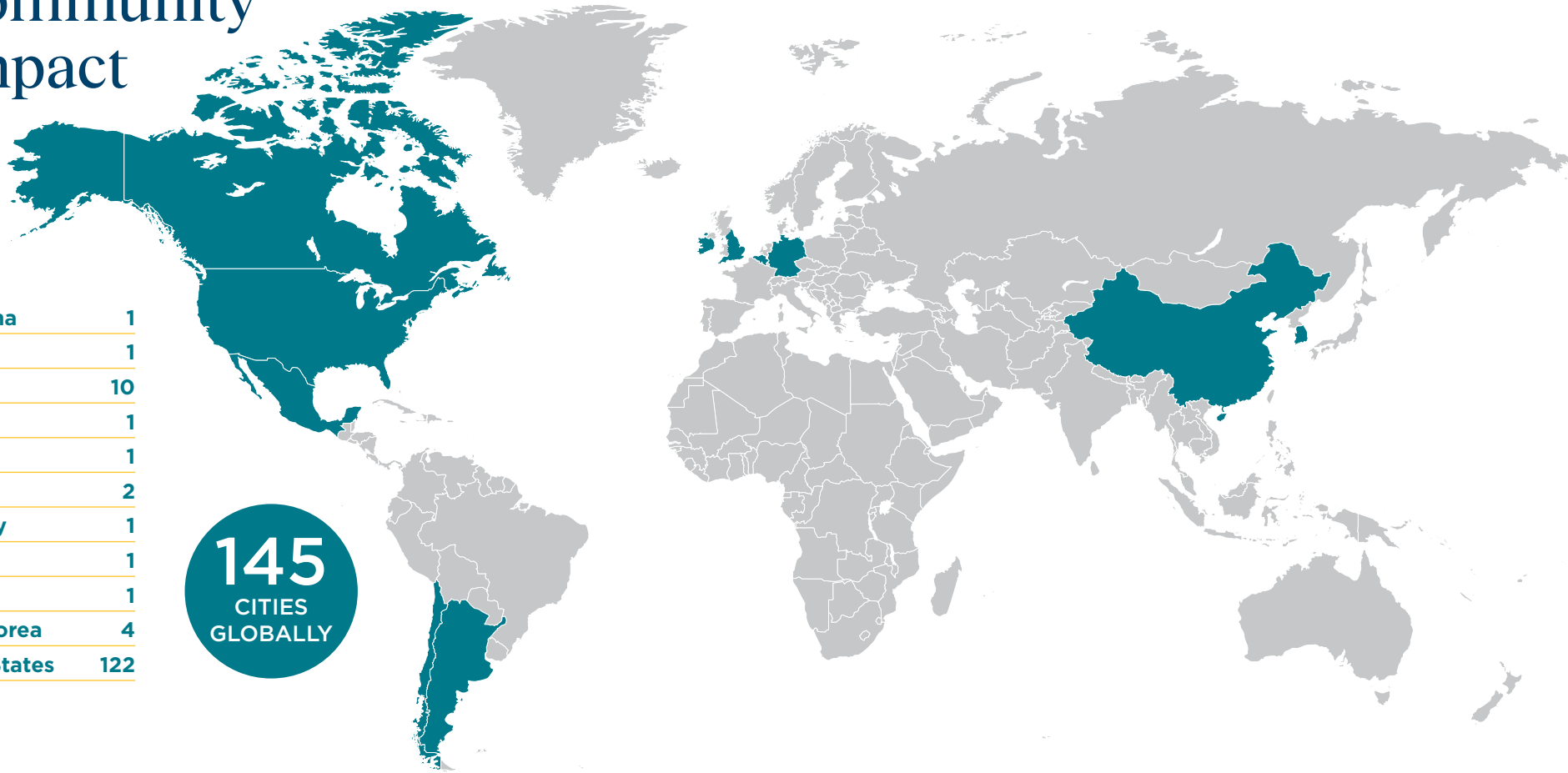
We unite Aramark employees around the world to volunteer on ABC Day. This global day of service engages thousands of volunteers from over a dozen countries who dedicate their time, energy, and expertise to service projects in their local neighborhoods. These opportunities encourage connections and generate measurable outcomes by increasing access to healthy food and nutrition education, empowering workforce preparedness, and improving community spaces and environments. We've hosted hundreds of volunteer activities and thousands of employees have given their time and talents to local communities since the first ABC Day in 2013.

On ABC Day in September 2022, over 5,000 employee volunteers participated in projects that supported 120 nonprofit organizations, contributing to more than 101,360 community members. Additionally, volunteers assembled over 6,000 personal care kits, improved 32 community spaces, planted 10 community gardens, served over 50,000 meals, and donated 7,580 pounds of food.

Community Impact

Argentina	1
Belgium	1
Canada	10
Chile	1
China	1
England	2
Germany	1
Ireland	1
Mexico	1
South Korea	4
United States	122

145
CITIES
GLOBALLY



\$11.5M
Direct, In-kind, and
Matching Contribution
Donations

411
Aramark Building
Community
Grants Distributed

65
Community
Spaces and Gardens
Transformed

70K
Snack, Meal
and Hygiene Kits
Assembled

1,079,500
People Supported
(including Community
Residents, Students, and more)

8,200
Volunteers Engaged

928
Nonprofits Supported

436,812
Meals Served

320K
Students Supported

340
Volunteer Events Hosted



Increasing Food Security

Aramark is committed to increasing access to food, reducing inequity, and protecting the environment across the communities we serve. Food insecurity, as defined by the [United States Department of Agriculture \(USDA\)](#), is the lack of consistent access to enough food for an active, healthy life. According to the USDA report on Household Food Security in the U.S., last conducted in 2021, an estimated 10.2% of households were food insecure at least some time during the year. At the same time, the USDA estimates that over one-third of all available food goes uneaten through loss or waste. Effective solutions address the availability of resources, including collection/gleaning of excess crops, production, storage, and distribution of food, along with the factors that contribute to an individual's ability to access appropriate quantities of healthy food.

We address food insecurity through effective operational and food management practices as well as by minimizing surplus food waste, building strategic partnerships, leading food recovery efforts, and fostering collaborative dialogue. Along the way, we engage and educate our consumers, provide community support, and seek strategic collaborations with community nonprofits and leaders in the food insecurity solutions space.

Specifically, we:

- Support Food Recovery Network (FRN) efforts to recover excess produce from the field as part of its gleaning and small farm food recovery project.
 - Work with Food Donation Connection and other approved local food rescue organizations to provide a way to donate unused, unserved food from any of our business locations to qualified nonprofit organizations.
 - Launched a pilot project with Food Recovery Network (FRN) to recover excess produce from the field as part of its gleaning and small farm food recovery project.
 - Partner with Goodr to launch a pilot program at eight U.S. locations, leading to 4,854 meals served, 5,825 pounds of waste diverted from landfill, and 3,163 pounds prevented from landfill. An additional 10 U.S. locations are set to start with Goodr over the next couple of months.
 - Collaborate with Swipe Out Hunger to offer on-site solutions to our campus locations for students to donate meal swipes and more broadly to fund its research and development efforts to explore future solutions, including campus food bank and pantry engagement and efficiency.
 - Support the Hope Center for College, Community, and Justice at Philadelphia's Temple University, an action research center transforming higher education through the belief that students and their basic needs, including food, are central conditions for learning.
 - Fund grants to nonprofit community organizations to build capacity and leadership in increasing access to healthy food and nutrition education.
 - Provide operators with simple and effective solutions, including surplus food donations, on-campus pantry support, and meal plan donation programs available in our Aramark Addressing Food Insecurity operational guide.
 - Established five college campuses as authorized Supplemental Nutrition Assistance Program (SNAP) Electronic Benefit Transfer (EBT) retailers across the U.S.
- We actively collaborate with all relevant stakeholders to develop and support customized plans to address the food security needs of individuals, families, and students.





Sourcing Responsibly

Aramark has a deep, long-standing commitment to global procurement practices that aim to positively impact people, animals, and the environment. Our Responsible Sourcing program focuses on adopting environmentally sustainable, ethical, and inclusive sourcing practices throughout our supply chain. These practices benefit local and global economies, the communities we serve, and the planet.

Aramark's proactive and holistic management of our supply chain is core to delivering on our commitments. We touch—directly and indirectly—a broad variety of vendors across our value chain. 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.

We make sustainability a priority during the Request for Proposal (RFP) process, including sustainability questions to better inform Aramark

procurement decisions. In 2022, we initiated the process of expanding our supplier sustainability assessment process with EcoVadis® to increase the number of priority category suppliers globally, which include procurement areas such as animal proteins, produce, soy, seafood, and bottled beverages. Working with EcoVadis and improving our supplier engagement process has enabled us to better evaluate how suppliers perform and support them in furthering sustainability efforts.

Aramark also sets clear expectations for our suppliers and encourages them to continuously improve their sustainability programs. In 2022, we updated Aramark's [Supplier Code of Conduct](#) to capture the commitments and expectations that drive all our programs, priorities, and actions. Our contracts require suppliers to abide by our Supplier Code of Conduct, including baseline guidelines and requirements that apply to their work with us.

Sourcing Ethically and Inclusively

We commit to working with small businesses and businesses owned and operated by minorities, women, and other diverse populations. These relationships help us provide more culturally authentic products, deliver value to our clients, and support local economies. By 2025, our goal is to source 25% of our spend in the U.S. through small and diverse suppliers.

We also work to help diverse 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). As of fiscal 2022, 55% of our diverse suppliers in the U.S. are certified by a third-party diversity agency.

We strive to purchase products from small-scale, community-based producers that are independently or cooperatively owned enterprises. We define locally sourced as products grown, raised, caught, or manufactured by an independently owned business within 250 miles of the Aramark client's location. Working with our suppliers, we take important steps to drive measurable change in local communities.

In fiscal 2022, we worked with 478 local farms and sourced \$61.7 million in local products in the U.S.

Aramark's commitment to human rights, labor rights, and worker health and safety extends beyond our direct, Tier 1 suppliers. The [Fair Food Program](#) has been one successful partnership in which Aramark helped improve working conditions for farm workers within our Florida tomato supply chain. Over the last decade, through our targeted tomato purchases, we have directly supported this worker-driven program that provides more pay to farm workers and advocates for social responsibility at the farm level.



/ Our goal is to source 25% of our spend in the U.S. through small and diverse suppliers. /



PROGRESS IN ACTION

Supporting BIPOC Farmer Growth

In January 2022, Aramark committed to a three-year grant to The FruitGuys Community Fund to support Black, Indigenous, and People of Color (BIPOC) nonprofit farms. Aramark helped fund 10 sustainability projects in the 2022 [grant cycle](#), directed to farmers of color, women farmers, and farmers who are veterans, including EARTHseed Farm, 5 Loaves Farm, Stonefield Farm of Boston Area Gleaners, The Cooperation Operation, Costello Urban Farm, and Movement Ground Farm. These funds supported sustainable agriculture projects that have meaningful positive impacts on the environment, local food webs, and farm diversity.

In 2022, we also launched a BIPOC farm purchasing pilot program with schools in the Southeast U.S. and in Southern California. One of our clients started purchasing from the farm, Finca Bonita, with logistical support from The FruitGuys. This led to deliveries of more than 1,300 pounds of produce in 2022. Prior to founding Finca Bonita seven years ago, Leo Diaz was an agricultural worker who picked greens as a day laborer. He and his brother saved, rented a field, and started selling produce at a Los Angeles farmers market. They now have four plots of land and sell at multiple farmers markets each day. Leo pays his staff hourly instead of by the case, which he feels encourages more teamwork and ensures all workers are treated fairly. It is heartwarming to support Leo and Finca Bonita as the business grows.





PLANET

The food we buy, the products we use, the way we operate our kitchens and facilities, and the vehicles we drive all help frame and shape our interaction with the environment.

Promoting planetary health is a central component of Aramark's Be Well. Do Well. platform and is fundamental to who we are as a company. Our clients, customers, and other stakeholders expect us to proactively manage our environmental performance. We accept and embrace this challenge and opportunity, and have embarked on a journey to net-zero GHG emissions while prioritizing:

SOURCING SUSTAINABLY

including promoting animal welfare, advancing antibiotics stewardship, avoiding deforestation, protecting biodiversity, and procuring sustainable seafood.

MINIMIZING FOOD WASTE

by focusing on prevention, recovery, and recycling aligned with the U.S. Environmental Protection Agency (EPA) food recovery hierarchy and the ReFED Roadmap to 2030.

EMBEDDING CIRCULARITY¹

by redesigning operations with circularity in mind, reducing consumption of single-use plastics and other disposables, and expanding opportunities to reuse, recycle, and compost.

OPERATING EFFICIENTLY

by improving energy and water efficiency across our food and facilities services, and expanding our use of renewables, optimizing fleet routes, and shifting to electric vehicles.

We work every day to promote a healthier planet and a better world for the next generation through our strategic planning, operational execution, and efforts to measure and report our progress. Our programs are helping to reduce our environmental footprint, promote product stewardship, and create value for Aramark, our clients, and our stakeholders.

¹Previously titled Reducing Packaging

Sourcing Sustainably

Our industry-leading approach toward sustainable sourcing is incorporated in our overall responsible sourcing processes and priorities as described above. It also connects our people and planet focus areas. Aramark's [Sustainable Sourcing Policy](#) addresses our priorities including animal welfare, antibiotics stewardship, no deforestation, sustainable seafood, and minimized single-use plastics. For each priority, our actions are guided by a set of principles and targets that serve as the foundation of our expectations for our suppliers and the time frame for achieving specific goals. As we learn from our experiences in the U.S., we apply our knowledge to advance sustainable sourcing in the other countries where we operate.

We require suppliers to comply with all applicable laws, including environmental laws, while encouraging them to go beyond mandatory requirements to reduce the environmental footprint of their operations. In addition, we engage more regularly throughout the year with our priority suppliers who impact our animal welfare commitments to report more frequently. We require these suppliers to report on their sustainability efforts.

/ We prioritize animal welfare, antibiotics stewardship, no deforestation, sustainable seafood, and reducing single-use plastics. /



No Deforestation

Converting forests for agricultural products is a major contributor to climate change and reduced biodiversity. Our engagement strategy for suppliers of higher-risk products like palm oil, soy, beef, and paper is specifically focused on no deforestation and the climate. We request additional supplier and product-level information from those in products associated with higher deforestation risk and/or emissions.

In fiscal 2022, all of the soy used in our contracted soy oils, margarines, and shortenings in the U.S. came from regions with no deforestation risk. We also ensure that any palm oil in our contracted margarines and shortenings meets Roundtable on Sustainable Palm Oil (RSPO) standards. Additionally, 90% of beef purchased by Aramark in the U.S. under a contract agreement was confirmed sourced from areas with no deforestation risk. The details of our programs and performance are provided in Aramark's [CDP Forestry Response](#).

Animal Welfare

Our approach to serving animal proteins is holistic and balanced. We provide our customers and guests a range of options while continuing to increase plant-based offerings. We are committed to offering meat, egg, and dairy-based dishes from products that are sustainably produced, and from animals raised responsibly and humanely, incorporating guidance from leading animal welfare organizations. Based on the principles of the Five Freedoms developed by the Farm Animal Welfare Committee (FAWC), our Sustainable Sourcing Policy includes additional requirements and commitments related to higher animal welfare. We are committed to advancing animal welfare priorities across our supply chain while being transparent about industry setbacks and supply chain challenges that may impact our progress.

Aramark participates in various working groups and engages stakeholders to further drive our animal welfare strategy, including the Global Coalition of Animal Welfare (GCAW) working groups on hens, pigs, and broiler chickens as well as Compassion in World Farming's (CIWF's) U.S. Working Group for Broiler Welfare.

/ We are committed to offering meat, egg, and dairy-based dishes from products that are sustainably produced. /

Supply chain disruptions related to COVID-19 and a prolonged outbreak of the avian flu adversely affected the supply of cage-free eggs during 2022. Despite these challenges, we continue to drive advancement toward our existing commitments. In fiscal year 2022, 69% of our eggs were cage-free globally and 86% were cage-free in the U.S., which has positively impacted more than 850,000 hens. In 2022, we started reporting by global regions to better meet our cage-free goal by the end of 2025. We also continue to report publicly through [GCAW](#) and [Egg Track](#).





We have made significant strides in advancing pork welfare within our supply chain through engagement with our suppliers and the overall market. We influenced suppliers to create a product line with a higher animal welfare standard. In the U.S., 74% of the pork we served in fiscal year 2022 was group housed, which is a significant increase from the 55% served last fiscal year. While supply chain disruptions delayed our year-end goal completion, product transitions continue and by early 2023 we expect that 90% of the pork we serve will be group housed. We anticipate additional progress throughout the year and will report further as it unfolds. Aramark maintains our commitment to eliminate gestation crates from our supply chain and we continue to work with suppliers to meet this goal. Our progress in 2022 alone has positively impacted 120,000 hogs and 8,000 mother pigs.

Our efforts to elevate the welfare of the broiler chickens continue across the U.S., Canada, and Europe. We are engaged with our suppliers and the general market by participating in multiple cross-industry working groups including the CIWF'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](#). We have engaged the suppliers covering 66% of chicken purchases to influence their progress. Further updates on our supplier engagement roadmap methodology and progress will be shared during 2023.



Sustainable Seafood

We buy seafood from sources that maintain healthy marine life and ecosystems and respect workers and communities. For example, we continue to source 100% of our contracted canned tuna from fisheries aligned with our Sustainable Seafood Policy expectations. We will provide further updates on our spend progress aligned with Monterey Bay Aquarium during 2023.

In 2021, we committed to prioritizing Gulf of Maine Research Institute (GMRI)-verified Responsibly Harvested species across our New England U.S. Collegiate Hospitality, Healthcare+, and Workplace Experience Group sectors. With the support of GMRI, we seek to increase the supply of species meeting the Responsibly Harvested criteria.

Climate Commitments

Our climate strategy consists of ambitious plans to reduce emissions, a commitment to report transparently on our progress, and a resolve to work together with our clients, consumers, and suppliers to implement and innovate initiatives and programs to ensure we stay on target. This includes our target to reduce U.S. GHG emissions 15% by 2025 from a 2019 baseline, our target to achieve net-zero scope 1 and 2 emissions in Northern Europe by 2030, and our commitment to setting and achieving enterprise-wide science-based targets. As we returned to more normal operations in 2022, our pathway to delivering our strategy became clearer and our resolve only strengthened.

In 2021, we committed to setting science-based targets and are pleased to have now submitted for validation—over six months ahead of schedule—proposed near- and long-term targets to SBTi for validation using the SBTi Net-Zero standard. Our draft targets would commit Aramark to aggressive near-term reductions and to achieving net-zero emissions by 2050 at the latest across our value chain. While we wait for validation of our targets, we will continue to implement reduction measures, develop a pathway toward our new targets, and measure progress. We aim to reduce emissions across our business through the foods we serve, the suppliers we engage, the vehicles we drive, and the facilities we operate. We are proud of our commitments and the progress we have made in reducing emissions, but we have more work to do, ourselves and in partnership with our suppliers, clients, and customers.

We also continue to report progress toward our climate goal in our annual [climate response to CDP](#), a global nonprofit that runs the world’s leading environmental disclosure platform and expect our CDP score to improve as we embed and implement our roadmap to net zero. Our second annual report on the TCFD recommendations is included in the appendix to this report.

PROGRESS IN ACTION

Cool Food Pledge

In June 2022, Aramark became the first contract catering company in the U.S. to sign WRI’s Cool Food Pledge, committing to drastically reduce the GHG emissions associated with the food we serve in the U.S. by 25% by 2030. Through the Cool Food Meals program, which complements and advances our pledge, Aramark designates Cool Food Meals with WRI’s badge, indicating that such meals are below the threshold for food-related GHG emissions and meet certain nutritional safeguards and site-specific guidelines.

Since a large portion of our GHG emissions come from food we purchase and serve, this effort is key to our pathway to net-zero emissions. Building on the success of our pilot at 20 U.S. and 15 Canadian universities and colleges of plant-forward, lower-carbon footprint Cool Food Meals, we significantly expanded the availability of Cool Food Meals in January 2023 to all of our nearly 1,500 Collegiate Hospitality, Workplace Experience Group, and Healthcare+ accounts in the U.S. This substantially broadens access to meals meeting the Cool Food criteria to our guests, enabling them to more easily make climate-friendly and plant-forward meal choices.

15%

target to reduce U.S. GHG emissions by 2025 from a 2019 baseline

25%

target to reduce U.S. food-related GHG emissions by 2030



Emission Reductions

We raised our ambition by making new climate commitments that align with the latest science and focus on reducing our largest sources of emissions and, subject to validation, are aligned with the SBTi Net-Zero standard.

Our proposed near-term targets include an absolute scope 1 and scope 2 reduction target and for scope 3, both a supplier engagement target and an absolute reduction target for emissions occurring at our client locations. Our target is to achieve net-zero value chain emissions by 2050. Our Cool Food Pledge commits us to reduce emissions from food by 25% by 2030 in the U.S. and will help us deliver both our science-based targets and existing target of reducing GHG emissions by 15% in the U.S. by 2025.

Achieving our climate goals and targets will require absolute reductions across all sources of emissions, including the food we serve. In fact, emissions from food we provide make up more than half of our total carbon footprint. Emissions at client locations are our second largest source of emissions, so we focus on partnering with our clients to operate efficiently and reduce energy consumption in the facilities

and kitchens in which we operate. Through our facilities services, we offer our clients strategic guidance and technological solutions to help them seize opportunities to implement initiatives that enable environmental welfare in their operations. Sharing insights from one client to another helps connect our teams and leverages tools and programs where they can have the greatest effects.

Our efforts to minimize food waste and reduce single-use plastics and other materials, key components of our broader environmental stewardship commitments as described below, also help to reduce our carbon footprint. Additionally, we assess business travel and employee commuting in our scope 3 emissions reduction endeavors.

When it comes to direct emissions, our footprint includes our corporate offices and fleet. As part of our priority to operate efficiently, we are working to electrify our vehicle fleet and reduce fuel consumption. We also make efforts to optimize energy efficiency at our corporate offices and have a number of LEED-certified offices, including our Philadelphia headquarters.

PROGRESS IN ACTION

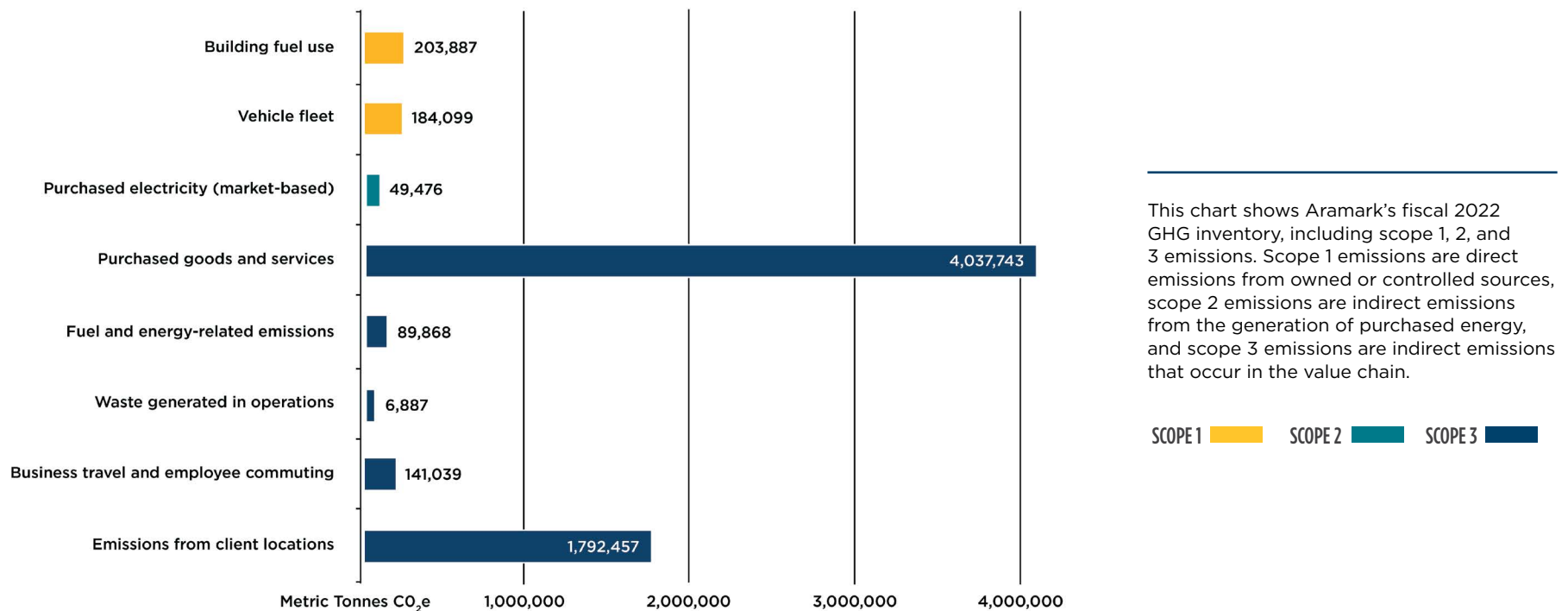
Foodprint, Carbon Footprint Scoring

To enable environmental food transparency, Aramark Northern Europe partnered with Foodprint, an automated carbon footprint scoring system that measures the impact of the food we provide. Foodprint empowers our consumers to make informed meal choices by providing a score to each menu item, which evaluates the environmental impact of each ingredient across the four criteria of agriculture, processing, packaging, and transport. Through this transparency program, we build trust and allow customers to make informed decisions and understand their own impact. Foodprint also enables Aramark to gain more targeted understanding of the food we serve and helps our chefs understand the impact of every dish—bringing clients, customers, and employees on the journey toward net zero.

Measuring Our Progress

Our GHG inventory helps us focus on areas where we can have an impact and provides transparent data to our stakeholders. Our fiscal 2022 GHG inventory shows scope 1 and scope 2 GHG emissions have decreased from our fiscal 2019 baseline while our scope 3 GHG emissions have increased (see ESG Performance Data table, in appendix). However, as with other companies, the COVID-19 pandemic disrupted many aspects of our business over the past several years, which contributed, in part, to the previous reduction in scope 3 emissions. As our business continues to normalize, so does our ability to fully track our performance, identify continuous improvement opportunities, and work toward delivering our GHG reduction targets.

Aramark GHG Emissions



This chart shows Aramark's fiscal 2022 GHG inventory, including scope 1, 2, and 3 emissions. Scope 1 emissions are direct emissions from owned or controlled sources, scope 2 emissions are indirect emissions from the generation of purchased energy, and scope 3 emissions are indirect emissions that occur in the value chain.

SCOPE 1 SCOPE 2 SCOPE 3

Note on geographic boundaries: Fiscal year 2022 scope 1 and 2 emissions and purchased goods and services include the U.S., Canada, and Northern Europe. Business travel emissions are global while other scope 3 categories include the U.S. only. Our 2022 GHG inventory represents Aramark's evolution from previous years, with the inclusion of additional boundaries. Our analysis includes actual data wherever possible and follows the guidance of the GHG Protocol. We are continually expanding our GHG inventory to include all relevant geographies and categories while enhancing the quality and rigor of our data collection and analysis processes.

Note on CDP reporting: Due to the timing of CDP submissions, Aramark's 2022 CDP report includes fiscal 2021 emissions, the latest available at the time of CDP submission. Aramark's 2023 CDP response will include fiscal 2022 data.



Minimizing Food Waste

Globally, food loss and food waste are critical challenges that adversely affect climate, food security, and the stability of agri-food systems, and they come with a staggering price tag. The [Food and Agricultural Organization](#) estimates that wasted food accounts for approximately 8% to 10% of global GHG emissions, could feed 1.26 billion hungry people a year, and costs the world \$2.6 trillion annually. Aramark embraces our responsibility to play a meaningful role in addressing these challenges and promoting improvements within the food system.

Aramark's efforts to reduce food waste and address food insecurity focus on prevention, recovery, and recycling, in partnership with clients and customers. To guide our efforts, we align with the EPA food recovery hierarchy and ReFED Roadmap to 2030.

Aramark is a USDA Food Loss and Waste 2030 Champion committed to reduce food loss and waste in our U.S. operations by 50% by the year 2030 from our 2015 baseline. As an extension of this commitment, we signed the Pacific Coast Food Waste Commitment (PCFWC) in 2022. The PCFWC involves collaboration and initiatives to reduce food waste along the Pacific Coast of North America. Additionally, Aramark is a member of the Food Waste Reduction Alliance. In recognition of the GHG emissions associated with agriculture, food production, and landfilled food waste, our food waste minimization efforts are a critical component to delivering Aramark's carbon reduction goals and, specifically, our net-zero pathway.

Prevent, Recover, and Recycle

To enable our enterprise-wide food management production process, we focus on food waste minimization during planning, purchasing, production, service, and post-service. Analyzing the data and results from production and services allows us to make better decisions in the future planning and forecasting process. We provide training modules that contain a complete set of standard operating activities for our chefs and other operators to make choices that will help reduce food waste.

/ Pre-consumer food waste in our U.S. food operations was 73% lower than our 2015 baseline. /

Our suite of front-line tools guide operators through their day from preparation through service, employing technology-based solutions to track waste. We offer multiple options to meet the specific needs of each location, including manual waste tracking or through technology such as ENABLE and Leanpath. ENABLE is a proprietary mobile application with operational tools, while Leanpath is a third-party software integrated into scales or tablets. This in-depth reporting allows kitchen operators to understand exactly what they are otherwise potentially wasting and why. This improves the ability to identify and address waste hot spots, increasing profitability and sustainability, simultaneously. Over 630 locations are using these mobile applications for tracking, improving waste compliance scores, and providing insight into waste sources and opportunities for reduction.



While we aim to eliminate food waste before it is generated, there may be instances where our operations have excess, yet safe-to-eat, food. Through our food donation program, in partnership with Food Donation Connection and other approved local partners, we provide this food to local hunger relief agencies in our clients' communities. By keeping surplus prepared food out of landfills, donations reduce the environmental impact of food waste while feeding those in need.

In 2022, we launched a pilot in the U.S. with the Food Recovery Network (FRN) to recover excess produce from the field as part of its gleaning and small farm food recovery project. With Aramark's support, FRN directed 1 million pounds of fresh produce from commercial and local farms nationwide into areas of the greatest need through December 2022. We also launched a pilot with Goodr at seven client locations to recover excess food from the kitchens and allocate it to local hunger relief organizations.

Around the world, we partner with country-specific organizations to reduce food waste. For example, our new collaboration with Second Harvest, the Canadian experts in rescuing quality leftovers from food service operations, facilitates donations to local community recipients who are experiencing food insecurity. This food rescue program more than tripled the volume of donated foods compared with our previous rates.

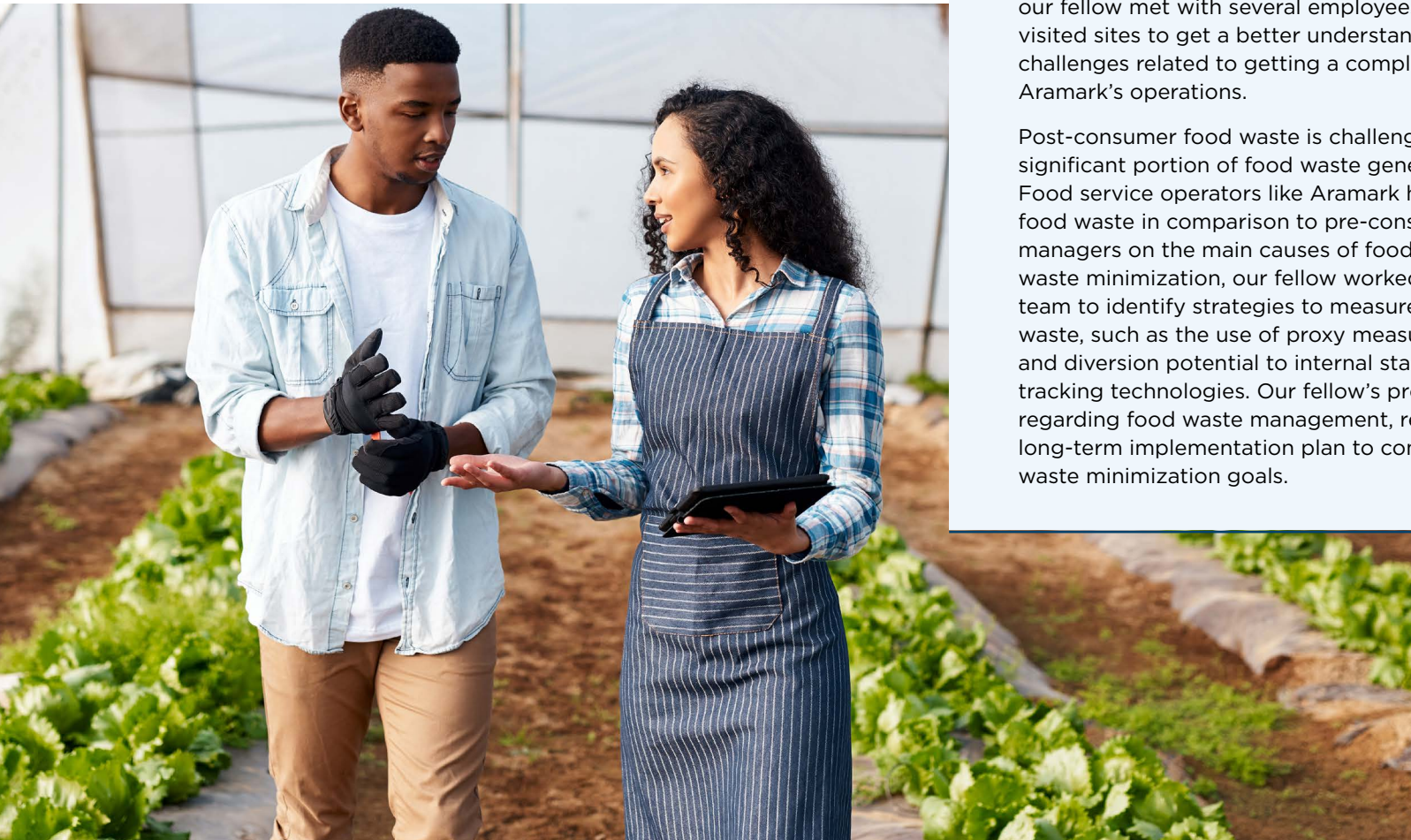
We also collaborate with Swipe Out Hunger to offer on-site solutions to our college campus locations for students to donate meal swipes as well as fund its research and development efforts to explore future solutions. Other campus initiatives include trayless dining, improved signage, waste audits, post-consumer Weigh the Waste events, and sustainability trainings for operations. Weigh the Waste events help educate both consumers and operators on the impacts of food waste and identify opportunities for reduction.

While Aramark strives to best use all food, there are still opportunities to recycle any leftover food, scraps, compostable disposables, and other organic materials that remain. We partner with accounts to further divert waste from landfills through composting including on-site programs and municipal or private industrial composting facilities.



Progress Against Reduction Target

For fiscal 2022, pre-consumer food waste in our U.S. food operations segment was 73% lower than our 2015 baseline. The COVID-19 pandemic significantly reduced the amount of reported waste due to closure of client locations, though it has begun to normalize and the reliability of our data should continue to improve. We continue to grow the range of solutions offered to tackle this complex global issue. Through these new opportunities, including pilots, partnerships, and training accompanied by our ongoing focus, we are taking the actions that position us to continue to meet our 50% reduction target by 2030.



PROGRESS IN ACTION

Environmental Defense Fund (EDF) Climate Corps Fellow

Aramark enlisted our first EDF Climate Corps fellow as part of a program that pairs graduate students with organizations looking to meet sustainability goals. Over the course of 12 weeks in the summer of 2022, our fellow met with several employees throughout the company and visited sites to get a better understanding of the business and the unique challenges related to getting a complete representation of food waste in Aramark's operations.

Post-consumer food waste is challenging to measure and can make up a significant portion of food waste generated in the food service industry. Food service operators like Aramark have less control of post-consumer food waste in comparison to pre-consumer food waste. Training managers on the main causes of food waste and best practices for waste minimization, our fellow worked with the Enterprise Sustainability team to identify strategies to measure and reduce post-consumer food waste, such as the use of proxy measurements to communicate scope and diversion potential to internal stakeholders and available food waste tracking technologies. Our fellow's project helped revitalize conversations regarding food waste management, resulting in a short-, medium-, and long-term implementation plan to continue progress toward our food waste minimization goals.

Embedding Circularity

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). 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. In particular, we will aim to:

FURTHER
reduce single-use items

EXPAND

opportunities for customers to reuse, recycle, and compost

PARTNER

with suppliers, accounts, clients, and others to address challenges like retail packaging, and otherwise rethink and redesign food services with circularity in mind

DELIVER

more circular operations

We plan to announce specific targets during fiscal year 2023.

This refreshed strategy reflects a continuous evolution of external policy developments, stakeholder expectations, and opportunities for operating in a more circular, less wasteful manner. We’ve made significant reductions in plastic straws, stirrers, bags, and other packaging since 2018, and we will now target further reduction of single-use containers, expanded polystyrene, cutlery, and cups.

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 are also proud members of the Ocean Plastics Leadership Network and will leverage this membership to build and implement our refreshed strategy particularly through our cross-sector participation in the Reuse Refill Action Forum.

To help operators implement programs and consumers modify behaviors, we provide detailed resources to reduce, reuse, and recycle materials at client locations. This includes guidance, marketing materials, and client information related to recycling, reducing disposables, reusing containers, and implementing alternatives. We align our guidance with the progression in the Zero Waste International Alliance (ZWIA) hierarchy. We partner with our clients to execute recycling and composting programs to further divert waste from landfills. Each program is customized to the specific site, given the infrastructure of the client’s local municipality.



Our Progress

Our commitment to significantly reduce single-use plastics in our global food service operations by the end of 2022 began in 2018 with a focus on straws and stirrers as well as prioritization of other high-impact categories, actions, and partnerships. We've made considerable progress against our commitments, reducing the use of plastic straws and stirrers by approximately 75% in the U.S.

Our refreshed five-year strategy will elevate our ambition as we focus on ways to rethink, redesign, reduce, reuse, and expand renewable, recyclable, and compostable options, while pursuing partnerships, pilots, and education to solve this global challenge together. The ZWIA hierarchy provides a framework for prioritization that we will use to identify, assess, and implement programs. We will promote behaviors that further reduce our reliance on single-use plastics and other materials, and the use of innovations and alternatives that facilitate reuse and waste diversion. We are also taking steps to monitor and, where practicable, help manage chemicals of concern, such as [PFAS](#), by engaging with our suppliers, identifying alternatives, and carefully leveraging expert guidance to inform our strategy and procurement activities.

In Northern Europe, we committed to achieve 100% recyclable and reusable packaging in client locations by 2025. Aramark Northern Europe also signed RePak's Plastics Pledge, committing to prioritizing the prevention of plastic packaging, minimizing avoidable single-use packaging, and promoting reuse.

PROGRESS IN ACTION

Reducing Waste around the World

At Aramark, we work in many locations across the globe, and we understand we have a responsibility in making progress in reducing, reusing, and recycling to minimize waste across all our operations.

In the U.S., we implemented a recycling program at Lake Powell in Arizona, designing and fabricating recycling trailers strategically placed throughout the properties to enable guests to responsibly sort recycling with ease. In Southern Utah, our Crater Lake destination conducted a waste audit to inform our diversion strategy. This audit assessed waste at campgrounds, dorms, lodges, and cabins, as well as the on-site café and gift shop. As a result, we improved the recycling bin ratio to make service-ware and commodity recycling easier for visitors.

Internationally, our subsidiary Gastro Team Bremen GmbH (GTB), which has catered to concert and festival fans in Germany for more than 25 years, developed a prototype compostable fork with start-up Traceless, and used nearly all compostable packaging and napkins for a series of concerts at the Tempelhof Laboratory. These concerts relied entirely on reusable beverage containers and cups.

In Chile, we implemented two new, and entirely separate, recycling initiatives with great results in 2022. In partnership with IMEKO, a pioneering Chilean company that developed specific technology, we achieved the elimination of toxic substances and recovery of plastic, recycling more than 81 pounds of cigarette butts. Together with Ecofibra, we reduced our textile waste by transforming it into thermal and acoustic insulation panels, recycling 1.67 tons of our clients' clothing.



/ We reduced our use of plastics straws and stirrers in the U.S. by approximately 75% from our 2018 baseline. /

Operating Efficiently

Functional efficiency improvements decrease operational costs for the business and our clients and help us achieve our planetary targets. When we examine our total GHG emissions, approximately 7% comes from buildings and vehicles that we own and operate. We aim to reduce this portion of our carbon footprint through electric vehicle transition, fleet route optimization, and energy efficiency improvements for our buildings.

Around the world, we are engaging providers to understand and implement efforts that will help us reduce the environmental effects of our operations. For example, in Chile at our Alpes food production plant, we obtained an IMELSA ENERGÍA Green Label validating the use of 100% renewable electric energy at this location. In Northern Europe, we started converting electricity contracts to green or renewable tariffs as our contracts expire and come up for renewal. Aramark Northern Europe also conducted energy surveys to identify capital investment projects that would help reduce energy consumption, such as the installation of LED lighting.



Facilities Management in the U.S.—Helping Clients Operate Sustainably

At their core, workplaces offer appropriate spaces for people to carry out their daily routines. When properly maintained, these spaces can do so much more—inspiring and energizing people to excel in their activities. With nearly 1 billion square feet under our management, Aramark Facilities Management has the experience to deliver superior performance, making our clients' facilities safer, more reliable, and more efficient.

Our services include cleaning, operations and maintenance, groundskeeping, energy management, project management, and commissioning. From using eco-friendly products and methods to improve standardized and repeatable programs, to capturing data for smarter energy management and enhanced building performance, our programs and technology help our clients reduce their environmental footprint. Our product stewardship using environmentally friendly technology, processes, and equipment reduces waste, maximizes use of landscapes, reduces energy and water consumption, and extends asset life cycles.

We aim to protect the environment while improving employee and customer safety and prolonging the asset life of buildings and equipment. To achieve this, we use in-house experts and partnerships with key industry leaders to develop and test innovative products, supplies, and equipment. We incorporate these inventive solutions into our proprietary processes to help drive sustainability in the facilities where we serve.



PROGRESS IN ACTION

Aramark and Samsung Reach Shared Sustainability Goals

Aramark provides food and facilities management services at 43 U.S. locations in 19 states for our client Samsung Electronics America, serving more than 4,000 Samsung employees. While the partnership started in 2017 with the provision of integrated facility services including maintenance, janitorial, dining, refreshments, and concierge services, we expanded in 2019 to manage energy efficiency efforts at 42 locations nationwide. Aramark energy engineers work with the on-site facilities teams and building operators to match equipment operation to employee needs to minimize energy use and make selective capital improvements designed to reduce energy consumption overall. Samsung's scope 1 and 2 emissions are Aramark's scope 3 emissions, so together we have a mutual interest in reducing emissions to meet our climate goals and an opportunity to make an impact through [collaboration](#).

Cleaning, Operations, and Maintenance in the U.S.

We work to ensure our cleaning products and procedures promote safety and sustainability. For over 30 years, our Quantum Leap initiatives have been proven to deliver measurable, positive impacts in operations where we serve. We use cleaning programs that continue to prioritize innovation and continuous improvement in coordination with our vendor partners and customers.

We advance cleaner, safer practices and help our customers obtain their sustainability goals with our custodial staff of 72,000. Since the implementation of microfiber pads and towels, we've recognized a savings of 1.5 trillion gallons of water, or the equivalent of 3,000 Olympic swimming pools. We also kept 4.5 trillion paper towels out of landfills. By using reusable flip-top caps, we eliminate harmful chemicals in the air and 75% of our cleaning products are Green Seal certified, have no or low phosphates, and are safe for aquatic life. By replacing ready-to-use products with products from concentrate, we reduce shipping, moving, and plastic bottles, minimizing packaging by 80% and our carbon footprint by 50%. One carton of concentrated cleaner replaces 136 standard quart bottles of cleaner.

Our partnerships with Ecolab, PathoSans, and 3M produce cleaning solutions and innovations for a more sustainable future. PathoSans cleaning and disinfecting solutions are produced at the point of use, eliminating product shipment, which significantly reduces transport-related emissions, and the reusable bottles reduce about 200 pounds of plastic waste. With 3M, Green Seal certified zinc-free floor protectors supported 75% of facilities in not requiring annual floor stripping, reducing the need for harsh chemicals and extending the floor lifespan.

On the equipment side of our cleaning and maintenance services, we partner with USA-CLEAN by Jon-Don for its equipment recycling program to refurbish pre-owned equipment and put it back into use. Our recycling of old, unsalvageable equipment is also managed through this relationship. We are also converting all equipment batteries



AWX™
allows us to monitor space utilization

to lithium, with one lithium battery replacing 10 packs of lead acid batteries over its lifespan, requiring no maintenance and saving on energy consumption through faster charging.

In operations and maintenance, our Computerized Maintenance Management System (CMMS) allows us to optimize equipment life cycles, reduce material used, schedule preventive maintenance, and track ordering to avoid overbuying. Aramark Intelligent Workplace Experience (AIWX™ Connect) allows us to monitor space utilization and integrate with heating, ventilation, and air conditioning (HVAC) controls to reduce energy. We aim to help clients achieve their sustainability goals as well as LEED Existing Building certification standards through efficient equipment, minimal energy and water use, temperature and lighting settings, preventive maintenance plans, and schedules to optimize routes.



Groundskeeping in the U.S.

Aramark Facilities Management has been managing grounds for customers for nearly 50 years, and today we manage more than 200,000 acres throughout North America. Our expertise includes manicured landscapes, national parks, urban streetscapes, prairies, wetlands, and athletic field maintenance.

We focus on choosing products, equipment, and processes to improve waste reduction and maximize use of landscapes. Our partner John Deere provides equipment that enhances fuel efficiency, reduces material usage, and increases sustainable and renewable materials in equipment manufacturing. We use recyclable and renewable equipment that is battery-powered, lowering fuel consumption and emissions as well as extending equipment life cycles. To help minimize the maintenance and resources required, we plant native species, maintain refuge for wildlife, and use smart irrigation to reduce water consumption. We use soil tests for our clients to enable proper fertilizer application. These soil tests decrease the use of herbicides and fungicides, reduce wastewater runoff, and facilitate the use of organic soil alternatives, when applicable.

To illuminate paths at night, we use LED and low-voltage lights requiring substantially less electricity and 90% less energy than conventional and high-voltage products. These lights are easier to install and maintain, safer to use, and significantly longer lasting, with approximately 33 times longer lifespan than conventional bulbs.

Engineering Solutions in the U.S.

Our Engineering Solutions team designs services to deliver on our clients' sustainability priorities, adapting over time with the most innovative solutions that optimize resources. We create efficient and effective programs that ensure work environments are safe and engaging. Through construction and commissioning, energy management, retrocommissioning, and strategic facility planning, we support our clients' environmental priorities through efficient buildings that are conducive to occupants' health and well-being.

Energy Management, Construction Management, and Commissioning in the U.S.

Aramark works with many of our dining and facilities clients to reduce energy use and costs, and to lower emissions. At our dining locations, we implement energy-efficient operating procedures to reduce waste, often replacing aged equipment with ENERGY STAR-rated or high-efficiency models and working with our clients to design and construct energy-efficient kitchens and dining venues during major renovations or new construction.

At our facilities locations, we deliver operating procedures, scheduling solutions, and equipment retrofits to reduce energy consumption. We complete predictive and preventive maintenance to ensure energy systems are operating at peak efficiency and work with our customers to closely match equipment operating to occupant needs to eliminate waste.

With utility costs approximately 25%–30% of clients' overall budget, we troubleshoot to optimize energy consuming systems such as HVAC, cooling, heating, and electrical to propose solutions that help reduce energy consumption and costs. We also make recommendations based on a facility's current conditions, manage the LEED certification process, and conduct GHG inventories to deliver carbon reduction strategies.


PROGRESS IN ACTION

Aramark's Intelligent Workplace Experience (AIWX Connect)

Aramark's Intelligent Workplace Experience (AIWX Connect) is a technology platform that uses wireless sensors to remotely gather information from building systems and occupant feedback. These sensors and resulting information drive sustainability commitments and increase efficiency. Through the AIWX Connect program, we optimize labor, improve air quality, increase recyclables, and manage energy while reducing GHG emissions, water consumption, chemical usage, and food waste.

AIWX Connect offers a wide variety of solutions that use sensor technology to provide essential data for facilities management. Current solutions include water management, space management, energy management, waste management, condition-based monitoring, indoor air quality monitoring, refrigeration temperature monitoring, and more.

AIWX Connect uses sensors to monitor water temperature, pressure, and detect any leaks, and the data that each of these solutions provide can help reduce water consumption by 6%–14%. AIWX Connect sensors track occupancy, allowing us to modify cleaning routes and energy use for better space management. This data can result in a 45% reduction in the products we use and a 37% annual savings on energy in unoccupied spaces. AIWX Connect monitors the fill rates of trash receptacles to enable the most efficient pickups to reduce the amount of carbon dioxide emitted into the environment.



/ We are working to minimize our use of fossil fuels and the resulting emissions. /

Fleet

To deliver food, refreshments, supplies, and uniforms, our fleet includes thousands of vehicles traveling millions of miles annually, and we are working to minimize our use of fossil fuels and the resulting emissions. Our target for the end of fiscal year 2022 was to reduce fuel consumption by 8% from our 2019 baseline. Though we implemented practices that would improve fuel efficiency, growth in our uniforms business led to increased pressure regarding usage. While we did not meet our target, we feel well positioned to deliver year-over-year progress as we revise and implement our strategy. We attribute this optimistic view to our encouraging advancements in delivery optimization, route density, and shuttle run efficiencies.

By limiting idling through real-time in-cab driver alerts, we also reduce our fuel consumption. Our telematics systems provide information on maintenance diagnostics while improving driver behavior to deliver fuel reductions. Aramark Northern Europe also began replacing diesel and petrol vehicles with electric, moving forward as leased vehicles come to the end of their contracts.

Our uniforms business received grant vouchers from the California Hybrid and Zero-Emission Truck and Bus Voucher Incentives Project (HVIP), and we are using this program—which runs from April 2022 through April 2023—to add electric vehicles at a reduced price.



GOVERNANCE

Successful delivery of our Be Well. Do Well. ESG platform demands continued bold and creative initiatives, strong oversight, leadership accountability, and effective business integration. We are in the service business, and implementation relies on trusted and robust stakeholder partnerships, data integrity and transparency, cross-functional collaboration, and program ownership. Bottom line: Strong and effective governance of our programs and performance is critical.

Our governance model reflects our business model and is composed of an:

ESG Steering Committee (SteerCo)

ESG Operating Committee (OpCo)

Global Sustainability Community of Practice

Aramark's Board of Directors provides additional oversight of our sustainability strategy.

Our [Business Conduct Policy \(BCP\)](#) is foundational to our model and provides the rules and expectations that guide what we do and who we are. Our BCP is fortified by our robust policy framework, including policies that cover anti-corruption, gifts and entertainment, conflicts of interest, political contributions, and data privacy. Supported by the guidelines and resources in the BCP, Aramark complies with the laws in each country, state, and locality in which we conduct business. Our 2022 BCP update includes a new section that states explicit expectations regarding the accuracy and truthfulness of our sustainability performance tracking and reporting practices, and adds a section focused on data privacy. While the key principles remain the same, the BCP is 30% shorter and includes updated examples designed to resonate with our operators.

/ Strong and effective governance of our programs and performance is critical. /

Oversight of ESG

Our ESG governance structures drive implementation accountability and foster cross-functional communication and coordination. The Nominating, Governance, and Corporate Responsibility Committee of the Board of Directors oversees delivery of our ESG strategy and commitments other than those relating to DEI, which are overseen by the Compensation and Human Resources Committee of the Board of Directors and those relating to ethics and corruption issues, which are overseen by the Board’s Audit Committee. Our SteerCo and OpCo ensure continuous improvement and management of our sustainability strategy. Beginning in fiscal 2022, we reinforced ESG metrics through each company leader’s individual performance scorecard. For fiscal 2023, we included ESG metrics as a formal part of the annual incentive plan scorecard.

The SteerCo includes executive leaders and has accountability for setting ESG program direction while overseeing business integration and performance management. The OpCo is composed of functional leaders and is responsible for driving integration and delivery of sustainability goals and objectives, tracking KPI progress, supporting public reporting and communications, and providing subject matter expertise. Our Sustainability Community of Practice, composed of a field and function network, advisory council, and international working collaborative, promotes, and enables connectivity across all lines of business globally.



Integrity and Compliance

At Aramark, we strive to do everything with integrity. Acting ethically is the right thing to do, for ourselves, each other, and our business. Preserving Aramark's reputation and protecting our brand is everyone's responsibility. Our BCP outlines the legal and ethical standards that every employee at Aramark, including all subsidiaries and anyone acting on Aramark's behalf, must follow.

Led by our chief compliance officer, our Global Ethics and Compliance team promotes, monitors, and enforces ethics and compliance activities at Aramark, including the BCP. We design training, policies, and processes to facilitate an ethical culture and protect against the risk of noncompliance. Composed of key stakeholders across the business, our Compliance Council meets quarterly to conduct risk assessments and track progress on key compliance risk areas. In all country regions, our audit and controls department conducts compliance audits with the BCP, other company policies, and local law on a regular basis. Based on risk, we have a rotational audit program that includes all operations in its scope.

The Audit Committee of our Board of Directors oversees and manages ethics and corruption issues, including a regular review of compliance program updates, trends, and significant BCP and legal matters. The Board of Directors reviews specific high-priority risks on a regular basis throughout the year as part of Aramark's enterprise risk management framework. Our Board of Directors promotes a culture of integrity and risk awareness through these activities and keeps an open line of communication with employees.

/ We design training, policies, and processes to facilitate an ethical culture. /



Whistleblower Reporting Mechanisms and Investigations

Aramark provides employees with a variety of options to raise concerns or report BCP violations, including their manager, another manager, human resources, legal, audit, letter to the Audit Committee of the Board of Directors, and the Aramark Hotline.

Operated by a third-party, the Aramark Hotline allows employees, suppliers, and any member of the functional community to raise concerns anonymously, either by phone or online. The Aramark Hotline is available 24/7 with translation services. An investigator handles each case on assignment, and if a concern is validated, we take appropriate action. The Audit Committee of our Board of Directors receives regular updates on trends and significant matters.

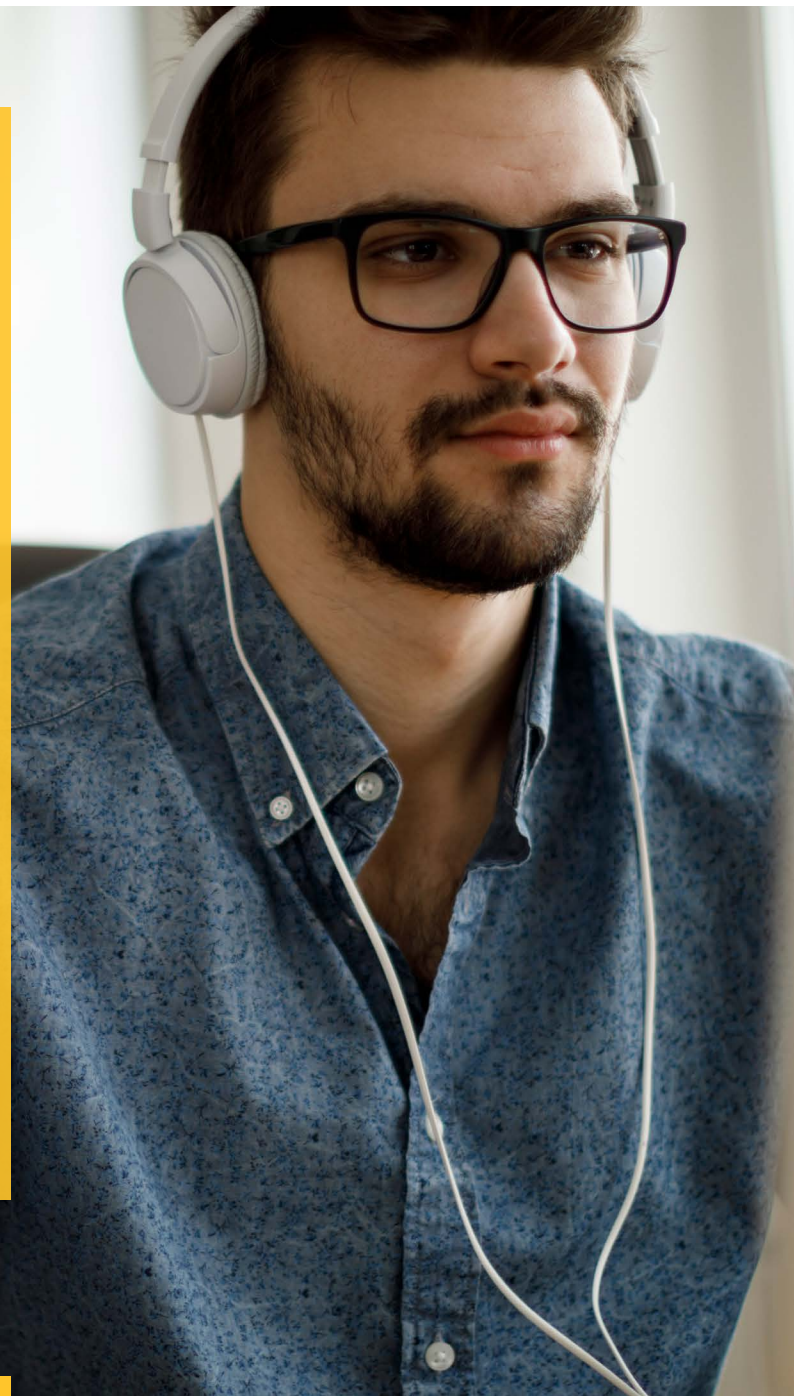
We protect the rights of individuals who report issues in good faith and retaliation is expressly prohibited by our BCP.

Compliance Training and Awareness

We require employees at all levels of the company to be aware of and abide by the BCP. Annual online BCP training is mandatory for all salaried employees. BCP posters combine key principles and Aramark Hotline information into a condensed format for front-line associates and are available in 10 languages. We reinforce our BCP through internal articles, newsletters, digital signage, and leadership messaging throughout the year. On a global and targeted basis, we conduct subject matter compliance training on key risks to relevant audiences.

Our anti-corruption policy specifically prohibits bribery, corruption, and fraud of any kind while requiring anti-corruption due diligence for third parties. All consultants, agents, or other third parties acting on behalf of Aramark must adhere to our anti-bribery requirements. In addition, our [Supplier Code of Conduct](#) requires suppliers to have anti-corruption policies and programs in place to verify compliance with all anti-bribery and corruption laws.

Our anti-corruption training course is mandatory for all employees whose role poses a potential corruption risk. We conduct annual anti-corruption audits in all country regions in which we operate.



Managing Environmental Compliance

Aramark takes environmental protection very seriously and demonstrates our commitment as stewards of some of the most beautiful and environmentally sensitive destinations on the planet, including those operated by our Destinations line of business.

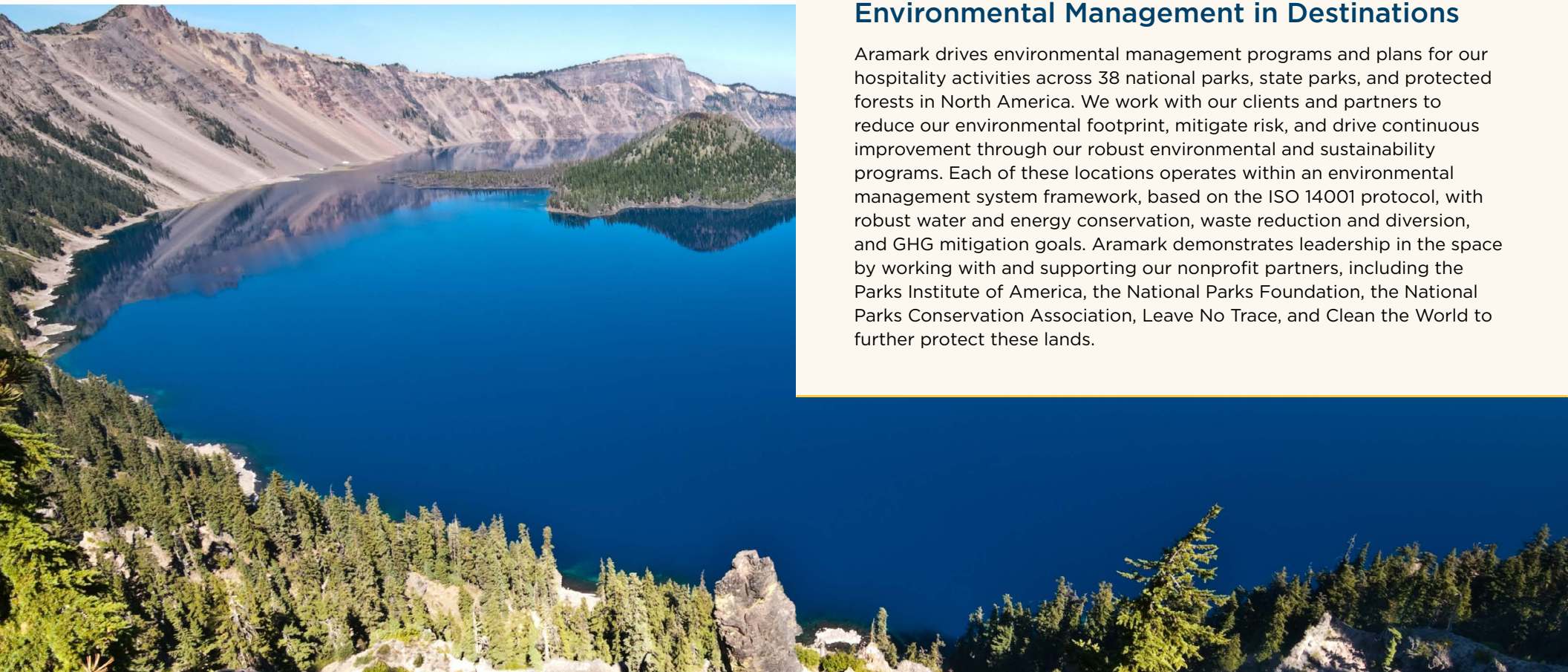
Our Environmental Compliance Program outlines specific measures that ensure safety, responsible environmental management, site-specific compliance requirements, and managerial responsibilities. Our Environmental Safety team, part of our Safety and Risk team, develops training and educational content helpful to managers and employees at each site.

In addition to the previously mentioned SAFE Brief process, a third-party auditor conducts environmental compliance audits at select Aramark locations. These environmental audits focus on public lands where we operate and manage our clients' facilities. Aramark has been trusted to protect and preserve some of the most beautiful and delicate environments on the planet at these locations. We take this assignment to heart and strive to leave these locations better than when we found them.

PROGRESS IN ACTION

Environmental Management in Destinations

Aramark drives environmental management programs and plans for our hospitality activities across 38 national parks, state parks, and protected forests in North America. We work with our clients and partners to reduce our environmental footprint, mitigate risk, and drive continuous improvement through our robust environmental and sustainability programs. Each of these locations operates within an environmental management system framework, based on the ISO 14001 protocol, with robust water and energy conservation, waste reduction and diversion, and GHG mitigation goals. Aramark demonstrates leadership in the space by working with and supporting our nonprofit partners, including the Parks Institute of America, the National Parks Foundation, the National Parks Conservation Association, Leave No Trace, and Clean the World to further protect these lands.



Cybersecurity and Data Privacy

Aramark is committed to a culture of due care and due diligence that respects the privacy of personal, nonpublic, or proprietary information entrusted to us by our clients, customers, suppliers, and other third parties by ensuring that any personally identifiable information processed by Aramark is:

Obtained lawfully

Not transferred to other countries without adequate protection

Accurate and relevant to the reason it was collected

Limited to what is necessary in relation to the purposes for which it is processed

Stored securely

Used solely in accordance with Aramark's policies, procedures, and applicable legal guidelines

Processed only for the purposes for which it was obtained

Deleted when its retention is no longer necessary

We require all employees to abide by Aramark's [Global Information Security Policy](#), [Global Data Classification Policy](#), and the [privacy-related sections of the BCP](#). In addition, various countries or regions may have their own Privacy Policies and Workforce Privacy Notices that outline our commitments to protecting information about our customers and employees.

We provide annual privacy training for relevant employees who may encounter personally identifiable information. When we contract with clients, vendors, or suppliers, we ensure that all processing includes appropriate privacy and data security protections, including timely notifications in the event of a data breach, and we require all information technology vendors to comply with clear security guidelines.

Aramark takes cybersecurity seriously, which led us to adopt the National Institute of Standards and Technology's Cybersecurity Framework (NIST CSF) to provide assurances of confidentiality, integrity, and availability for Aramark's information technology infrastructure and our customers' data. Aramark aligns with NIST CSF by strategically implementing technical and administrative controls to address our risk-based information security and privacy needs. Some of these controls include:

Multifactor Authentication

24/7/365 Security Operations Center

Endpoint Detection and Response

Security Incident and Event Management

Privileged Access Management

Formal Vulnerability and Patch Management Programs



APPENDIX

Stakeholder Engagement

At Aramark, we aim to strengthen our stakeholder relationships by inviting our stakeholders to join us on our sustainability journey. As we evolve and improve our sustainability practices, it's important to share information and receive feedback. Our stakeholders are a critical part of this loop, and we seek to understand their unique perspectives and incorporate their expertise into our strategy and approach. Addressing our stakeholders' needs and expectations, continuously evaluating our progress, and moving toward meaningful objectives are crucial to our success.

Who We Engage	Why We Engage	How We Engage
Clients	Client partners are core to our business. We provide food, facilities, and/or uniform services to support our clients. Partnering globally across regions and lines of business helps us leverage solutions for further implementation across education, healthcare, sports and entertainment, corrections, and workplace hospitality.	Presidents, regional vice presidents, and district managers are engaging clients every day to understand priorities and opportunities. We seek to better understand client needs through a formalized engagement structure.
Consumers	Customer service is at the heart of what we do, a key part of our hospitality culture. We continuously look for new ways to ensure that our offerings include the best possible products and services. We proactively listen to our consumers, using a variety of insight approaches to understand their particular needs	Proprietary research and third-party consumer insights help us monitor overall and sometimes issue-specific interests. To understand direct consumer sentiment, we observe social media. Your Voice Counts™, our enterprise-wide consumer feedback tool, enables quick and easy, real-time, ongoing feedback, either from their desktop or mobile device.

Stakeholder Engagement

Who We Engage	Why We Engage	How We Engage
Communities	We support community-based human services organizations whose work aligns with our areas of focus to address challenges caused by lack of access to healthy food and proper nutrition, financial insecurity, and inequitable environments. These collaborations build stronger communities, create employee volunteer opportunities, and encourage employees to give back to the communities where they live, work, and serve.	We provide strategic investment and direct grants to generate a measurable, beneficial social or environmental impact; foster mutually beneficial relationships with organizations working to address hunger and equity in the communities in which we operate; and offer employee volunteer opportunities, scholarships, and matching gifts.
Employees	Embodying our culture of hospitality facilitates strong manager-employee relationships and an overall positive employee experience. We believe our front-line, part-time, and hourly workforce are just as critical to engage as our managers.	We seek to support our employees, to understand their needs related to equity, health, and well-being. Our employee engagement survey provides valuable insights into our employees' mindsets.
Investors	Our strategy and performance are key important issues of interest to Aramark's investors. As investors assess the short- and long-term health of the company, they encourage regular updates on our ESG strategy, risks, and performance.	Meeting regularly with current and prospective investors, our Investor Relations team periodically engages leadership and functional subject matter experts to shed light on certain topics. We actively respond to ESG-related inquiries and review our rating and ranking assessments to ensure that our performance and disclosures are properly evaluated.

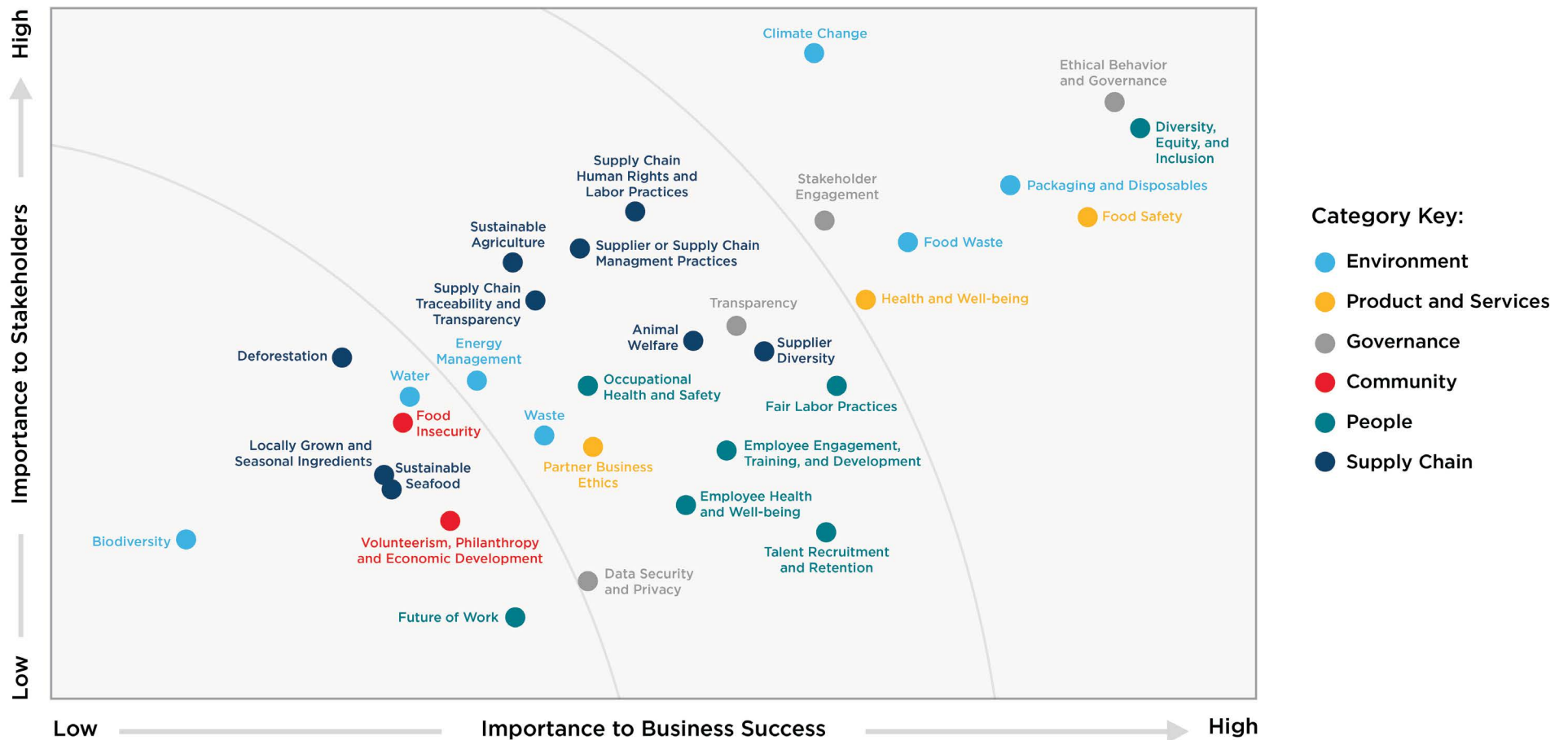
Stakeholder Engagement

Who We Engage	Why We Engage	How We Engage
Suppliers	The successful delivery of our services depends on our suppliers and distributors. Through continual dialogue with our suppliers, we prepare ourselves to understand and address current and emerging sustainability-related issues.	Through a variety of communication methods, including conference calls, emails, surveys, and EcoVadis, we regularly engage with suppliers and distributors as well as assess performance. Cross-functional teams monitor potential ESG issues in our supply chain and we use these insights to inform and shape our approach.
Industry	Frequently, we face similar system-wide issues as other members of our industry and supply chain. By engaging with other companies, even those outside of our industry, we have an excellent opportunity to leverage insights that can support our strategy and progress.	We participate in industry conferences as well as pre-competitive roundtables such as BSR Restaurant Roundtable for Sustainability, Menu of Change™ Food Waste Reduction Alliance, Global Coalition for Animal Welfare, and Ocean Plastics Leadership Network.
Nongovernmental organizations (NGOs)	External input from NGOs helps inform our sustainability strategy, programs, and practices. To stay on top of important issues, we leverage our relationships with NGOs, valuing their insights and expertise on a range of environmental and social issues.	We encourage ongoing engagement through quarterly or annual check-in conference calls as well as formalized partnerships, like our collaboration with WRI. We also participate in pre-competitive corporate roundtables managed by NGOs, such as HSUS and Monterey Bay Aquarium Seafood Watch.

Materiality Assessment

To better understand the topics most important to our stakeholders and most relevant to our business success, we conducted a materiality assessment in fiscal 2021, facilitated by Business for Social Responsibility (BSR). We combined input from nearly 30 stakeholders across key groups with industry best practices to develop the below matrix.

In fiscal 2022, we used these insights and findings to inform our ongoing strategy enhancements, such as our science-based target development and a renewed plastics reduction strategy. We plan to refresh our materiality assessment during the next fiscal year.



United Nations Sustainable Development Goals (UN SDGs)

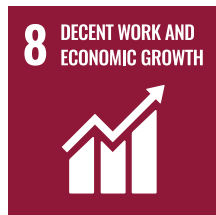
While Be Well. Do Well. sets out our specific priorities and goals, we also consider global partnerships and how we can best contribute to worldwide initiatives. We are responding to the call to action by the United Nations Sustainable Development Goals (UN SDGs) through prioritization of eight SDGs that align with our efforts, are within our control, and are relevant to our stakeholders. We are well positioned to advance these targets in conjunction with other companies, policymakers, and civil society organizations around the globe.



Our food waste reduction programs and partnerships with local community organizations facilitate food donations, help reduce food insecurity, and promote nutrition education. Our sourcing strategy aligns with the targets of SDG 2 by supporting small, diverse, and sustainable suppliers.



Through provision of health and well-being benefits and programs such as our collaborations with the American Heart Association and WRI, we empower people to make healthy food, nutrition, and lifestyle choices every day. Our SAFE Brief process protects the health of our employees, our consumers, and our communities by supporting the targets of SDG 3.



Our human rights statement reinforces our commitment to equal rights and the elimination of employment discrimination. We contribute to the targets of SDG 8 through our position against child labor, forced labor, and human trafficking. Our Active Allyship initiative focuses on resourcing our workforce to engage in active conversations about the societal impact of racism as well as managing our own biases in the workplace.



Our goal is to remove the barriers and societal divides that can affect prosperity and fulfillment. We offer educational opportunities to front-line workers and create economic opportunities through our partnerships with local, small, and diverse suppliers, all supporting SDG 10. We have invested in nonprofit leadership capacity building through DEI training and resources.



Our commitment to reduce our food waste by 50% by 2030 from our 2015 baseline aligns directly with the targets of SDG 12. We aim to sustainably manage resources through operations, sourcing, and strategic planning.



Our climate strategy includes specific targets and timelines to reduce GHG emissions and minimize our impacts on the planet. Our current reduction targets, including our Cool Food Pledge to reduce food-related emissions 25% by 2030, together with the submission of our science-based target to the SBTi for validation alongside ongoing mitigation activities, support SDG 13.



We ensure our seafood sources maintain healthy marine life and ecosystems, and we respect seafood workers and communities throughout the supply chain. Most of our finfish purchases in the U.S. met Monterey Bay Aquarium Seafood Watch recommendations. We aim to minimize packaging, limiting marine pollution along the way and aligning with the targets of SDG 14.



Our supplier engagement strategy specifically focuses on no deforestation and climate, supporting the targets of SDG 15. Our no deforestation policy, together with Cool Food Meals and climate menu innovation, contributes to sustainable land use and forest management.

Awards

Aramark is proud to be recognized for our Be Well. Do Well. efforts and initiatives by the following institutions:



ESG Performance Data Table

Fiscal year		2022	2021	2020
Employee Information				
Total number of employees (approximately)		273,875	248,300	247,900
	Food & Support Services United States	135,350	129,750	119,300
	Food & Support Services International	117,850	101,000	108,300
	Uniform Services	20,200	17,100	19,750
	Corporate	475	450	550
	Management/Salaried	28,175	27,600	
	Frontline/Hourly	245,700	220,700	
Diversity, Equity & Inclusion (U.S.)				
Employee Demographics				
Total	Male	44.43%	41.11%	
	Female	55.57%	58.89%	60%
	White	41.06%	46.21%	
	Minority	58.94%	53.79%	58%
	Black	29.70%	29.64%	
	Hispanic	19.21%	16.22%	
	Asian	6.64%	4.65%	
	American Indian	0.66%	0.69%	
	Pacific Islander	0.29%	0.25%	
	Two or More Races	2.43%	2.34%	
Hourly	Male	42.84%	39.65%	
	Female	57.16%	60.35%	
	White	37.57%	43.10%	
	Minority	62.43%	56.90%	
	Black	31.64%	31.51%	
	Hispanic	20.25%	17.10%	
	Asian	7.04%	4.91%	
	American Indian	0.70%	0.71%	
Salaried	Pacific Islander	0.30%	0.26%	
	Two or More Races	2.50%	2.41%	
	Male	57.25%	51.22%	
	Female	42.75%	48.78%	
	White	69.09%	67.70%	
	Minority	30.91%	32.30%	

ESG Performance Data Table

Fiscal year		2022	2021	2020
	Black	14.08%	16.81%	
	Hispanic	10.85%	10.09%	
	Asian	3.44%	2.88%	
	American Indian	0.37%	0.53%	
	Pacific Islander	0.26%	0.16%	
	Two or More Races	1.92%	1.83%	
Board of Directors	Female	36%	33%	
CEO Direct Reports	Female	50%	55%	
Learning & Development (U.S.)				
Average hours of training per salaried employee in LMS		4.32	1.44	
Leadership development program participants		620+		
Employees trained and certified by AllerTrain™		2,700+		
Recruitment & Retention (U.S. & Canada)				
New Hires	Total	44.5%	49.2%	42.7%
Turnover	Total	57.3%	47.3%	64.3%
	Voluntary	79.7%	83.8%	77.1%
	Involuntary	20.3%	16.2%	22.9%
	Hourly	94.5%	95.0%	94.5%
	Salaried	5.6%	5.0%	5.5%
Employees covered by collective bargaining agreements (U.S. only)		42,200	42,000	42,650
Safety (Global)				
Total recordable incident rate		2.53	2.17	2.21
Lost time frequency rate		1.22	1.25	0.96
Total number of recordable incidents		4,976	3,302	3,669
Total number of lost time incidents		2,396	1,905	1,590
Aramark initiated recalls (U.S.)		0	0	0
Manufacturer/Supplier/CDC initiated recalls (U.S.)		29	16	22 ¹
Confirmed foodborne illness outbreaks (U.S.)		0	0	0
Health & Wellness (U.S. Workplaces, Hospitals, Colleges, and Universities)				
Vegan, vegetarian, and plant-forward main dishes		38%	36%	34%
Eat Well main dishes and sides		34%	32%	
Whole grain-led main dishes and side		14%	13%	

¹ This fiscal year 2020 data does not include Q1 (not available).

ESG Performance Data Table

Fiscal year	2022	2021	2020
Community Efforts (Global)			
Direct, in-kind, and matching charitable contribution donations	\$11.5m	\$11m	
Volunteers engaged	8,200	2,400	
Aramark Building Community grants distributed	411	101	
Nonprofits supported	928	600	
Communities aided	389	215	
Meals served	436,812	19,250	
Community residents supported	261,547	204,000	
Students supported	320,000	118,000	
People supported (including community residents, students, and more)	1,079,500	250,400	
Volunteer events hosted	340	138	
Responsible Sourcing (U.S.)			
Soy in contracted soy oils, margarines, and shortenings from areas with no deforestation risk	100%	100%	100%
Confirmed contracted beef from areas with no deforestation risk	90%	85%	80%
Contracted canned tuna meeting our Sustainable Seafood Policy expectations	100%	100%	100%
Group housed pork	74% ²	55%	54%
Cage-free eggs (U.S.)	86%	82%	72%
Cage-free eggs (Global) ³	69%	57%	51%
Mother hens positively impacted	850,000		
Mother pigs positively impacted	8,000		
Hogs positively impacted	120,000		
Diverse suppliers certified by a third-party diversity agency	55%	52%	48%
Local farm suppliers	478	470	407
Local suppliers spend	\$61.7m	\$7.6m	\$16m

² While supply chain disruptions delayed our fiscal year 2022 goal completion, product transitions continue and by early next year we expect that 90% of the pork we serve will be group housed. We anticipate additional progress throughout 2023.

³ All responsible sourcing data is for the U.S. except for the global cage-free egg percentage.

ESG Performance Data Table

Efficient Operations			
Total MWh energy use within the organization (U.S.)	980,086.50	836,684.66	868,070.16
Uniforms water use (gallons/pounds of merchandise processed)	1.34	1.38	1.40
Reduction of food waste from FY 2015 baseline	73%	74%	61%
Total profit centers using food waste tracking technology	637	452	442
Total pounds of food waste (U.S.)	15,504,718	16,262,188	23,710,943
Food waste as a % of total U.S. food cost minus disposables	0.68%	1.01%	1.44%
Total pounds of waste avoided by GHG emissions factor (Metric tonnes CO ₂ e)	11,551	12,318	10,292
Non-plastic straws and stirrers by spend (U.S.)	52%	39% ⁴	
Reduction of overall stirrers and straws from 2018 baseline	64%	73%	
Reduction of plastic usage for stirrers and straws from 2018 baseline	75%	78%	

Fiscal year		2022	2021	2020	2019
Greenhouse Gas (GHG) Emissions					
Scope 1	Metric tonnes CO ₂ e	337,683	314,901	329,942	367,443
Scope 2		49,476	52,276	57,423	73,698
Scope 3		6,067,994	3,885,704	4,311,065	5,110,039
Total		6,445,153	4,252,881	4,698,430	5,551,181
Overall change from FY 2019 Baseline (market-based electricity for scope 2 emissions)		16% ⁵	-23%	-15%	N/A

⁴ Restated due to calculation methodology improvement.

⁵ While total scope 1 and scope 2 emissions for 2022 were down 15% compared with 2019, scope 3 emissions rose across multiple categories including purchased goods and services; fuel- and energy-related; employee commuting; and emissions from client locations. Multiple categories of scope 3 emissions decreased compared with 2019 including business travel and waste generated in operations. Increased spend in the U.S. led to the uptick in purchased goods and services emissions. We remain committed to reducing U.S. GHG emissions 15% by 2025.

Global Reporting Initiative (GRI)

GRI Content Index	
Statement of Use	Aramark has reported the information cited in this GRI content index for the period October 1, 2021 through September 30, 2022 with reference to the GRI standards.
Title of GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / Response
GRI 2: General Disclosures 2021	2-1 Organizational details	About Aramark Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Business
	2-2 Entities included in the organization's sustainability reporting	Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Business
	2-3 Reporting period, frequency, and contact point	Reporting Period: October 1, 2021 – September 30, 2022 Frequency: Annual Report Publication Date: January 30, 2023 Contact Point: Sustainability@Aramark.com
	2-4 Restatements of information	Data regarding non-plastic straws and stirrers by spend for fiscal year 2021 is restated in the ESG Performance Data Table due to calculation methodology improvement.
	2-5 External assurance	Aramark does not undertake external assurance of data in this report at this time. Aramark's internal audit team has reviewed the report.
	2-6 Activities, value chain and other business relationships	About Aramark Sourcing Responsibly Sourcing Sustainably Stakeholder Engagement ESG Performance Data Table Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Business
	2-7 Employees	Engaging Employees ESG Performance Data Table Aramark Fiscal 2022 Form 10-K, Part I, Item 1 - Human Capital Disclosure
	2-8 Workers who are not employees	Engaging Employees ESG Performance Data Table Aramark Fiscal 2022 Form 10-K, Part I, Item 1 - Human Capital Disclosure

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
	2-9 Governance structure and composition	Corporate Governance Guidelines Committee Charters: Audit Committee, Compensation and Human Resources Committee, Finance and Technology Committee, Nominating, Governance, and Corporate Responsibility Committee Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-11 Chair of the highest governance body	Non-Executive Chairman of the Board - Stephen I. Sadove
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Oversight of ESG Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-13 Delegation of responsibility for managing impacts	Governance Oversight of ESG Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-14 Role of the highest governance body in sustainability reporting	Governance Oversight of ESG
	2-15 Conflicts of interest	Business Conduct Policy Corporate Governance Guidelines Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-16 Communication of critical concerns	Business Conduct Policy Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-17 Collective knowledge of the highest governance body	Governance Oversight of ESG Aramark 2023 Proxy Statement, Corporate Governance Matters
	2-18 Evaluation of the performance of the highest governance body	Governance Oversight of ESG Aramark 2023 Proxy Statement, Corporate Governance Matters

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
	2-19 Remuneration policies	Oversight of ESG Aramark 2023 Proxy Statement, Compensation Matters
	2-20 Process to determine remuneration	Oversight of ESG Aramark 2023 Proxy Statement, Compensation Matters
	2-21 Annual total compensation ratio	Aramark 2023 Proxy Statement, Compensation Matters - CEO Pay Ratio
	2-22 Statement on sustainable development strategy	CEO Letter Task Force on Climate-Related Financial Disclosures (TCFD) Report
	2-23 Policy commitments	Governance Oversight of ESG Integrity and Compliance Business Conduct Policy Supplier Code of Conduct Human Rights Statement
	2-24 Embedding policy commitments	Engaging Employees Integrity and Compliance Business Conduct Policy Supplier Code of Conduct Aramark Fiscal 2022 Form 10-K, Part I, Item 1 – Business Committee Charter: Nominating, Governance and Corporate Responsibility Committee
	2-25 Processes to remediate negative impacts	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy
	2-26 Mechanisms for seeking advice and raising concerns	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy
	2-27 Compliance with laws and regulations	Integrity and Compliance Whistleblower Reporting Mechanisms and Investigations Business Conduct Policy
	2-28 Membership associations	Stakeholder Engagement
	2-29 Approach to stakeholder engagement	Stakeholder Engagement
	2-30 Collective bargaining agreements	Labor Rights Aramark Fiscal 2022 Form 10-K, Part I, Item 1 – Human Capital Disclosure

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment
	3-2 List of material topics	Materiality Assessment
	3-3 Management of material topics	Relevant disclosures provided below

GRI Standard	Disclosure	Location / Response
GRI 201: Economic Performance 2016	3-3 Management approach	Aramark fiscal 2022 Form 10-K, Part I, Item 1 - Business
	201-1 Direct economic value generated and distributed	About Aramark Aramark fiscal 2022 Form 10-K, Part I, Item 1 - Business
	201-2 Financial implications and other risks and opportunities due to climate change	Aramark fiscal 2022 Form 10-K, Part I, Item 1A - Risk Factors

GRI Standard	Disclosure	Location / Response
GRI 203: Indirect Economic Impacts 2016	3-3 Management approach	Building Local Communities
	203-1 Infrastructure investments and services supported	Building Local Communities
	203-2 Significant indirect economic impacts	Building Local Communities

GRI Standard	Disclosure	Location / Response
GRI 204: Procurement Practices 2016	3-3 Management approach	Sourcing Responsibly Sourcing Ethically and Inclusively Sourcing Sustainably
	204-1 Proportion of spending on local suppliers	Sourcing Ethically and Inclusively ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 205: Anti-corruption 2016	3-3 Management approach	Integrity and Compliance Anti-Corruption Policy
	205-1 Operations assessed for risks related to corruption	Integrity and Compliance Reporting Mechanisms and Investigations
	205-2 Communication and training about anti-corruption policies and procedures	Integrity and Compliance Compliance Training and Awareness

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
GRI 302: Energy 2016	3-3 Management approach	Climate Commitments Operating Efficiently Aramark CDP Climate Change 2022
	302-1 Energy consumption within the organization	Climate Commitments Fleet ESG Performance Data Table
	302-2 Energy consumption outside of the organization	Climate Commitments Facilities Management in the U.S. Engineering Solutions in the U.S. ESG Performance Data Table
	302-4 Reduction of energy consumption	Climate Commitments Operating Efficiently Fleet ESG Performance Data Table Aramark CDP Climate Change 2022

GRI Standard	Disclosure	Location / Response
GRI 303: Water and Effluents 2018	3-3 Management approach	People Safety Health and Wellness Operating Efficiently Facilities Management in the U.S. United Nations Sustainable Development Goals
	303-1 Interactions with water as a shared resource	Health and Wellness Operating Efficiently Facilities Management in the U.S.
	303-2 Management of water discharge-related impacts	People Safety Facilities Management in the U.S.
	303-5 Water consumption	ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 304: Biodiversity 2016	3-3 Management approach	Planet Sourcing Sustainably Aramark CDP Forests 2022
	304-2 Significant impacts of activities, products and services on biodiversity	Sourcing Sustainably Aramark CDP Forests 2022

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
GRI 305: Emissions 2016	3-3 Management approach	Climate Commitments Emissions Reduction Aramark CDP Climate Change 2022
	305-1 Direct (Scope 1) GHG emissions	Climate Commitments Aramark CDP Climate Change 2022
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Commitments Aramark CDP Climate Change 2022
	305-3 Other indirect (Scope 3) GHG emissions	Climate Commitments Aramark CDP Climate Change 2022
	305-5 Reduction of GHG emissions	Climate Commitments Emissions Reduction Aramark CDP Climate Change 2022

GRI Standard	Disclosure	Location / Response
GRI 306: Waste 2020	3-3 Management approach	People Safety Minimizing Food Waste Embedding Circularity
	306-1 Waste generation and significant waste-related impacts	Minimizing Food Waste Embedding Circularity Facilities Management in the U.S. Engineering Solutions in the U.S.
	306-2 Management of significant waste-related impacts	Minimizing Food Waste Embedding Circularity Facilities Management in the U.S. Engineering Solutions in the U.S.
	306-3 Waste generated	ESG Performance Data Table
	306-4 Waste diverted from disposal	ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 308: Supplier Environmental Assessment 2016	3-3 Management approach	Sourcing Sustainably Aramark Sustainable Sourcing Policy
	308-1 New suppliers that were screened using environmental criteria	Sourcing Sustainably

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
	308-2 Negative environmental impacts in the supply chain and actions taken	Sourcing Sustainably

GRI Standard	Disclosure	Location / Response
GRI 401: Employment 2016	3-3 Management approach	People Engaging Employees Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Human Capital Disclosure
	401-1 New employee hires and employee turnover	ESG Performance Data Table Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Human Capital Disclosure
	401-2 Benefits that are provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits

GRI Standard	Disclosure	Location / Response
GRI 402: Labor/ Management Relations 2016	3-3 Management approach	Labor rights Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Human Capital Disclosure
	402-1 Minimum notice periods regarding operational changes	Labor rights

GRI Standard	Disclosure	Location / Response
GRI 403: Occupational Health & Safety 2018	3-3 Management approach	People Safety Food Safety
	403-1 Occupational health and safety management system	People Safety Food Safety
	403-4 Worker participation, consultation and communication on occupational health and safety	People Safety Food Safety
	403-5 Worker training on occupational health and safety	Learning and Development People Safety Food Safety

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
	403-6 Promotion of worker health	Employee Benefits People Safety Health and Wellness
	403-9 Work-related injuries	People Safety ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 404: Training and Education 2016	3-3 Management Approach	Learning and Development
	404-1 Average hours of training per year per employee	Learning and Development ESG Performance Data Table
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development

GRI Standard	Disclosure	Location / Response
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management Approach	People Diversity, Equity, and Inclusion Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Human Capital Disclosure Human Rights Statement
	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management Approach	People Labor Rights ESG Performance Data Table Aramark Fiscal 2022 From 10-K, Part I, Item 1 - Human Capital Disclosure
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	People Labor Rights Sourcing Responsibly Sourcing Ethically and Inclusively ESG Performance Data Table

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
GRI 408: Child Labor 2016	3-3 Management Approach	People Labor Rights Human Rights Statement
	408-1 Operations and suppliers at significant risk for incidents of child labor	People Labor Rights Sourcing Responsibly Sourcing Ethically and Inclusively

GRI Standard	Disclosure	Location / Response
GRI 409: Forced or Compulsory Labor 2016	3-3 Management Approach	People Labor Rights Human Rights Statement
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	People Labor Rights Sourcing Responsibly Sourcing Ethically and Inclusively

GRI Standard	Disclosure	Location / Response
GRI 413: Local Communities 2016	3-3 Management Approach	Building Local Communities Stakeholder Engagement ESG Performance Data Table
	413-1 Operations with local community engagement, impact assessments, and development programs	People Safety Building Local Communities Stakeholder Engagement ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 414: Supplier Social Assessment 2016	3-3 Management Approach	Sourcing Responsibly Sourcing Ethically and Inclusively Stakeholder Engagement ESG Performance Data Table

Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Location / Response
	414-1 New suppliers that were screened using social criteria	Sourcing Responsibly Sourcing Ethically and Inclusively Stakeholder Engagement ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 416: Customer Health and Safety 2016	3-3 Management Approach	People Safety Empowering Healthy Consumers Food Safety Food Safety Compliance and Audit Health and Wellness Managing Environmental Compliance
	416-1 Assessment of the health and safety impacts of product and service categories	Empowering Healthy Consumers Food Safety Food Safety Compliance and Audit Health and Wellness ESG Performance Data Table
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Food Safety Compliance and Audit ESG Performance Data Table

GRI Standard	Disclosure	Location / Response
GRI 418: Customer Privacy 2016	3-3 Management Approach	Cybersecurity and Data Privacy

Sustainability Accounting Standards Board (SASB) – Restaurant Industry Standard

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Reference
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	FB-RN-130a.1	Aramark’s total energy use for the U.S. was 980,086.50 MWh. We do not currently capture grid or renewable percentages and are working toward providing this data in the future. For further information on our approach, please refer to the Climate Approach and Operating Efficiently section of this report as well as Aramark’s CDP Climate response .
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	FB-RN-140a.1	Water use (gallons/pounds of merchandise processed) for our Uniforms business is 1.34 m ³ . We do not capture additional water data at this time.
Food and Packaging Waste Management	(1) Total amount of waste, (2) percentage food waste, and (3) percentage diverted	Metric tons (t), Percentage (%)	FB-RN-150a.1	Our total amount of food waste in the U.S. was 15,504,718 pounds. We are unable to provide food waste percentages at this time. For further information on our performance, please refer to the Minimizing Food Waste section of this report.
	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Metric tons (t), Percentage (%)	FB-RN-150a.2	Total weight of packaging is not available at this time. Food service packaging in the U.S. was 34% renewables and 11% compostable. For further information on our performance and refreshed strategy, please refer to the Embedding Circularity section of this report.
Food Safety	(1) Percentage of restaurants inspected by a food safety oversight body, (2) percentage receiving critical violations	Percentage (%)	FB-RN-250a.1	Aramark is partnering with a third-party to obtain available Health Department inspection reports and monitor performance for all food service locations. As we increase and enhance our data collection, coverage, and accuracy, we will aim to provide enterprise performance metrics in the near future. In the U.S. and Canada, we conducted over 2,000 food safety audits. We track, monitor, and address violations through our continuous improvement process. For further information, please refer to the Food Safety section of this report.

Sustainability Accounting Standards Board (SASB) – Restaurant Industry Standard

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Reference
	(1) Number of recalls issued and (2) total amount of food product recalled	Number, Metric tons (t)	FB-RN-250a.2	Aramark initiated 0 recalls and Manufacturers / Suppliers / CDC initiated 29 third-party food recalls, in the U.S.
	Number of confirmed foodborne illness outbreaks, percentage resulting in U.S. Centers for Disease Control and Prevention (CDC) investigation	Number, Percentage (%)	FB-RN-250a.3	Aramark had zero confirmed foodborne illness outbreaks, in the U.S.
Nutritional Content	(1) Percentage of meal options consistent with national dietary guidelines and (2) revenue from these options	Percentage (%), Reporting currency	FB-RN-260a.1	<p>Of our menus in U.S. workplaces, hospitals, and college and university dining halls:</p> <ul style="list-style-type: none"> • 34% of all main dishes and sides are Eat Well recipes, which contain a full serving of nutritionally dense whole foods and are lower in calories, saturated fat, and sodium. • 14% of main dishes and sides have whole grains as one of the leading ingredients. • 38% of main dishes are either vegan, vegetarian, or plant-forward. <p>We do not disclose revenue from these options.</p>
	(1) Percentage of children's meal options consistent with national dietary guidelines for children and (2) revenue from these operations	Percentage (%), Reporting currency	FB-RN-260a.2	<p>The student nutrition portion of our business is dedicated to serving students in the K-12 school systems in the U.S. Our menus served to children in K-12 schools meet all nutritional regulatory requirements.</p> <p>Our other lines of business generally do not designate meals specifically for children.</p>
	Number of advertising impressions made on children, percentage promoting products that meet national dietary guidelines for children	Number, Percentage (%)	FB-RN-260a.3	We do not advertise directly to children, so this metric is not applicable for Aramark.
Labor Practices	(1) Voluntary and (2) involuntary turnover rate for restaurant employees	Rate	FB-RN-310a.1	Aramark's voluntary turnover was 79.7% and involuntary was 20.3%. For more recruitment and retention information, please refer to the ESG Performance Data Table as well as the Human Capital Disclosure in our Form 10-K.

Sustainability Accounting Standards Board (SASB) – Restaurant Industry Standard

Sustainability Disclosure Topics & Accounting Metrics				
Topic	Accounting Metric	Unit of Measure	Code	Reference
	(1) Average hourly wage, by region and (2) percentage of restaurant employees earning minimum wage, by region	Reporting currency, Percentage (%)	FB-RN-310a.2	We comply with all legal requirements around wages. We consider this information to be commercially sensitive.
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations and (2) employment discrimination	Reporting Currency	FB-RN-310a.3	We describe our approach in the Labor Rights section of this report. For further information, please refer to Human Capital Disclosure and Litigation and Claims in Aramark’s Fiscal Year 2022 10-K filing.
Supply Chain Management and Food Sourcing	Percentage of food purchased that (1) meets environmental and social sourcing standards and (2) is certified to third-party environmental and/or social standards	Percentage (%) by cost	FB-RN-430a.1	Information related to progress is provided in the ESG Performance Data Table. For further information, please refer to the Sourcing Responsibly, Sourcing Ethically and Inclusively, and Sourcing Sustainably sections of this report and to our Sustainable Sourcing Policy .
	Percentage of (1) eggs that originated from a cage-free environment and (2) pork that was produced without the use of gestation crates	Percentage (%) by number, Percentage (%) by weight	FB-RN-430a.2	Eggs originated from a cage-free environment were 86% for the U.S. and 69% globally. Group housed pork was 74% for the U.S.
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	N/A	FB-RN-430a.3	We outline our approach in the Sourcing Responsibly, Sourcing Ethically and Inclusively, and Sourcing Sustainably sections of this report, including a focus on animal welfare. For further information, please refer to our Sustainable Sourcing Policy .

Sustainability Accounting Standards Board (SASB) – Restaurant Industry Standard			
Activity Metrics			
Activity Metric	Unit of Measure	Code	Reference
Number of (1) company-owned and (2) franchise restaurants	Number	FB-RN-000.A	This metric is not applicable for Aramark.
Number of employees at (1) company-owned and (2) franchise locations	Number	FB-RN-000.B	This metric is not applicable for Aramark.

Task Force on Climate-Related Financial Disclosures (TCFD) Report

To provide our stakeholders with an enhanced level of transparent disclosure, Aramark is committed to reporting and disclosing our climate-related risks and opportunities, aligned to the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. Aramark’s second annual TCFD disclosure is intended to describe how our organization continues to address the TCFD recommendation elements: Governance, Strategy, Risk Management, and Metrics and Targets. Since 2016, Aramark has voluntarily responded to CDP’s annual Climate Change questionnaire and has made our responses publicly available starting in 2020. In fiscal year 2022, Aramark worked with a consultant to conduct a climate risk assessment and scenario analysis to better understand climate-related risk exposure across our organization. With this expanded assessment and analysis, we present Aramark’s voluntary reporting against the TCFD recommendations covering fiscal year 2022 below.

Core Element	Recommended Disclosure	Response	Reference
Governance: Disclose the organization’s governance around climate-related risks and opportunities	a. Describe the board’s oversight of climate-related risks and opportunities	<p>Our Board of Directors has oversight of Aramark’s climate strategy including the identification, management, and mitigation of short-, medium-, and long-term risks. Aramark’s Board receives updates from the Vice President (VP) of Sustainability and other Environmental, Social and Governance (ESG) leaders regarding progress towards ESG goals and climate-related risks and opportunities at least twice per year.</p> <p>Aramark’s Board integrates climate risk into business planning and engages on climate-related opportunities. For example, our Board contributed to and supported Aramark’s commitment to set science-based targets, including a 2050 net zero emissions target, which is currently in review for validation by the Science Based Targets initiative (SBTi). Our Board also provided support for Aramark’s commitment to reduce emissions from food 25% by 2030 through the World Resources Institute’s (WRI’s) Cool Food Pledge.</p> <p>Aramark’s Board has delegated to the Nominating, Governance, and Corporate Responsibility Committee the duty to oversee, to assess, and to support the implementation of our sustainability goals, objectives, and priorities, including climate-related risks and opportunities.</p>	<p>CDP 2022 Climate Questionnaire: Sections C1.1a, C1.1b</p> <p>2022 Be Well. Do Well. Progress Report: Governance</p>

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Core Element	Recommended Disclosure	Response	Reference
	<p>b. Describe management’s role in assessing and managing climate-related risks and opportunities</p>	<p>Aramark’s VP of Sustainability is responsible for developing, implementing, monitoring, and measuring sustainability performance. In collaboration with the procurement organization, functional leadership, and other subject matter experts, our VP of Sustainability builds the plans, formulates budgets, and communicates the strategies and performance to internal and external stakeholders.</p> <p>Our ESG Steering Committee (SteerCo) includes the executive leadership team (Chief Financial Officer, Executive VP of Human Resources, Senior Vice President (SVP) of Global Supply Chain, SVP of Corporate Communications, SVP and General Counsel, Chief Operating Officer (COO) of International Food and Facilities, and COO of U.S. Food and Facilities) and is responsible for driving the strategy and accountability of material sustainability issues including adequate management of climate-related risks and opportunities.</p> <p>Our ESG Operating Committee (OpCo) is comprised of cross-functional leaders responsible for driving integration of sustainability goals and objectives and tracking KPIs related to sourcing, food waste management, fleet management, and other programs that support delivery of Aramark’s Be Well. Do Well. sustainability plan.</p> <p>Led by the VP of Sustainability, the Enterprise Sustainability team facilitates regular trainings and presentations for leadership and management to ensure they are informed of emerging and relevant climate-related topics. Additionally, our Enterprise Risk Management program, coordinated by our VP of Global Risk Management, considers climate-related risks, and keeps the Board, functional leadership and management informed of climate-related developments in collaboration with the VP of Sustainability.</p>	<p>CDP 2022 Climate Questionnaire: Sections C1.2, C1.2a</p> <p>2022 Be Well. Do Well. Progress Report: Governance</p>

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Core Element	Recommended Disclosure	Response	Reference
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	<p>In 2022, Aramark worked with Anthesis, a global sustainability consultancy, to conduct an assessment of the organization's climate-related transition and physical risks and opportunities.</p> <p>Through the climate risk assessment, we used multiple workshops to gather stakeholder input and examine physical and transition risks across short-term (0-10 years), medium-term (11-20 years), and long-term (21-30+ years) horizons. Please see the tables at the end of this report for further description of the risks and opportunities identified in this analysis.</p>	<p>CDP 2022 Climate Questionnaire: Sections C2.1, C2.1a, C2.1b, C2.2, C2.2a, C2.3a, C2.4a</p> <p>2022 Be Well. Do Well. Progress Report: Climate Commitments</p> <p>Aramark Fiscal 2022 Form 10-K: Part 1, Item 1A</p>
	b. Describe the impact of the climate-related risks and opportunities on the organization's business, strategy, and financial planning	<p>To further understand the potential magnitude of impact these risks could have on our business, we conducted scenario analyses of the two risks identified as top priority risks: (1) drought and water stress (physical risk) and (2) Aramark being perceived as a climate laggard (transition risk). We found this exercise to be useful yet preliminary and requiring further work. As such, these results will inform our continued scenario analysis and risk management planning during 2023.</p> <p>To ensure business resilience and continuity, Aramark continuously reviews our operations and supply chain programs through the lens of climate-related risks and opportunities. For example, in 2021, we committed to set a science-based target, which we submitted in 2022 for validation by the SBTi. In 2022, we signed the WRI Cool Food Pledge, committing to reduce our food-related emissions in the US 25% by 2030. These commitments will serve to accelerate the decarbonization of our business and value chain.</p>	<p>CDP 2022 Climate Questionnaire: Sections C2.2, C3.1, C3.2, C3.2a, C3.2b, C3.3, C3.4</p> <p>2022 Be Well. Do Well. Progress Report: Sourcing Sustainably, Climate Commitments, Minimizing Food Waste, Embedding Circularity, Operating Efficiently</p>

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Core Element	Recommended Disclosure	Response	Reference
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario	The scenario analysis Aramark conducted in 2022 looked at three different climate scenarios - representative concentration pathway (RCP) Low 4.5 (below 2°C), RCP High 4.5 (2°C-4°C), and RCP 8.5 (above 4°C) - to better understand the organization’s exposure to drought under plausible future climate worlds in 2030 and 2050. This analysis revealed locations across Aramark’s value chain that are most vulnerable to drought, helping Aramark better prepare for uncertainty that comes with climate change. We continue to evolve our analysis to help ensure the resilience of our strategy and operations under different climate scenarios.	CDP 2022 Climate Questionnaire: Sections C2.1, C2.2, C2.2a, C3.1, C3.2, C3.2a, C3.2b
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks	a. Describe the organization’s processes for identifying and assessing climate-related risks	<p>Our enterprise risk management programs consider climate-related risks along with the other risks that Aramark encounters in its operations. Aramark’s enterprise risk management processes include how we identify, assess, and to the extent possible, mitigate risk to our business and our stakeholders.</p> <p>Through our 2022 climate risk assessment process, Aramark engaged internal stakeholders from across lines of business representing functional areas, including Supply Chain, Culinary, Operations, Facilities, Fleet, Corporate Services, Corporate Communications, Marketing, Human Resources, Finance, Legal, and Compliance to gather informed perspective on the past and potential future implications of climate on business operations as well as the ability to manage climate-related risks.</p> <p>Our climate screening process and resulting risk prioritization will aid Aramark’s strategic decision-making and improve understanding of where to focus our risk mitigation efforts. As our climate risk assessment is an ongoing and evolving process, Aramark will continue to update and conduct additional climate screening and scenario analysis to gain a comprehensive understanding of the organization’s climate risk profile.</p>	<p>CDP 2022 Climate Questionnaire: Sections C2.1, C2.1a, C2.1b, C2.2, C2.2a, C2.3a, C3.2, C3.2a, C3.3, C3.4</p> <p>2022 Be Well. Do Well. Progress Report: Climate Commitments, Governance</p>

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Core Element	Recommended Disclosure	Response	Reference
	b. Describe the organization's processes for managing climate-related risks	<p>Collectively, Aramark's Enterprise Sustainability team, SteerCo and OpCo ensure appropriate management of climate-related risks and opportunities. Management activities include climate risk assessments, target-setting, efficiency improvements, sustainable sourcing, food waste reduction, single-use plastics minimization, employee business travel management, fleet management, and other programs that are part of our Be Well. Do Well. sustainability plan.</p> <p>Additionally, if Aramark's enterprise risk management process identifies climate-related risks that may have a material impact, additional procedures would be initiated to ensure a sufficient response.</p>	<p>CDP 2022 Climate Questionnaire: Sections C2.1, C2.1b, C2.2, C2.3a, C3.1, C3.2, C3.2a, C3.2b, C3.3, C3.4, C4.3, C4.3a, C4.3b</p> <p>2022 Be Well. Do Well. Progress Report: Climate Commitments, Governance</p>
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>As part of Aramark's enterprise risk management framework, we assess risks related to climate change which may have regulatory, operational, financial, and/or reputational risks for the company. As the Enterprise Sustainability team and others continue to lead cross-functional collaboration on climate risk assessment and scenario analysis, the SteerCo, OpCo, and Board receive regular updates and make decisions on how to manage climate-related risks.</p>	<p>CDP 2022 Climate Questionnaire: Sections C3.2, C3.2a, C3.3, C3.4</p> <p>2022 Be Well. Do Well. Progress Report: Climate Commitments, Governance</p> <p>Aramark Fiscal 2022 Form 10-K: Part I, Item 1a</p>
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities with its strategy and risk management process	<p>Aramark monitors climate-related metrics across sourcing, GHG emissions, energy and fuel consumption, food provision and waste, and packaging.</p> <p>Aramark has also reinforced ESG metrics - including a specific metric relating to climate emissions- in company leader's individual performance scorecards and recently implemented ESG metrics as part of the fiscal year 2023 annual incentive plan scorecard, including specific targets relating to our GHG footprint.</p>	<p>CDP 2022 Climate Questionnaire: Sections C1.3, 1.3a, C3.2, C3.2a, C4.1, C4.1a, C4.2, C4.2b, C4.3, C4.3a, C4.3b, C9.1</p> <p>2022 Be Well. Do Well. Progress Report: Planet, Climate Commitments, Governance, ESG Performance Data Table</p>

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Core Element	Recommended Disclosure	Response	Reference
information is material	b. Disclose scope 1, scope 2, and if appropriate scope 3 greenhouse gas (GHG) emissions and the related risks	Aramark calculates an annual GHG inventory in alignment with GHG protocol methodology and U.S. Environmental Protection Agency Center for Corporate Climate Leadership Guidance.	CDP 2022 Climate Questionnaire: Sections C6.1, C6.2, C6.3, C6.4, C6.4a, C6.5, C6.5a 2022 Be Well. Do Well. Progress Report: Climate Commitments, ESG Performance Data Table
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	We set a target to reduce GHG emissions in the U.S. 15% by 2025 (scopes 1, 2, and 3) from our 2019 baseline. We also set a target to achieve net zero (scopes 1, 2) in Northern Europe by 2030. We have now submitted for validation by SBTi near and long-term enterprise-wide net zero targets in line with the SBTi Net-Zero standard. Aramark has also committed to reduce emissions from food 25% by 2030 through WRI's Cool Food Pledge. In addition, we have committed that by 2025, 44% of our menu offerings in our Collegiate Hospitality business in the U.S. will be plant-based.	CDP 2022 Climate Questionnaire: Sections C4.1, C4.1a, C4.2, C4.2b, C4.3b, 2022 Be Well. Do Well. Progress Report: About Be Well. Do Well., Sourcing Responsibly, Sourcing Ethically and Inclusively, Sourcing Sustainably, Planet, Climate Commitments, Minimizing Food Waste, Embedding Circularity, ESG Performance Data Table

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Risk Category	Description	Time Horizon	Management Approach
Physical: Acute	Increasing frequency and severity of extreme weather events	Short	Our geographically diverse client portfolio enables resiliency. We leverage our resource spread effectively to minimize impacts and continue to provide service to affected client locations when extreme weather events impact a particular region. In the case of extreme weather and related damage causing power outages, many of our clients are equipped with backup power systems and business continuity plans to restore operations as quickly as possible.
Physical: Chronic	Changes in precipitation patterns	Short	We have flexibility built into our supply chain and have not, at this time, identified chronic physical-related risks as a material threat to our ability to serve customers. Where practicable, we look to purchase products from small-scale community-based producers that are independently or cooperatively owned enterprises. Our commitment to substantially reduce food-related emissions also help to mitigate these types of risks as they relate to business operations.
	Rising mean temperatures and increased temperature variability	Medium	
	Rising sea levels	Long	
Risk Category	Description	Time Horizon	Management Approach
Transition: Technology	Cost of the technological innovations and energy supply related to the transition to a low carbon economy	Short	By leveraging our expertise in energy management to help clients reduce energy consumption, Aramark may be able to mitigate the impact of increased energy costs, particularly through our Energy and Asset Solutions (EAS) services.
Transition: Reputation	Changing perception of Aramark's contribution to the transition to a low carbon economy	Short	Our GHG reduction goals, including our Cool Food Pledge and pending science-based targets, demonstrate Aramark's commitment to enabling - and adjusting our business to - a low carbon economy. To evaluate alignment with prospective clients' sustainability goals and agendas, Aramark conducts market research and benchmarking to understand how sustainability concerns and priorities are evolving across segments that we serve. Aramark also works to influence consumer behavior towards more sustainable and climate friendly choices. We engage clients and consumers about sustainability issues such as plant-forward diets, energy consumption, food waste, single-use plastics, and more.

Task Force on Climate-Related Financial Disclosures (TCFD) Report

Risk Category	Description	Time Horizon	Management Approach
Transition: Legal & Policy	Policies which act to constrain adverse effects of climate change or promote adaptation to climate change	Short	To assist with monitoring for potential federal and state climate regulations, Aramark engages with stakeholder organizations including WRI, Business for Social Responsibility, Humane Society of United States, Monterey Bay Aquarium, Marine Stewardship Council, Greenpeace, Soil Association, World Wildlife Fund, Food Waste Reduction Alliance, and U.S. Green Building Council.
Transition: Market	Shifts in supply and demand for key materials and Aramark’s services	Short	Aramark evaluates client and consumer prioritization of climate-related issues through client requests for business proposals (RFPs), feedback from clients on our RFP submissions, periodic client business review meetings, and survey insights that evaluate consumer trends. This information refines our understanding of client and consumer priorities based upon business sector and geography. We continue to evolve and expand our offering of low carbon products and services to our consumers and clients. Meeting the demand for lower carbon or net zero options is critical to remaining a market leader.

Opportunity Category	Description	Time Horizon
Energy Source	Use of lower-emission sources of energy at corporate locations and participation in the carbon market by purchasing Renewable Energy Certificates (RECs)	Short
Resource Efficiency	Reduce fuel consumption across the business to reduce indirect costs	Short
Products and Services	Increase provision of services, including lower-carbon meals, to meet growing needs and expectations from clients to reduce energy consumption	Short
Supply Chain Resilience	Build resilience across our supply chain to reduce exposure to disruptions, and the environmental impact of our supply chain	Medium

