

2023
PROGRESS
REPORT



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INTRODUCTION

LETTER FROM OUR CEO



Aramark is a company devoted to hospitality. It's how we go to market. It's at the heart of how we serve our clients and our guests. It's how we support our people, our communities, and the planet. The word "hospitality" encapsulates how we treat each other and how we care for the world we live in and the one we leave to our children.

At the close of the fiscal year, we completed the spin-off of our Uniform business. Now, and going forward, Aramark's operations will focus exclusively on food and facility services, with a transformed environmental footprint and a renewed commitment to making moments and gatherings meaningful, and gathering places safe and welcoming.

We have made some significant commitments, and the annual Be Well. Do Well. Progress Report provides a comprehensive view of our ongoing efforts. We do a lot of work, at every level of the company, to deliver on those commitments. When individual employees sign up and volunteer for Aramark Building Community events, they do so with the company's encouragement and support. Our Board of Directors actively oversees our efforts, and everyone in this organization is accountable, including me. My annual incentive plan, and those of my executive leadership team, are tied to metrics for greenhouse gas (GHG) emissions; diversity, equity, and inclusion (DEI) initiatives; and compliance training.

- On the subject of GHG emissions, you can read in detail about the significant milestone we passed this year when the Science Based Targets initiative validated our targets.
- You can also read about our food waste and single-use item reduction commitments, and our new five-year goals to better integrate circularity into our services, keeping the materials we use in circulation and out of landfills.
- We're proud of our Target Zero vision, too, which guides our approach to safety and toward the goal of keeping our people and the environment from harm.

- Another significant milestone this year was our 10th Aramark Building Community Day. Since 2014, 72,000 employees have engaged in 2,500 projects during annual days of service.
- Our Employee Resource Groups (ERGs) continued to grow their membership and offer our people opportunities for professional development, mentorship, and connection with peers.
- We received some significant recognition this year, too. *Newsweek* named us to its inaugural list of America's Greenest Companies, and the Green Restaurant Association Awards named us the Greenest Food Contractor in North America. We were again selected as a top 50 employer by Fair360 (formerly DiversityInc), named a Top Company for Supplier Diversity, recognized as a Best Place to Work for Disability Inclusion, and again scored 100 on both the Disability Equality Index and the Human Rights Campaign Foundation's Corporate Equality Index.

This progress report is where we show our work. I'm proud of what we've accomplished and of who we are as a company, as a responsible business, as a partner, and as a neighbor.

As you review this report, I think you'll agree.

Sincerely,

John Zillmer
Chief Executive Officer

A FORTUNE 500



GLOBAL LEADER

OPERATING IN 15 COUNTRIES ON FOUR CONTINENTS

MANAGE
1 BILLION
GROSS SQUARE FEET
OF CLIENT FACILITIES

SERVE
2 BILLION
MEALS EACH YEAR

SUPPORT
ELEVEN
EMPLOYEE
RESOURCE GROUPS

SERVE OVER 950
BUSINESS DINING LOCATIONS
AND OVER 275 COLLEGES AND UNIVERSITIES

Aramark has been a trusted leader in service and hospitality since 1936. As a leading global provider of food and facilities services, our operations span the education, healthcare, business and industry, sports and entertainment, leisure, and corrections sectors. At the end of fiscal year 2023, Aramark completed the spin-off of Aramark Uniform Services, establishing Vestis™ as a new, independent, publicly traded company.

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. 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, recover, and visit. Our broad capabilities include cleaning services, operations and maintenance, energy management, grounds and landscaping, and other support services.

Our breadth, depth, and scale enable us to bring exceptional service expertise across industries. We share a passion for hospitality and embrace our responsibility to our people, our communities, and our planet. We are proud to be a trusted partner around the globe and are committed to building upon this legacy by delivering services in a manner aligned to our Be Well. Do Well. commitments.

ABOUT OUR REPORTING



**WE ARE COMMITTED TO COMMUNICATING
OUR PERFORMANCE ACCURATELY AND
TRANSPARENTLY.**

This report is designed to enable 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 29, 2023. References to "Aramark" in this report are to Aramark, a publicly traded corporation (NYSE: ARMK), and its majority-owned subsidiaries worldwide, unless otherwise noted. Please note that references to our purchasing policies are specific to products within Aramark's controlled spend, which includes contracted products from authorized suppliers.

We are committed to communicating our performance accurately and transparently. Information in this report and related web content is compiled from several sources and data management systems across our organization, including Persefoni for carbon accounting and Workiva for ESG data management generally. While we have taken reasonable steps, using 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, making 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 GHG 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 ESG considerations. Our reporting aligns, where practicable, with multiple frameworks and standards including the Sustainability Accounting Standards Board (SASB): Restaurants Industry, 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 21, 2023, 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 our 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.

ABOUT BE WELL. DO WELL.

Be Well. Do Well. is Aramark's Environmental, Social, and Governance (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.

The platform's interconnected people and planet goals focus our efforts and inspire our organization, strengthening our core foundation and long-term value proposition.

Enable equity and wellbeing for millions

Engage our employees—Ensure inclusion, engagement, growth, and safety for our people.

Empower healthy consumers—Empower millions to make healthier choices every day.

Build local communities—Build healthier communities and increase access to opportunities.

Source ethically and inclusively—Increase spend with diverse-owned, local, and small business enterprises.

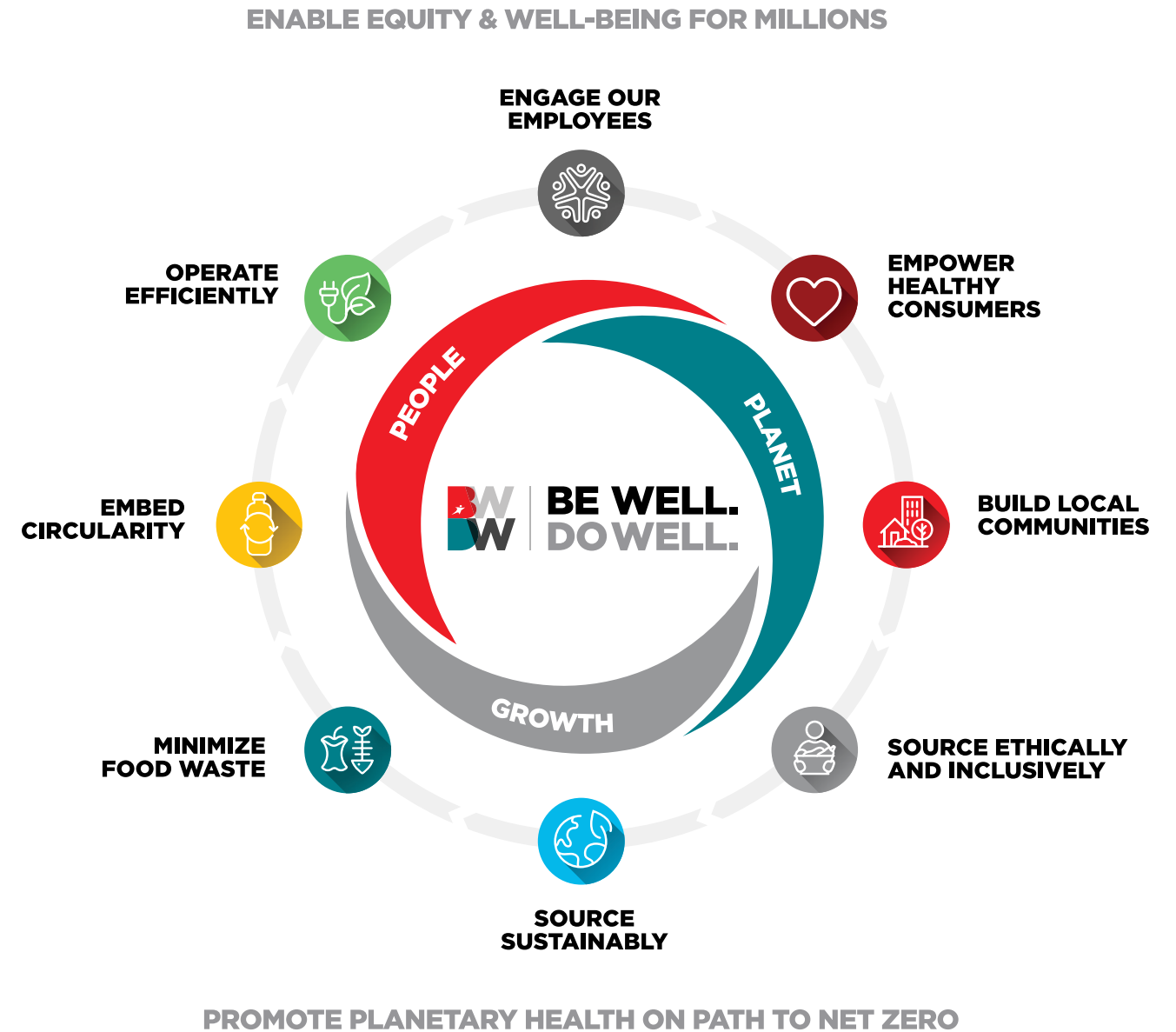
Source sustainably—Source products that meet our standards for protection of people, animals, biodiversity, and the environment.

Minimize food waste—Reduce food waste by focusing on prevention, recovery, and recycling.

Embed circularity—Redesign operations with circularity in mind, reduce consumption of single-use plastics and other disposables, and expand opportunities to reuse, recycle, and compost.

Operate efficiently—Conserve water and energy, reduce fuel consumption.

Promote planetary health on path to net-zero.



BE WELL. DO WELL. PROGRESS

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. Our performance and results are captured throughout this report and briefly summarized here and on the following page.

[1] 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.

[2] 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.

ENGAGE OUR EMPLOYEES

Of our U.S. managers

46%

are **female** and **33%**
are **people of color**.



EMPOWER HEALTHY CONSUMERS

39%

of main dishes and
sides offered are
**vegan, vegetarian,
or plant-forward**^[1]

in U.S. Workplace Experience
Group, Collegiate Hospitality,
and Healthcare+



BUILD LOCAL COMMUNITIES

Supported^[2] more than

1 million

students, families, and
individuals globally



SOURCE ETHICALLY AND INCLUSIVELY

\$157M

spent with **local
suppliers** in the U.S.



SOURCE SUSTAINABLY

100%

of soy and palm in
contracted soy oils,
margarines, and
shortenings in the
U.S. **meet our
no-deforestation
policy**



MINIMIZE FOOD WASTE

675

locations using
**food waste tracking
technology**



OPERATE EFFICIENTLY

New **Nexa Hand Care**
system will **reduce
single-use plastics**
packaging waste by
an estimated

90%



EMBED CIRCULARITY

Launched new
5-year
elimination, reduction,
and reuse targets



PEOPLE

ENABLING EQUITY AND WELLBEING FOR MILLIONS

IMPLEMENTED ONBOARDING AND EXIT **LIFE-CYCLE** SURVEYS

83% OF GLOBAL CLIENT LOCATIONS REACHED **TARGET ZERO**

PROVIDED **INCLUSIVE HIRING TRAINING** AND GUIDES FOR MANAGERS

LAUNCHED **NUTRITION NETWORK** COMMUNITY

UPDATED **SUPPLIER** CODE OF CONDUCT

LAUNCHED **MYWHOLESELF** SELF-ID CAMPAIGN

SUPPORTED **BIPOC FARMER** PIPELINE PROGRAM

CELEBRATED OUR **10TH ANNUAL** ABC DAY

PASSED **ISO 14001 AND 45001** CERTIFICATION FOR CORPORATE OPERATIONS

EXPANDED ECOVADIS SUPPLIER **ASSESSMENT**

PLANET

PROMOTING PLANETARY HEALTH ON OUR PATH TO NET-ZERO

INCREASED **COOLFOOD** MEALS OFFERINGS

DEVELOPED CLIENT-SPECIFIC **FOOD EMISSIONS** REPORT

AWARDED **GREENEST FOOD CONTRACTOR** BY GREEN RESTAURANT ASSOCIATION

SECURED **VALIDATED** SCIENCE BASED TARGETS

NAMED ONE OF **AMERICA'S GREENEST** COMPANIES BY *NEWSWEEK*

LAUNCHED 5-YEAR **CIRCULARITY** STRATEGY

INTEGRATED PERSEFONI **CARBON ACCOUNTING** SOFTWARE

UPDATED SUSTAINABLE SOURCING **POLICY**

ESTABLISHED PARTNERSHIPS PROMOTING **FOOD DONATION**

PRIORITIZED **INNOVATION** AND CONTINUOUS IMPROVEMENT IN FACILITIES SOLUTIONS

GOVERNANCE

ENSURING ROBUST ETHICS AND COMPLIANCE IN EVERYTHING WE DO

IMPLEMENTED **ARTIFICIAL INTELLIGENCE** POLICY AND TASK FORCE

DEVELOPED **NEW ESG TARGETS** FOR CEO AND EXECUTIVE LEADERSHIP'S INCENTIVE COMPENSATION



PEOPLE



OUR PEOPLE DRIVE OUR BUSINESS.

The more supported and inspired our employees feel, the more they will deliver exceptional experiences.

We prioritize:

- **Engaging our employees**
by fostering inclusion, growth, and safety;
- **Empowering healthy consumers**
by enabling millions to make healthier dietary choices;
- **Building local communities**
by mobilizing our employees and resources to address critical issues, such as enabling employment opportunities, increasing access to healthy food, and creating better environments and community spaces; and

- **Sourcing ethically and inclusively**
by increasing U.S. spend with diverse-owned, local, and small or disadvantaged business enterprises.

Further, we focus on safety every step of the way. In the food we serve, the places we work, and in our daily operations, we seek to maintain a safe environment for our employees, customers, clients, and communities. We have robust policies supporting equal opportunity, anti-harassment, anti-discrimination, and wage and hour protections.

CHECK OUT ARAMARK'S HUMAN RIGHTS STATEMENT* CONFIRMING OUR COMMITMENT TO ETHICAL BUSINESS CONDUCT WITH INTEGRITY AND RESPECT FOR ALL.

*Click link above

ENGAGING EMPLOYEES

ARAMARK'S VISION IS TO BE THE MOST ADMIRED EMPLOYER AND TRUSTED HOSPITALITY PARTNER.

To achieve this, we must 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. By providing development and advancement opportunities; fostering a culture of health, wellness, and safety; and seeking feedback to direct our focus, 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

Effective feedback mechanisms are foundational to strong manager-employee relationships—and to creating positive employee experiences and engagement. Our employee insights program facilitates listening and building trust. Frequent and informal check-ins and listening sessions enable our people to feel safe in sharing feedback about their experiences at the company.

We periodically administer global employee engagement surveys, collecting insights about culture, morale, engagement, professional development, and DEI. We provide managers with tools to address survey results with their teams and create mutual action plans to drive

consistent engagement. We intend to distribute another global employee engagement survey in early 2024.

Aramark introduced onboarding and exit life-cycle surveys in the U.S. in 2023. Since it can take weeks or months to hire the right person, it is critical to provide outstanding onboarding experiences to new employees. We send a series of three surveys at key stages during the onboarding process, sharing results immediately with managers for improvement actions. Should a salaried employee resign, an exit survey is sent to gain feedback to understand their experience and reasons for leaving.



DIVERSITY, EQUITY, AND INCLUSION

DEI is ingrained in everything we do. It serves as both a people and business imperative for our employees, clients, and customers to thrive. We acknowledge and address the existence of advantages and barriers, as well as long-standing societal divides that can affect lives, success, and overall wellbeing. We assert that a fair and inclusive culture is vital to meeting the needs of our employees, customers, and communities. Our definitions of DEI:

- **Diversity** represents the differences that we all bring to the organization. It is more than just acknowledging that those differences exist. It is about creating a culture that embodies acceptance and not assimilation or mere tolerance.
- **Equity** is a process that acknowledges that advantages and barriers exist and, as a result, we all don't start from the same place. Equity makes a commitment to correct and address the imbalance.

- **Inclusion** is the “how,” putting the concept of diversity into action by creating an environment of involvement, respect, and connection.

EXPANDING DIVERSITY

In June 2023, we launched our first campaign to encourage all employees to self-identify and included two new questions dedicated to LGBTQ+ employees in onboarding and internal human resources systems. Voluntary and confidential, the [myWholeSelf](#) campaign aims to help inform our DEI strategy and better understand racial, ethnic, LGBTQ+, veteran, and disability representation within our workforce.

DEI PRIORITIES



Under our workforce, workplace, and marketplace pillars, we focus on four key strategic priorities that help us address, inform, and advance our DEI strategy.

CHECK OUT OUR “MARK THIS!” PODCASTS ON **ERG COMMUNITY LEADERS* AND DEI MATTERS*.**

*Click links above

THE FOLLOWING STATISTICS REFLECT OUR EFFORTS



As of the end of fiscal year 2023, following the separation of our Uniform business, our active U.S. employee base reflected the following gender, racial, and ethnic demographics:

U.S. Employee Population	Male	Female	White	Minority	Black	Hispanic	Asian	American Indian	Pacific Islander	Two or More Races
Total	42.41%	57.59%	40.51%	59.49%	31.18%	18.43%	6.47%	0.65%	0.26%	2.50%
Hourly	41.17%	58.83%	37.65%	62.35%	32.85%	19.22%	6.79%	0.67%	0.27%	2.55%
Salaried	54.01%	45.99%	67.21%	32.79%	15.58%	11.09%	3.45%	0.40%	0.22%	2.05%



DEVELOPING OUR PEOPLE

In September 2023, we launched Pathways to Inclusive Hiring Practices, our mandatory salaried training program focused on how bias can play a role in the retention and recruitment process, and ways to remove bias from the selection process. Accompanying this training was the development of two inclusive hiring guides. As of the end of fiscal year 2023, more than 760 managers completed the Pathways to Inclusive Hiring Practices training.

GROWING OUR ERGS

At the end of the fiscal year, we had more than 4,000 members across 11 [ERGs](#) globally, with 47 U.S. and 12 international hubs. We experienced a more than 20% increase of ERG

members globally and established four new hubs in Latin America, United Kingdom, Canada, and Germany.

SUPPORTING THE BUSINESS

In February 2023, Aramark entered a partnership with the Thurgood Marshall College Fund to launch the Aramark Historically Black Colleges and Universities (HBCU) Emerging Leaders program. Focusing on career exploration and professional development, the immersive two-day program offered 15 students the opportunity to engage in planned simulations, network with executive leadership, participate in discussions about internships and post-graduation career opportunities, and cultivate an open exchange with Aramark employees who graduated from HBCUs.

We expanded the membership of our Executive Diversity Council (EDC), led by our Chief Operating Officers, to include all sponsors of our 11 ERGs in 2023. The EDC provides strategic direction to advance DEI goals while reporting progress and updates to Aramark's Board of Directors quarterly via our Vice President of DEI. Goals include:

- Fostering a diverse and inclusive leadership pipeline;
- Growing our ERGs;
- Professional development
- Supporting our business.

We continue to include ESG goals in our executive leadership team scorecard for incentive compensation. The Governance section provides more detail on our ESG governance framework and practices.

**% INCREASE IN ERG MEMBERS
GLOBALLY.**

LEARNING AND DEVELOPMENT

Many educational tools help our people develop technical, social, and emotional skills and encourage personal and professional growth while establishing purpose behind everything we do. Our Learning Management System (LMS) delivers consistent training to improve skills while ensuring understanding of and compliance with policies. The average training hours per U.S. salaried employee were 4.20 in fiscal year 2023.

%

**OF LEADERSHIP
DEVELOPMENT PROGRAM
PARTICIPANTS REPORTED
AN IMPROVEMENT
IN AT LEAST ONE
LEADERSHIP SKILL.**

Recent improvements to our LMS and intranet help our people define and personalize career paths, customize 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 employees in the field. Development 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.

Aramark leadership development programs feature customized, action-oriented, small group sessions virtually over a four-week period. With more than 680 participants in 2023, feedback shows 97% of participants reported an improvement in at least one leadership skill. We also provide on-demand leadership development via our Learn2Lead website, which garners an average of 3,300 visits per month, featuring coaching, personal action plans, and leading through change.

In place since 2014, our [Step Up to Leadership \(S2L\)](#) and [Accelerate to Leadership \(A2L\) programs](#) provide college students and recent graduates 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.

IN ACTION

IN2WORK Program

Aramark Correctional Services' IN2WORK program mission is to help break the cycle of recidivism by enabling incarcerated individuals to participate in vocational food and retail training in the classroom and hands-on kitchen and commissary spaces. This path to gain educational certificates, such as the ServSafe certification from the National Restaurant Association, helps participants reclaim their lives and foster a successful transition back into their communities post-release. Since IN2WORK started in 2009, more than 8,500 people from 30 states have graduated. In 2023, IN2WORK established a new partnership with I.G.N.I.T.E., a National Sheriffs' Association program dedicated to comprehensive education, job training, and post-incarceration work opportunities and assistance. The programs offer education and certification needed for careers and prioritize hiring program graduates and expanding the network of job partners willing to provide second chance employment. Check out our "Mark This!" podcast on [IN2WORK](#).

Our [Frontline Education Program](#), established in 2019, provides eligible hourly employees tuition coverage up to \$7,500 per year for a bachelor's degree earned online through Arizona State University. Participants may select from many undergraduate degree programs that will help advance their careers at Aramark. In 2023, we added the opportunity for employees to complete their high school diploma and earn a career

preparation certificate. Since the program's inception, more than 350 employees have participated; 50 have graduated. We applaud our employee graduates who have embraced this benefit and advanced their careers through the program.



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 each fiscal year sets clear priorities for their role and opportunities to align with their broader team. Mid-year check-ins provide feedback on goals, accomplishments, and opportunities for additional support. Employee performance incentives may include merit increases, bonuses, and equity awards.

WE DESIGN BENEFITS TO PROMOTE A CULTURE OF HEALTH AND WELLBEING.

EMPLOYEE BENEFITS

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

Quantum Health provides a portal for our employees to access health benefits and resources to navigate the best use of the benefits offering. 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, including a customized, science-backed sleep improvement program and a clinically proven application that addresses anxiety.

In 2023, we introduced OneEleven, a financial wellness benefit that helps employees achieve their financial goals like paying off debt, building an emergency fund, and investing for the future with confidential personal finance coaching and budgeting tools.

Aramark is taking creative steps to give employees more affordable health plan options. Established relationships with high-quality healthcare institutions enable a Preferred Provider Arrangement (PPA) that brings value to the partnering health system, to Aramark, and to our employees. We root our approach in:

- Mutual alignment of organizational and healthcare goals and objectives;
- Having positive benefits for all; and
- Scalability in key geographies.



LABOR RIGHTS

Treating our people fairly, honestly, and respectfully is a top priority. Aramark's [Human Rights Statement](#) confirms 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 employee relations professionals responsible for providing expert advice across lines of business.

It is important for us to maintain direct, engaged relationships with employees while respecting their right to choose whether they wish to take part in representation. We strive to maintain positive working relationships with the unions that represent our employees, focusing on the interests of our clients, customers, employees, and business operations.

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

Keeping people safe on the job is part of Aramark's Target Zero vision: No harm to people or to the environment. We strive to provide safe workplaces while motivating and enabling our employees to perform their jobs safely and in accordance with our clients' values and commitments.

Aramark's [Safety Assurance in Food and Environments \(SAFE™\) policy](#) and management system guides our people to achieve Target Zero. This framework demonstrates our approach to operating safely, identifying, evaluating, and managing risk, and to achieving our people, environmental, and food safety goals. These principles, in conjunction with our Business Conduct Policy (BCP), govern daily operations with a clear strategy to make safety every employee's responsibility.

SAFE conforms and aligns with internationally recognized ISO principles, supporting many of our global operations where ISO management systems are in place.

In September 2023, we passed ISO 14001 and 45001 certification audits for our corporate operations.

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.

violation and, when incidents do occur, we investigate to understand their root cause. No matter how minor the incident may be, we see opportunities to share best practices across our company.

One of the metrics we measure is the Occupational Safety and Health Administration (OSHA) rate of workplace incident frequency.

Since SAFE launched in 2008, we have experienced a more than

CHECK OUT OUR “MARK THIS!” PODCAST ON SAFETY MATTERS*.

*Click link above

We 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 food service locations. We monitor notices of

60% improvement in injury rate and an 11% reduction in fiscal year 2023. We are proud to share that 83% of our global client locations reached Target Zero, meaning no work-related injuries in the past year.



EMPLOYEE INPUT HELPS US CONTINUOUSLY IMPROVE OUR SAFETY CULTURE.

During each work shift, we lead with our SAFE Brief process, which includes 150 topics, such as:

- Preventing sprains/strains;
- Proper use of PPE;
- Stormwater, medical waste, oil, and management;
- Air permitting;
- Hazard communications;
- Mental health guidance developed by the American Foundation for Suicide Prevention (new in 2023); and
- Waste management and reduction.

Our SAFE Brief process integrates these topics into highly visual daily briefings, weekly safety observations, and employee recognition.

U.S. managers have access to special technology resources, such as our multilanguage Marko mobile application, a self-inspection tool focused on critical operational safety risks. Managers use Marko to conduct and record safety engagement activities via a mobile device and access SAFE Briefs, easily sharing content at team huddles. Employee input helps us continuously improve our safety culture.

IN ACTION

SAFETY LEADER PROGRAM

Aramark's [Safety Leader Program](#) (SLP) is a network of about 400 employees who are the voice of safety across every region and every line of business in the U.S. SLP elevates emerging leaders operating in the field to promote safety throughout the enterprise. Safety Leaders conduct monthly training calls to keep up to date with best practices and new initiatives. Held weekly in each district and region, SAFE Review Calls engage operating managers to learn from recent impactful incidents. SLP is essential to establishing and sustaining our authentic culture of caring, while providing personal and professional growth opportunities for rising stars.





FOOD SAFETY

Guided by our SAFE policy and management system, our food safety quality assurance program covers employee health and hygiene, cleaning and sanitation, pest management, equipment, receiving and storage, food handling, food service and delivery, and allergen management. Food safety is a critical part of our Target Zero vision.

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, along with routine coaching, and self-assessment.

Our U.S. SAFE Check process, conducted through the Marko³ app, includes easy-to-understand, station-based checklists that managers

complete while inspecting their operations. SAFE Check provides managers with instant access to educational and coaching tools for employees. In the first year of deployment, operators completed more than 105,000 SAFE Checks, driving food safety improvement.

Aramark takes a disciplined, multi-tiered approach to safely serving customers with food allergies. 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 system, is available to all Aramark employees, and more than 10,800 employees have received certification in allergen management and event response as of the end of

fiscal year 2023. This training helps our people handle allergen-friendly requests, avoid food allergy-related incidents, and manage incidents, should they occur.

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.

³Marko is a mobile application that provides frictionless access to data and key operational activities, connecting multiple systems under a single interface.

**CHECK OUT OUR “MARK THIS!” PODCAST
ON BEST PRACTICES FOR ALLERGEN SOLUTIONS*.**

*Click link above



HEALTH AND WELLNESS

The road to health and wellness starts with empowering consumers to make healthy choices that fit their personal preferences, along with providing the information they need to make decisions.

Aramark’s comprehensive and integrated approach to health and wellbeing consists of four key elements:

- We **ENABLE** a healthy food environment by providing a broad selection of healthy food and beverages and by clearly communicating relevant nutritional information.
- We **ENCOURAGE** interest in healthy choices through marketing programs.
- We **EDUCATE** to support informed and empowered consumers by providing actionable, evidence-based nutrition, environmental, and wellness information.
- We **ENGAGE** to build active participation in our wellness programs and to provide insights, ideas, and inspiration on digital and social media platforms.

Aramark chefs, dietitians, sustainability specialists, and menu developers work together to reduce saturated fat, animal proteins, sodium, and calories in many of our dishes while elevating fresh and nutritious plant-based ingredients such as fruits, vegetables, whole grains, beans, lentils, nuts, and seeds.

This innovative shift toward more plant-forward menus is better for health and the environment. Eating plant-forward can reduce GHG emissions while promoting animal welfare, minimizing demand for water and land resources, and preserving natural habitats.

Our Coolfood meals partnership with the World Resources Institute (WRI), discussed in more detail in the Planet section, has significantly increased our plant-forward menu offerings with a lower carbon footprint.

Plant-forward menu items caught on fast with Aramark Healthcare+, particularly our faux crab cakes, which won the award for Best Plant-based Recipe in Food Management’s Best Healthcare Recipe Contest.

In partnership with the Humane Society of the United States (HSUS), Aramark committed to achieve 44% plant-based menu offerings by 2025 for U.S. residential dining at more than 250 colleges and universities. We have collaborated with HSUS on plant-based initiatives for almost 15 years, working together to benefit animals, people, and the planet.

**ARAMARK
COMMITTED
TO ACHIEVE**

%

**PLANT-BASED
MENU OFFERINGS
BY 2025.**

IN FISCAL YEAR 2023, OUR MENUS IN U.S. WORKPLACES, HOSPITALS, AND COLLEGE AND UNIVERSITY DINING HALLS FEATURED APPROXIMATELY:

%

OF MAIN DISHES OFFERED ARE VEGAN, VEGETARIAN, OR PLANT-FORWARD.

%

OF MAIN DISHES OFFERED ARE VEGAN.

%

OF MAIN DISHES OFFERED ARE COOLFOOD MEALS.

%

OF MAIN DISHES AND SIDES OFFERED ARE EAT WELL, MEANING THEY CONTAIN A FULL SERVING OF NUTRITIONALLY DENSE WHOLE FOODS THAT ARE LOWER IN CALORIES, SATURATED FAT, AND SODIUM.

%

OF MAIN DISHES AND SIDES OFFERED INCLUDE WHOLE GRAINS AS A LEADING INGREDIENT.

Our consumers want more from their food and dining experiences and are looking for insights, ideas, and inspiration to help them lead healthier lives.

We leverage the expertise of chefs, dietitians, and other experts through our [Feed Your Potential 365](#) (FYP) health engagement campaign. By offering practical information everyone can use in their everyday lives, FYP enables consumers to discover, choose, and share the healthy foods that help them reach their potential.

Building on this existing platform of blogs, recipes, and e-newsletters, we introduced our new podcast concept called [Five Minutes to Feed Your Potential](#), sharing health and wellbeing ideas and inspiration in short, digestible sounds bites.

In addition, we provide operators with health and nutrition information and communications to highlight the wide variety of better-for-you choices for every season.

During National Nutrition Month in March 2023, we [launched](#) the Nutrition Network, a community of more than 60 dietitians and other nutrition experts within Aramark Student Nutrition. This connected group helps members source education materials and other resources that have already been successful in other school districts. While the Nutrition Network is still new and growing, it has already proven to be a simple and effective way to connect and engage in ways that benefit students and their districts' health and wellbeing initiatives.

IN ACTION

MOVE FOR 30!

Aramark Canada's new wellness initiative MOVE FOR 30! encourages people to achieve the daily recommendation of 30 minutes of physical activity each day. We focus on helping consumers enhance their physical wellbeing with a tool kit of tips, tricks, and tools to thrive while reaping the benefits of physical activity on mood, energy, productivity, and overall wellbeing. [MOVE FOR 30! videos](#) encourage connecting 30 minutes of physical activity with a healthy recipe.

BUILDING LOCAL COMMUNITIES



Rooted in service, Aramark encourages employees around the world to give back to their local communities throughout the year. We develop relationships with nonprofit organizations to build their organizational capacity, leverage resources to drive measurable outcomes, and create meaningful volunteer experiences.

Together, we build stronger communities and enrich the neighborhoods where our teams, clients, and customers live and work.

In addition to other recognition, Aramark was named a [2023 honoree of The Civic 50 Greater Philadelphia](#), which showcases how employers use their time and resources to drive social impact in their business and community.

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

- Empowering careers through hospitality skills development and educational opportunities;
- Increasing access to healthy, nutritious food; and
- Building vibrant communities by enhancing community environments and personal connections.

Our [strategic approach](#) is centered on three pillars:

- How we CARE for our community, including issues that are important to everyone;
- What we GIVE through strategic investments and by donating time, knowledge, and resources; and
- Creating opportunities for our employees to DO more through volunteerism and engagement.

IN ACTION

Back to School Support

For the third consecutive year, Aramark volunteers and ERG members partnered with nonprofit community organizations to provide backpacks and school supplies to families across the U.S. and in Santiago, Chile, during summer 2023. To help fill backpacks and supply bags for distribution, we hosted a virtual back-to-school drive during which Aramark employees everywhere could purchase and donate school supplies from a set list. More than 700 volunteers distributed 2,000 backpacks, donated more than 25,350 school supplies, served 2,600 meals, and reached 20 communities in partnership with Aramark client locations, community partner organizations helping support thousands of school students and their families.

CHECK OUT OUR “MARK THIS!”
PODCAST ON [ARAMARK’S COMMUNITY PARTNERSHIPS*](#).

*Click link above

ARAMARK BUILDING COMMUNITY (ABC) GLOBAL OUTCOMES

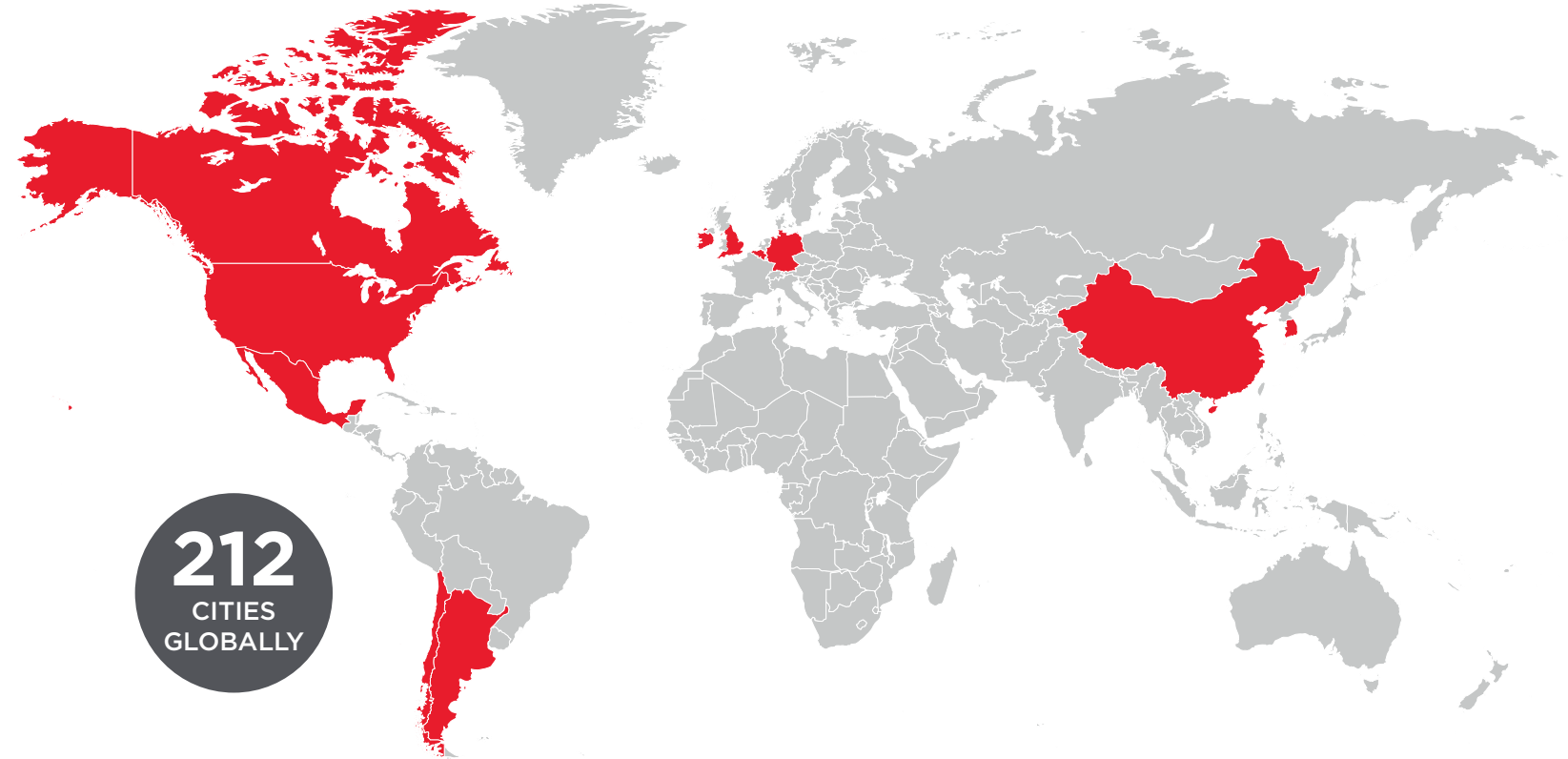
In an extension of Aramark's year-round efforts to strengthen local communities, we unite our employees around the world to volunteer every year on ABC Day, engaging thousands to dedicate their time, energy, and expertise to service projects in their local neighborhoods.

Since the first ABC Day in 2014, we have engaged more than 72,000 employee volunteers in projects that have supported approximately two million community members in more than 900 communities. Additionally, we have served more than 276,000 meals and collected and donated nearly 175,000 pounds of food.

On our 10th annual ABC Day in April 2023, more than 5,000 employee volunteers from 12 countries participated in projects that provided direct support for 130 community organizations.

To further celebrate this 10th annual event, Aramark distributed 10 one-time grants to community-based nonprofits recommended by employee volunteers.

ABC Day continues to foster deep employee engagement. Our post-event survey confirmed that, among volunteer participants, 90% now have a better appreciation of their community's needs, 96% said it was a great or excellent opportunity to connect with colleagues, and 93% plan to volunteer again.



212
CITIES
GLOBALLY

CITIES GLOBALLY

K+
VOLUNTEERS
ENGAGED

K+
NONPROFITS
SUPPORTED⁴

K+ BOOKS
AND
BACKPACKS
DONATED

NEARLY

VOLUNTEER
EVENTS
HOSTED

+
DONATION
DRIVES
HOSTED

\$
M+
DIRECT,
IN-KIND, AND
MATCHING CONTRIBUTIONS

ARAMARK
BUILDING
COMMUNITY
GRANTS
DISTRIBUTED

M+ PEOPLE
SUPPORTED
(INCLUDING COMMUNITY
RESIDENTS, STUDENTS,
AND MORE)

K+
STUDENTS
SUPPORTED

OVER

M
MEALS
SERVED

⁴Supported 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, and leading workshops or demonstrations.

PROMOTING FOOD SECURITY

Food security, as defined by the [United States Department of Agriculture \(USDA\)](#), means access by all people at all times to enough food for an active, healthy life. According to the USDA report on Household Food Security in the U.S., an estimated 12.8% of households were food insecure at least some time during 2022, an increase from 10.2% in 2021. At the same time, the USDA estimates that 30%-40% of all available food goes uneaten through loss or waste.

Aramark is committed to increasing access to nutritious food, reducing inequity, and protecting the environment across the communities we serve.

We address food security 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. Read more about our food waste recovery and minimization efforts in the Minimizing Food Waste section of this report.

Specifically, during fiscal year 2023, we:

- Operated 10 on-campus Supplemental Nutrition Assistance Program (SNAP) retail locations;
- Offered at least one on-campus food security solution at 160 universities;
- Collected and donated nearly 70,000 meal swipes;
- Contributed to more than 130 community and on-campus food pantries;
- Helped facilitate approximately 200 nutrition education workshops;
- Supported more than 70 on-campus and community gardens;
- Subsidized 32 on-campus farmers markets; and
- Donated approximately 730,000 pounds of surplus food.



ON-CAMPUS SNAP RETAIL LOCATIONS



RESPONSIBLE SOURCING

Aramark has a deep, long-standing commitment to global procurement practices that aim to positively impact people, animals, the planet, and our business. Our Responsible Sourcing program integrates our People and Planet commitments and focuses on adopting practices throughout our supply chain that benefit local and global economies, the communities we serve, and the environment. Those efforts are not only sustainable for the environment but integral to delivering high-quality products—benefiting our customers and strengthening our business.

Our comprehensive approach is defined by our [Supplier Code of Conduct](#), updated in July 2023, which captures the commitments and baseline environmental and social expectations that drive all our sourcing programs, priorities, and actions. Our

contracts require suppliers to comply with all applicable laws, including environmental laws, while encouraging them to go beyond mandatory requirements to further reduce the negative impacts of their operations.

We engage suppliers with sustainability and diversity questionnaires as part of the Request for Proposal (RFP) efforts to better inform Aramark procurement decisions. Our supplier engagement continues throughout our contract relationship to better understand suppliers' sustainability, diversity, and local procurement impact. We drive this process by continuously improving our data management and reporting capability at the supplier and product level.

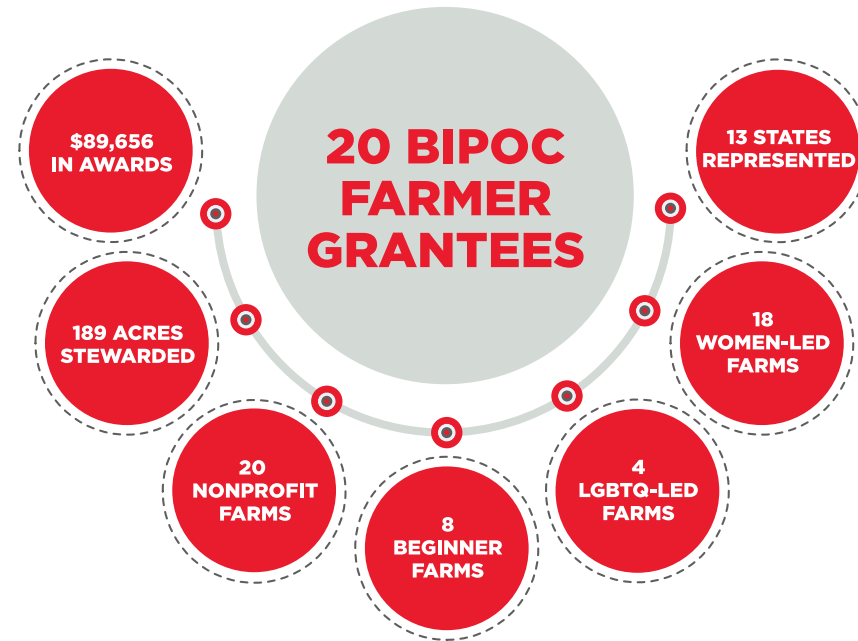
During 2023, we expanded our supplier assessment program with

[EcoVadis®](#) by increasing the amount of addressable priority categories⁵ and extending the program beyond the U.S. Working with EcoVadis, and improving our supplier engagement process, has enabled us to better evaluate how our suppliers perform and how we can support responsible sourcing efforts. Since we started this program in 2020, we've engaged more than 580 suppliers globally, with nearly 300 scored at the end of fiscal year 2023.

The scope and specifics of our progress are detailed in the Sourcing Ethically and Inclusively section below, as well as Sourcing Sustainably in the Planet section of this report.

⁵Priority procurement categories include animal proteins, produce, soy, seafood, and bottled beverages, among others.

**PROCUREMENT PRACTICES THAT AIM TO
POSITIVELY IMPACT PEOPLE, ANIMALS, THE PLANET,
AND OUR BUSINESS.**



Aramark is committed to working with small businesses and businesses owned and operated by minorities, women, and other diverse populations. These strategic relationships supply more culturally authentic products, drive supply chain innovation, and accelerate local economic impact. In fact, we've now explicitly incorporated this local attribute into our Sourcing Ethically and Inclusively Be Well. Do Well. pillar.

In 2023, we launched a new partnership with the U.S. Black Chamber of Commerce. Our partnerships with more than 10 national and local supplier diversity

organizations, including the National Minority Supplier Development Council, Women's Business Enterprise Council, Disability:IN, and National LGBT Chamber of Commerce (NLGCC), help support our procurement from diverse sources, supplier capacity building, and engagement efforts.

Our supplier network reflects nearly 5,000 small and diverse suppliers as of fiscal year 2023 and 59% of our diverse suppliers in the U.S. are certified by a third-party supplier diversity agency. We prioritize supplier certification to ensure our small and diverse supplier base is aware

of the resources available to them. We help diverse suppliers become certified through our partner, Certify My Company, a certified women-owned business and disabled-owned business enterprise.

Our goal is to source 25% of our spend in the U.S. through small and diverse suppliers by 2025. We improved our ability to track and calculate spend and, consistent with our updated pillar definition, have revised this goal to also include local⁶ spend. In fiscal year 2023, we reached 18%. Supporting local businesses and communities is important to Aramark and to many of our clients and consumers. We believe our supplier base should reflect the diversity of our employees, clients, customers, and locations. This includes the local communities we serve and the businesses that help these communities thrive.

As our diverse, small, and local suppliers continue to recover from economic and supply chain challenges, we are committed to working with this supplier base to support their opportunities to scale and increase spend year over year. For the first time, Aramark was recognized in the Fair360 (formerly DiversityInc) [2023 Top Companies for Supplier Diversity](#) list, ranking at number 20.

Aramark supports socially disadvantaged farmers through investment in small farm grant funds and buying in the communities in which we operate. Together with our nonprofit partners, The FruitGuys Community Fund and Africulture, we contribute grant funding for Black, Indigenous, and other people of color (BIPOC) farmers across the country.

Aramark's BIPOC Farmer Pipeline Program allows our chefs to create a more equitable food system by providing pre-commitments to socially disadvantaged farmers through menu forecasting, crop planning, and automatic shipments. We intend to help reduce barriers to entry for BIPOC farmers by guaranteeing a market for their products, which can help secure and scale their business.

⁶We define "locally sourced" as products grown, raised, caught, or manufactured by an independently owned business within 250 miles (400 km) of the Aramark client's location.

**CHECK OUT OUR
"MARK THIS!"
PODCAST ON
ARAMARK'S DIVERSE
SUPPLIER ACTIVITIES*.**

*Click link above

**SOURCING
ETHICALLY AND
INCLUSIVELY**



In partnership with the [Fair Food Program](#), Aramark helped improve working conditions for farmworkers within our Florida tomato supply chain. Through our targeted tomato purchases over the last decade, we directly supported this worker-driven program that provides more pay to workers and advocates for social responsibility at the farm level. During this time, Aramark contributed more than \$550,000 to the Fair Food Program.

We strive to purchase products from small-scale, community-based producers that are independently or cooperatively owned. This drives measurable change in local communities.

IN ACTION

Embracing Local Sourcing at Asilomar

Asilomar State Beach and Conference Grounds believes that sustainability lies in supporting local farmers and producers. To bring this vision to life, the Aramark Destinations on-site team at Asilomar formed strong partnerships with several local farms, including Coke Farm and Swank Farms, to ensure the highest quality of fresh, seasonal ingredients while cultivating a sustainable and traceable supply chain—including minimal transportation and refrigeration needs. Asilomar's executive chef elevated the cuisine's sustainability while substantially curbing food waste and locally sourcing approximately 70% of the meat and vegetables. This location also participates in a pilot program with the World Wildlife Fund to raise awareness and educate guests about sustainable choices by displaying innovative signage.

IN ACTION

Powering Diverse Supplier Grants with JPMorgan Chase

Longtime Aramark partner JPMorgan Chase & Co. (JPM) created a [Diverse Supplier Grant Initiative](#) aiming to bridge a common financial gap for small and diverse business owners. JPM invited Aramark to participate as a Gold Supporter and help businesses access the growth capital needed to effectively compete and secure corporate contracts. Managed through the [Local Initiatives Support Corporation \(LISC\)](#), the JPM grant initiative is a no-cost, unsecured financing program focused on diverse-owned businesses with an emphasis on Black-, Hispanic-, and Latino-owned businesses. Aramark has worked with JPM throughout the years to support its supplier diversity efforts and goals through submission of growth plans, supplier mentoring, provision of supplier referrals, and more. We are excited to continue our collaboration with this pledge to contribute to the grant initiative over five years.

IN FISCAL YEAR 2023, WE WORKED WITH 639 LOCAL FARMS AND SOURCED \$157 MILLION IN LOCAL PRODUCTS IN THE U.S.



PLANET

ENABLING PEOPLE TO PROSPER ON A HEALTHY PLANET

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

- **Sourcing sustainably** by promoting animal welfare, advancing anti-biotics 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) wasted food scale and the ReFED Roadmap to 2030;

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



CLIMATE COMMITMENTS



Our climate strategy encompasses plans to achieve net-zero GHG emissions, a commitment to report transparently on progress, and a resolve to work together with clients, consumers, and suppliers to drive progress and results.

In July 2023, Aramark achieved a key milestone by securing [validation](#) of our global near-term and net-zero enterprise-wide science-based targets by the [SBTi](#). [The approved targets](#) include:

- Reducing direct (scopes 1 and 2) emissions from operations, including corporate offices and fleet by more than 50% by 2030;

- Substantially reducing indirect emissions (scope 3) by 2030, including engaging suppliers and reducing emissions from operations at client sites; and
- Achieving net-zero value chain emissions (all scopes), including an absolute emissions reduction of 90% by 2050.

The new science-based targets raise our climate ambition while complementing and building upon our existing commitments, including our previous target to reduce U.S. GHG emissions 15% by 2025 from our 2019 baseline and our [Coolfood Pledge](#) established by WRI. Through this pledge, Aramark commits to reduce emissions from food, our largest source of emissions, by 25% by 2030 in the U.S.

Aramark participates in industry engagement, for example through our partnership with the Culinary Institute of America and our representation on the Business Leadership Council for [Menus of Change](#) to spark new insights and develop innovative solutions.

IN ACTION

Food Emissions Report for Clients

In 2023, Aramark developed a Food Emissions Report to provide insights to clients who are interested in the carbon emissions associated with the food served at their locations. The Food Emissions Report includes:

- GHG emissions by food type based on food purchases in the reporting period;
- Transparent, science-based analysis aligned with WRI's Coolfood Calculator methodology;
- Methodology details and guidance for integrating into reporting;
- Emissions benchmarking by food type compared to the average North American diet;
- Recommendations to reduce food emissions; and
- Opportunity to track progress over time.

We developed the Food Emissions Report to partner with our clients to achieve collective climate goals and provide insights for clients' reporting and sustainability strategies.



ARAMARK COMMITS TO REDUCE EMISSIONS FROM FOOD, OUR LARGEST SOURCE OF EMISSIONS, BY 25% BY 2030 IN THE U.S.



REDUCTION INITIATIVES

We are working to reduce emissions across our business, through the foods we serve, the suppliers we engage, the vehicles we drive, and the kitchens and facilities we operate.

Aramark is the first food service provider to offer low-carbon, WRI-certified Coolfood meals, more than 1,500 of which are now available across more than 1,000 Aramark accounts in Collegiate Hospitality, Workplace Experience Group, and Healthcare+

in the U.S. and Canada. Coolfood meals are good for people and planet and have a 38% lower carbon footprint compared to the regional average. Each Coolfood recipe must meet both the established per-meal carbon threshold and nutritional safeguards.

Our Coolfood meal offerings allow consumers to make convenient, climate-friendly choices in ways that support Aramark's and our clients' climate commitments.

We are working to electrify our vehicle fleet and reduce fuel consumption. We make efforts to optimize energy efficiency at our corporate offices and operate a number of LEED-certified offices, including our Philadelphia headquarters.

We partner with clients to operate efficiently and reduce energy consumption in facilities and kitchens and our facilities services team offers clients strategic guidance and technological solutions to enable energy efficiency.

IN ACTION

Harvest Table partners with Spare Food Co.

We enable our Harvest Table⁷ chefs and diners to switch to climate-friendly, plant-forward foods through a partnership with [Spare Food Co.](#) Its Spare Starter is made from a blend of six vegetables that can replace 30%–50% of animal proteins, creating plant-forward versions of traditional customer favorites. Plus, it's prepared using surplus produce purchased from farms.

⁷Harvest Table Culinary Group is a pioneering collegiate food service company dedicated to turning fresh, local, and sustainably sourced ingredients into authentic food experiences.



DEVELOPING OUR DECARBONIZATION PATHWAY

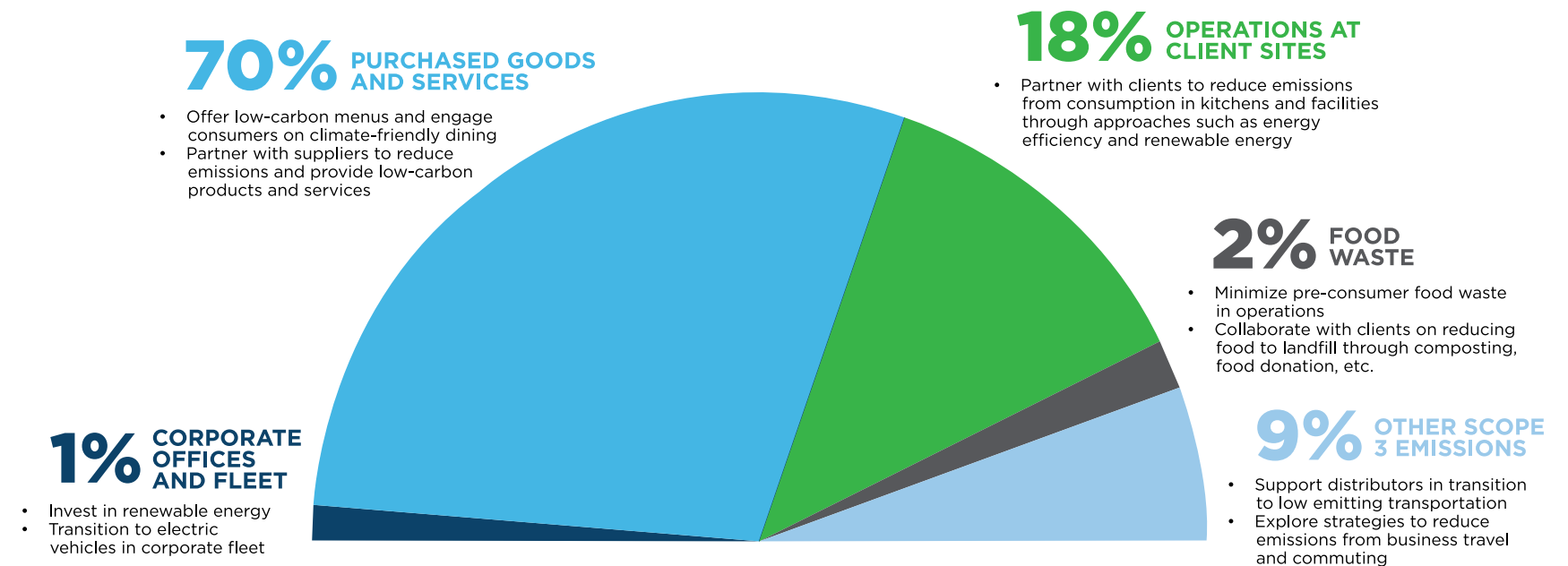
Now that Aramark's science-based targets have been validated by the SBTi, our focus is on developing and implementing a decarbonization pathway. Our pathway to net-zero is guided by the specifics of our science-based targets and our carbon accounting.

Aramark has been measuring and reporting on our GHG emissions for several years to both guide our decarbonization efforts and provide transparent data to stakeholders. In 2023, we initiated implementation of a carbon accounting software solution, Persefoni. Persefoni allows for improved data collection, more dynamic and enhanced analysis of our carbon footprint and net-zero pathway, and better transparency in preparation for regulatory assurance requirements.

We measure emissions across our entire value chain. The graphic to the right depicts our top sources of emissions and summarizes our emerging pathway to achieving our science-based targets. This includes rounded percentages of total emissions from Food and Support Services in the U.S. (FSS US) based on preliminary fiscal year 2023 carbon accounting determined using Persefoni carbon accounting software.

Aramark will use annual CDP (formerly Carbon Disclosure Project) disclosures to meet the SBTi reporting requirements for our global science-based targets and we will continue to provide updates on our progress. For more information on Aramark's emissions reporting, please refer to the ESG Performance Data Table in the Appendix.

Aramark's U.S. Carbon Footprint and Emerging Net-Zero Pathway



OUR PATHWAY TO NET-ZERO IS GUIDED BY THE SPECIFICS OF OUR SCIENCE BASED TARGETS AND OUR CARBON ACCOUNTING.

SOURCING SUSTAINABLY

Under the umbrella of our Responsible Sourcing program, Aramark’s [Sustainable Sourcing Policy](#) addresses our priorities including animal welfare, antibiotics stewardship, land conversion, no-deforestation and biodiversity, sustainable seafood, and embedding circularity. Each priority is guided by a set of principles that serve as the foundation for supplier expectations and informs our time-bound commitments. We review our Sustainable Sourcing policy annually to ensure it is up-to-date and drives progress. Our most recent update was completed in November 2023.

We engage priority suppliers regularly throughout the year, requiring reporting on their sustainability efforts. Our pathway to achieving our science-based targets will include increased supplier engagement and a concentrated analysis of our purchases and supplier selection.

LAND CONVERSION, NO-DEFORESTATION AND BIODIVERSITY

Preventing deforestation, preserving forests, and protecting and regenerating natural ecosystems are imperative to mitigating climate change. At Aramark, we are on a journey to integrate these considerations into our sourcing programs.

For suppliers of higher-risk products like beef, soy, palm, and paper (timber), we request additional supplier and product-level information to assess risks and opportunities such as deforestation policies and processes, country of origin, certifications, and more.

Regarding these four commodities, Aramark is committed to working with our partners toward reducing land conversion and the risks associated with biodiversity loss and climate change and efforts continue to evolve.

%

OF OUR U.S. CONTRACTED OILS, MARGARINES, AND SHORTENINGS HAVE BEEN SOURCED FROM REGIONS WITH NO-DEFORESTATION RISK SINCE 2020.

%

OF THE PALM OIL IN OUR U.S. CONTRACTED MARGARINES AND SHORTENINGS HAS MET ROUNDTABLE ON SUSTAINABLE PALM OIL (RSPO) STANDARDS SINCE 2020.

%

OF ARAMARK’S U.S. CONTRACTED BEEF PURCHASES WERE CONFIRMED SOURCED FROM AREAS WITH NO-DEFORESTATION RISK.

More details of our programs and performance are provided in Aramark’s [CDP Forestry Response](#).

IN ACTION

Babylon Micro-Farms

Aramark began a partnership with Babylon in 2021, installing micro-farm units at four universities—together serving more than 90,000 students. Babylon’s micro-farms are controlled by a mobile application that enables staff to control the light, water, and nutrients. The goal of the partnership is to increase student engagement and provide education related to the micro-farms and their impact. We now support 49 micro-farm units throughout our educational and workplace locations, with another 21 planned. In January 2023, Aramark installed a micro-farm unit at our Philadelphia headquarters. Check out this [behind-the-scenes look](#) at the Babylon micro-farm unit from Aramark headquarters’ Executive Chef.



ANIMAL WELFARE

Aramark connects our overall approach to animal protein procurement with our approach to animal welfare. We work to increase plant-based offerings and to procure animal protein-based products that are produced more sustainably, humanely, and with practices designed to minimize GHG emissions. This includes a preference for agricultural practices that have minimal impact on land conversion and deforestation, sustainable and regenerative agriculture associated with higher animal welfare, and more responsible usage of antibiotics.

Based on the principles of the Five Freedoms developed by the Farm Animal Welfare Committee, our Sustainable Sourcing Policy outlines regional requirements and higher animal welfare commitments.

We engage stakeholders to further drive our animal welfare strategy and participate in working groups including hens, pigs, and broiler chickens groups organized by Global Coalition of Animal Welfare, as well as Compassion in World Farming's [U.S. Working Group for Broiler Welfare](#). Aramark also recently received a grade A from Mercy

for Animals in its [2023 Count Your Chickens report](#).

Despite global egg supply challenges, we continue to drive advancement toward our existing cage-free egg commitments. In fiscal year 2023, 61% of our eggs

%

**OF OUR EGGS
WERE CAGE-FREE
GLOBALLY AND**

%

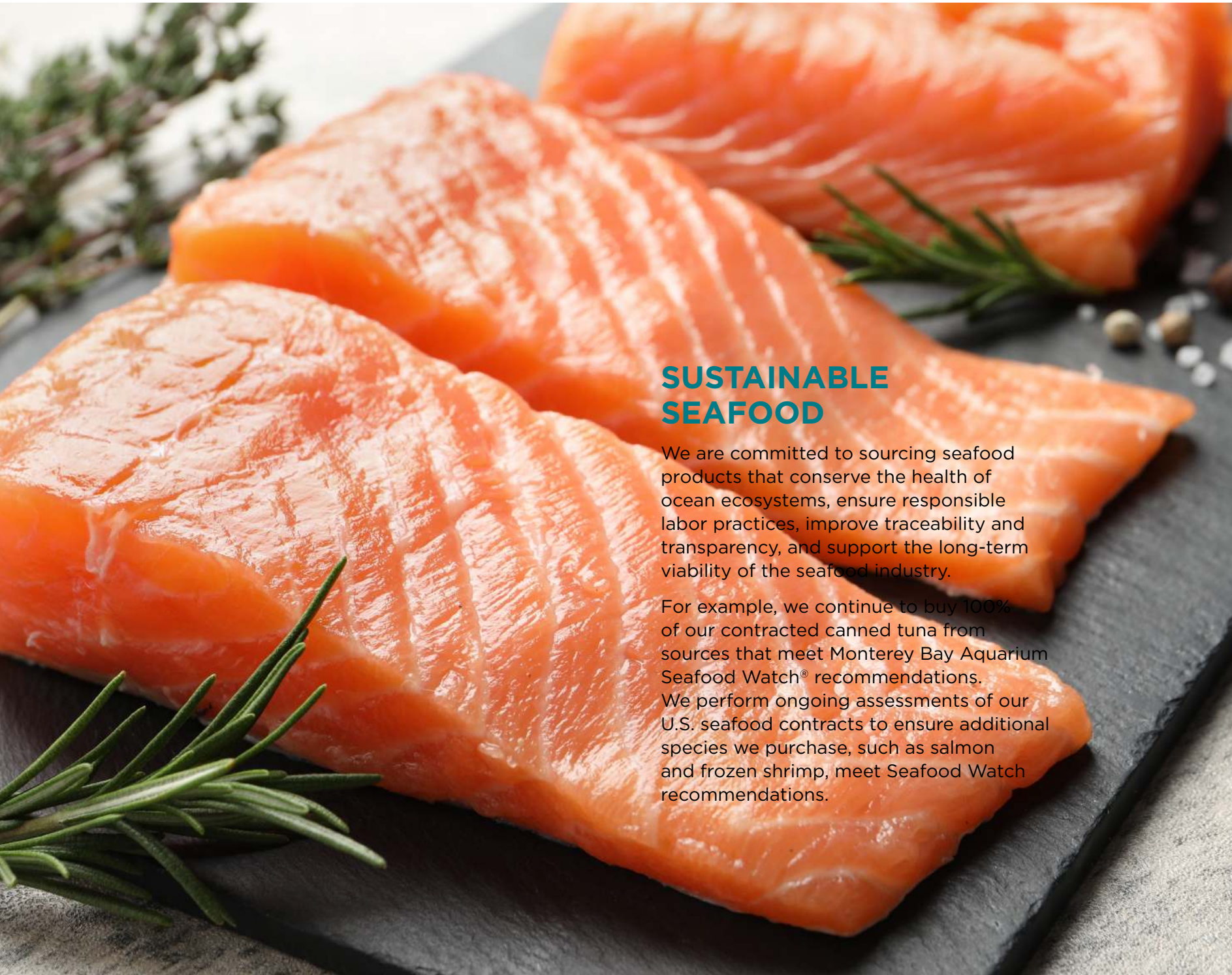
**WERE CAGE-FREE
IN THE U.S.**

were cage-free globally and 80% were cage-free in the U.S., which has positively impacted more than 560,000 hens. We continue to report publicly through [Egg Track](#) and our [Priorities and Progress](#) updates.

Our efforts to elevate broiler chickens' welfare continue across the U.S., Canada, and Europe. We work with our suppliers to make broiler chicken welfare improvements in line with the [Better Chicken Commitment \(BCC\)](#). We have engaged suppliers covering 66% of our chicken purchases to influence their progress. We continue to disclose more details on our pathway to the BCC, as well as publish periodic [Priorities and Progress](#) updates.

Through engagement with our suppliers and the overall market, we made significant strides in advancing pork welfare within our supply chain from 58% contracted group-housed pork at the end of fiscal year 2020 to 91% at the end of fiscal year 2023. In addition, we influenced suppliers to create a product line with higher animal welfare standards to meet our needs and requirements.

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 this year alone has positively impacted 125,000 hogs and 4,000 mother pigs.



SUSTAINABLE SEAFOOD

We are committed to sourcing seafood products that conserve the health of ocean ecosystems, ensure responsible labor practices, improve traceability and transparency, and support the long-term viability of the seafood industry.

For example, we continue to buy 100% of our contracted canned tuna from sources that meet Monterey Bay Aquarium Seafood Watch® recommendations. We perform ongoing assessments of our U.S. seafood contracts to ensure additional species we purchase, such as salmon and frozen shrimp, meet Seafood Watch recommendations.

IN ACTION

Aramark Collegiate Hospitality and Audubon Nature Institute (New Orleans)

In early 2023, Aramark Collegiate Hospitality and Audubon Nature Institute's Gulf United for Lasting Fisheries (G.U.L.F.) began a [culinary partnership](#) pilot program. The partnership aims to educate chefs on sustainable seafood practices and to promote sustainably caught species from the Gulf of Mexico in their culinary creations. Key areas of the program include understanding sustainability, identifying sustainable species, flavor profiles and preparation, and recipe development. Chefs who complete the program receive an Audubon G.U.L.F. certificate, which is a valuable credential for professional development.

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 disposables usage in the food service industry. Our Be Well. Do Well. priority to Embed Circularity⁸ reaffirms Aramark's commitment to eliminate or substantially reduce reliance on single-use plastics and other disposables, promote responsible consumption, and integrate reuse across our operations. Specifically, we aim to:

- Further reduce single-use items;
- Expand opportunities to reuse, recycle, and compost;
- Partner with suppliers, accounts, clients, and others to address challenges like flexible plastic films in retail packaging; and
- Rethink, redesign, and deliver food and facilities operations with circularity in mind.



We continue to partner with suppliers, clients, and customers on programs that promote circularity and waste diversion, including expansion of reusables, increased procurement of recyclable and compostable alternatives, and outright elimination of single-use options.

IN ACTION

Yosemite Plastics Reduction and Removal

As concessioner and steward of Yosemite National Park, Aramark led the effort to remove single-use plastic bottles from retail and dining establishments. These bottles have been replaced with alternatives that use recyclable glass or aluminum packaging. Further, our on-site team implemented the following innovative waste reduction initiatives:

- Replaced disposable plastic wrap used in warehouse operations with heavy-duty, reusable pallet wraps, eliminating 780,000 square feet of plastic waste annually;
- Replaced grab-and-go sandwich, salad, and snack packaging with all compostable materials, which are composted in partnership with Mariposa County Solid Waste and Recycling, leading to a projected removal of 5,000 pounds of plastic annually;
- Replaced cardboard pizza boxes with lower waste, compostable paper bags, eliminating more than 100,000 pizza boxes from the waste stream annually;
- Replaced polystyrene foam meat trays and popular plastic-wrapped s'mores kits with compostable packaging alternatives throughout grocery and retail operations;
- Replaced all in-room single-use coffee pods in The Ahwahnee with recyclable pods; and
- Eliminated sales of all single-use propane canisters and replaced them with refillable alternatives.

⁸When we use the term circularity, we refer to the ability to keep materials in the economy in circulation and out of the environment. An efficient circular system generates little to no waste.



IN ACTION

Aramark China Less Plastic, Let's Start

During April 2023, Aramark China engaged hundreds of participants in a program called Less Plastic, Let's Start to reduce the use of plastic products, promote energy conservation and emissions reduction, and act in practical ways to help the planet. Employees at our Beijing office joined the President of Aramark China for a Q&A activity with prizes awarded to promote plastic reduction initiatives. Aramark's Chengdu, Shanghai, Fuzhou, Guangzhou, and Hangzhou locations promoted plastic reduction action with information sharing, games, reusable tote bag giveaways, and a garbage cleanup along the river.

TARGETS

Building upon the work that began in 2018 with our Reduce Packaging strategy, during which we reduced the use of plastic straws and stirrers by approximately 72% in the U.S. and started to focus on other key single-use plastic items, our new five-year strategy raises our level of ambition by targeting additional key categories of reduction including:

- Eliminating remaining plastic straws, plastic stirrers, and plastic front-of-house to-go bags;
- Eliminating or otherwise substantially reducing Styrofoam across our lines of business;
- Reducing plastic containers, cutlery, and cups;
- Expanding reuse programs;
- Partnering with suppliers to continuously improve the environmental profile of consumer package goods.

ARAMARK PARTNERS WITH CLIENTS TO PILOT AND SCALE REUSE AND REFILL SOLUTIONS.

To guide these efforts, Aramark established a cross-functional Circularity Council responsible for reviewing progress, identifying opportunities and challenges, and supporting stakeholder engagement.

Aramark partners with clients to pilot and scale reuse and refill solutions. We plan to set additional reuse program expansion targets and have launched a reuse pilot in partnership with Re:Dish at our headquarters in fiscal year 2024.

Many of our international operations have already made significant progress in advancing and achieving these targets due to legislation, regulation, and local initiatives. Work is underway to identify additional targets to continue these efforts across our international portfolio.





PARTNERSHIPS

We are proud members of the [Ocean Plastics Leadership Network](#) (OPLN) and active participants in OPLN's Consumer Package Goods (CPG) Working Group, an initiative that fosters collaboration on overcoming systemic barriers to scale reuse and refill solutions.

To help operators implement programs and encourage consumers to modify behaviors, we provide our accounts with detailed and customized resources to reduce, reuse, and recycle serviceware, packaging, and other disposable materials. This includes guidance, marketing materials, and site-specific information aligning with the progression in the [Zero Waste International Alliance \(ZWIA\) hierarchy](#), which provides a prioritization framework that we use to identify, assess, and implement programs.

We are taking steps to monitor and, where practicable, help manage chemicals of concern,

such as [PFAS](#), by engaging with suppliers, identifying alternatives, and carefully leveraging expert guidance to inform our strategy and procurement activities. This includes Aramark's participation in the Single-Use Material Decelerator (SUM'D) steering committee, a group that created the [UP Scorecard](#), a free, easy-to-use web-based tool to help assess the impacts of foodware and food packaging on human and environmental health.

This data-driven online tool measures commonly used products and materials, scoring in categories such as plastic pollution, chemicals of concern, climate, water use, sustainable sourcing, and recoverability. This scorecard helps our operators make key decisions around which packaging best meets the sustainability needs of their operations.

IN ACTION

Collegiate Hospitality Reusables

Aramark partners with our college and university clients to implement reusable container programs to meet their individual needs, including:

- At Boston University, Choose to Reuse allows diners to enjoy meals in a reusable container or plate with the option to use single-use compostable containers at a surcharge. Diners then return the reusable containers, which are tracked via QR code, to collection bins within three days of use. In the first two months of the program, Aramark distributed more than 28,000 reusable to-go containers to more than 6,100 individuals, with a 97% return rate.
- University of Delaware launched ReusePass to revolutionize its process for to-go meal containers. Students enjoy meals outside of the dining hall and return containers to designated bins, all tracked through QR codes. ReusePass saved more than 11,500 containers from landfills and diverted more than 990 pounds of waste in just the first seven weeks.
- The reusable to-go container program at Coastal Carolina University allows students to participate through a one-time container purchase. The used containers are deposited into machines that track the amount returned. In the first half of 2023, more than 16,300 single-use to-go containers were diverted away from landfills.

MINIMIZING FOOD WASTE



The Food and Agricultural Organization of the United Nations estimates that wasted food accounts for approximately 8%-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 help confront and mitigate these challenges while promoting improvements within the food system. Our food waste minimization efforts are an important component of delivering Aramark's carbon reduction goals and net-zero pathway, as well as our commitment to reducing food insecurity.

To guide our efforts, we align with the [EPA Wasted Food Scale](#) and [ReFED Roadmap to 2030](#).

IN ACTION

Second Harvest

An overwhelming 5.6 million Canadians experience food insecurity on a regular basis and \$49 billion worth of surplus edible food goes to waste in Canada each year. Aramark Canada's growing partnership with the country's largest food recovery network, Second Harvest, has enabled teams to facilitate food donations to community organizations. In the last year, Aramark Canada has donated the equivalent of more than 45,000 meals, averting nearly 170,400 pounds of GHGs from entering the atmosphere. Aramark's priority to minimize food waste aligns with Second Harvest's dual mission of growing an efficient food recovery network while reducing the negative environmental impacts of avoidable food loss and waste.



IN ACTION

Tackling Food Waste in Kansas City

Through innovative food ordering and preparation techniques, Aramark works with Overland Park Convention Center and the Kansas City Chiefs to produce and prepare just enough food to feed the crowd based on ticket sales, promotions, and tickets scanned. Aramark, the Chiefs, and the convention center partner with local charity Pete's Garden to redirect uneaten and untouched food to organizations throughout the Greater Kansas City area that serve families in need. Aramark's District Manager sits on the Kansas City Food Wise board, working to publicize and deploy food waste reduction strategies to support the [Kansas City Regional Food Loss and Waste Reduction Action Plan](#).

TARGETS AND PERFORMANCE

Aramark is a [USDA Food Loss and Waste 2030 Champion](#) committed to reducing food loss and waste in our U.S. operations 50% by 2030 from our 2015 baseline.

For fiscal year 2023, pre-consumer food waste in U.S. food operations was 73% lower than our 2015 baseline. We continue to grow solutions to tackle

this complex global issue, improve our ability to measure both pre- and post-consumer waste, and take actions that position us to continue to meet our 50% reduction target by 2030.

In 2022, Aramark committed to the [Pacific Coast Food Waste Commitment](#) (PCFWC) goal of reducing food waste by 50% along the West Coast of the U.S.

by 2030. As part of this commitment, Aramark partners with the PCFWC and other food service companies to develop operator training materials. We use plate waste studies to support better understanding of the drivers of post-consumer food waste and the potential for consumer messaging to influence food waste reduction.

TRAINING AND ENGAGEMENT

We focus on food waste minimization efforts from planning and purchasing to food production and service, using technology-based waste tracking solutions to analyze the data gathered. A series of training modules and tools guide our chefs and other operators in making choices that help reduce food waste.

Waste tracking solutions include ENABLE, a proprietary mobile application with operational tools, and Leanpath, a third-party software integrated into scales or tablets, allowing our operators to identify, track, improve, and address waste hot spots while simultaneously increasing profitability and sustainability. More than 675 locations are using these mobile applications.

There are instances when our operations have excess, safe-to-eat food. Our food donation program, described in the Building Local Communities section earlier in this report, provides this food to local hunger relief agencies in our clients' communities. These donations provide food to people in need and



keep prepared food out of landfills, reducing the environmental impact of food waste.

We identify new and innovative ways to align our food waste management

program with the EPA's Wasted Food Scale to reflect the latest science, technology, and operational practices, including pathways like upcycling and the rise in ranking of composting.

Other highlights include:

- In partnership with the Food Recovery Network (FRN), which helps recover excess produce from small farms, Aramark U.S. employees participated in FRN's Power Hours that led to a projected recovery of 390,000 pounds of food and prevention of carbon from entering the atmosphere.
- Our growing partnership in the U.S. with Goodr, which recovers and allocates excess food to local hunger relief organizations, led to 15,028 pounds of waste diverted from landfills and prevented carbon emissions.
- On-campus initiatives include trayless dining, improved signage, waste audits, training, and post-consumer Weigh the Waste events, which help educate consumers and operators on the impacts of food waste and help identify opportunities for reduction.
- Supplier partnerships enable oil rendering, fuel conversion, and energy recovery. Waste products like used cooking oil and grease-trap substances are recycled into raw material to manufacture new

products such as soap, fertilizer, feed additives, and alternative fuels.

- Aramark Ireland's unique upcycling actions, such as transforming watermelon skins into sugar; creating no-waste cakes from unsold scones, pastries, and croissants; and making brownies with coffee grounds, create value out of potential food waste.

To further divert waste from landfills, Aramark operators work to identify opportunities to recycle leftover food, scraps, compostable disposables, and other organic materials.

Aramark also explores partnerships with clients and local companies to participate in composting programs where available. At some locations, such as Arizona State University, Aramark and our clients divert waste to create compost that enhances soil health, reduces the need for chemical fertilizers, increases moisture retention in soil, and reduces GHGs like methane. Through Aramark's partnership with ASU, 468 tons of organic material were diverted from the landfill in fiscal year 2023, contributing to these positive environmental benefits.

OPERATING EFFICIENTLY

By operating efficiently, we decrease operational costs for our business and our clients and help achieve our planetary targets.

As part of our science-based targets, Aramark has committed to reducing emissions from our corporate operations by more than 50% by 2030. We aim to reduce this portion of our carbon footprint through electric vehicle transition, fleet route optimization, and energy-efficiency improvements, and by substantially expanding the utilization of renewable energy across operations.

We also committed to reducing emissions from our operations at client locations.

At some of our dining locations, we implement energy-efficient operating procedures, often replacing aged equipment with ENERGY STAR-rated or high-efficiency models. During major renovations or new construction, we work with clients to design and construct optimized kitchens and dining venues.

We support clients in achieving Green Restaurant Association's Certified Green Restaurant® status. Aramark was proud to be named the Greenest Food Contractor in North America at the [2023 Green Restaurant Association Awards](#), with 75 Certified Green Restaurants taking nearly 4,000 environmental steps and earning more than 14,000 GreenPoints™.

IN ACTION

Reduce Our Distribution Footprint in Spain

Aramark Spain entered a partnership with Bunzl Distribution Spain with the objective to mitigate carbon emissions generated in distribution operations at more than 1,400 Aramark centers. To achieve this goal, Aramark and Bunzl have implemented a collaborative Carbon Footprint Reduction and Sustainable Last Mile Delivery project, which consolidates the migration toward a more efficient and environmentally friendly model, including the use of electric vehicles, bicycles, and scooters.

IN ACTION

Lake Powell Resorts' Energy and Water Conservation

Located amid breathtaking scenery, Lake Powell Resorts and Marinas maintains a commitment to energy and water conservation while providing guests with an unforgettable experience. By replacing traditional incandescent bulbs with LED alternatives, the resort drastically reduces energy consumption while expanding the lifespan of its lighting infrastructure. The resort has also implemented a comprehensive overhaul of its appliances, replacing older boilers, water softeners, pool pumps, and micro-fridges with newer, energy-efficient models. To combat solar heat gain during the summer, the resort invested in new window wraps as a barrier to reduce artificial cooling and electricity consumption. Innovative solutions pave the way for water conservation at the resort, including water-efficient shower heads and the transition to xeriscaping, each respectively contributing to approximately 800,000 gallons and 38 million gallons of water savings annually.

**% ARAMARK HAS COMMITTED TO
REDUCING EMISSIONS FROM OUR
CORPORATE OPERATIONS BY
MORE THAN 50% BY 2030.**



FACILITIES MANAGEMENT— HELPING CLIENTS OPERATE SUSTAINABLY

With nearly 1 billion square feet under our management in the U.S., Aramark Facilities Management experts design services to deliver on our clients' sustainability priorities, adapting over time with the most innovative solutions that optimize resources through our cleaning, operations and maintenance, energy management, grounds and landscaping, and other support services.

We deliver operating procedures, scheduling solutions, and equipment retrofits to reduce energy consumption, complete predictive and preventive maintenance to ensure energy systems are operating at peak efficiency, and work with customers to eliminate waste by matching operating equipment to occupant needs.

With utility costs often representing 25%–30% of clients' overall operating budget, we help to optimize systems such as heating, ventilation, air conditioning (HVAC) and electrical, and propose solutions that help reduce energy consumption and costs.

We make recommendations based on facilities' current conditions, manage the LEED certification process, and deliver carbon reduction strategies.

Aramark Facilities Management's sustainability efforts include:

- Use of eco-friendly products and methods, including cleaning products and procedures that promote safety and sustainability;
- Capturing data for smarter energy management and enhanced building performance;
- Environmentally friendly technology, processes, and equipment to maximize the use of landscapes, extend the life cycles of assets, and reduce energy, waste, and water consumption; and
- Leveraging in-house experts and industry partners to develop and test innovative products, supplies, and equipment.

We work to ensure our cleaning products and procedures advance cleaner, safer practices to help our

clients achieve their sustainability goals. We use cleaning programs that continue to prioritize innovation and continuous improvement.

In March 2023, we [launched](#) an effort to convert hand soap and sanitizer dispensers to a unique hand hygiene program that features a concentrated product and refillable cartridges rather than the traditional disposable bags. Developed in

partnership with EcoLab, and tested at a prominent university account, the Nexa Concentrates System reduces product waste overall and reduces single-use plastics packaging waste by an estimated 90%⁹ for hand soap and sanitizer dispensers.

IN ACTION

Blue Cleaning Program with PathoSans

Aramark's Blue Cleaning program leverages a low-level electrical charge to transform tap water into a cleaning solution that eliminates the need for chemicals. Hard surfaces, carpets, and more can be cleaned quickly without leaving behind a chemical residue or odor. By reducing chemical usage, we also save energy and improve safety as it is no longer necessary to transport, store, or distribute chemicals.

⁹Packaging waste calculation based on a 1:10 dilution ratio for Nexa Concentrates compared to standard 750 mL packaging.

ARAMARK'S INTELLIGENT WORKPLACE EXPERIENCE (AIWX™ CONNECT)

AIWX™ Connect is an intelligent, data-driven solution that delivers a unique, proactive maintenance model, combining the power of data with operational expertise to create safer environments and improve building performance.

AIWX helps Aramark predict, deliver, and adapt services based on specific real-time occupancy, space utilization, occupant feedback, and more to help organizations deliver services based on actual demand, resulting in operational efficiencies, improved productivity, and higher customer satisfaction.

For example, the AIWX Connect Waste Management solution uses ultrasonic sensor technology to monitor real-time fill rates of trash and recycling receptacles. Last year, Aramark installed 14 sensors across waste and recycling bins at one large manufacturing site. Since January 2023, the solution has created the opportunity for the site to schedule demand-based pickups, reducing the number of pickups by 106 and lowering the carbon emissions based on the distances traveled per pickup.



IN ACTION

Energy, Lighting, and Water Conservation

Aramark is partnering with one leading e-commerce client to lower energy use and emissions at its office location. We put together a five-year savings plan with the goal of energy savings and GHG emissions reduction. One of the first projects currently underway is replacing more than 7,000 interior and exterior fixtures, poles, and bulbs with LED products while adding sensors and controls to areas that are not already equipped. Our analysis of the company's water consumption has successfully decreased its total grounds water usage by 73% since 2019. We helped it achieve this by switching its water irrigation system from spray to drip, removing lawns that weren't necessary, and converting to natural landscape by using native plants, drought resistant plants, and mulch.



GOVERNANCE

GOVERNANCE



Successful delivery of our Be Well. Do Well. ESG platform calls for ongoing 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 Business Conduct Policy (BCP) provides the rules and expectations that guide who we are and what we do. Aramark's BCP explicitly requires accuracy and truthfulness in our sustainability performance tracking and reporting practices.

Our BCP is fortified by our robust policy framework, including those that cover anti-corruption, gifts and entertainment, conflicts of interest, political contributions, and data privacy. It is Aramark policy to comply with the laws in each country, state, and locality in which we conduct business.

**BOTTOM LINE:
STRONG AND EFFECTIVE
GOVERNANCE OF
OUR PROGRAMS AND
PERFORMANCE IS CRITICAL.**

OVERSIGHT
AND SUPPORT

Our ESG governance structure drives implementation accountability and fosters cross-functional communication and coordination.

The Nominating, Governance, and Corporate Responsibility Committee of the Board of Directors (the Board) oversees delivery of our ESG strategy and commitments other than those relating to DEI, which are overseen by the Board's Compensation and Human Resources Committee, and those relating to ethics and compliance issues, which are overseen by the Board's Audit Committee.

Reflecting our business model, our governance model includes an ESG Steering Committee (SteerCo), an ESG Operating Committee (OpCo), and a global Sustainability Community of Practice. Aramark's Board provides additional oversight of our ESG strategy and leaders of the Sustainability, DEI, and Ethics and Compliance functions engage with the executive leadership team and Board regularly.



Our SteerCo and OpCo ensure continuous improvement and management of our ESG strategy. For the first time in fiscal year 2023, ESG metrics were a formal part of the annual incentive plan for Aramark's Chief Executive Officer and executive leadership team. New targets relating to GHG emissions, DEI initiatives, and compliance training for fiscal year 2024 are now in place.

INTEGRITY AND COMPLIANCE



At Aramark, acting ethically is the right thing to do for our employees, our leadership, our business, our clients, and our customers. Our BCP provides the legal and ethical standards that everyone must follow, including all subsidiaries and anyone acting on Aramark's behalf.

Led by our Chief Compliance Officer, our global Ethics and Compliance team's focus is to protect the integrity of Aramark and our clients with effective compliance programs. Comprising key stakeholders across the business, our Compliance Council meets quarterly to conduct risk assessments and track progress on key compliance risk areas, including matters relating to ESG. Our Audit and Controls Department conducts compliance audits with the BCP, other company policies, and local laws on a regular basis. Based on risk, we have a rotational audit program that includes all operations.

The Board's Audit Committee oversees and manages ethics and compliance issues, including a regular review of compliance program updates, trends, and significant BCP and legal matters. As part of Aramark's enterprise risk management framework, the Board reviews specific high-priority risks on a regular basis throughout the year and receives reports from senior management on activities designed to promote a culture of integrity.

WHISTLEBLOWER REPORTING MECHANISMS AND INVESTIGATIONS

Aramark provides employees with a variety of options to raise concerns or report BCP violations, including through their manager, another manager, Human Resources,

the Legal Department, Internal Audit, a letter to the Board's Audit Committee, and the Aramark Hotline.

Operated by a third-party, the Aramark Hotline allows anyone, including employees and suppliers, to raise concerns anonymously either by phone or online. The Aramark Hotline is available 24/7 with translation services available. An investigator handles each case, and, if a concern is validated, we take appropriate action. The Board's Audit Committee 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.

AT ARAMARK, ACTING ETHICALLY IS THE RIGHT THING TO DO.



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 employees 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 prohibits bribery, corruption, and fraud of any kind and requires 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 also conduct periodic anti-corruption audits.

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; and
- 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.

ARAMARK IS COMMITTED TO A CULTURE OF DUE CARE AND DUE DILIGENCE.

In 2023, Aramark created a task force to address the emerging technology of generative artificial intelligence (AI). We launched a new [AI policy](#) and resources designed to support innovation while also mitigating risk.

We provide annual privacy training for relevant employees who may encounter personally identifiable information. When we contract with clients, vendors, or suppliers, we require 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 Cyber Security 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; and
- Formal vulnerability and patch management programs.

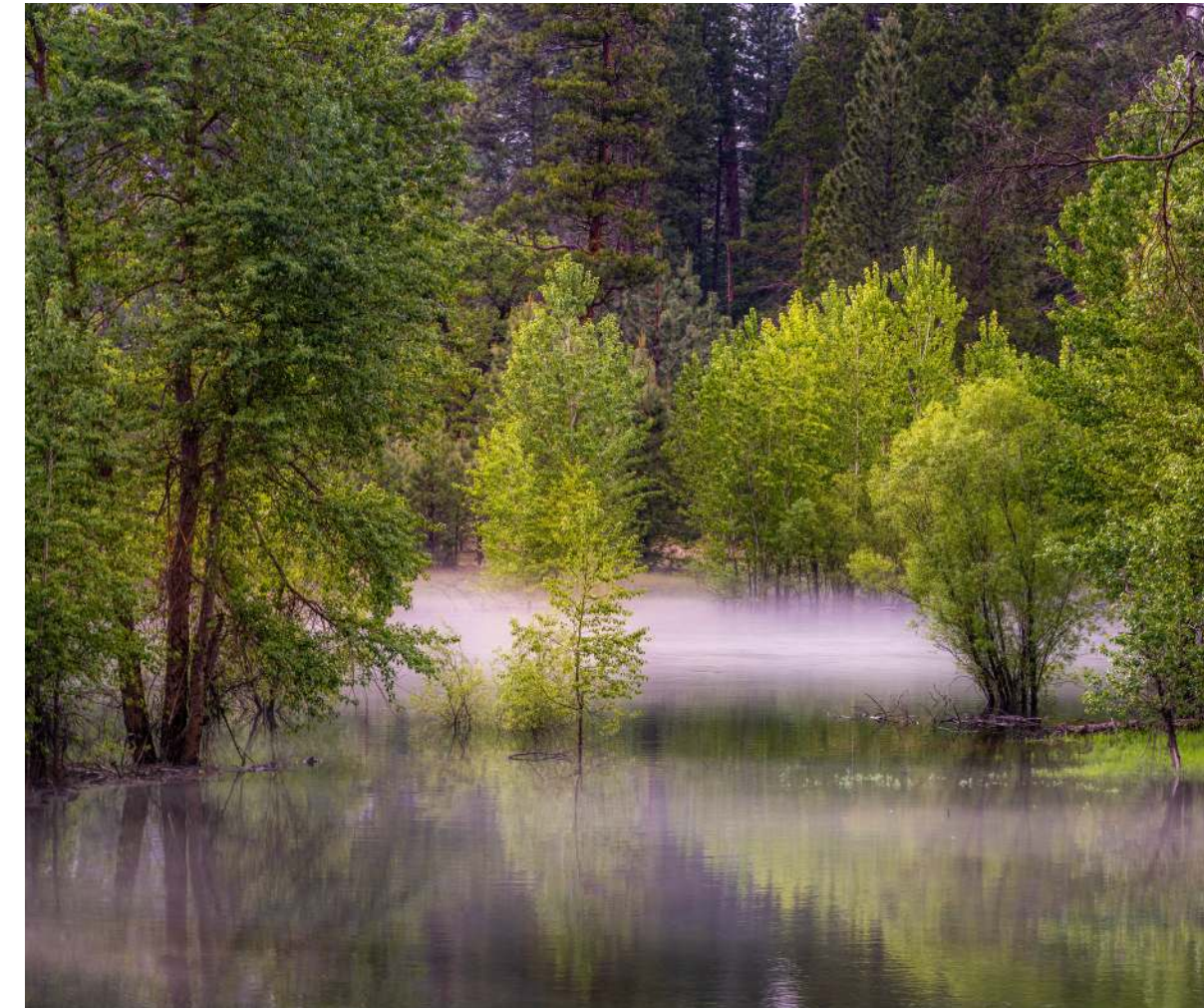
We also perform regular cyber risk assessments at both tactical and strategic levels, such as program risk assessments aligned to the NIST CSF, vulnerability scans, and penetration tests, among others.

ENVIRONMENTAL COMPLIANCE

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

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. Our Environmental Safety team facilitates site-specific compliance and managerial requirements to enable specific measures that ensure safety through ISO 14001 environmental management principles.



**CHECK OUT OUR “MARK THIS!” PODCAST
TO EXPLORE SUMMER WONDERS
WITH DESTINATIONS*.**

*Click link above

FOOD SAFETY COMPLIANCE AND AUDIT

Aramark's Safety and Risk team delivers regular updates to our Compliance Council 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 Board's Audit Committee semiannually as part of a regular compliance review.

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 U.S. and Canada, we conducted more than 1,400 audits of food operations in fiscal year 2023. Our partner, Steritech, aims to ensure compliance with the FDA's Model Food Code, as well as with state, municipal, and regulatory standards and to obtain available health department inspection reports for all food service locations.

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.



APPENDIX

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 2019 facilitated by Business for Social Responsibility (BSR). We use these insights and findings to inform our ongoing strategy enhancements and our Be Well. Do Well. platform reflects the outcome of the most recent assessment. We plan to refresh our materiality assessment during or before fiscal year 2025 for purposes of confirming our longer-term priorities and ensuring alignment with emerging regulatory requirements, including the EU Corporate Sustainability Reporting Directive (CSRD).



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

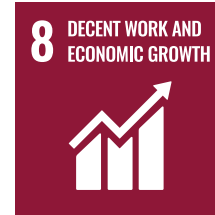
While Be Well. Do Well. sets out our specific priorities and goals, we also consider global partnerships and how we can best contribute to worldwide initiatives. We are responding to the call to action by the United Nations Sustainable Development Goals (UN SDGs) through prioritization of eight SDGs described below 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.



ZERO HUNGER 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.



GOOD HEALTH AND WELLBEING Through provision of health and wellbeing benefits and programs such as our collaboration 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, supporting the targets of SDG 3.



DECENT WORK AND ECONOMIC GROWTH 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. We developed training programs to focus on resourcing our workforce to engage in active conversations about the societal impact of racism as well as managing biases in the workplace.



RESPONSIBLE CONSUMPTION AND PRODUCTION 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 efficient operations, sourcing, and strategic planning.



CLIMATE ACTION Our climate strategy includes specific targets and timelines to reduce GHG emissions and minimize our impact on the planet. Our science-based targets, Coolfood Pledge, and ongoing mitigation activities support SDG 13.



LIFE BELOW WATER We ensure our seafood sources maintain healthy marine life and ecosystems, and respect seafood workers and communities throughout the supply chain. We aim to minimize packaging, limiting marine pollution along the way, aligning with the targets of SDG 14.



LIFE ON LAND Our supplier engagement strategy specifically focuses on no-deforestation and climate, supporting the targets of SDG 15. Our no-deforestation policy, together with Coolfood meals and plant-forward menu innovation, contributes to sustainable land use and forest management.

ARAMARK IS PROUD TO BE RECOGNIZED FOR OUR BE WELL. DO WELL. EFFORTS AND INITIATIVES BY THE FOLLOWING INSTITUTIONS:

AWARDS



The below metrics are those that we believe best reflect our Be Well. Do Well. commitments and performance. Data for fiscal years 2021 and 2022 includes Aramark's uniforms business, unless otherwise noted. With the uniforms business spinning off into its own independent company (Vestis) at the end of fiscal year 2023, we have not included this in the data for fiscal year 2023, unless otherwise noted.

Fiscal year		2023	2022	2021
Employee Information				
Total number of employees (approximately)		262,550	273,875	248,300
	Food & Support Services United States (FSS U.S.)	142,260	135,350	129,750
	FSS International	119,830	117,850	101,000
	Corporate	460	475	450
	Management/Salaried	27,700	28,175	27,600
	Front-Line/Hourly	234,850	245,700	220,700
Diversity, Equity, & Inclusion (U.S.)				
Employee Demographics				
Total	Male	42.41%	44.43%	41.11%
	Female	57.59%	55.57%	58.89%
	White	40.51%	41.06%	46.21%
	Minority	59.49%	58.94%	53.79%
	Black	31.18%	29.70%	29.64%
	Hispanic	18.43%	19.21%	16.22%
	Asian	6.47%	6.64%	4.65%
	American Indian	0.65%	0.66%	0.69%
	Pacific Islander	0.26%	0.29%	0.25%
	Two or More Races	2.50%	2.43%	2.34%

ESG PERFORMANCE DATA TABLE

Fiscal year		2023	2022	2021
Hourly	Male	41.17%	42.84%	39.65%
	Female	58.83%	57.16%	60.35%
	White	37.65%	37.57%	43.10%
	Minority	62.35%	62.43%	56.90%
	Black	32.85%	31.64%	31.51%
	Hispanic	19.22%	20.25%	17.10%
	Asian	6.79%	7.04%	4.91%
	American Indian	0.67%	0.70%	0.71%
	Pacific Islander	0.27%	0.30%	0.26%
	Two or More Races	2.55%	2.50%	2.41%
Salaried	Male	54.01%	57.25%	51.22%
	Female	45.99%	42.75%	48.78%
	White	67.21%	69.09%	67.70%
	Minority	32.79%	30.91%	32.30%
	Black	15.58%	14.08%	16.81%
	Hispanic	11.09%	10.85%	10.09%
	Asian	3.45%	3.44%	2.88%
	American Indian	0.40%	0.37%	0.53%
	Pacific Islander	0.22%	0.26%	0.16%
	Two or More Races	2.05%	1.92%	1.83%
Board of Directors	Female	40%	36%	33%
CEO Direct Reports	Female	57%	50%	55%

Fiscal year		2023	2022	2021
Learning & Development (U.S.)				
Average hours of training per salaried employee in LMS ¹		4.20	4.39	5.31
Leadership development program participants		683	567 ²	
Employees trained and certified by AllerTrain™		10,800	2,700+	
Recruitment & Retention (U.S. & Canada)				
New Hires	Total	40.5%	44.5%	49.2%
Turnover ³	Total	68.0%	64.1%	51.1%
	Voluntary	57.2%	51.3%	39.3%
	Involuntary	10.8%	12.8%	11.8%
	Hourly	72.5%	68.2%	53.9%
	Salaried	27.8%	28.5%	24.8%
Employees covered by collective bargaining agreements		33,700	42,200	42,000
Safety (Global)				
Total recordable incident rate		2.29	2.53	2.63 ²
Lost time frequency rate		1.31	1.22	1.25
Total number of recordable incidents		4,284	4,976	4,021 ²
Total number of lost time incidents		2,456	2,396	1,905

¹ Data represents global locations without the uniforms business. FY2021 and FY2022 have been restated to ensure data accuracy.

² Data has been restated for increased accuracy.

³ Turnover numbers for FY2021 and FY2022 have been restated to match SASB guidance on calculation methodology, which was used for FY2023. This means voluntary turnover represents the total number of employee-initiated separations divided by the total number of employees during the reporting period. Involuntary turnover represents the total number of entity-initiated separations divided by the total number of employees during the reporting period.

ESG PERFORMANCE DATA TABLE

Fiscal year	2023	2022	2021
Safety (FSS U.S.)			
Total recordable incident rate	3.55		
Lost time frequency rate	1.56		
Total number of recordable incidents	2,632		
Total number of lost time incidents	1,158		
Aramark-initiated recalls	0	0	0
Manufacturer-/Supplier-/CDC-initiated recalls	27	29	16
Confirmed foodborne illness outbreaks	0	0	0
Health & Wellness (U.S. Workplaces, Hospitals, Colleges, and Universities) ⁴			
Vegan, vegetarian, and plant-forward main dishes	39%	38%	36%
Vegan main dishes	17%		
Coolfood meals main dishes	25%		
Eat Well main dishes and sides	35%	34%	32%
Whole grain-led main dishes and side	9%	14%	13%
Community Efforts (Global) ⁵			
Direct, in-kind, and matching charitable contribution donations (in millions)	\$12.2	\$11.5	\$11
Volunteers engaged	9,738	8,200	2,400
Grants distributed	924	411	101
Nonprofits supported ⁶	1,024	928	600
Meals donated ⁷	1,048,862	436,812	19,250
Students supported ⁶	470,584	320,000	118,000
Individual supported ⁶ (including community residents, students, and more)	1,823,300	1,079,500	250,400
Service projects hosted	381	340	138

⁴ Data represents approximate percentage of menu items offered.

⁵ Data for all years includes Uniform business.

⁶ 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.

⁷ Meals donated leverages a new methodology that expanded to include donated food converted to meals (1.2 pounds per meal), collegiate meal plan scholarships, and volunteer-led meal services where employees prepared, served, or packed into meal kits. Meals typically represent breakfast, lunch, or dinner, as defined by the FDA.

Fiscal year	2023	2022	2021
Responsible Sourcing (FSS 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	96%	90%	85%
Contracted canned tuna meeting our Sustainable Seafood Policy expectations	100%	100%	100%
Group-housed pork ⁸	91%	74%	55%
Cage-free eggs (U.S. Aramark-controlled Purchases)	80%	86%	82%
Cage-free eggs (Global Aramark-controlled Purchases) ⁹	61%	69%	57%
Mother hens positively impacted	560,000	850,000	
Mother pigs positively impacted	4,000	4,000 ¹⁰	
Hogs positively impacted	125,000	120,000	
Diverse suppliers certified by a third-party diversity agency ¹¹	59%	58% ¹⁰	54% ¹⁰
Local farm suppliers	639	478	470
Local suppliers spend (in millions)	\$157.0 ¹²	\$61.7	\$7.6
Efficient Operations (FSS U.S.)			
Total MWh energy use within the organization	140,428.29	133,376.06 ¹³	
Reduction of food waste from FY 2015 baseline	73%	73%	74%
Total profit centers using food waste tracking technology	675	637	452
Total pounds of food waste (back of house)	16,282,074	15,504,718	16,262,188
Food waste as a % of total U.S. food cost minus disposables	0.52%	0.68%	1.01%
Nonplastic straws and stirrers by spend	52%	52%	39%
Reduction of overall stirrers and straws from 2018 baseline	59%	64%	73%
Reduction of plastic usage for stirrers and straws from 2018 baseline	72%	75%	78%

⁸ FY2021 and FY2022 results for group-housed pork represent percentage by volume. For all other sourcing progress, results represent percentage by spend. To align methodologies, FY2023 results for group-housed pork represent percentage by spend. For transparency, FY2023 group-housed pork percentage by volume is 84%.

⁹ All responsible sourcing data is for the U.S. except for the global cage-free egg percentage.

¹⁰ Restated due to calculation methodology improvement.

¹¹ Data for FY2023 includes Uniforms business.

¹² The increase from FY2022 to FY2023 is partly due to calculation methodology improvements that identified more applicable local spend than in prior years.

¹³ Data has been restated due to calculation methodology improvement and does not include Uniforms business. Data for FY2021 has been removed and will not be recalculated.

Greenhouse Gas (GHG) Emissions	
Scope 1	In prior years, Aramark has included fiscal year emissions data primarily covering the U.S. and Canada in our annual progress report, supplemented by our CDP Climate Change response. Following the validation of our science-based targets in July and the spin-off of Aramark Uniform Services (Vestis), we invested in carbon accounting software (Persefoni) that will allow us to confirm and restate our historic and fiscal year 2023 GHG inventory. Our climate strategy and carbon accounting system remain under development, and the underlying data may evolve over time, particularly as we work to continuously ensure and improve the quality, accuracy, and quantity of climate reporting. As a result, certain disclosures made in this report and our other voluntary ESG disclosures may be amended, updated, or restated in the future as the quality and completeness of our data and methodologies continue to improve. While this year’s Progress Report does not include emissions data for the reasons stated above, our recent 2023 CDP Climate Change response includes emissions data for prior years and we plan to disclose emissions in our 2024 CDP Climate Change response.
Scope 2	
Scope 3	
Total	

2023 Board Diversity Matrix		
Total Number of Directors	10	
Part 1: Gender Identity	Female	Male
Number of Directors	4	6
Part 2: Demographic Background		
African American or Black	1	0
Hispanic or Latinx	1	0
White	2	6

SUSTAINABLE ACCOUNTING STANDARDS BOARDS

Sustainability Disclosure Topics & Accounting Metrics ¹				
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 140,428.29 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 Commitments and Operating Efficiently section of this report as well as Aramark's 2023 CDP Climate Change 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	We do not capture enterprise-level water data at this time.
Food and Packaging Waste Management	(1) Total amount of waste (2) Percentage food waste (3) Percentage diverted	Metric tons (t), Percentage (%)	FB-RN-150a.1	Our total amount of food waste in the U.S. was 16,282,074 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 (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 14% 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	In the U.S. and Canada, we conducted more than 1,400 audits of food operations. Our partner, Steritech, aims to ensure compliance with the FDA's Model Food Code, as well as with state, municipal, and regulatory standards and to obtain available health department inspection reports for all food service locations. For further information, please refer to the Food Safety Compliance and Audit section of this report.
	(1) Number of recalls issued (2) Total amount of food product recalled	Number, Metric tons (t)	FB-RN-250a.2	Aramark initiated 0 recalls and Manufacturers/Suppliers/CDC initiated 27 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 0 confirmed foodborne illness outbreaks in the U.S.

SUSTAINABLE ACCOUNTING STANDARDS BOARDS

Sustainability Disclosure Topics & Accounting Metrics ¹				
Topic	Accounting Metric	Unit of Measure	Code	Reference
Nutritional Content	(1) Percentage of meal options consistent with national dietary guidelines (2) Revenue from these options	Percentage (%), Reporting currency	FB-RN-260a.1	Of our menus in U.S. workplaces, hospitals, and college and university dining halls: • 39% of main dishes offered are vegan, vegetarian, or plant-forward. • 17% of main dishes offered are vegan. • 25% of main dishes offered are Coolfood meals. • 35% of main dishes and sides offered are Eat Well, meaning they contain a full serving of nutritionally dense whole foods that are lower in calories, saturated fat, and sodium. • 9% of main dishes and sides offered include whole grains as a leading ingredient. We do not disclose revenue from these options.
	(1) Percentage of children’s meal options consistent with national dietary guidelines for children (2) Revenue from these operations	Percentage (%), Reporting currency	FB-RN-260a.2	Aramark Student Nutrition is dedicated to serving students in K-12 school systems in the U.S. Our menus served to children in K-12 schools meet all nutritional regulatory requirements. Where other lines of business designate meals for children, we meet dietary requirements.
	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 (2) Involuntary turnover rate for restaurant employees	Rate	FB-RN-310a.1	Aramark’s voluntary turnover was 57% and involuntary was 11%. For more recruitment and retention information, please refer to the ESG Performance Data Table as well as the Human Capital Disclosure in our Fiscal Year 2023 Form 10-K .
	(1) Average hourly wage, by region (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 (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 2023 Form 10-K .

Sustainability Disclosure Topics & Accounting Metrics ¹				
Topic	Accounting Metric	Unit of Measure	Code	Reference
Supply Chain Management and Food Sourcing	Percentage of food purchased that (1) Meets environmental and social sourcing standards (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 (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 80% for the U.S. and 61% globally. Group housed pork was 91% 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.

¹ Data does not include Uniforms business.

GRI Content Index	
Statement of Use	Aramark has reported the information cited in this GRI content index for the period October 1, 2022, through September 30, 2023, with reference to the GRI standards.
Title of GRI 1 Used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021	Location/Response
2-1 Organizational details	About Aramark Aramark Fiscal Year 2023 Form 10-K, Part I, Item 1: Business
2-2 Entities included in the organization's sustainability reporting	About Aramark About Our Reporting Aramark Fiscal Year 2023 Form 10-K, Part I, Item 1: Business
2-3 Reporting period, frequency, and contact point	Reporting Period: October 1, 2022–September 30, 2023 Frequency: Annual Report Publication Date: January 30, 2023 Contact Point: Sustainability@Aramark.com
2-4 Restatements of information	Calculation methodology or accuracy improvements led to restatements for data regarding: leadership development program participants; certain safety metrics; nonplastic straws and stirrers by spend; diverse suppliers certified by a third-party diversity agency; and, mother pigs positively impacted. These are noted as such in the ESG Performance Data Table.
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 Responsible Sourcing Sourcing Ethically and Inclusively Sourcing Sustainably Aramark Fiscal Year 2023 Form 10-K, Part I, Item 1: Business
2-7 Employees	Engaging Employees ESG Performance Data Table Aramark Fiscal Year 2023 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 Year 2023 Form 10-K, Part I, Item 1: Human Capital Disclosure

GRI 2: General Disclosures 2021	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 2024 Proxy Statement, Corporate Governance Matters
2-10 Nomination and selection of the highest governance body	Corporate Governance Guidelines Aramark 2024 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 and Support Aramark 2024 Proxy Statement, Corporate Governance Matters
2-13 Delegation of responsibility for managing impacts	Governance Oversight and Support Aramark 2024 Proxy Statement, Corporate Governance Matters
2-14 Role of the highest governance body in sustainability reporting	Governance Oversight and Support
2-15 Conflicts of interest	Business Conduct Policy Corporate Governance Guidelines Aramark 2024 Proxy Statement, Corporate Governance Matters
2-16 Communication of critical concerns	Business Conduct Policy Aramark 2024 Proxy Statement, Corporate Governance Matters
2-17 Collective knowledge of the highest governance body	Governance Oversight and Support Aramark 2024 Proxy Statement, Corporate Governance Matters
2-18 Evaluation of the performance of the highest governance body	Governance Oversight and Support Aramark 2024 Proxy Statement, Corporate Governance Matters
2-19 Remuneration policies	Oversight and Support Aramark 2024 Proxy Statement, Compensation Matters
2-20 Process to determine remuneration	Oversight and Support Aramark 2024 Proxy Statement, Compensation Matters
2-21 Annual total compensation ratio	Aramark 2024 Proxy Statement, Compensation Matters: CEO Pay Ratio
2-22 Statement on sustainable development strategy	Letter From Our CEO Task Force on Climate-Related Financial Disclosures (TCFD) Report

GRI 2: General Disclosures 2021	Location/Response
2-23 Policy commitments	Governance Oversight and Support Integrity and Compliance Business Conduct Policy <u>Supplier Code of Conduct</u> <u>Human Rights Statement</u>
2-24 Embedding policy commitments	Engaging Employees Integrity and Compliance Business Conduct Policy Supplier Code of Conduct Aramark Fiscal Year 2023 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	Some examples of pre-competitive roundtables and partnerships include: BSR Restaurant Roundtable for Sustainability, Menus of Change™, Food Waste Reduction Alliance, Global Coalition for Animal Welfare, Ocean Plastics Leadership Network, World Resources Institute, Humane Society of United States, and Monterey Bay Aquarium Seafood Watch.
2-29 Approach to stakeholder engagement	Engaging Employees Building Local Communities Responsible Sourcing Aramark 2024 Proxy Statement Your Voice Counts™ consumer feedback tool
2-30 Collective bargaining agreements	Labor Rights Aramark Fiscal 2023 Form 10-K, Part I, Item 1: Human Capital Disclosure

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 Year 2023 Form 10-K, Part I, Item 1: Business
	201-1 Direct economic value generated and distributed	About Aramark Aramark Fiscal Year 2023 Form 10-K, Part I, Item 1: Business
	201-2 Financial implications and other risks and opportunities due to climate change	Aramark Fiscal Year 2023 Form 10-K, Part I, Item 1: Business Task Force on Climate-Related Financial Disclosures (TCFD) Report

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	Responsible Sourcing 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
	205-2 Communication and training about anti-corruption policies and procedures	Integrity and Compliance Compliance Training and Awareness

GRI Standard	Disclosure	Location/Response
GRI 302: Energy 2016	3-3 Management approach	Climate Commitments Operating Efficiently Aramark CDP Climate Change 2023
	302-1 Energy consumption within the organization	Climate Commitments Operating Efficiently ESG Performance Data Table
	302-2 Energy consumption outside of the organization	Climate Commitments Operating Efficiently ESG Performance Data Table
	302-4 Reduction of energy consumption	Climate Commitments Operating Efficiently ESG Performance Data Table Aramark CDP Climate Change 2023

GRI Standard	Disclosure	Location/Response
GRI 303: Water and Effluents 2018	3-3 Management approach	People Safety Health and Wellness Operating Efficiently United Nations Sustainable Development Goals
	303-1 Interactions with water as a shared resource	Health and Wellness Operating Efficiently
	303-2 Management of water discharge-related impacts	People Safety Operating Efficiently
	303-5 Water consumption	We do not capture enterprise-level water data at this time.

GRI Standard	Disclosure	Location/Response
GRI 304: Biodiversity 2016	3-3 Management approach	Planet Sourcing Sustainably Aramark CDP Forests 2023
	304-2 Significant impacts of activities, products, and services on biodiversity	Sourcing Sustainably Aramark CDP Forests 2023

GRI Standard	Disclosure	Location/Response
GRI 305: Emissions 2016	3-3 Management approach	Climate Commitments Aramark CDP Climate Change 2023
	305-1 Direct (Scope 1) GHG emissions	Aramark CDP Climate Change 2023
	305-2 Energy indirect (Scope 2) GHG emissions	Aramark CDP Climate Change 2023
	305-3 Other indirect (Scope 3) GHG emissions	Aramark CDP Climate Change 2023
	305-5 Reduction of GHG emissions	Climate Commitments Aramark CDP Climate Change 2023

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 Operating Efficiently
	306-2 Management of significant waste-related impacts	Minimizing Food Waste Embedding Circularity Operating Efficiently
	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	Responsible Sourcing Sourcing Sustainably Aramark Sustainable Sourcing Policy
	308-1 New suppliers that were screened using environmental criteria	Responsible Sourcing Sourcing Sustainably
	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 Year 2023 Form 10-K, Part I, Item 1: Human Capital Disclosure
	401-1 New employee hires and employee turnover	ESG Performance Data Table Aramark Fiscal Year 2023 Form 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 Year 2023 Form 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 and Safety 2018	3-3 Management approach	People Safety Food Safety Food Safety Compliance and Audit Environmental Compliance
	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
	403-6 Promotion of worker health	Employee Benefits People Safety
	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 Year 2023 Form 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 Year 2023 Form 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 Responsible Sourcing Sourcing Ethically and Inclusively ESG Performance Data Table

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 Responsible Sourcing 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 Responsible Sourcing Sourcing Ethically and Inclusively

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

GRI Standard	Disclosure	Location/Response
GRI 414: Supplier Social Assessment 2016	3-3 Management approach	Responsible Sourcing Sourcing Ethically and Inclusively ESG Performance Data Table
	414-1 New suppliers that were screened using social criteria	Responsible Sourcing Sourcing Ethically and Inclusively 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 Health and Wellness Environmental Compliance Food Safety Compliance and Audit
	416-1 Assessment of the health and safety impacts of product and service categories	Empowering Healthy Consumers Food Safety Health and Wellness Food Safety Compliance and Audit ESG Performance Data Table
	416-2 Incidents of noncompliance 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

Introduction

Aramark is committed to transparently disclosing our climate-related risks and opportunities aligned to the Task Force on Climate-Related Financial Disclosures (TCFD) guidelines. We intend Aramark’s third annual TCFD disclosure to describe how our organization addresses the TCFD framework elements: Governance, Strategy, Risk Management, and Metrics and Targets. Since 2016, Aramark has voluntarily responded to CDP’s annual Climate Change questionnaire, making our responses publicly available starting in 2020.

2023 Progress and Highlights

Aramark has worked internally and with the support of consultants to better understand climate-related risk and opportunity exposure across our organization. Aramark conducted an internal workshop in 2023 with finance, operational, legal, and supply chain leaders, with the goal to further integrate our climate strategy process into existing business strategy planning. Through this process, we gained insights into risks that may arise from climate change for our business.

Aramark received SBTi validation of near-term and long-term science-based targets in 2023, raising the ambition level of our climate commitments. We have also begun transitioning to Persefoni, a leading carbon accounting software platform, to complete our annual carbon accounting and improve the transparency and reporting against our science-based targets.

Looking Ahead

In 2024, we will continue our journey of ongoing improvement regarding the management and disclosure of climate-related risks and opportunities, including building on the strategic integration work pursued in 2023. As we refine our approach, we aim to focus on priority risks and business units, improve quantification of risks and opportunities, and integrate into risk management. As reporting frameworks and expectations evolve, we will continue to address voluntary and required reporting elements. Please see the below tables for further description of the risks and opportunities identified in analyses to date.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Core Element	Recommended Disclosure	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	CDP 2023 Climate Change Questionnaire: Sections C1.1a, C1.1b 2023 Be Well. Do Well. Progress Report: Governance Aramark Fiscal Year 2023 Form 10-K: Part 1, Item 1
	b. Describe management's role in assessing and managing climate-related risks and opportunities	CDP 2023 Climate Questionnaire: Sections C1.2 2023 Be Well. Do Well. Progress Report: Governance
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	CDP 2023 Climate Change Questionnaire: Sections C2.1a, C2.3, C2.3a, C2.4, C2.4a 2023 Be Well. Do Well. Progress Report: Climate Commitments Aramark Fiscal Year 2023 Form 10-K: Part 1, Item 1A
	b. Describe the impact of the climate-related risks and opportunities on the organization's business, strategy, and financial planning	CDP 2023 Climate Change Questionnaire: Sections C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4 2023 Be Well. Do Well. Progress Report: Sourcing Sustainably, Climate Commitments, Minimizing Food Waste, Embedding Circularity, Operating Efficiently, Governance
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario	CDP 2023 Climate Change Questionnaire: Sections 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	CDP 2023 Climate Change Questionnaire: Sections C2.1, C2.2, C2.2a 2023 Be Well. Do Well. Progress Report: Climate Commitments, Governance
	b. Describe the organization's processes for managing climate-related risks	CDP 2023 Climate Change Questionnaire: Sections C2.1, C2.2, C4.3, C4.3a, C4.3b 2023 Be Well. Do Well. Progress Report: Climate Commitments, Governance
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	CDP 2023 Climate Change Questionnaire: Sections C2.1, C2.2 2023 Be Well. Do Well. Progress Report: Climate Commitments, Governance Aramark Fiscal Year 2023 Form 10-K: Part I, Item 1A

TASK FORCE ON
CLIMATE-RELATED
FINANCIAL DISCLOSURES

Core Element	Recommended Disclosure	Reference
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities with its strategy and risk management process	CDP 2023 Climate Change Questionnaire: Sections C4.2, C4.2a, C4.2b, C9.1 2023 Be Well. Do Well. Progress Report: Planet, Climate Commitments, Governance, ESG Performance Data Table
	b. Disclose scope 1, scope 2, and if appropriate scope 3 greenhouse gas (GHG) emissions and the related risks	CDP 2023 Climate Change Questionnaire: Sections C6.1, C6.3, C6.5, C6.5a 2023 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	CDP 2023 Climate Change Questionnaire: Sections C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b 2023 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

