

Aramark - Slavery and Human Trafficking Statement

The Aramark Investments Limited slavery and human trafficking statement is made pursuant to Section 54 of the Modern Slavery Act 2015 'Transparency in Supply Chains' and is made by Aramark Investments Limited on behalf of its operating companies which operate in the United Kingdom.

Aramark Investments Limited (registered number 02808311), through its operating companies, provides food services and facilities management to organisations across a range of market sectors serving hundreds of clients across the UK in the business and industry, education, offshore, defence and healthcare markets. Aramark continuously undertakes activities to better understand its supply chain and is committed to challenging human trafficking and slavery.

- Aramark has been a member of SEDEX (Supplier Ethical Data Exchange) since February 2012. SEDEX is a global membership organisation dedicated to driving improvements in responsible and ethical business practices in global supply chains. SEDEX supports Aramark in assessing its supply chain based on a supplier's ethical credentials and commitments to adhering to relevant labour legislation.
- In 2018, Aramark developed an assessment programme in conjunction with SEDEX.
- The programme assesses supplier's credentials, in terms of Labour Standards, Health and Safety, Environmental Stewardship and Business Ethics. The assessment findings rate the supplier's compliance and highlights any risk for further investigation.
- All new and existing suppliers are expected to be registered members of SEDEX and to confirm that they adopt and continuously enforce relevant legislative requirements in relation to the use of labour throughout their supply chain.
- As of 14th March 2024, Aramark had 134 SEDEX-registered suppliers, covering 142 production sites, meaning those who supply directly to Aramark's customer sites or via third party distribution channels. On a quarterly basis, Aramark reviews audit reports from its suppliers to identify potential issues; any issues identified are examined to ensure they comply with the standards set. If a supplier does not meet the standards set Aramark will work with the supplier to achieve this standard. If this is not possible or the supplier is unwilling to make the necessary changes Aramark will review the relationship with the supplier and potentially terminate the relationship. This is an ongoing process.
- Furthermore, all suppliers entering new contracts, with Aramark are required to enforce relevant legislative requirements in relation to the use of labour throughout their supply chain.
- In addition, in 2022 we updated our Global Supplier Conduct Policy which further outlines the standards and criteria we expect of suppliers in managing safe and fair working rights in their supply chains. This updated policy will be included in all new supplier contracts, whilst being issued as an update to all existing suppliers in quarter two of 2023.

Aramark is focused on ensuring that slavery and human trafficking does not occur within its UK business. All our colleagues are employed through ethical practices overseen by dedicated HR experts and all new starters complete our Policy and procedures eLearning module that reflects the principles of our Modern Slavery Statement. Our managers have also received support that includes training and guidance to ensure consistency of all our HR processes. In the year ahead we will continue to develop our HR processes and training to manage the risks brought about due to Covid-19 and Labour Market challenges. In conclusion, Aramark is committed, through its work with SEDEX and by embedding compliance into routine supplier selection, to collaborating with its stakeholders to improve transparency and tackle any occurrences of human trafficking or slavery.

Further information on Aramark's approach to adhering to responsible business practices, such as through its ethics, health and wellbeing and community initiatives can be found at:

<https://northerneurope.aramark.com/ie/other/modern-slavery-act>

This statement has been approved by the board, is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30 September 2023.

A handwritten signature in black ink, appearing to read "H. Milligan-Smith", with a horizontal line underneath.

Helen Milligan-Smith

President and CEO

UK and Global Offshore

Aramark Investments Limited

31 March 2024