

Aramark Ireland Gender Pay Gap 2023 Report

As a business, we recognise the profound impact of a diverse workforce on our organisation's success. It is not only a matter of equality but also a strategic imperative that fuels innovation, creativity, and excellence. We believe that by harnessing the full spectrum of talent, we can better meet the evolving needs of our clients and communities.

As outlined below, to fortify our dedication to diversity, we have actively engaged in partnerships and initiatives designed to empower women throughout their professional journey. These initiatives aim not only to encourage women to enter the workforce but also to provide them with the necessary tools and support to thrive and succeed on their own terms. We understand the importance of not only attracting women to our organisation but ensuring that they have equal opportunities for growth and advancement.

While we acknowledge the progress made thus far, we also recognise the work that lies ahead. Our Gender Pay Gap Report serves as a critical benchmark, allowing us to assess our current standing and chart a course for continued improvement. We are resolute in our determination to narrow the gender pay gap at Aramark Ireland, and we remain committed to creating an environment where all colleagues are empowered with the opportunities and

support needed to advance within our organisation.

I extend my gratitude to all our colleagues for their contributions to building a workplace that reflects the values of equality, respect, and opportunity. Together, we will continue to drive positive change and shape a future where diversity is not just embraced but celebrated.



Joanne Doyle

Human Resources & Diversity, Equity & Inclusion Director, Aramark Ireland



EXECUTIVE SUMMARY

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. The percentages expressed with a minus means that women have earned more than men.

Aramark employs over 6,000 colleagues across the Republic of Ireland in our legal entities. The mean gender pay gap in each legal entity is as follows:

Avoca	Campbell Catering Limited	Vector Workplace and Facility Management Limited	Aramark Ireland (Overall)
4%	11.8%	29.8%	14.9%

One of the reasons for the gender pay gap across our Campbell Catering and Vector Workplace and Facility Management divisions is that there are proportionately more males in more senior roles whereas roles of lower seniority are occupied by proportionately more females as shown in the tables below.

METHODOLOGY

The 'gender pay gap' is the difference in average earnings between women and men.

The Gender Pay Gap Report 2023 does not include data from Aramark legal entities with less than 250 employees in the relevant period leading up to the "snapshot date" of 30th June 2023.

Bonus and Benefit in Kind data relates to a 12-month period leading up to 30th June 2023.

WHY DO WE HAVE A GENDER PAY GAP?

According to the Central Statistics Office, the Gender pay gap in Ireland in 2022 was 9.6%.

Aramark is determined to combine a range of actions to reduce the gender pay gap as referenced later in this report. The tables below show our gender pay gap data for each of the legal entities in Aramark with 250+ employees as of 30th June 2023 and bonuses and Benefit in Kind recorded in the year to 30th June 2023.

Aramark advertises all job vacancies on the company website, job boards such as LinkedIn and Indeed, to ensure a wide reach of candidates. We encourage people at all levels within the organisation to optimise learning and development opportunities and have succession planning mechanisms in place. As a result, there are many internal promotions throughout the year.

Avoca Handweavers Shops Limited

Avoca have a significantly lower than average gender pay gap of 4%, due to there being more females in the Upper (Q4) and Upper Mid Quartiles (Q3).

Female

Male



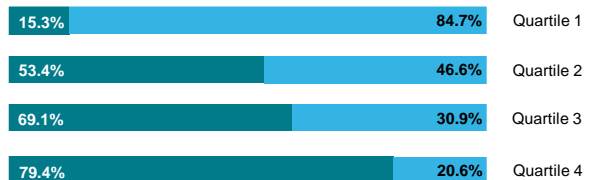
Campbell Catering Limited

Campbell Catering Limited has a slightly higher than average gender pay gap of 11.8%, due to the high proportion of female employees employed at the Lower (Q1) and Lower Mid Quartiles (Q2). The gap has however decreased from 13.5% in 2022 due to more females now employed in the Upper (Q4) and Upper Mid Quartiles (Q3) than last year.



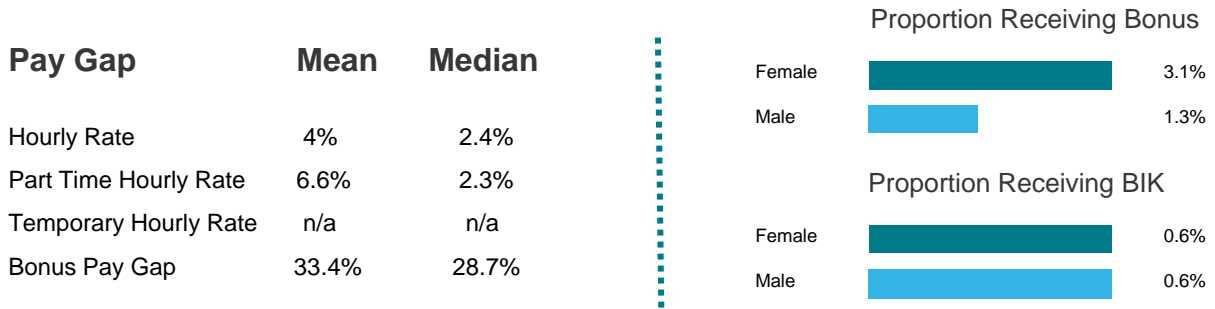
Vector Workplace and Facility Management Limited

Vector Workplace and Facility Management Limited has a higher-than-average gender pay gap of 29.8% due to the high proportion of males in the most senior roles whereas roles of lower seniority are occupied by proportionally more females in the Lower (Q1) and Lower Mid Quartiles (Q2). The technical nature of the roles associated with those in the highest Quartile are reflective of roles which may have been traditionally seen as male roles by society and can result in a lower level of female applications for available roles. The overall gap has however improved from 2022 where it stood at 32.2%. This is mainly due to the increase of females at the Upper Quartile (Q4).

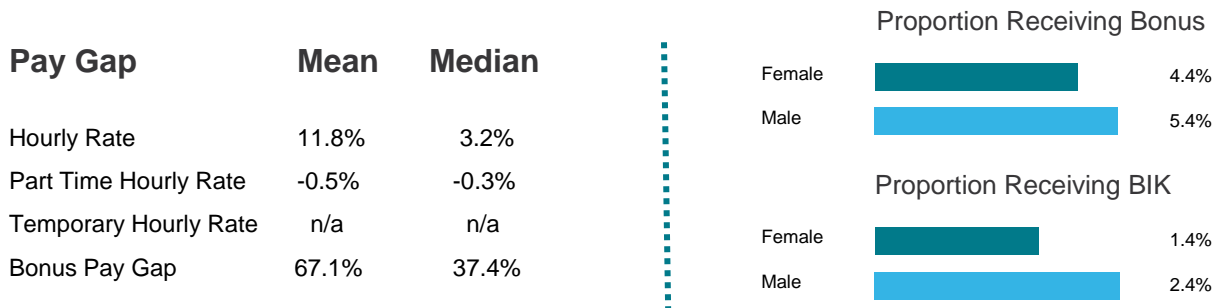


GENDER PAY GAP STATISTICS

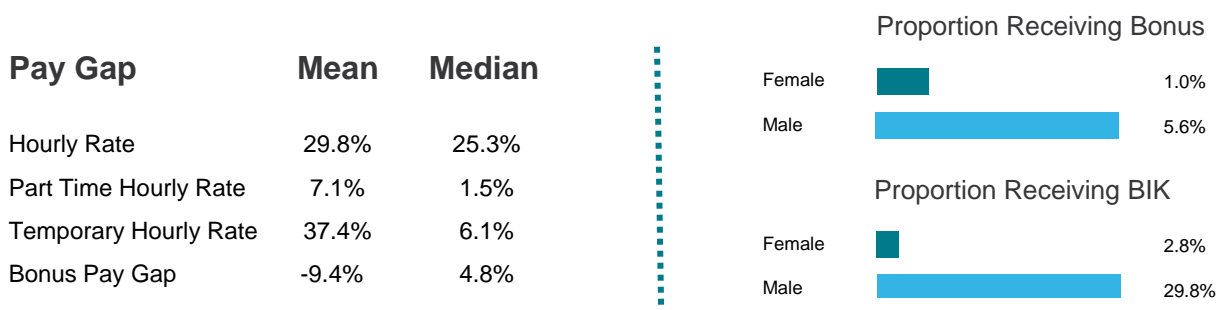
Avoca Handweavers Shops Limited



Campbell Catering Limited



Vector Workplace and Facility Management Limited



WHAT ARE WE DOING ABOUT THE GENDER PAY GAP?

Women in Hospitality, Travel & Leisure (WiHTL) Membership

In 2023, Aramark have continued to be active members of Women in Hospitality, Travel and Leisure (WiHTL).

During 2023:

- 3 female leaders have been recognised in the 'Women to Watch in Hospitality, Travel & Leisure' Index
- 2 senior female leaders have attended the Global Leaders programme and mentoring has been provided on a cross industry basis as part of the programme
- 2 senior leaders have attended the Ethnic Future Leaders Program, also with cross industry mentoring and reverse mentoring taking place



All Aramark employees have access to the WiHTL webinar programmes covering a wide range of subjects including:

- Impact of Menopause at Work
- Social Mobility
- Intentional Inclusion
- Transgender Awareness

EMPOWER – Employee Resources Group (ERG)

Our EMPOWER ERG was awarded Aramark Global Hub of the year and was recognised across the international business. Since launching, EMPOWER have been steadfast in their commitment to inclusivity, advocacy, and action as well as becoming one of our most active and engaged Hubs across the Aramark family.

The mission of the EMPOWER Employee Resource Group is to extend its reach and impact to:

- Grow diverse leadership among women through professional career development, networking across the state and other ERGs, coaching and mentoring
- Foster an inclusive environment where people can bring their full selves to work and grow their professional goals
- Strengthen our partnerships within our communities

In 2024 we will work to grow our membership across Ireland, working on initiatives to support our colleagues across the country.



Aramark
EMPOWER

Female Chef Network

2023 was an exciting year for our culinary team, who have continued to build on the introduction of our Female Chef Network.

Mentoring and Coaching sessions have been provided on a one-to-one basis for those who have shown an interest in progression and are keen to develop. We will continue to offer mentoring and support to our colleagues in this area.

Our Avoca Development Chef hosted a number of sessions across the year including; Monthly Chef Craft Forums, Culinary Masterclasses on new food innovations and Customer Culinary talks and Food tastings. In addition to this our Development Chef has taken time to speak with Apprentice Chefs at Culinary Colleges within Ireland to promote and encourage entrants to the hospitality industry.

In 2023 we had 36 female chefs compete across a number of culinary competitions, with 5 female chefs recognised as finalists in the Aramark Chef of the Year competition. In 2024 we look forward to reviewing the opportunities for female chefs within our business to display their exceptional skillsets.



Supporting our Female Workforce

Following the roll out of our Menopause Policy to support those going through this stage in their life and signing up to the Menopause Workplace pledge, during 2022/2023 we have created a network of menopause Champions within our business to improve awareness in the wider workforce. During the year our Champions have:

- Promoted the Menopause in the Workplace policy
- Developed and shared electronic and printable collateral for Managers to display and share with their teams
- Shared links to useful webinars and educational materials for Managers and employees
- Created a Menopause Support Working Group – including male allies



Career Development Opportunities

Make Your Mark Academy

2023 saw the launch of our succession planning programme for Front Line Colleagues, the Make Your Mark Academy, rolled out to all areas of our business in Ireland. The purpose of the programme is to identify star performers who have future potential to move into Team Leader and Supervisor roles. 53% of those who completed and graduated from our programme this year were female.



Developing Management Skills

Our Developing Management Skills programme was delivered to colleagues new to supervisory or management roles. In 2023, 55% of those who completed and graduated this year were female and this programme has been recognised by the Institute of Leadership and Management (ILM).



Institute of Workplace and Facilities Management

At Aramark we offer colleagues the opportunity to undertake Level 2 and 3 IWFM qualifications as part of their ongoing professional development. Depending on how successful they are, and how keen they are to progress, our colleagues can achieve a Certificate or Diploma qualification.



To date we have had 55 programme participants, 27 of which were female (49%). This programme is important to provide an opportunity for colleagues to get a better understanding of Facilities Management and the potential career opportunities this area of the business holds.

Aramark Female Leadership Programme

In 2023 we had an exceptional response for applications to join our “Building Confidence and Capability” Female Leadership Programme in conjunction with the Method. During 2023, a further 12 female leaders from all areas of the business will be completing the programme. This programme looks at topics such as:

- Power and confidence
- Resilience
- Flexibility and influencing
- Dealing with conflict

The programme is designed to inspire our female leaders and is delivered with a series of workshops and individual coaching to support implementation of the learning into the workplace.



Aramark Excellerate Leadership Programme

In 2023 we had 12 female managers across our Food Service Division complete the Excellerate Leadership Programme in conjunction with Clark Griffin Associates. This 8-month programme looked at topics such as:

- Insights Discovery
- Coaching skills
- Mindset and attitude
- 21ST Century leadership
- Emotional Intelligence
- High performing Teams
- Giving and receiving feedback



HR Policy /Handbook Review

In 2023 we reviewed all of HR policies to ensure they are gender neutral for example using the term you / they, instead of him / her or he/she .We have also just completed a gender review of our employee handbook. This review supports our objective of fostering a supportive, fair and inclusive working environment for all our colleagues.

A FINAL NOTE FROM TOM NEVILLE

As we reflect on the insights presented in this Gender Pay Gap Report, it is clear that fostering a truly inclusive workplace is not just a goal; it is a journey that demands our unwavering commitment. The metrics within this report provide a snapshot of our current state, highlighting areas of progress and underscoring the challenges that lie ahead.

Our commitment to narrowing the gender pay gap is not just a moral imperative; it is an essential component of our strategic vision. We understand that diverse perspectives drive innovation and excellence. To this end, we will continue to invest in initiatives that empower women at every stage of their professional journey, creating an environment where talent and potential know no gender.

I am proud of the strides we have made and grateful for the collective dedication of our team. By embracing transparency and acknowledging the work that remains, we set the stage for meaningful change. Together, let us forge a future where every colleague thrives, irrespective of gender, and where our commitment to equality resonates in every aspect of our organisation.



Tom Neville

President & CEO Ireland, Aramark Ireland



DECLARATION

We confirm that the Aramark gender pay gap calculations
are accurate as of 30th December 2023