

## **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 Northern European operating companies.

**Aramark Investments Limited** (registered number 02808311) through its Northern European 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, healthcare and judicial markets and also supplies online retail products to the customers in the UK. Aramark has undertaken a number of activities in the previous 12 months 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 support 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 with regard to 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 enforce relevant legislative requirements in relation to the use of labour throughout their supply chain. This is an ongoing process.
- The aforementioned assessment programme has now being completed with all 76 Tier 1 suppliers to the Aramark UK Foodservice business (those who supply directly to our customer sites or via third party distributors). In September 2018, the programme was extended to 95 Tier 2 Foodservice suppliers, as well as Tier 1 Aramark Workplace Solutions Limited and Avoca Limited suppliers as a second phase.

Furthermore, all suppliers entering new contracts with Aramark are obligated to enforce relevant legislative requirements in relation to the use of labour throughout their supply chain.

Aramark is focused on ensuring that slavery and human trafficking does not occur within its UK business. As part of our commitment to improving our recruitment procedures, we have updated our interviewing skills course to include the following:

- Referencing the Modern Slavery Act and our corporate statement.

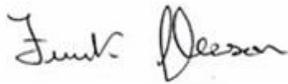
- How to access the Modern Slavery Helpline on 08000121700.
- Understanding and compliance of Right to Work documentation.

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/about-us/responsibility>

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 2018.

A handwritten signature in black ink that reads "Frank Gleeson".

**Frank Gleeson**  
**Regional President**  
**Northern Europe**  
**Aramark Investments Limited**

20 March 2019

## Slavery and Human Trafficking Statement – for each subsidiary

### ARAMARK LIMITED

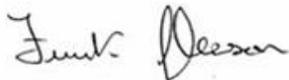
Aramark Limited is a private limited company incorporated in England and Wales whose registered address is 2nd Floor 250 Fowler Avenue, Farnborough Business Park, Farnborough, Hampshire, GU14 7JP and company number 00983951 and is a subsidiary of Aramark Investments Limited.

Under the UK's Modern Slavery Act 2015, Aramark Limited is required to publish a Slavery and Human Trafficking Statement for each financial year, describing what steps we have taken to address the risk of slavery or human trafficking occurring in our own operations and our supply chains.

This is our annual statement for the year ended 30 September 2018 and incorporates the statement of our parent company, Aramark Investments Limited, and our approach, processes and principles in combating slavery and human trafficking. This is a statement which is updated annually. We will abide by the current version of the Aramark Investments Limited statement. For the latest version of the Aramark Investments Limited statement, please see here <https://northerneurope.aramark.com/about-us/modern-slavery-act>

Approved by the Board of Aramark Limited on 20<sup>th</sup> March 2019.

Signed by

A handwritten signature in black ink that reads "Frank Gleeson".

.....  
Frank Gleeson  
**Chief Executive Officer**  
20<sup>th</sup> March 2019

## VECTOR WORKPLACE AND FACILITY MANAGEMENT LIMITED

Vector Workplace and Facility Management Limited trading as Aramark Workplace Solutions is a private limited company incorporated in Ireland whose registered address is 70 Sir John Rogerson's Quay Dublin 2 and company number is 315777 and is a subsidiary of Aramark Investments Limited.

Under the UK's Modern Slavery Act 2015, Vector Workplace and Facility Management Limited is required to publish a Slavery and Human Trafficking Statement for each financial year, describing what steps we have taken to address the risk of slavery or human trafficking occurring in our own operations and our supply chains.

This is our annual statement for the year ended 30 September 2018 and incorporates the statement of our parent company, Aramark Investments Limited, and our approach, processes and principles in combating slavery and human trafficking. This is a statement which is updated annually. We will abide by the current version of the Aramark Investments Limited statement. For the latest version of the Aramark Investments Limited statement, please see here <https://northerneurope.aramark.com/about-us/modern-slavery-act>

Approved by the Board of Vector Workplace and Facility Management Limited on 20<sup>th</sup> March 2019.

Signed by

A handwritten signature in black ink that reads "Frank Gleeson".

.....  
Frank Gleeson  
**Chief Executive Officer**  
20<sup>th</sup> March 2019

## AVOCA HANDWEAVERS SHOPS LIMITED

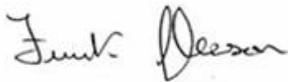
Avoca Handweavers Shops Limited is a private limited company incorporated in Ireland whose registered address is 70 Sir John Rogerson's Quay Dublin 2 and company number is 46106 and is a subsidiary of Aramark Investments Limited.

Under the UK's Modern Slavery Act 2015, Avoca Handweavers Shops Limited is required to publish a Slavery and Human Trafficking Statement for each financial year, describing what steps we have taken to address the risk of slavery or human trafficking occurring in our own operations and our supply chains.

This is our annual statement for the year ended 30 September 2018 and incorporates the statement of our parent company, Aramark Investments Limited, and our approach, processes and principles in combating slavery and human trafficking. This is a statement which is updated annually. We will abide by the current version of the Aramark Investments Limited statement. For the latest version of the Aramark Investments Limited statement, please see here <https://northerneurope.aramark.com/about-us/modern-slavery-act>

Approved by the Board of Avoca Handweavers Shops Limited on 20<sup>th</sup> March 2019.

Signed by

A handwritten signature in black ink that reads "Frank Gleeson".

.....  
Frank Gleeson  
**Chief Executive Officer**  
20<sup>th</sup> March 2019

## ARAMARK DEFENCE SERVICES LIMITED

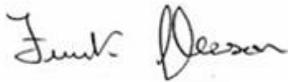
Aramark Defence Services Limited is a private limited company in England and Wales whose registered address is Witan Gate House, 500 – 600 Witan Gate West, Milton Keynes, Buckinghamshire, MK9 1SH and company number 10633160 and is a subsidiary of Aramark Investments Limited.

Under the UK's Modern Slavery Act 2015, Aramark Defence Services Limited is required to publish a Slavery and Human Trafficking Statement for each financial year, describing what steps we have taken to address the risk of slavery or human trafficking occurring in our own operations and our supply chains.

This is our annual statement for the year ended 30 September 2018 and incorporates the statement of our parent company, Aramark Investments Limited, and our approach, processes and principles in combating slavery and human trafficking. This is a statement which is updated annually. We will abide by the current version of the Aramark Investments Limited statement. For the latest version of the Aramark Investments Limited statement, please see here <https://northerneurope.aramark.com/about-us/modern-slavery-act>

Approved by the Board of Aramark Defence Services Limited on 20<sup>th</sup> March 2019.

Signed by

A handwritten signature in black ink that reads "Frank Gleeson".

.....  
Frank Gleeson  
**Chief Executive Officer**  
20<sup>th</sup> March 2019