

UK GENDER PAY GAP: 2020 REPORT

At Aramark, we have recently launched a new vision and mission to support our growth and positioning – both internally and externally. With an unshakeable focus on hospitality that goes all the way back to our foundation, I'm proud to say that part of this new vision expressly acknowledges our ambition to be the most admired employer and acknowledges the role of every Aramark employee in representing the organisation we strive to be.

At its core, a great hospitality business must have a foundational respect for those who provide the service. That's why we put our people first and empower them to pursue their passions and to bring their full selves to a diverse and inclusion workforce – at least that is our aim. We know that the way we treat our people, and the way they treat each other, are at the heart of this effort to create a workplace environment that we can all be proud of. We also know that the more diverse a workforce the better it performs, bringing new ideas, fresh perspectives and challenging the status quo. Sometimes, it can be bold, but more often than not it is the sum of small but no less important steps.

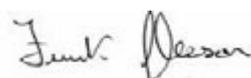
In January 2021, we proudly appointed Helen Milligan-Smith as Managing Director for UK and the first female Managing Director for that business. Helen, of course, was appointed for her dynamism and impressive leadership credentials, but it's always welcome to see the positive impact of visible female leadership on our wider leadership dynamic. The UK leadership team now consists of 50 percent females, while the Northern Europe Executive Leadership Team is currently 38 percent female. This makes us stronger, it makes us better, and it continues to be the driving force for a culture that all of us play a part in shaping.

Looking to the following report, I am pleased that the mean pay gap in all areas of the business has decreased, and this is a trend we aim to continue in the coming years. Although the report can only capture a moment in time,

I'm further encouraged by some of the landmark efforts and milestones that our business has reached since the last report.

As our organisation remobilises and grows, I can assure everyone that Aramark Northern Europe is not content is rest on our relatively strong female leadership percentages. We remain committed to positive action and operational efforts towards reducing the gender pay gap by having open conversations and continually looking at ways we can improve.

I firmly believe that we can be an employee of choice – for every gender, age, religious belief, ethnicity, identity, sexuality, or ability – and I hope to share more progress in next year's report on social values.

A handwritten signature in black ink, appearing to read "Frank Gleeson".

Frank Gleeson
President, Northern Europe





In my nine months as Managing Director for Aramark UK, I have sought to be the authentic, visible, accessible, and inclusive leader that I have always benefitted most from working for. For me, this means supporting employees to not just bring their full selves to work, but to give them the tools and skills to support each one of their colleagues to do the same.

The existing gender diversity in Aramark's leadership teams is an important foundation for the pathways and programmes that we are developing to encourage further representation. Our diversity and inclusivity is, and will be, our strength and we are challenging our own business to deliver further gains in opportunity, and reductions in mean salary gaps, in order to deliver this for all who work at Aramark.

Further to our internal efforts, we have a number of partnerships and initiatives in place to strengthen our ability to deliver programmes that encourage women to join and remain in the workplace, as well as to succeed on their own terms.

Following the lead of our offices in the US, our Northern Europe teams we have developed the EMPOWER employee resource group (ERG), along with other awareness training and mentorship programmes that support female employees, in particular. These groups create opportunities for connection, collaboration and sharing of personal experiences with like-minded people – while also strongly encouraging allyship and advocacy for certain groups who may face greater barriers in the workplace. This groups is open to all employees from frontline staff to those based in our regional offices.

We are also a member of The WiHTL (Women in Hospitality, Travel and Leisure) who provide workshops, collaboration opportunities to tackle barriers to diversity, and conducts research to inspire organisations to ensure more women can progress into executive leadership roles, to encourage collaboration amongst HTL organisations and to support companies in committing to Diversity and Inclusion.

Since taking on my role as Managing Director, I have tried to encourage a culture of openness. Employees need to feel they are being heard to give them a sense of belonging – something we know always comes to the fore of memorable experiences in customer service and hospitality industries. For me and many of our colleagues with caring responsibilities, this can take a very familiar form that I strongly encourage our people to discuss openly.

As we are now hopeful that the world is starting to return to normal, it is an exciting time for everyone in the Aramark business in Northern Europe. As a leader in the UK, I look forward to working closely with our CEO, CFO and HRD on continuing to narrow the gender pay gap so that Aramark can become the admired employer that we truly can be.



Helen Milligan-Smith
Managing Director, UK



ARAMARK OVERALL

Mean Gender Pay Gap	29.2%
Median Gender Pay Gap	23.4%
Mean Bonus Gender Pay Gap	22.4%
Median Bonus Gender Pay Gap	-105.4%

EXECUTIVE SUMMARY

Aramark employs approximately 5,500 people across the UK in our legal entities (excluding those on furlough) as at 5th April 2020. The mean gender pay gap in each entity is as follows:

Aramark UK Limited
29.2%

Aramark Defence Services
12.8%

Campbell Catering
2%

According to the Office for National Statistics, the gender pay gap for all employees across the UK has continued to decline from 17.4% in 2019 to 15.5% in April 2020. Aramark Defence Services and Campbell Catering has a lower than average gender pay gap of 12.85% and 2% respectively, due to a more even balance of males and females throughout the upper two pay quartiles.

METHODOLOGY

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

The Gender Pay Gap Report 2020 does not include data from Aramark Workplace Solutions UK Limited. There were less than 250 employees in the relevant period leading up to the "snapshot date" of 5th April 2020.

Also, the data this year has been impacted by Covid 19. Employees who were on furlough on 5th April 2020 have not been included in line with the Office for National Statistics guidance.

Bonus data relates to a 12-month period leading up to 5th April 2020.



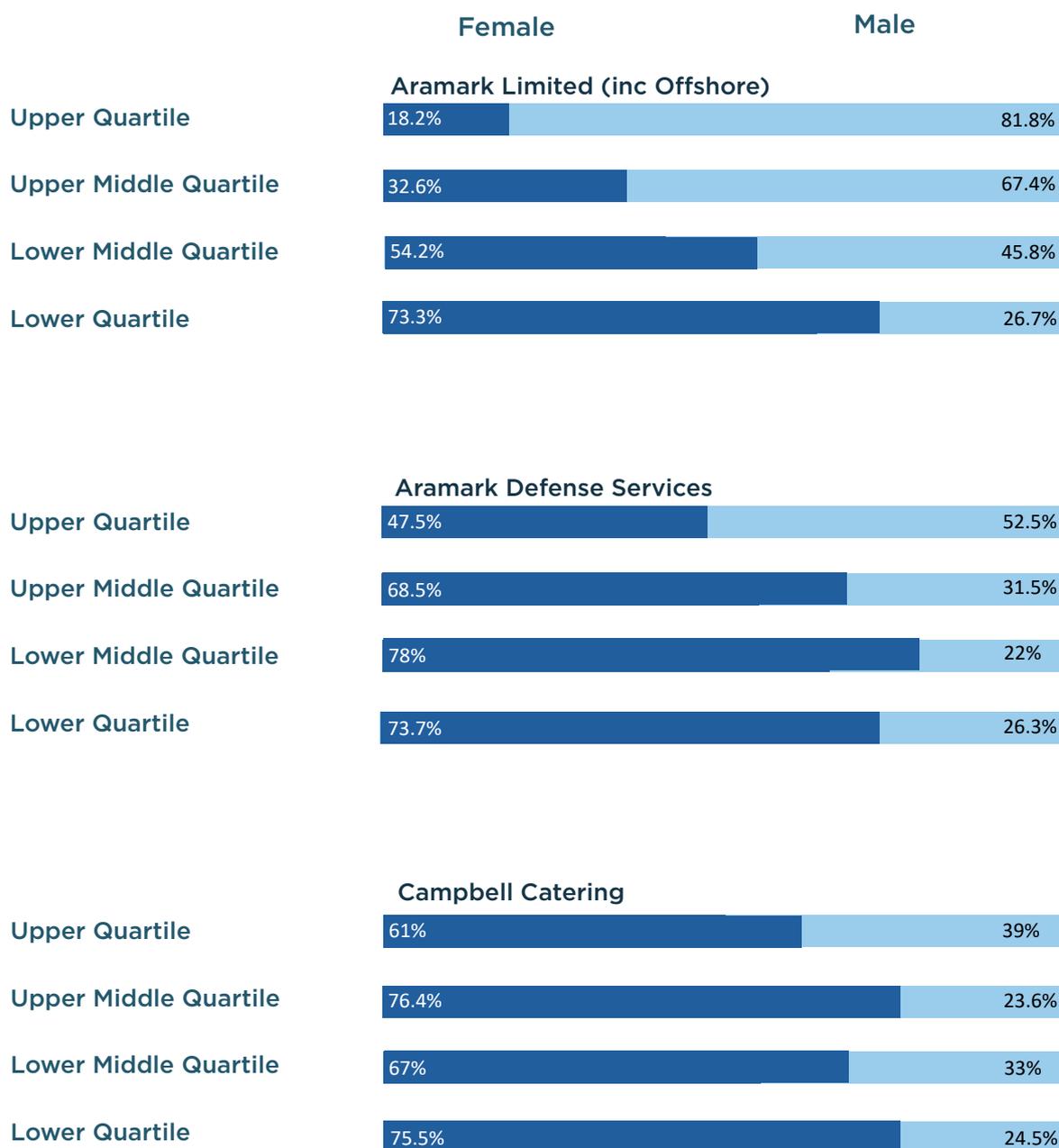
WHY DO WE HAVE A GENDER PAY GAP?

The principle reason for the gender pay gap in each legal entity across Aramark is that there proportionately more males in senior roles which come with higher salaries. Proportionately more females occupy role of a lower seniority, which are paid less.

The gender pay gap is most significant within Aramark Ltd, and our data shows that the lower quartile is made up of approximately three quarters female colleagues. Whereas four fifths of the upper quartile is made up of male colleagues.

Conversely the pay gap in Campbell Catering is smallest (2%). The distribution of male and females is more consistent across each quartile with females accounting for between two thirds and three quarter of each quartile.

Where a gap is present in relation to bonuses, this is due to higher bonuses paid to one gender over the other. However, it is worth noting that proportionately few people receive bonuses so in some cases the population is very small where a few bonus payments can significantly skew the results.





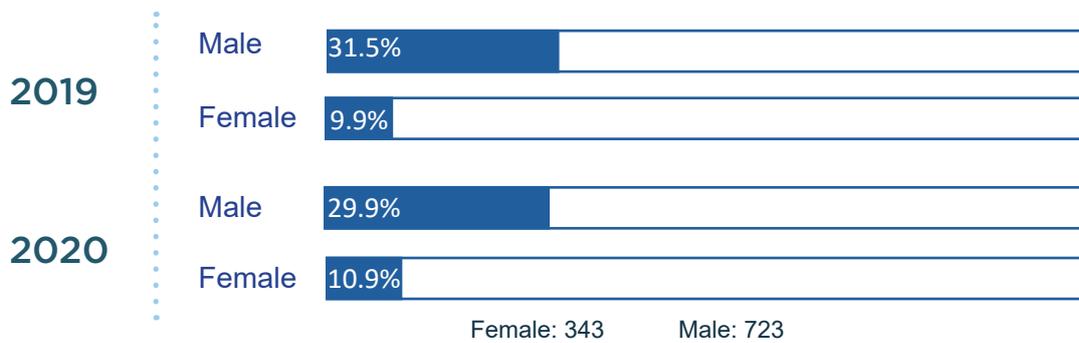
GENDER PAY GAP STATISTICS (April 2020)

Aramark UK Limited

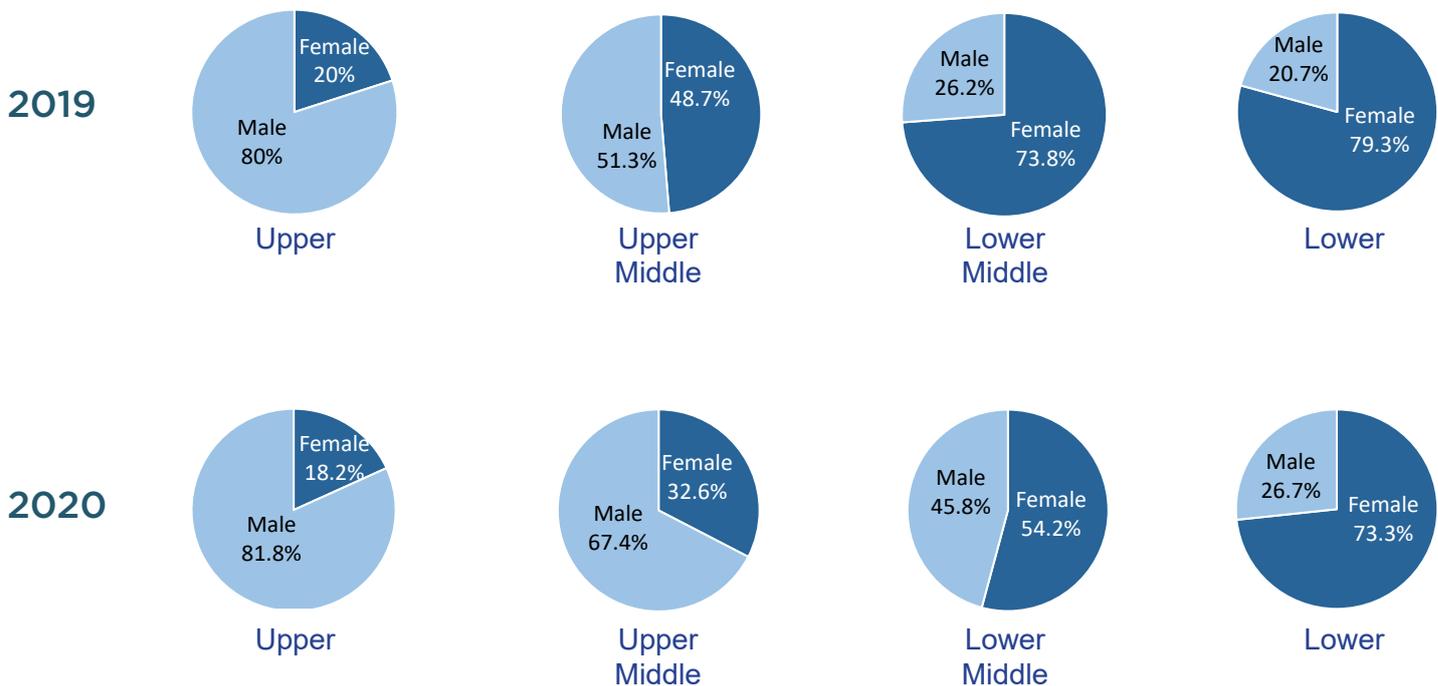
2019	Pay Gap	Mean	Median
	Hourly Rate	32.4%	35.8%
	Bonus Gap	-28.9%	-91.6%

2020	Pay Gap	Mean	Median
	Hourly Rate	29.2%	42.1%
	Bonus Gap	19.4%	-50%

Proportion of Males and Females Receiving a Bonus Payment



Male and Female Pay Quartiles





GENDER PAY GAP STATISTICS (April 2020)

Aramark Defence Services

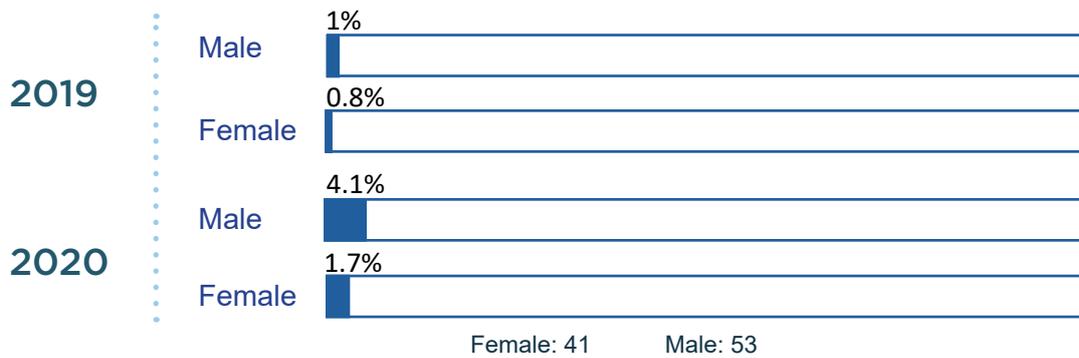
2019

Pay Gap	Mean	Median
Hourly Rate	13.8%	6.8%
Bonus Gap	1.3%	-25.1%

2020

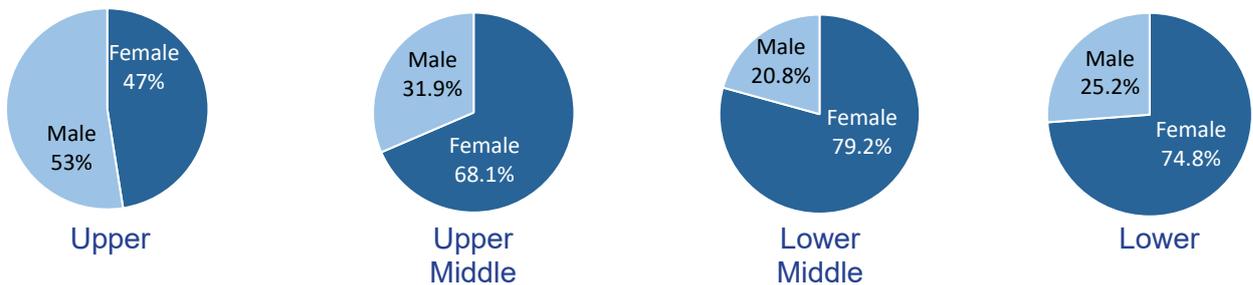
Pay Gap	Mean	Median
Hourly Rate	12.8%	4.3%
Bonus Gap	51.6%	22.2%

Proportion of Males and Females Receiving a Bonus Payment

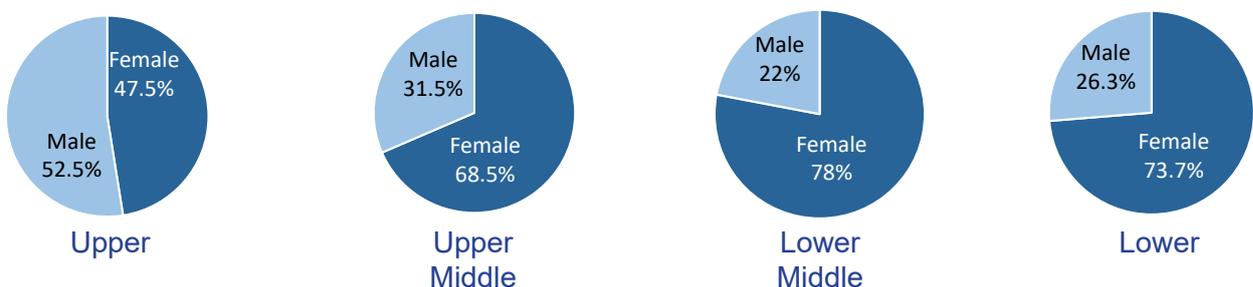


Male and Female Pay Quartiles

2019



2020





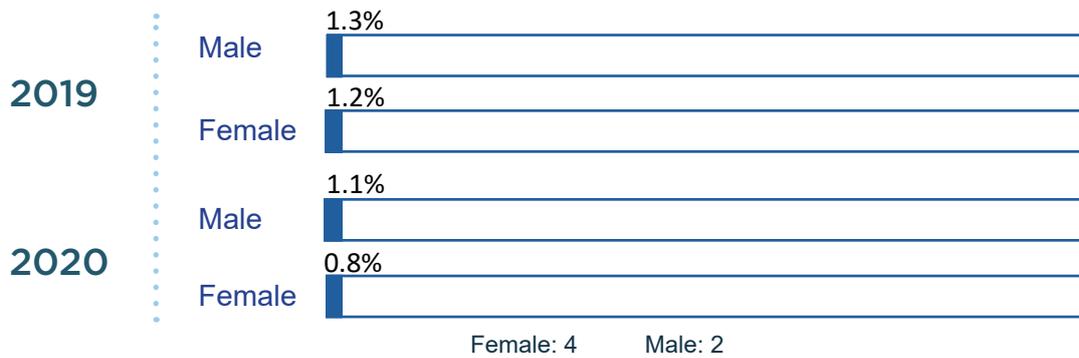
GENDER PAY GAP STATISTICS (April 2020)

Campbell Catering

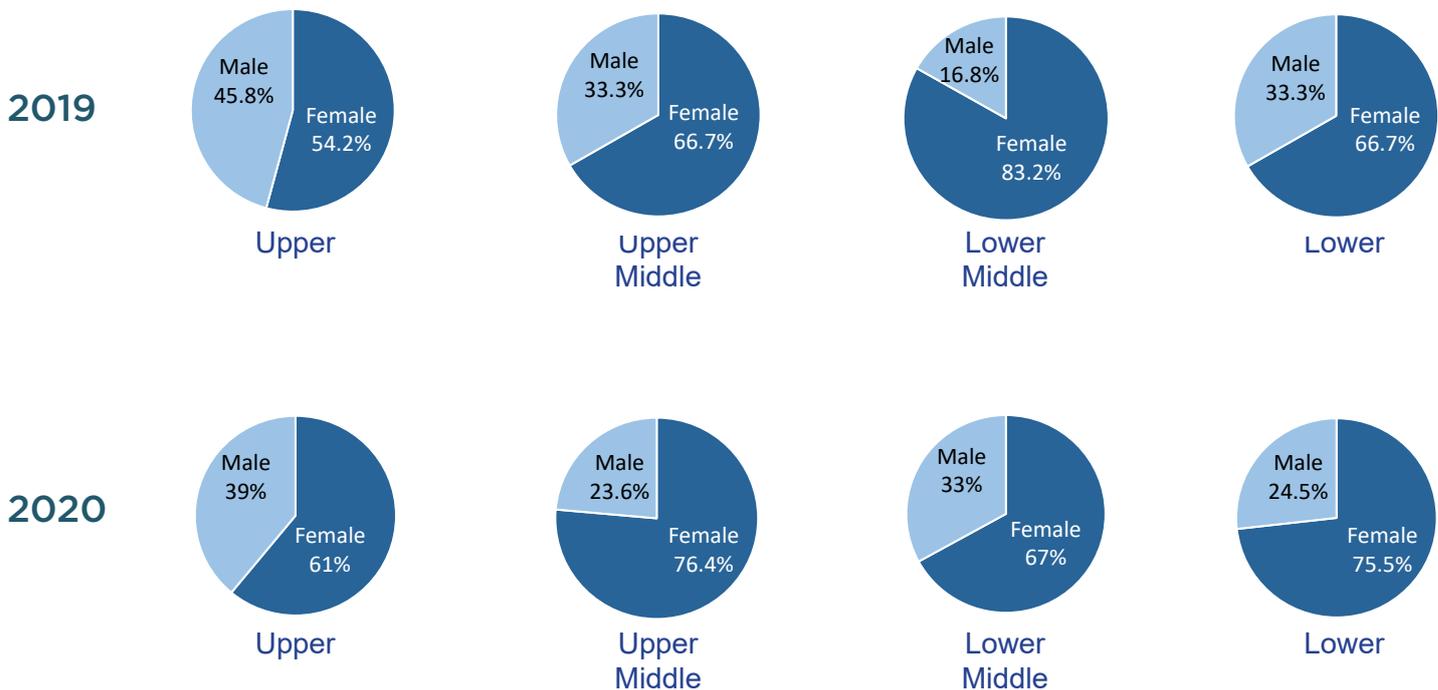
2019	Pay Gap	Mean	Median
	Hourly Rate	3%	0.2%
	Bonus Gap	-47.8%	-51.3%

2020	Pay Gap	Mean	Median
	Hourly Rate	2%	0%
	Bonus Gap	-270%	-279%

Proportion of Males and Females Receiving a Bonus Payment



Male and Female Pay Quartiles





WHAT ARE WE DOING ABOUT THE GENDER PAY GAP?

Aramark Northern Europe's Social Value Report 2021 will be launched at the end of the year, it will contain details of our commitment to narrowing the gender pay gap further as we work towards continuing to be an employer of choice across all demographics.

Here are some initiatives that we have administered to help develop women in the Aramark Northern Europe workforce.

WIHTL

Aramark Limited has been a member of Women in Hospitality, Travel and Leisure (WiHTL) since 2018. The organisation provides workshops, collaboration opportunities to tackle barriers to diversity, and conducts research to inspire organisations to ensure more women can progress into executive leadership roles, to encourage collaboration amongst HTL organisations and to support companies in committing to Diversity and Inclusion.



STEPPING INTO YOUR FUTURE PROGRAMME

During 2020 Aramark ran a Stepping into Your Future programme across our Aramark sites in Scotland which focused on Women and Older Workers aged 50+.

This is a Scottish Government funded programme focused on employer-led solutions to overcome workplace inequalities in Scotland. Following discussion with our Aramark team members, a suite of workshops across Scotland were delivered to 85 team members which provided them with the skills and improved confidence to support them to apply for internal promotions.

DECLARATION

We confirm that the Aramark gender pay gap calculations are accurate as of 5th April 2020