

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 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 24 March 2022, Aramark had 116 SEDEX-registered suppliers, covering 148 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.

Aramark is focused on ensuring that slavery and human trafficking does not occur within its UK business. All new starters must complete our Policy and Procedures eLearning module that reflects the principles of our Modern Slavery Statement, and provides details of our Modern Slavery Helpline (0800 0121700).

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 2 October 2021.

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

Frank Gleeson
Regional President
Northern Europe
Aramark Investments Limited

29 March 2022

Slavery and Human Trafficking Statement – for each subsidiary

ARAMARK LIMITED

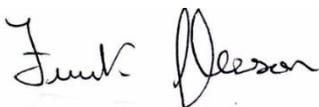
Aramark Limited is a private limited company incorporated in England and Wales whose registered address is Ascent 4 Farnborough Aerospace Centre, Farnborough, Hampshire, United Kingdom, GU14 6XN and company number 00983951 and is a subsidiary of Aramark Investments Limited.

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 2 October 2021 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 29 March 2022.

Signed by

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

Frank Gleeson

Chief Executive Officer

29 March 2022

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 Aramark Northern Europe, Newenham House, Northern Cross, Dublin 17, D17 AY61 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 2 October 2021 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>

AVOCA HANDWEAVERS SHOPS LIMITED

Avoca Handweavers Shops Limited is a private limited company incorporated in Ireland whose registered address is Aramark Northern Europe, Newenham House, Northern Cross, Dublin 17, D17 AY61 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 2 October 2021 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 29 March 2022.

ARAMARK DEFENCE SERVICES LIMITED

Aramark Defence Services Limited is a private limited company in England and Wales whose registered address is 100 Avebury Boulevard, Milton Keynes, MK9 1FH 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 2 October 2021 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 29 March 2022.