

Ireland Gender Pay Gap 2022 Report

As a business, our mission is to do great things for our people, partners and communities so when we interact with millions of people and communities across the globe, we strive to ensure we're serving them with integrity, respect and in the most responsible way possible. Our employees play a hugely important role in helping us to achieve our mission and we are committed to treating them fairly, honestly and respectfully.

Improving our gender balance and closing our gender pay gap is an important part of this vision as is our desire to ensure our values are promoted at every opportunity. We continually strive to ensure that we provide excellent benefits, a safe, open work environment and development opportunities that meet our colleague's aspirations. We know that when employees feel good about their work and their company, they'll bring their best.

We have engaged a number of partnerships and initiatives to further 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. A vital initiative I'm very proud to support is our Menopause Workplace Pledge, alongside the creation of our Menopause Policy, to recognise the challenges and extended support required for women during this time in their lives.

Our EMPOWER employee resource group, along with other awareness training and mentorship programmes which support female employees, continue to 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.

We continue to work hard to further narrow the gender pay gap at Campbell Catering Limited and provide an environment where all colleagues are given the opportunities and support they need to progress within our organisation.

A handwritten signature in black ink, appearing to read "Joanne Doyle". The signature is fluid and cursive, with a long horizontal stroke at the end.

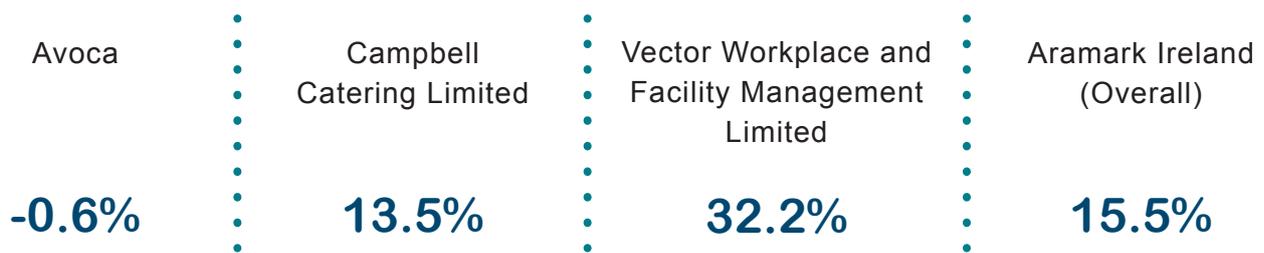
Joanne Doyle
HR Director, Aramark Northern Europe





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 people across the Republic of Ireland in our legal entities. The mean gender pay gap in each legal entity is as follows:



One of the reasons for the gender pay gap across our Campbell Catering Limited 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 2022 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 2022.

Bonus and Benefit in Kind data relates to a 12-month period leading up to 30th June 2022.

WHY DO WE HAVE A GENDER PAY GAP?

According to Eurostat Figures, the national gender pay gap in Ireland is estimated to be 11.3% (2018), compared to an EU average of 13% (2020).

Avoca have a significantly lower than average gender pay gap of -0.6%, due to the consistently higher proportion of females employed throughout each quartile.

Campbell Catering Limited has a slightly higher than average gender pay gap of 13.5%, due to the high proportion of female employees employed at the lower and lower middle quartiles.

Vector Workplace and Facility Management Limited has a higher-than-average gender pay gap of 32.2% due to the high proportion of males in more senior roles whereas roles of lower seniority are occupied



by proportionally more females in quartiles one to three. Aramark advertise 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.

Aramark is determined to combine a range of actions to reduce the gender pay gap as referenced later in this report. These tables show our gender pay gap data for each of the legal entities in Aramark with 250+ employees as of 30th June 2022 and bonuses and Benefit in Kind recorded in the year to 30th June 2022.

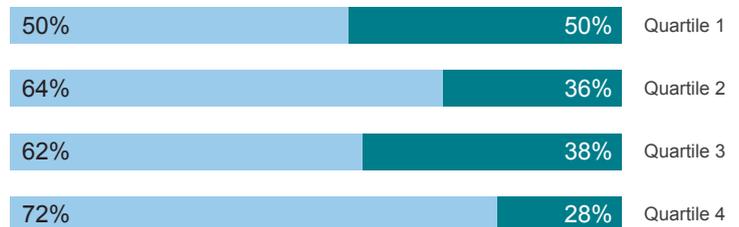
AVOCA HANDWEAVERS SHOPS LIMITED

The gender pay gap in Avoca Handweavers Shops Limited is in favour of female employees due to the higher proportion of females found in each quartile.



CAMPBELL CATERING LIMITED

The disparity across the quartiles is lower in Campbell Catering Limited resulting in a smaller gender pay gap.



VECTOR WORKPLACE AND FACILITY MANAGEMENT LIMITED

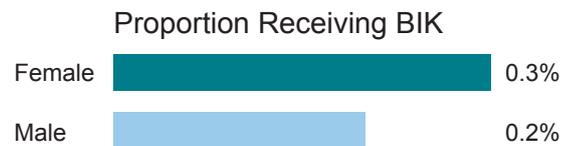
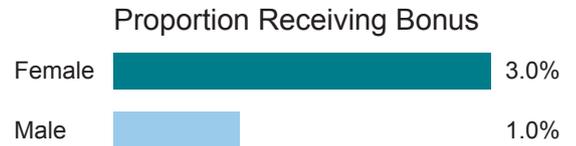
The gender pay gap is biggest within Vector Workplace and Facility Management Limited where the lower three quartiles are made up of predominantly more female colleagues whereas over 80% of the upper quartile is made up of male colleagues. The technical nature of the roles associated with those in the 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 each quartile.





Avoca Handweavers Shops Limited

Pay Gap	Mean	Median
Hourly Rate	-0.6%	1.5%
Part Time Hourly Rate	0.9%	0.9%
Temporary Hourly Rate	n/a	n/a
Bonus Pay Gap	29.4%	9.8%



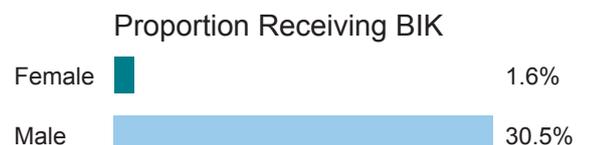
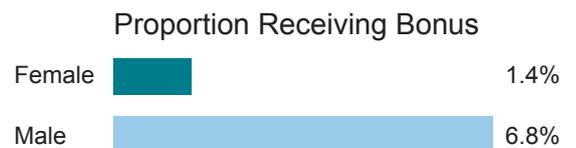
Campbell Catering Limited

Pay Gap	Mean	Median
Hourly Rate	13.5%	5.1%
Part Time Hourly Rate	1.0%	0.6%
Temporary Hourly Rate	n/a	n/a
Bonus Pay Gap	60.1%	39.5%



Vector Workplace and Facility Management Limited

Pay Gap	Mean	Median
Hourly Rate	32.2%	28%
Part Time Hourly Rate	4.8%	1.7%
Temporary Hourly Rate	41.3%	1.2%
Bonus Pay Gap	-15.1%	-29.6%





WHAT ARE WE DOING ABOUT THE GENDER PAY GAP?

Women in Hospitality, Travel & Leisure (WiHTL) Membership

Aramark have been active members of Women in Hospitality, Travel and Leisure (WiHTL) since 2018. Since 2021, eight senior female leaders have attended the Global Leaders programme and mentoring has been provided on a cross industry basis as part of the programme. All Aramark employees have access to the WiHTL webinar programmes covering a wide range of subjects including:

- Challenging stereotypes
- Psychological safety in the workplace
- Parents and carers
- Mental health awareness



Front Line Succession Planning

2022 saw the launch of our Pilot succession planning programme for Front Line Colleagues. The purpose of the programme is to identify star performers who have future potential to move into Team Leader and Supervisor roles. 86% of those who completed and graduated from our first programme were female. We have recently invited applications for our second programme which will run in 2023.



Aramark Female Leadership Programme

In March 2022 we launched our “Building Confidence and Capability” Female Leadership Programme in conjunction with the Method. During 2022, 36 female leaders from all areas of the business will be completing the programme. This programme looks at topics such as:

- Power and confidence
- Flexibility and influencing
- Resilience
- 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.

Female Chef Network

In 2021 Aramark launched its Chef Development Hub, to support those in the business with completion of culinary apprenticeships. 50% of those in this group were female. From this we have now launched our Female Chef Network. This chef network has identified 46 female chefs across the business to join the network.



To support our Female Chefs we have made links with Jak McDonnell and Fina Uyema from FUSED. Over the coming months we will be offering mentors from across the business for those female chefs in the business who are keen to develop. But we also recognise that progression may not be everyone's priority and therefore, we will allocate mentors to those who have specific career goals in mind initially.



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Award Winning Female Chefs

We continue to ensure we have female representation at both internal and external Chef competitions. Ongoing support and mentoring from our Senior chefs has resulted in a number of Female competition winners for Aramark's Chef of the Year 2020 and 2021 and the Aramark Healthcare Chef of the Year in 2022.

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Supporting our Female Workforce

In September 2021 our EMPOWER Employee Resource Group ran a series of wellbeing webinars on building resilience and dealing with the menopause. Following this a review of policies was undertaken by our HR team.

We now have in place a Menopause Policy to support those going through this stage in their life and we have signed up to the Menopause Workplace pledge. During 2023 we will be working to ensure there are menopause champions within our business and improve awareness in the wider workforce.

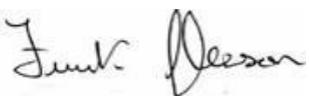


A FINAL NOTE FROM FRANK GLEESON

Diversity and inclusion is essential in business today - a variation of people from different backgrounds and cultures provides us with the balance of voices and diversity of thought that we need to succeed.

At Aramark we value our employees for their own unique talents and potential, giving everyone an equal opportunity to be successful, no matter their background or gender. Our organisation works across a large number of sectors and industries, and we must reflect the diversity of our clients and customers if we are to provide the best possible service.

Myself and my leadership team 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. We aim to see this narrowing gap across all parts of our organisation in the not-so-distant future.

A handwritten signature in black ink that reads "Frank Gleeson". The signature is written in a cursive, flowing style.

Frank Gleeson
President & CEO,
Aramark Northern Europe

DECLARATION

We confirm that the Aramark gender pay gap calculations
are accurate as of 30th December 2022