DIVERSITY AND inclusion (D&I) is a longstanding strategic priority at Aramark, and we remain steadfast in our commitment to continuously strengthen our progress in this fabric of our company and culture. When you employ more than a quarter of a million dedicated associates, D&I is essential to achieving success. We want to attract people to Aramark with different backgrounds, experiences and orientations because a diverse workforce reflects the broad society we serve, enables us to understand all our consumers, and enriches each of us and our company.

Our commitment to diversity and inclusion is critical to our success as a company. D&I is an essential part of Aramark and a key area of focus in all aspects of our business. It has helped Aramark to become an employer and business partner of choice, enriching the quality of daily life for our employees, customers, clients, communities and shareholders globally.

**CEO commitment**
Our commitment starts at the top, where senior executives make up our Diversity Advisory Board led by me. The Advisory Board sets the vision and strategy of D&I at Aramark and resolves to bring that vision to life.

Our D&I vision is to ensure a welcoming environment in which a diverse workforce can be leveraged to create a sustainable competitive advantage in our dynamic, global marketplace. In order to drive our vision forward, our global D&I strategy is built on three pillars: workforce, workplace and marketplace.

**Workforce**
Our workforce represents who we are at Aramark. Living our dedication to D&I starts with our recruiting. We understand that a diverse team is a successful team. Therefore, our goal is to hire, retain and develop a workforce that reflects the marketplace we serve. Aramark has concentrated efforts for hiring and retaining diverse high-potential talent. We strategically hire for open roles, spanning executive to management, supervisory and frontline positions, with
diversity in mind. Likewise, a clear diversity lens factors into our annual people planning process.

**Workplace**
In order to maintain a diverse workforce, we must build an inclusive workplace. We strive to maintain a culture and environment that value differences and similarities. By doing so, we capitalize on the benefits of diversity and make Aramark a welcoming place for the expression and education of diverse backgrounds, beliefs and opinions. Aramark incorporates diversity topics into our training curriculum and also emphasizes ongoing communications on diversity milestones and events in our employee communication strategy. We also have active employee resource groups (ERGs) across our organization. Each ERG is led by an executive sponsor advocate, who enables the ERG to fulfill a distinct value proposition and achieve goals aligned with our overall D&I strategy.

**Marketplace**
The marketplace is where we apply our diversity mission beyond Aramark’s walls. We work hard every day to drive maximum client and consumer value by partnering with diverse suppliers, engaging with the community, and delivering culturally relevant products and services. Our Supplier Diversity program is led by a dedicated team and resources within our supply chain and is aligned with our overall D&I strategy. We not only comply with all contractual and legal requirements when utilizing women and minority business enterprises but also understand the importance of deepening these relationships to enhance the communities in which we serve.

In the past year, we have been proud to be recognized as a leader in D&I as we have joined the ranks of other prominent companies noted for their achievements, including being named to Diversity Inc.’s “Top 50 Companies for Diversity,” Black Enterprise magazine’s lists for “Best Companies for Diversity” and “Supplier Diversity,” and the ERG & Council “Honors Top 25.”

We are excited about our progress, but we also see the potential to do much more. Great things happen when people with different backgrounds, experiences and viewpoints work together. We look forward to continuing our D&I journey.