

# Human Rights Statement



Aramark's commitment to human rights enables equity and wellbeing for millions of people through our services, employment practices, and standards of behavior. As a company rooted in service, this is fundamental to who we are. We are focused on our employees, clients, customers, and suppliers in the communities we serve globally. Our respect for the protection and preservation of human rights is guided by the principles set forth in the [United Nations Universal Declaration of Human Rights](#).

Aramark is committed to conducting business ethically, with integrity and respect for all, and in accordance with the highest ethical standards of conduct. The [Aramark Business Conduct Policy \(BCP\)](#) and supporting policies establish the standards that reflect our commitment to human rights, including:

## ✔ We are committed to:

### Equal Rights

Equal rights and the elimination of employment discrimination.

### Wage & Hour

Complying with all applicable employment and wage and hour laws.

### Data Privacy

When we process an individual's data, it is managed securely and lawfully.

### Safety

Providing a safe and healthy workplace.

### Sustainability

Protecting our planet, our people, and the communities that we serve.

### Freedom of Association

Recognizing the right to choose to be represented or not, with the benefit of relevant information given differing views and consistent with local laws.

## ✘ We are against:

### Child Labor

Illegal child labor and the exploitation of children.

### Forced Labor

Slavery, involuntary servitude, and forced and abusive labor practices.

### Human Trafficking

Any form of human trafficking including sex trafficking and domestic servitude.

Aramark encourages anyone who has a concern about its practices to report the issue promptly. There are numerous reporting avenues available, including the [Aramark Hotline](#), which is operated by a third-party company and allows concerns to be raised anonymously at any time and in any language. All concerns are taken seriously, investigated, and, if substantiated, appropriate action is taken. Whistleblowers are protected and retaliation is prohibited.

We believe our client relationships provide an opportunity for the development of shared practices relating to the protection of human rights. We also seek to engage with suppliers whose values and business principles are consistent with our own. As a condition of doing business with Aramark, we hold our suppliers, vendors, contractors, and consultants to the same standard to which we hold ourselves, and they must comply with the principles in our BCP and [Supplier Code of Conduct](#).

Aramark complies with applicable international and local legal requirements in the countries where we operate. If a legal requirement conflicts with the principles contained in this Human Rights Statement, Aramark complies with international standards and legal requirements while, at the same time, seeking ways to uphold the principles set forth in this Human Rights Statement and the governing principles of the United Nations.

Our leadership, which is accountable to our Board of Directors, is committed to upholding the principles outlined in this Human Rights Statement.