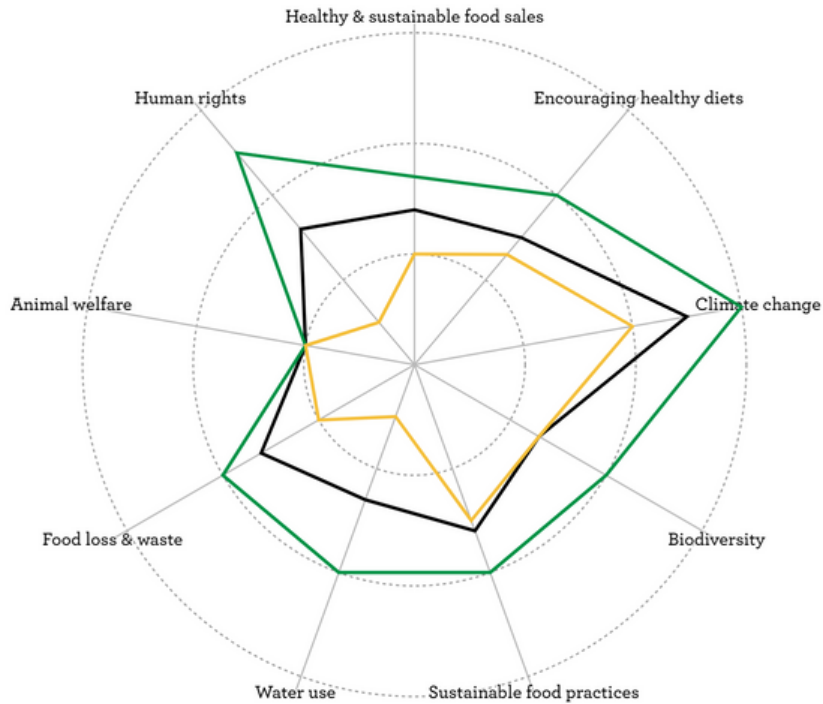


# ARAMARK

This analysis is based on information in the public domain, using existing benchmarks, corporate reports and websites, with a fact-checking period provided for each company.

● Average ● Leadership 2023 ● Aramark ● Compass Group ● Elior ● ISS ● Sodexo



## SPIDER DIAGRAM ▲

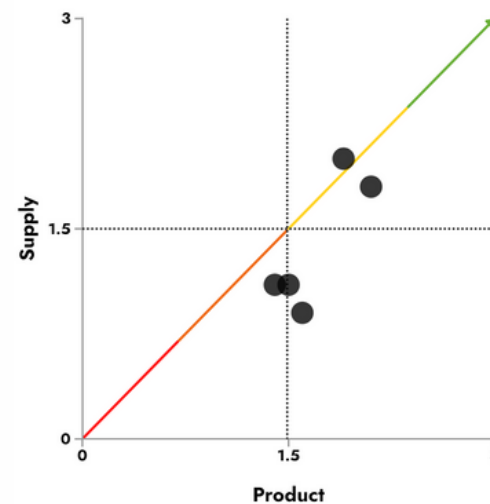
The summary profile comparing Aramark, the average and 2023 leadership profile. The leadership profile is calculated from the best score from any company on each individual metric.

Scores closer to the outer edge of the circle indicates a company has both clear targets and reporting against those targets. Whereas the scores closer to the centre of the circle indicate lack of clear target or disclosure of data.

Company	Healthy & sustainable food sales	Encouraging healthy diets	Climate change	Biodiversity	Sustainable food practices	Water use	Food loss & waste	Animal welfare	Human rights
Leadership 2023	●	●	●	●	●	●	●	●	●
Aramark	●	●	●	●	●	●	●	●	●
Compass Group	●	●	●	●	●	●	●	●	●
Elior	●	●	●	●	●	●	●	●	●
ISS	●	●	●	●	●	●	●	●	●
Sodexo	●	●	●	●	●	●	●	●	●

## TRAFFIC LIGHT SCORE ▲

Traffic lights are allocated from the same data used in the spider diagram profiles.

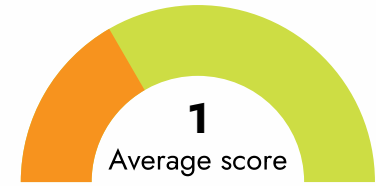


## PRODUCT VS SUPPLY CHAIN ▲

Companies are rated on two dimensions, product and supply chains. Ratings for this are calculated from scores on specific metrics related to healthy and sustainable products or to sustainable and equitable supply chains.



# ARAMARK

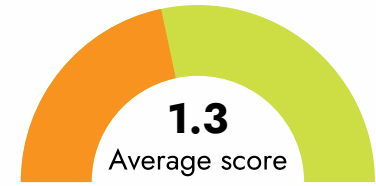


## Healthy and sustainable food sales

	Metric	Score	The Food Foundation analysis	Evidence
N1	Company has a target for, and reports on, a sales-weighted % increase in healthy food, menu items or products quantified using a transparent and recognised approach	1	US: 34% of main dishes and sides from Eat Well recipes, meaning they contain a full serving of nutritionally dense whole foods and are lower in calories, saturated fat, and sodium	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>  <a href="https://northerneurope.aramark.com/about-us/responsibility/health-wellness">https://northerneurope.aramark.com/about-us/responsibility/health-wellness</a>
N2	Company has a target for, and reports on, an increase in fruit & veg as % of food procurement or sales.	1	US: 38% of main dishes and sides are vegan, vegetarian or plant-forward in US Workplace Experience, collegiate hospitality and healthcare.  UK: Aramark has already begun moving towards a higher % of plant-based meals. We are changing recipes, increasing the mix of delicious, plant-based and environmentally sustainable dishes, that are based on 50 key ingredients	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>  NET ZERO DOCUMENT: <a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha</a>
N3	Company has a target for, and reports on, a % shift in protein procurement or sales that come from animal vs plant-based protein sources.	1	US: <ul style="list-style-type: none"> <li>Our goal: develop recipes that contain more fruits, vegetables, and whole grains and less saturated fat, sodium and calories, by layering fresh, healthy, flavorful ingredients.</li> <li>These plant-forward menu programs have increased fruits, vegetables, and whole grains (as well as beans, lentils, nuts, seeds, herbs, spices, and other plant-based ingredients) on our menus while reducing red meat</li> <li>38% of main dishes and sides are vegan, vegetarian or plant-forward in US Workplace Experience, collegiate hospitality and healthcare</li> <li>In October 2022, Aramark announced a commitment to achieve 44% plant-based menu offerings by 2025 for U.S. residential dining at more than 250 colleges and universities in partnership with the Humane Society of the United States (HSUS)</li> </ul> UK: <ul style="list-style-type: none"> <li>Aramark has already begun moving towards a higher % of plant-based meals. We are changing recipes, increasing the mix of delicious, plant-based and environmentally sustainable dishes, that are based on 50 key ingredients and varying the meat mix so that we move towards meat choices with a lower carbon footprint.</li> </ul>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>  <a href="https://www.aramark.com/environmental-social-governance/equity-wellbeing/empower-healthy-consumers">https://www.aramark.com/environmental-social-governance/equity-wellbeing/empower-healthy-consumers</a>  <a href="https://www.yourwellbeinginfocus.com/wellbeinginfocus">https://www.yourwellbeinginfocus.com/wellbeinginfocus</a>  NET ZERO DOCUMENT: <a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha</a>



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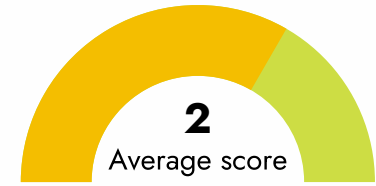


## Encouraging healthy & sustainable diets

	Metric	Score	The Food Foundation analysis	Evidence
N4	Company has a target for, and reports on, the % of menu items or products with intuitive front-of-pack or (restaurants and caterers) consumer-facing nutrition labels (ideal 100%)	1	(PUP 2021): N Europe: To make it easy for people to find healthy food, we highlight the wide variety of options we offer with colorful, high-impact signs and promotions. If you're looking for a lunch that's low-fat, organic or vegetarian, we'll help you find it. We can help you identify vegetarian meals and also point you to lower-calorie items, so you know if your selection is 500 calories or 100 calories. Throughout the year, we also feature and promote seasonal items created by our chefs to showcase the benefits of eating in-season fruits and vegetables. By shining a spotlight on healthy choices, we make it easy for our customers to eat well when they eat out. US: use of Cool Food label (carbon footprint reduction programme with WRI).	<a href="https://northerneurope.aramark.com/-/media/pdf/sustainabilityreport-2020-uk-version-2.pdf?la=eng&amp;hash=6EFD830DAA57327BCFF8F005A3237C364B169AE6">https://northerneurope.aramark.com/-/media/pdf/sustainabilityreport-2020-uk-version-2.pdf?la=eng&amp;hash=6EFD830DAA57327BCFF8F005A3237C364B169AE6</a>
N5	The company's marketing strategy prioritises healthy foods, especially when marketing to children.	2	US: <ul style="list-style-type: none"> <li>In the dining environments where we serve, we leverage the expertise of our chefs, dietitians, and other experts through our Feed Your Potential 365 (FYP) health engagement campaign. FYP uses menu promotions, special recipe features, sampling, health and well-being engagement activities, and other approaches via an ever-growing tool kit that also leverages digital, social media, and our dedicated website. By making practical information everyone can use in their everyday lives available 24/7, FYP enables consumers to discover what healthy food and other healthy habits can do to help them live a healthier life.</li> <li>We teach students that staying active and healthy makes for a better life in and out of the classroom. Our health and wellness platform empowers them to make smarter decisions for decades to come.</li> </ul> NORTHERN EUROPE: <ul style="list-style-type: none"> <li>Wellbeing In Focus (WIF) is Aramark Northern Europe's overarching health and wellbeing programme. WIF actively encourages everyone to consider what they eat, how they move, and how they feel</li> <li>We highlight our healthy options on site with our FYP stamps to enable our customers to identify with ease the healthier offer. We further support these stamps by providing our customers with full nutritional transparency to all our recipes, providing in-depth nutritional analysis including, inter alia, calories, protein, fats and sugar content. We achieved this by incorporating a nutritional analysis programme called Nutritics into our recipe data bank (OPX).</li> </ul>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>  <a href="https://www.aramark.com/industries/education/k-12-student-nutrition">https://www.aramark.com/industries/education/k-12-student-nutrition</a>  <a href="https://northerneurope.aramark.com/about-us/responsibility/health-wellness">https://northerneurope.aramark.com/about-us/responsibility/health-wellness</a>
N6	The company can evidence reducing food insecurity by improving the accessibility and affordability of healthy food via at least one major strategic or collaborative initiative.	1	US: Through our food donation program, in partnership with Food Donation Connection and other approved local partners, we provide this food to local hunger relief agencies in our clients' communities.  In 2022, we launched a pilot in the U.S. with the Food Recovery Network (FRN) to recover excess produce from the field as part of its gleaning and small farm food recovery project. With Aramark's support, FRN directed 1 million pounds of fresh produce from commercial and local farms nationwide into areas of the greatest need through December 2022. We also launched a pilot with Goodr at seven client locations to recover excess food from the kitchens and allocate it to local hunger relief organizations.	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>



# ARAMARK

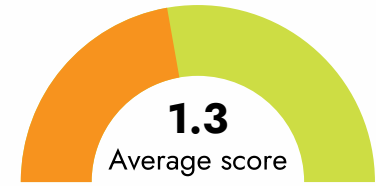


## Climate change

	Metric	Score	The Food Foundation analysis	Evidence
E1	Company has a target for % reduction targets, and reports on, scope 1 & 2 emissions reduction (Science-based target)	2	<p>US:</p> <ul style="list-style-type: none"> <li>This includes our target to reduce U.S. GHG emissions 15% by 2025 from a 2019 baseline, our target to achieve net-zero scope 1 and 2 emissions in Northern Europe by 2030, and our commitment to setting and achieving enterprise-wide science-based targets.</li> <li>In 2021, we committed to setting science-based targets and are pleased to have now submitted for validation—over six months ahead of schedule—proposed near- and long-term targets to SBTi for validation using the SBTi Net-Zero standard.</li> <li>Our fiscal 2022 GHG inventory shows scope 1 and scope 2 GHG emissions have decreased from our fiscal 2019 baseline while our scope 3 GHG emissions have increased (see ESG Performance Data table, in appendix)</li> </ul> <p>NORTHERN EUROPE:</p> <ul style="list-style-type: none"> <li>2022 - Aramark Northern Europe has announced its commitment to become a net zero carbon organisation by 2050. Encompasses all of Aramark Northern Europe’s Scope 1 and Scope 2 foodservice, workplace solutions, facilities management, as well as property and estate management services in the UK and Ireland, as well as a rigorous set of Scope 3 emissions categories.</li> </ul> <p>Commitments:</p> <ul style="list-style-type: none"> <li>59% reduction in our Scope 1 and 2 emissions by 2030, offsetting the residual Scope 1 and 2 emissions to become carbon neutral within our own operations by 30 September 2030.</li> <li>91% reduction in our Scope 1, 2 &amp; 3 emissions by 2050, offsetting all residual emissions and becoming Net Zero by 3 September 2050.</li> </ul> <p>Aramark Northern Europe has also expressly committed to align with the global business’ commitment to set science-based targets following the Science Based Target Initiative’s new Net-Zero Standard over the next 24 months.</p>	<p><a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a></p> <p><a href="https://northerneurope.aramark.com/about-us/news/uk-ireland/Aramark-Commits-to-Net-Zero-by-2050">https://northerneurope.aramark.com/about-us/news/uk-ireland/Aramark-Commits-to-Net-Zero-by-2050</a></p> <p><a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;hash=79D87E9649417F639B1488792E8E324176432CD2">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;hash=79D87E9649417F639B1488792E8E324176432CD2</a></p>
E2	Company has a target for, and reports on, scope 3 emissions reduction (Science-based target), specifically food in supply chain	2	<p>US:</p> <ul style="list-style-type: none"> <li>Our proposed near-term targets include an absolute scope 1 and scope 2 reduction target and for scope 3, both a supplier engagement target and an absolute reduction target for emissions occurring at our client locations. Our target is to achieve net-zero value chain emissions by 2050. Our Cool Food Pledge commits us to reduce emissions from food by 25% by 2030 in the U.S. and will help us deliver both our sciencebased targets and existing target of reducing GHG emissions by 15% in the U.S. by 2025.</li> </ul> <p>Our fiscal 2022 GHG inventory shows scope 1 and scope 2 GHG emissions have decreased from our fiscal 2019 baseline while our scope 3 GHG emissions have increased (see ESG Performance Data table, in appendix)</p> <p>NORTHERN EUROPE:</p> <ul style="list-style-type: none"> <li>Commitment: A 91% reduction in our Scope 1, 2 &amp; 3 emissions by 2050, offsetting all residual emissions and becoming Net Zero by 3 September 2050.</li> </ul>	<p><a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a></p> <p>NET ZERO DOCUMENT: <a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;hash=79D87E9649417F639B1488792E8E324176432CD2">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;hash=79D87E9649417F639B1488792E8E324176432CD2</a></p>



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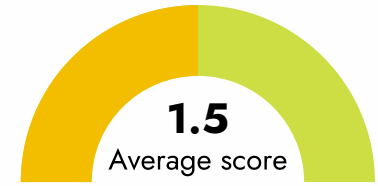


## Biodiversity

	Metric	Score	The Food Foundation analysis	Evidence
E3	Company has a target for, and reports on, zero net land-use conversion through company's reliance on palm oil as a product or an ingredient.	1	<p>US: Since 2020, we ensured that the soy used in all our contracted soy oils, as well as soy and palm oil used in our contracted margarines and shortenings, is sourced from regions with no deforestation risk. We also increased supplier engagement around beef sourcing; soy as feed for beef, pork, poultry and fish; general climate and forestry policies and procedures.</p> <p>Our engagement strategy for suppliers of higher-risk products like palm oil, soy, beef, and paper is specifically focused on no deforestation and the climate. We request additional supplier and product-level information from those in products associated with higher deforestation risk and/or emissions.</p> <p>We also ensure that any palm oil in our contracted margarines and shortenings meets Roundtable on Sustainable Palm Oil (RSPO) standards.</p>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>
E4	Company has a target for, and reports on, zero net land-use conversion through company's reliance on soy as in animal feed.	1	<p>US: Since 2020, we ensured that the soy used in all our contracted soy oils, as well as soy and palm oil used in our contracted margarines and shortenings, is sourced from regions with no deforestation risk. We also increased supplier engagement around beef sourcing; soy as feed for beef, pork, poultry and fish; general climate and forestry policies and procedures.</p> <p>In fiscal 2022, all of the soy used in our contracted soy oils, margarines, and shortenings in the U.S. came from regions with no deforestation risk.</p>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>
E5	Company has a target for, and reports on, zero net land-use conversion through company's reliance on beef.	2	<p>US: Since 2020, we ensured that the soy used in all our contracted soy oils, as well as soy and palm oil used in our contracted margarines and shortenings, is sourced from regions with no deforestation risk. We also increased supplier engagement around beef sourcing; soy as feed for beef, pork, poultry and fish; general climate and forestry policies and procedures.</p> <p>2022: 90% of beef purchased by Aramark in the U.S. under a contract agreement was confirmed sourced from areas with no deforestation risk</p>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>



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## Sustainable food production practice

	Metric	Score	The Food Foundation analysis	Evidence
E6	Company has a target for, and reports on, the % of wild-caught or farmed fish & seafood certified to higher sustainability standards	2	<p>US: Most of our finfish purchases in the U.S. met Monterey Bay Aquarium Seafood Watch recommendations.</p> <p>We continue to source 100% of our contracted canned tuna from fisheries aligned with our Sustainable Seafood Policy expectations.</p>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>
E7	Company has a target for, and reports on, the % of products produced under sustainable production practices and recognised environmental management schemes.	1	<p>US: In fiscal year 2022, 69% of our eggs were cage-free globally and 86% were cage-free in the U.S., which has positively impacted more than 850,000 hens. In 2022, we started reporting by global regions to better meet our cage-free goal by the end of 2025. We also continue to report publicly through GCAW and Egg Track.</p>	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>



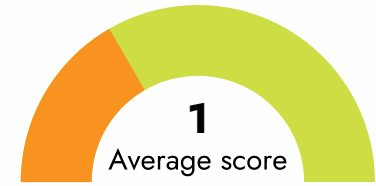
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## Water use

	Metric	Score	The Food Foundation analysis	Evidence
E8	Company has a target for, and reports on, water use reduction in operations	1	US: Since the implementation of microfiber pads and towels, we've recognized a savings of 1.5 trillion gallons of water, or the equivalent of 3,000 Olympic swimming pools.	<a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Aramark-ESG-2022-Progress-Report.pdf</a>
E9	Company demonstrates it is working collaboratively on multiple projects (UK & overseas) to reduce water stress.	0	No mention found	

# ARAMARK



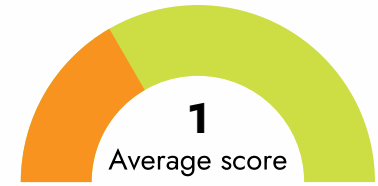
## Food loss and waste

	Metric	Score	The Food Foundation analysis	Evidence
E10	Company has a target for, and reports on, a % reduction in food sold or handled and discloses volumes redistributed, sent to animal feed, anaerobic digestion, and land-fill.	2	<p>US: Armark's efforts to reduce food waste and address food insecurity focus on prevention, recovery, and recycling, in partnership with clients and customers. To guide our efforts, we align with the EPA food recovery hierarchy and ReFED Roadmap to 2030.</p> <p>Committed to reduce food loss and waste in our U.S. operations by 50% by the year 2030 from our 2015 baseline. As an extension of this commitment, we signed the Pacific Coast Food Waste Commitment (PCFWC) in 2022.</p> <p>For fiscal 2022, pre-consumer food waste in our U.S. food operations segment was 73% lower than our 2015 baseline</p> <p>NORTHERN EUROPE: Software is being trialled that tracks and manages food wastage – indicating possible changes to menus and portion sizes.</p> <p>In order to divert food waste from ending up in landfill, we have arranged separate collections for food waste which are sent to anaerobic digestion plants. Biogas is produced which is then converted into biomethane (also called green gas or renewable gas) which can be sold commercially.</p>	<p><a href="https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Armark-ESG-2022-Progress-Report.pdf">https://www.aramark.com/content/dam/aramark/en/environmental-social-governance/reporting/Armark-ESG-2022-Progress-Report.pdf</a></p> <p>NET ZERO DOCUMENT: <a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha</a></p>
E11	Company demonstrates collaboration with its main suppliers to track, measure and act on food waste in its supply chain.	0	<p>NORTHERN EUROPE: We track the disposal methods of our various waste streams and encourage our waste management companies to change suppliers who send waste to landfill.</p>	<p>NET ZERO DOCUMENT: <a href="https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha">https://northerneurope.aramark.com/-/media/northern-europe/pdfs/aramark-net-zero-2050-final.pdf?la=en-gb&amp;ha</a></p>





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## Animal welfare and antibiotics

	Metric	Score	The Food Foundation analysis	Evidence
E12	<p>BBFAW tier position or Company has a target for % of animal products certified to high animal welfare standards.</p> <p>For companies not assessed by BBFAW: Company has a target for, and reports on, zero supply chain use of antibiotics as a prophylactic or growth promoter and to reduce the total use of antibiotics classified as “medically important antimicrobials”.</p>	1	2021: Tier 4 in BBFAW	<a href="https://www.bbfa.com/benchmark/">https://www.bbfa.com/benchmark/</a>

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## Human Rights

	Metric	Score	The Food Foundation analysis	Evidence
S1	Company recognises the need for a real liveable wage for all employees and reports on progress towards that.	0	<p>Complying with all applicable employment and wage and hour laws</p> <p>No mention of living wage specifically</p> <p>Supplier code of conduct: Supplier will pay employees in accordance with all applicable laws, including but not limited to the payment of mandated wage and overtime rates, allowances and benefits. Overtime will be paid as required by law and at the appropriate premium rates, and employees are not required to work overtime in order to earn minimum wage.</p>	<p><a href="https://aramark.gcs-web.com/static-files/fdd6823d-6fe5-4b2a-ab57-9d88cc3cba9d">https://aramark.gcs-web.com/static-files/fdd6823d-6fe5-4b2a-ab57-9d88cc3cba9d</a></p> <p><a href="https://aramark.gcs-web.com/corporate-governance">https://aramark.gcs-web.com/corporate-governance</a></p>
S2	Company has a target for, and reports on, the % of major suppliers engaged to ensure human rights and labour rights, including and beyond tier one. Must include engagement on child and forced labour, and health and safety of workers.	1	<p>Our human rights statement reinforces our commitment to equal rights and the elimination of employment discrimination. We contribute to the targets of SDG 8 through our position against child labor, forced labor, and human trafficking.</p> <p>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.</p>	<p><a href="https://aramark.gcs-web.com/static-files/fdd6823d-6fe5-4b2a-ab57-9d88cc3cba9d">https://aramark.gcs-web.com/static-files/fdd6823d-6fe5-4b2a-ab57-9d88cc3cba9d</a></p>

