

BUSINESS CONDUCT POLICY (THIS POLICY APPLIES WORLDWIDE)

SUMMARY

Set forth below is a summary of the provisions of ARAMARK Corporation's Business Conduct Policy. This summary is included as a helpful outline and is not intended to serve as a substitute for the Business Conduct Policy. Employees are expected to read the entire Business Conduct Policy.

COMPLIANCE AND DISCLOSURE

The Company takes the Business Conduct Policy very seriously. Compliance with ARAMARK's Business Conduct Policy is required of all employees. In addition, all employees must disclose known or suspected violations of the Business Conduct Policy or of any law or governmental rule or regulation as provided herein.

CONFLICTS OF INTEREST AND RELATED PARTY TRANSACTIONS

It is ARAMARK policy to prohibit actual, apparent or potential conflicts of interest unless such conflicts are specifically disclosed and approved as provided herein. It is essential that all ARAMARK employees avoid any situation or interest that might interfere with their judgment concerning their responsibilities to ARAMARK.

PUBLIC DISCLOSURE

As a public company, ARAMARK must ensure that its filings and submissions with the Securities and Exchange Commission and other public communications provide full, fair, timely, accurate and understandable disclosure.

COMPLIANCE WITH LAWS

It is ARAMARK policy to comply with the laws in each country in which ARAMARK conducts business, including, but not limited to, employment, labor and the workplace, environmental, antitrust and securities laws and the United States Foreign Corrupt Practices Act. It is the responsibility of each ARAMARK employee to adhere to the restrictions and standards imposed by those laws and regulations.

- **Employment/Equal Opportunity**
ARAMARK is committed to a policy of equal treatment for all employees and prospective employees.
- **Sexual and Other Workplace Harassment**
Sexual and other workplace harassment in any form will not be tolerated. Any employee who feels that he or she has been subjected to sexual or other workplace harassment is required to report the incident immediately.
- **Workplace Violence**
It is ARAMARK policy to promote a safe environment for its employees.
- **Environmental, Health and Safety**
It is ARAMARK policy to comply with applicable environmental, health and safety laws in all countries in which ARAMARK conducts business.
- **Antitrust**
It is ARAMARK policy to comply with all applicable trade and antitrust laws. ARAMARK employees must avoid any action that would be a violation of trade and antitrust laws.

Fair Dealing

It is ARAMARK policy to compete fairly and honestly. No employee should engage in manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other intentional unfair-dealing practice.

Collusion

It is ARAMARK policy to determine independently the pricing, commissions and other contractual terms offered to clients or prospective clients.

Commercial Bribery and the United States Foreign Corrupt Practices Act (FCPA)

It is ARAMARK policy to comply with anti-bribery laws and the FCPA in the U.S. and in every jurisdiction in which ARAMARK operates.

Copyright Infringement and Software Piracy

It is ARAMARK policy to respect copyrights owned by others and to use copyrighted materials only as allowed by law or agreement.

Insider Trading and Securities Transactions

It is ARAMARK policy to comply with all applicable securities laws.

ACCURATE BOOKS AND REPORTING

It is ARAMARK policy to comply with all applicable laws that require its books and records to reflect accurately the true nature of the transactions represented. No false, artificial or misleading entries shall be made in ARAMARK's books or records by anyone or at anyone's direction for any reason. No unrecorded fund or asset or other improper accounts in ARAMARK's name shall be established or maintained for any reason. There shall be no intentional omission of liabilities from ARAMARK's books and records for any reason.

PROTECTION AND USE OF COMPANY ASSETS

Employees must respect ARAMARK property. Use of ARAMARK assets, including computers and related information technology assets, must comply with established ARAMARK policies. Inappropriate or unauthorized use of any ARAMARK asset is a violation of the Business Conduct Policy.

GIFTS AND ENTERTAINMENT

ARAMARK employees must adhere to high ethical standards in dealing with clients, prospects and suppliers. To ensure compliance with laws and to avoid even the appearance of impropriety, ARAMARK has established restrictions on gift and entertainment activity. The cost and nature of gifts and entertainment should be planned and carried out in a way that appropriately and reasonably furthers the conduct of ARAMARK's business.

POLITICAL CONTRIBUTIONS

Any political contribution or expenditure by or on behalf of ARAMARK must comply with the guidelines in the Business Conduct Policy. It is generally against ARAMARK policy for ARAMARK business units to make, or to reimburse an employee for, any political contribution or expenditure.

FINDER'S FEES AND REFERRAL FEES

Payment of finder's fees or referral fees — in cash or in kind — is prohibited without the written approval of the ARAMARK attorney responsible for the business unit.

PRIVACY

It is ARAMARK policy to protect individual consumer, medical, financial and other sensitive personal information that ARAMARK collects from or maintains concerning its employees or customers to the extent required by applicable privacy and data protection laws, regulations and treaties.

CONFIDENTIALITY

Employees must maintain the confidentiality of confidential information entrusted to them by ARAMARK or its suppliers, clients and customers, except when disclosure is authorized by the ARAMARK General Counsel's office or is required by law or regulation.

CORPORATE OPPORTUNITIES

Directors and executive officers are prohibited from taking for themselves personally opportunities that are discovered through the use of corporate property, information or position without the consent of the Audit and Corporate Practices Committee of the ARAMARK Board of Directors. Other employees are prohibited from taking for themselves personally opportunities that are discovered through the use of corporate property, information or position without the consent of the General Counsel's office.

PERSONAL RELATIONSHIPS BETWEEN MANAGERS AND SUBORDINATES

It is in the best interest of ARAMARK and its employees that all individuals employed in a managerial capacity adhere to the highest professional standards, which include maintaining appropriate personal relationships with subordinates.

OUTSIDE EMPLOYMENT

An ARAMARK employee's outside activities should not conflict with his/her ARAMARK duties.

RESPONDING TO GOVERNMENT AND OTHER INQUIRIES

It is ARAMARK policy to cooperate with all reasonable requests concerning ARAMARK's operations from federal, state and municipal government agencies in each country in which ARAMARK conducts business.

MEDIA AND INVESTOR RELATIONS

In order to ensure professional and consistent handling, employees should refer all requests from the media to the Executive Vice President, Corporate Affairs or the General Counsel's office. Any request from an industry analyst, or a market researcher or consultant should be referred to the Vice President, Investor Relations.

ILLEGAL SUBSTANCES

It is ARAMARK policy to maintain a workplace environment free of drug and alcohol abuse.

STATEMENT CERTIFICATION (SIGNATURE OF APPLICANT REQUIRED)

This application shall only remain active for 60 days. After 60 days, if you are interested in employment at ARAMARK, you must fill out a new application.

I hereby certify that all statements made in this application are true, complete and correct to the best of my knowledge and belief. I understand and agree that any misrepresentation or omission of facts in my application may be justification for refusal to hire, or termination of employment.

I understand that nothing contained in this employment application or in the granting of an interview is intended to create an employment contract between ARAMARK Corporation or any of its affiliates and me for either employment or for the providing of any benefit. If an employment relationship is established, I understand that my employment can be terminated, at any time for any reason, with or without cause, at the option of either ARAMARK or myself.

In signing this form, I certify that I understand all the questions and statements in this application.

Further, if granted a position with ARAMARK Corporation or any of its affiliates, I will comply with ARAMARK's Business Conduct Policy, a summary of which is printed above.

SIGNATURE OF APPLICANT

DATE

APPLICANT'S NAME
(LAST)

(MIDDLE INITIAL)

(FIRST)

EXPERIENCE
(Most Recent Experience First)

1. NAME AND ADDRESS OF EMPLOYER	STARTING POSITION	ENDING POSITION

_____	SALARY	
_____	Starting	Ending
_____	\$	\$
FROM MO. ____ YR. ____ TO MO. ____ YR. ____	REASON FOR LEAVING	
PHONE NUMBER Area Code ()		NAME AND TITLE OF SUPERVISOR
2. NAME AND ADDRESS OF EMPLOYER	STARTING POSITION	ENDING POSITION

_____	SALARY	
_____	Starting	Ending
_____	\$	\$
FROM MO. ____ YR. ____ TO MO. ____ YR. ____	REASON FOR LEAVING	
PHONE NUMBER Area Code ()		NAME AND TITLE OF SUPERVISOR
3. NAME AND ADDRESS OF EMPLOYER	STARTING POSITION	ENDING POSITION

_____	SALARY	
_____	Starting	Ending
_____	\$	\$
FROM MO. ____ YR. ____ TO MO. ____ YR. ____	REASON FOR LEAVING	
PHONE NUMBER Area Code ()		NAME AND TITLE OF SUPERVISOR
4. NAME AND ADDRESS OF EMPLOYER	STARTING POSITION	ENDING POSITION

_____	SALARY	
_____	Starting	Ending
_____	\$	\$
FROM MO. ____ YR. ____ TO MO. ____ YR. ____	REASON FOR LEAVING	
PHONE NUMBER Area Code ()		NAME AND TITLE OF SUPERVISOR

MAY WE CONTACT YOUR EMPLOYERS LISTED ABOVE? YES NO
 IF NO, INDICATE BY NUMBER WHICH ONE(S) YOU DO NOT WISH US TO CONTACT _____

USE THIS SPACE TO DESCRIBE ANY PREVIOUS WORK HISTORY AND/OR TO DETAIL PARTICULAR JOB RESPONSIBILITIES LISTED ABOVE. INCLUDE ANY ADDITIONAL INFORMATION WHICH YOU FEEL MAY BE RELEVANT TO THE JOB FOR WHICH YOU ARE APPLYING.

GENERAL BACKGROUND INFORMATION (Continued)

MILITARY SERVICE RECORD

HAVE YOU EVER BEEN A MEMBER OF THE ARMED FORCES OF THE UNITED STATES? YES NO

IF YES, LIST ANY SPECIAL SKILLS OR ABILITIES YOU DEVELOPED WHILE IN MILITARY SERVICE WHICH DIRECTLY RELATE TO THE JOB FOR WHICH YOU ARE APPLYING.

RECORD OF EDUCATION

Name and Address of School	Dates Attended		Graduated		Type of degree / diploma received or expected	Major / Minor Fields of Study
	From	To	YES	NO		
	Mo./Yr.	Mo./Yr.				
High School (Last Attended)						
Colleges / Universities						
Graduate School						
Other (Business, Technical, Secretarial, Etc.)						

LIST ANY CLUBS, ORGANIZATIONS, SOCIETIES, OR PROFESSIONAL GROUPS TO WHICH YOU BELONG WHICH HAVE A DIRECT BEARING UPON YOUR QUALIFICATIONS FOR THE JOB WHICH YOU ARE SEEKING (INDICATE AMERICAN DIETETIC ASSOCIATION REGISTRATION NUMBER IF APPLICABLE TO THE POSITION FOR WHICH YOU ARE APPLYING.)

LIST ANY HOBBIES OR INTERESTS WHICH HAVE A DIRECT BEARING ON THE JOB FOR WHICH YOU ARE APPLYING.

LIST ANY SPECIAL SKILLS OR ABILITIES WHICH DIRECTLY RELATE TO THE JOB FOR WHICH YOU ARE APPLYING.

DO YOU POSSESS A VALID CURRENT DRIVER'S LICENSE (ONLY FOR JOBS REQUIRING DRIVING A VEHICLE)? YES NO

DRIVER'S LICENSE NUMBER AND STATE _____



APPLICATION FOR EMPLOYMENT

As an EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER, ARAMARK does not discriminate against applicants or employees because of their age, race, color, sexual orientation, religion, national origin, gender (except where gender is a bonafide occupational qualification) or on any other basis prohibited by law. Furthermore, ARAMARK will not discriminate against any applicant or employee because he or she is mentally or physically disabled, a disabled veteran, or a veteran of the Vietnam era, provided he or she is qualified and meets the requirements established by ARAMARK for the job.

PLEASE TYPE OR PRINT CLEARLY				DATE
NAME (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER	
CURRENT ADDRESS (Street)	(City)	(State)	(Zip Code)	PHONE NUMBER Area Code ()
RESIDENT ADDRESS (Street) <small>(If different from above)</small>	(City)	(State)	(Zip Code)	PHONE NUMBER Area Code ()
ARE YOU 18 YEARS OR OLDER? <input type="checkbox"/> YES <input type="checkbox"/> NO IF NOT, STATE YOUR DATE OF BIRTH _____				

TYPE OF POSITION DESIRED			
POSITION APPLIED FOR:			
<input type="checkbox"/> FULL TIME <input type="checkbox"/> PART TIME <input type="checkbox"/> SUMMER <input type="checkbox"/> TEMPORARY <input type="checkbox"/> OTHER			SALARY EXPECTED
WILL YOU RELOCATE? TO WHAT AREA?	WILL YOU TRAVEL?	DATE AVAILABLE TO WORK WITH ARAMARK	
<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO		
HAVE YOU EVER WORKED FOR ARAMARK?	IF YES, WHEN AND WHERE?		
<input type="checkbox"/> YES <input type="checkbox"/> NO			
HAVE YOU EVER APPLIED TO ARAMARK?	IF YES, WHEN AND WHERE?		
<input type="checkbox"/> YES <input type="checkbox"/> NO			
To comply with the Immigration Reform and Control Act of 1986, if you are hired you will be required to provide documents to establish your identity and your authorization to be employed in the United States. Such documents will be required within the first three (3) business days following your hire, or upon your first work day if your employment period will be less than (3) days.			
HOW WERE YOU REFERRED TO ARAMARK?			
IF OFFERED EMPLOYMENT, ARE YOU WILLING TO TAKE A PHYSICAL EXAM AT OUR EXPENSE IF THE NATURE OF THE JOB REQUIRES ONE? <input type="checkbox"/> YES <input type="checkbox"/> NO			

GENERAL BACKGROUND INFORMATION			
CRIMINAL HISTORY			
SECTION I (California Applicants go directly to Section II)			
Have you ever been convicted, pled guilty, "no contest", or admitted guilt (including participation in a first time offender program) to any misdemeanor or felony crime? <input type="checkbox"/> YES <input type="checkbox"/> NO			
If yes, EXPLAIN:	(WHERE)	(WHEN)	(CHARGED)
			(SENTENCE)
If yes, are you currently on parole or probation? <input type="checkbox"/> YES <input type="checkbox"/> NO			
SECTION II (For California Applicants Only)			
Have you ever been convicted of any felony or misdemeanor crime OTHER THAN (1) a marijuana related conviction that occurred more than two years ago; or (2) an offense for which you were referred to and participated in, a pretrial or posttrial diversion program? <input type="checkbox"/> YES <input type="checkbox"/> NO			
If yes: Please state the date of conviction, the county and state, and the nature of the offense:			
(Disclosure of a criminal record will not necessarily disqualify you for employment. Each conviction will be evaluated on its own merits with respect to time, circumstances, and seriousness, in relation to the job for which you are applying.)			