

**PERFORMANCE FOOD GROUP COMPANY
PALM OIL POLICY**

Effective Date: February 1, 2024

I. Purpose

As a leading distributor of foodservice products, we have made a commitment to work toward remedying the food supply challenges and ethical and sustainability issues that affect us all. We recognize that accomplishing this requires firm dedication to conducting business responsibly and sustainably.

Performance Food Group recognizes the importance of procuring a sustainable supply of palm oil and palm oil derivatives. We are committed to our role in supporting the move towards full sustainability in the palm oil industry through partnering with our suppliers to use responsibly sourced palm oil in the PFG Brand supply chain. The following policy applies to palm oil, palm kernel oil, and their derivatives at all origins.

II. Scope

This policy applies to suppliers of current and new exclusive products that bear the Performance marks (trade names, trademarks, logos, service marks, and/or other intellectual property owned by or licensed to Performance, including those of its subsidiaries and divisions).

III. RSPO Membership

PFG has been a member of the Roundtable on Sustainable Palm Oil (RSPO) since October 2023, reflecting our commitment to sustainable palm oil agricultural practices and to addressing the social issues associated with palm oil production.

IV. Principles

We continuously work with our suppliers to ensure the production of palm oil, palm kernel oil, or their derivatives at all origins used as an ingredient in the exclusive products that bear the Performance marks support the recommendations and principles set forth by the RSPO, or equivalent standards such as those of the s.

In maintenance of this commitment, we require our suppliers to adhere to the following principles:

1. No deforestation.
 - No conversion of High Conservation Value (HCV)¹ areas.
 - No conversion of High Carbon Stock (HCS)² forests.

¹ High Conservation Value areas are biological, ecological, social, or culturally valued spaces which are considered outstandingly significant or critically important, at the national, regional, or global level.

² The HCS Approach defines a methodology to identify natural forest ecosystems and distinguish them from degraded lands that only have small trees, shrubs, or grasses remaining. <https://highcarbonstock.org/>

- In accordance with RSPO Principle 5.5, no burning in the preparation for clearing, new or re-planting, or other developments.
2. No development on peat.
 - No new development on peat, regardless of depth.
 - All existing plantations on peat should follow RSPO Best Management Practices.
 3. No exploitation of people or communities.
 - Adherence to PFG's [Business Partner Code of Conduct](#) which stipulates mandatory requirements and considerations for the protection of human rights and workers' rights.
 - Application of the principles of Free, Prior and Informed Consent (FPIC) to ensure protection and promotion of the rights of Indigenous peoples and vulnerable communities.
 - Responsible handling of all complaints or breaches identified using accepted grievance procedures or conflict resolution.
 - Prior and informed consent for community stakeholders impacted by expansion.

Should PFG discover any suppliers producing PFG branded products are not in compliance with the above-mentioned policy, we will work with the supplier to correct their actions or find an alternative source of supply that aligns with our values.

V. Commitments

It is our commitment that 100% of palm oil, palm kernel oil, and their derivatives at all origins used in any PFG branded products are RSPO certified, or an equivalent standard like the Rainforest Alliance Sustainable Agriculture Accountability Framework. Exclusive brand products that contain palm oil have been identified and the RSPO certifications (or equivalent) from suppliers, for 100% of the items, have been collected, filed, and are updated upon expiration.

VI. Reporting

PFG will report annually to the RSPO on progress toward meeting our goal of 100% responsibly sourced palm and palm kernel oil; and palm oil derivatives used as an ingredient in the exclusive products that bear the Performance marks.