



PERFORMANCE FOOD GROUP'S ENVIRONMENTAL POLICY

We at Performance Food Group recognize the responsibility we have to our customers, shareholders, suppliers, employees, and the communities we call home. This means constantly seeking out ways to minimize our impacts on the environment while maximizing value to all our stakeholders. We believe our continued growth and long-term success is dependent on our ability to reduce our environmental impacts while continuing to deliver the exceptional quality, value and service our customers and shareholders have come to expect.

We bring this commitment to life through the use of an enterprise Environmental Management System (EMS), the deployment of stakeholder partnerships, and input from our most critical assets, our employees.

Performance Food Group depends on its employees to ensure we are able to meet our environmental goals, and we believe the implementation of our environmental policy is the ultimate team sport. Everyone at Performance Food Group has a role to play, a contribution to make, and an impact to be proud of. This policy outlines our individual and shared responsibilities to the environment and is monitored by our senior leaders.

This Environmental Policy Commits Us To:

- Embed environmental risks into our enterprise risk identification and management systems, in addition to our business continuity contingency plans.
- Refresh our materiality assessment periodically, ensuring that both current and projected environmental issues are included.
- Audit our compliance with all relevant legislation, regulations, and PFG environmental management standards and investigate and rectify all environmental incidents to prevent recurrence.
- Promote organizational learning, and ensure we are making continuous progress in reducing our environmental impacts.
- Set targets for continuous improvement and ensure company-wide implementation of our Environmental Management System (EMS). (Note* Our EMS is based on the International Standards Organization 14000 (ISO 14000) and follows their recommendations for process design and implementation).

Employee Engagement

- Ensure all roles and responsibilities are recalibrated to reflect any necessary operational, business, or process changes required to fully implement our environmental policy.
- Build an inclusive and empowered culture that prioritizes continuous improvement and learning at the individual, departmental, divisional, and enterprise level, ensuring every member of the PFG family is contributing to the attainment of our environmental stewardship goals.

Logistics & Warehousing

- Ensure a relentless focus on continuous improvement in route optimization, load and packing, fleet efficiencies, LED lighting transitions, and business partner collaboration to collectively reduce our Scope I, II, and III greenhouse gas emissions.
- Providing the necessary employee training and development for adapting the enterprise Environmental Management System (EMS) for local context and circumstances.
- Utilize renewable energy to power our warehouses when and where we are able.
- Recalibrate how we choose and utilize packaging materials to reduce landfill waste and contribute to the development of a circular economy.

Innovation

- Leverage new technologies in warehouse automation to complement our attention to management innovation and human capital development.
- Identify, utilize, and provide access to emerging trends and technologies in food, food services, and food items to drive the sustainability agenda of PFG and its stakeholders.
- When bringing new PFG branded products and services to market, use lifecycle assessments to help us understand their negative environmental impacts and identify opportunities to reduce this impact.

Sourcing

- Engage and collaborate with our branded suppliers to reduce environmental impacts along the supply chain, sharing knowledge, resources, and capabilities to achieve our shared goals.
- Engage and collaborate with the farmers and producers of PFG branded products to identify and implement environmental stewardship improvements along the supply chain, including a focus on animal welfare, soil and water management, deforestation, biodiversity and pollution, waste management, and legal compliance.

Marketing & Sales

- Engage and educate our stakeholders on the environmental and social impact of our products and services.
- Leverage sustainability related trends and consumer insights to drive customer success, reduce environmental impacts downstream, and anticipate sustainability-related regulatory changes that impact the business and those of our partners.

Corporate Functions

- Work in partnership with external stakeholders, industry associations, and cross-sector coalitions to raise awareness and scale action on environmental issues.
- Externally report our environmental performance and progress against stated goals on an annual basis, using the recommendations from the Sustainability Accounting Standards Board (SASB) and Task Force on Carbon-Related Financial Disclosures (TCFD).
- Ensure that all stakeholders, internally and externally, are aware of our commitment to reducing our environmental impact, increasing our societal impact, and are aligned both philosophically and operationally with our long-term goals and aspirations in this space.

Scope and Applicability

This policy applies to our entire business, including all divisions, facilities, and employees. Where Performance Food Group does not have operating control, we encourage, support, and collaborate with our business partners to demonstrate and act on the commitments reflected in this Policy.

Meeting Our Commitments

These commitments form part of our ESG Impact Strategy, focusing on reducing PFG's environmental impacts while contributing to the environmental stewardship goals and expectations of our stakeholders and business partners. We will be reporting our progress annually against material and non-material environmental factors, such as greenhouse gases, energy management, waste and hazardous materials management, and the environmental impacts along our supply chains.

We are committed to using the Sustainability Accounting Standards Boards' (SASB) and the Task Force for Climate-Related Financial Disclosures' (TCFD) recommendations to inform our approach to assessing material areas of exposure, metrics to account for and report on, the formulation of our ESG Impact Strategy, and our disclosure processes.

For more information on our enterprise ESG Impact Strategy, please visit our "ESG Impact Update" section of the PFG website (coming soon).