

## PFG Enterprise Human Rights Policy

Performance Food Group's business success is driven by strong relationships and led by our core value to "Put People First". This value encompasses respect and care for one another – our colleagues, our customers and our communities, as well as our many valued business partners. To care for others, you must first take care of yourself, which is why taking personal responsibility for the safety of ourselves and others is an important aspect of this value. Nurturing this mindset and these actions is part of our ongoing efforts to foster a culture of openness and trust.

PFG's values guide our enterprise philosophy, policies and practices for people, supported by ever-evolving systems to make these efforts sustainable. Strong partnerships with leadership across our businesses help bring our values to life in meaningful ways locally.

In accordance with United Nations (UN) Guiding Principles on Business and Human Rights, PFG developed this policy guided by the content of the Universal Declaration of Human Rights. It applies to Performance Food Group, our divisions and warehouse operations, and areas in which we have direct influence. We expect all Business Partners to share our commitment to the principles laid out here and urge them to implement systems and processes to operationalize these concepts.

PFG's senior leaders oversee this policy and are responsible for managing the implementation and monitoring of our enterprise Environmental, Social and Governance (ESG) Impact Strategy.

### **Society and Stakeholder Engagement**

"Put People First" leads our engagement with stakeholders, enabling PFG to move beyond transactional relationships into the long-term partnerships necessary for driving business outcomes, maximizing stakeholder value, and positively impacting society. A key facet of this is identifying national and local issues where we believe we can have a profound impact and make a lasting difference – issues like food insecurity, access to nutrition, promoting wide-spread adoption of sustainable food products and services, and other critical areas such as disaster relief.

Our community outreach and social responsibility programs are evolving at the local level based on the needs we identify and our ability to respond. In addition to addressing challenges, we also work with community stakeholders to address our shared goals.

We coordinate with national, regional and local stakeholders to implement this policy across our operational footprint and look to their guidance, support and collaboration in assessing and improving its effectiveness in meeting our stated goals.

### **Respectful Workplace**

We recognize the strategic value of various perspectives when engaging in complex challenges. The more complex our business landscape becomes, the more we need to nurture a culture that promotes wide-ranging thought, background and expertise as a key driver of our success.

We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. We do not tolerate disrespectful or

inappropriate behavior or unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace or in any work-related circumstance outside the workplace.

We look to all PFG associates to reinforce our dedication to building a respectful workplace. This intent and focus extend to our Business Partners, third-party contractors and other stakeholders.

### **Safe, Healthy, & Secure Workplace**

The safety of our associates on the road, in the warehouse or in the office is an essential part of our value to “Put People First”. Our policies and programs provide a safe and healthy workplace in accordance with local laws and regulations, supported by internal systems, processes and training to ensure associate engagement on the full implementation of our health and safety strategy.

PFG is committed to cultivating an inclusive company culture and workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for associates are provided, as needed, and are maintained with respect for associate privacy and dignity.

### **Forced Labor, Child Labor, & Human Trafficking**

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

We prohibit the hiring of individuals under 18 years of age in jurisdictions with policies for employment of minors or for positions in which hazardous work is performed.

### **Freedom of Association and Collective Bargaining**

We respect our associates’ legal right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where associates are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. PFG is committed to bargaining in good faith with such representatives.

### **Access to Nutritious Food & Water**

We believe access to nutritious food is a fundamental human right. Our commitment to society and stakeholders is to use our capabilities, resources and scale to combat food-related challenges.

We also respect the human need for sustainable water supplies and safe drinking water. Our approach to water stewardship incorporates assessments of local water risks, consultation with public agencies and the implementation of water recycling and reduction programs at our facilities.

With Business Partners that produce PFG branded agriculture and livestock products, we are actively working to implement sustainable agriculture practices that reduce water waste, enhance soil quality and biodiversity, and promote the scaling of local food systems.

### **Employee Engagement and Training**

We believe that associate engagement and education are key to the full implementation of this policy across our footprint. We provide role-specific training on human rights and how to recognize, mitigate, and act on violations that reinforce our collective commitment to this policy. For example, in one of our business segments, drivers participate in “Truckers Against Trafficking” and receive training on how to report and act on suspicious activities during their day-to-day responsibilities delivering foodservice products to our customers.

### **Raising A Concern**

Associates with concerns or questions related to PFG’s Human Rights Policy should contact their local HR leader or use the options below which include an anonymous reporting tool:

- Call (toll free): 1-800-800-1827
- Visit: [pfgc.com/speakup](https://pfgc.com/speakup)
- Email: [ethics.matter@pfgc.com](mailto:ethics.matter@pfgc.com).

## **Public Reporting**

We will report on our efforts and progress in implementing PFG's Human Rights Policy and associated goals in our annual Sustainability Report. The principles laid out in this policy and guiding our reporting framework are aligned with the UN Compact of Human Rights and UN Guiding Principles Reporting Framework.