

## EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Equal opportunity is important to the Company, which is why we ban unlawful discrimination. That ban includes discrimination against associates because of their: race, color, religion, sex, gender, gender identity or expression, sexual orientation, pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding, sex stereotyping (including assumptions about a person's appearance or behavior, gender roles, gender expression, or gender identity), status as a parent, age, marital status, national origin, ancestry, citizenship status, physical or mental disability, medical condition, genetic information, political beliefs, military status or veteran status, or anything else protected by applicable law. We interpret these protected statuses broadly to include both the actual status and also any perceptions and assumptions made regarding these statuses.

This policy extends to all aspects of employment at our Company, including recruiting, hiring, training, promotions, discipline, and all other personnel actions. This policy and the law prohibit employment discrimination against any associate or applicant on the basis of any statuses outlined above.

US Foods engages in affirmative action measures to ensure that qualified applicants are employed, and that associates are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

If you believe that you or any other associate has faced any unlawful discrimination, you should report it right away, by using any of the ways described in the [Report the Behavior section of the Prohibition Against Discrimination, Harassment, and Retaliation Policy below](#). In response, the Company will follow the procedures outlined in the [Investigation of Complaints section of the Prohibition Against Discrimination, Harassment, and Retaliation Policy](#).

## ACCOMMODATION OF DISABILITIES, PREGNANCY, AND RELIGION

If you need a reasonable accommodation for a disability or religious reasons, you should talk to your local Human Resources Representative. US Foods is committed to providing reasonable

accommodations that do not place an undue hardship on the Company.

In accordance with applicable law, US Foods will also provide reasonable accommodations to any pregnant associate who, according to the advice of her medical provider, requests an accommodation in order to perform her job duties.

US Foods will also make reasonable accommodations for dress and grooming practices, in accordance with applicable law.

If you have any questions regarding a disability or any need for an accommodation, you may discuss them confidentially with your local Human Resources Representative. If you make a request or report an issue, you will not face any retaliation or negative action. However, you may need to provide medical documentation or other information to support your request or alternatives considered. The Company's policy is to keep any information regarding a disability confidential and not disclose it, except on a need-to-know basis or otherwise in accordance with applicable law.