

WORKPLACE VIOLENCE PREVENTION

You and our business partners deserve a safe place, which is why we have our Workplace Violence Prevention Policy. This policy addresses intimidation, threats, harassment, as explained in the Equal Opportunity and Affirmative Action Policy and the Prohibition Against Discrimination, Harassment and Retaliation Policy, potential and/or actual violence, and other aggressive behaviors in the workplace.

- **No Tolerance.** US Foods does not tolerate any sort of violence, threats, intimidation, aggression, and harassment. This means the Company will take appropriate action, including the possibility of termination, when anyone breaks this rule. This policy applies to all associates and partners.
- **No Weapons.** No weapons of any type are allowed anywhere on Company property. This includes in Company parking areas, and applies to anything that, when not being used for its intended purpose, may be used to hurt someone, including things like knives, box-cutters or any other tool.

To the extent allowed by the law, this applies no matter where you carry or keep the weapon. You are not allowed to have a weapon while doing Company business, including while traveling for business.

In some states, you can keep a weapon in your car while you work, as long as the weapon is covered by state law, unloaded, concealed and locked. You cannot display or use this weapon while you're at work.

- **Responsibility to Report.** You have a responsibility to let your supervisor know immediately if you become aware of any potential violation of this policy. This includes violations you see or hear about. When a supervisor is notified of a violation, he or she needs to immediately contact the local Human Resources Representative or the Check-In Line at 1-888-310-7716 or www.usfoodcheckinline.com. You can also contact the Check-In Line to report violations, and then notify a supervisor.
- **Reporting Convictions.** If you are convicted of a felony or any crime that may impact your performance, threaten safety or undermine public confidence in the Company, you need to inform local Human Resources right away. The Company will then decide whether you will continue in your role, in accordance with the law.

- **Searches and Surveillance.** See the [Company Security Inspections](#) section of this Handbook.
- **Protective, Restraining or Other Orders.** If you are protected or restricted by any type of court order, you need to provide a copy of the order to your supervisor and local Human Resources Representative right away. The order will be kept confidential as much as is reasonable in the specific situation.
- **Retaliation Prohibited.** If you report an issue, you will not face any retaliation or negative action. If you cooperate with investigations in good faith, you are also protected from retaliation. This is true even if after the Company looks into the issue, we find that there was no cause for a complaint. The only exception is if the complaint was made in bad faith. If you engage in retaliation, you may face discipline, including termination. If you think someone retaliated against you, you need to report it using this complaint procedure.

If you have any questions about this policy, talk to your local Human Resources Representative.