

## US FOODS HOLDING CORP. HUMAN RIGHTS PRINCIPLES

In support of our commitment to operate with integrity under our [Code of Conduct](#) and guided by our Cultural Beliefs, these Human Rights Principles of US Foods Holding Corp. and its subsidiaries (collectively, “US Foods” or the “Company”) set out our commitment to respect human rights in how we work with each other, and with our customers, suppliers and communities.

These principles apply to the Company’s employees, directors, affiliates and consultants and have been approved and are monitored by senior management.

**Child Labor:** We will not employ anyone under the minimum employment age established by the applicable local jurisdiction and will adhere to all applicable working hours and compulsory education laws and regulations for employees under the age of 18.

**Forced Labor:** We will not allow prison, slave, bonded, indentured or any other form of forced labor in our operations and will not engage in any other form of compulsory labor such as human trafficking. We forbid abuse, threats or improper practices such as retention of employees’ passports or immigration papers in an unlawful manner. We require labor recruitment to be ethical and lawful.

**Diversity and Nondiscrimination:** We are an equal opportunity employer and prohibit unlawful discrimination against applicants for employment and employees as described in our [Equal Employment and Affirmative Action Policy](#).

**Harassment Prohibition:** We support the elimination of discrimination and harassment under our [Prohibition Against Discrimination Harassment and Retaliation Policy](#), whether such actions occur at a US Foods’ location or any other setting, including any such actions by vendors, clients or other third parties that our employees encounter in connection with Company business.

**Working Hours and Minimum Wage:** We comply with all applicable wage laws, including those related to minimum wage, working hours, rest periods and overtime work. We adhere to our [Pay for All Time Worked Policy](#).

**Health and Safety:** We are committed to providing safe and healthy business environments for the protection of our employees including by requiring employees to adhere to our [Drug and Alcohol Free Workplace Policy](#) and [Workplace Violence Prevention Policy](#). We implement appropriate health and safety practices for our operations and comply with workplace safety laws and regulations.

**Freedom of Association/Collective Bargaining:** We respect our employees’ right to choose to associate, or not to associate, with third party organizations such as labor organizations, as well as the right to bargain collectively in accordance with local laws. We encourage open communication between employees and managers and the sharing of ideas, suggestions or concerns.

**Suppliers and Vendors:** We need suppliers and vendors that are as committed as we are to integrity and respecting human rights as described in our [Responsible Sourcing Policy and Supplier Code](#). We expect our suppliers and other vendors to adopt consistent human rights principles and to comply with all human rights laws and regulations applicable to them.

**How to Report a Concern:** We encourage our employees and consultants, and the employees and consultants of our suppliers and vendors, to speak up when something does not seem right. Concerns can be raised with a US Foods manager, any member of the Human Resources team, Law Department, or Ethics and Compliance team or our Executive Vice President, General Counsel and Chief Compliance

Officer. Additionally, you may report, anonymously if you choose, through the Check-In Line, our externally hosted hotline, which is available 24 hours a day, seven days a week, with translation services if needed.

**Check-In Line Phone:** 1-888-310-7716

**Check-In Line Web:** <http://www.usfoodcheckinline.com>

We do not tolerate retaliation against anyone who raises a concern in good faith.

These above principles are informed by globally accepted standards, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization Conventions and Recommendations and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises.