



## **Equal Employment Opportunity Policy**

Performance Food Group (PFG) creates a productive, innovative, and safe environment by providing equal employment opportunity (EEO) to all applicants and employees, regardless of race, color, national origin, sex, marital status, pregnancy, sexual orientation, gender identity, religion, age, status as a qualified individual with a disability, genetic information, citizenship, protected veteran status or any other characteristic protected by applicable local, state and federal laws and regulations. PFG bases personnel actions on the capabilities and qualifications of the individual in relation to the job requirements of the position.

Below is a statement from PFG's President and Chief Executive Officer George Holm regarding our Equal Employment Opportunity and Affirmative Action principles:

In building a more inclusive workforce reflective of our diverse country, PFG takes affirmative action (AA) to increase the representation of women, minorities, individuals with disabilities, and veterans by identifying and eliminating barriers to equal participation, expanding outreach programs, and recruiting qualified candidates from underrepresented groups. Applicants or employees may self-identify their veteran or disability status on a voluntary basis without fear of adverse treatment. We will grant reasonable accommodations for qualified individuals with known disabilities unless doing so would pose an undue hardship for the company.

As President and CEO, I pledge my support to attaining the goals of EEO and AA. I have appointed Carol Price, Senior Vice President, Chief Human Resources Officer, as the EEO/AA Officer. The responsibilities of this position include leading our AA program and assessing all EEO activities. In determining our progress, the EEO/AA Officer shall conduct audits and prepare reports measuring the effectiveness of the AA program and identifying any need for remedial action. The EEO/AA Officer shall have the full support of senior management and the requisite resources to execute the functions of this role.

I have directed our senior executive team, managers, and supervisors to enforce our EEO/AA policies and to promote individual accountability for accomplishing their objectives. All employees should conduct themselves in accordance with the EEO policy. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other right protected by federal, state or local law requiring equal opportunity. Employees are

encouraged to report any suspected incidents of discrimination or harassment to their immediate supervisor, HR manager, or through the Danbee Hotline at (800) 634-3364. If the supervisor is not an appropriate person, or if the employee is not satisfied with the attention of the Human Resources department, the employee may report the incident to any other management official with whom the employee feels comfortable. If the employee remains unsatisfied with the handling or the outcome of his or her complaint or if the employee feels more comfortable bypassing the foregoing steps, the employee should take the matter directly to the President of the company or other company officer with whom the employee feels comfortable.

In demonstrating our commitment to EEO and AA principles, PFG posts this statement on bulletin boards at all facilities, on our website, and includes it in our Associate Handbook and policy manual. Applicants or employees may request to review our AA Plan by contacting the EEO/AA Officer at our corporate headquarters during normal business hours.

A handwritten signature in black ink that reads "George Holm". The signature is written in a cursive style with a large, prominent initial "G".

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George Holm, President and CEO