

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY  
POLICY NUMBER: 100-01  
REVISION NUMBER: 03

**SCOPE**

Performance Food Group (PFG) prohibits discrimination, harassment and retaliation against applicants and associates in all employment practices, including recruitment, application procedures, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and other terms, conditions, and privileges of employment. This policy applies to all associates. Associates who violate this policy will be subject to disciplinary action.

**POLICY**

PFG creates a productive, innovative, and safe environment by providing equal employment opportunity (EEO) to all applicants and associates, regardless of race, color, national origin, sex, marital status, pregnancy (including childbirth or related medical conditions), 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 federal, state and local laws and regulations. PFG bases personnel actions on the capabilities and qualifications of the individual in relation to the job requirements of the position.

Additionally, PFG expressly prohibits any form of harassment against any associate based on race, color, national origin, sex, marital status, pregnancy (including childbirth or related medical conditions), 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 federal, state and local laws and regulations.

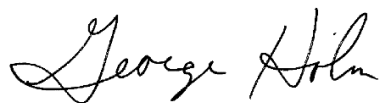
Below is a statement from PFG's Chief Executive Officer (CEO) George Holm regarding our Equal Employment Opportunity and Affirmative Action principles:

As a federal government contractor, 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 associates may self-identify their veteran or disability status on a voluntary basis without fear of adverse treatment. PFG will grant reasonable accommodations for qualified individuals with known disabilities unless doing so would pose an undue hardship for the company.

As CEO, I pledge my support to the Company's EEO policy and our AA obligations as a federal government contractor. I have appointed the Executive 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 associates should conduct themselves in accordance with the EEO policy. Associates and applicants shall not be subjected to harassment, intimidation, threats, coercion, discrimination or retaliation 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. Associates are encouraged to report any suspected incidents of discrimination or harassment to their immediate supervisor, HR manager, or through the confidential Hotline. If the supervisor is not an appropriate person, or if the associate is not satisfied with the attention of the Human Resources department, the associate may report the incident to any other management official with whom the associate feels comfortable. If the associate remains unsatisfied with the handling or the outcome of the associate's complaint or if the associate feels more comfortable bypassing the foregoing steps, the associate should take the matter directly to the President of the company or other company officer with whom the associate 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 links to it in our Associate Handbook and policy manual. Applicants or associates 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, appearing to read "George Holm". The signature is fluid and cursive, with the first name "George" written in a larger, more prominent script than the last name "Holm".

George Holm  
CEO