



## Human Resources Policy Equal Employment Opportunity

This policy applies to associates in the following divisions:

- ☒ UNFI
- ☒ UNFI Canada

### Overview

UNFI grows as a business through the talents and accomplishments of associates. We have a work culture and climate that promotes acceptance and inclusion, where associates are recognized and valued for their contributions to UNFI. Together we are better.

### Policy

UNFI is committed to equal opportunity for all persons, regardless of race, color, religion, creed, sex (including pregnancy, sexual orientation, gender, gender expression, or gender identity), national origin, ancestry, physical or mental disability, medical condition, age, genetic information (including family medical history), marital status, veteran or military status, or any other characteristic protected under applicable law. This Equal Employment Opportunity (EEO) policy applies to all employment practices including, but not limited to, recruitment, employment, job assignments, training, compensation, benefits, promotions, transfers, layoffs and termination decisions.

UNFI will not tolerate unlawful discrimination or harassment of associates by anyone, including any manager, supervisor, co-worker, contractor, customer, supplier, vendor, or visitor.

### Protection from Retaliation

Retaliation is any action, statement, or behavior that might reasonably deter someone from making a good faith report of a potential violation of this policy or participating in good faith in an investigation related to a potential violation. UNFI prohibits retaliation against anyone who, in good faith, reports discrimination or harassment, or participates in an investigation of potential discrimination or harassment. Any associate who believes they or another associate have been retaliated against in violation of this policy should immediately

Policy Owner: SVP, Human Resources

Policy Revised: 5/28/19

\*If you are viewing a printed version of this policy it may be outdated. To view the most recent version, visit the myPolicies page via [myUNFI.com](http://myUNFI.com)

Different policies may apply to associates represented by a collective bargaining representative.



report such concern to Human Resources, their supervisor or manager, or the Ethics Hotline at 1-888-456-8634 (UNFI).

### **Reporting**

All associates are responsible for helping to keep UNFI free from discrimination, harassment and retaliation. Any associate who believes they have been subjected to conduct that violates this policy or who witnesses such conduct should immediately report such concern or incident to Human Resources, a supervisor or manager, or the Ethics Hotline at 1-888-456-8634 (UNFI). Reports may be made verbally, but associates are encouraged to make reports in writing as doing so can assist in the investigation. Any supervisor or manager who receives a complaint or observes conduct that may violate this policy must promptly report the incident to Human Resources.

UNFI will promptly and thoroughly investigate all reports of discrimination, harassment, or retaliation. Investigations will be conducted confidentially and discretely, to the extent possible. If it is determined that inappropriate conduct occurred, including discrimination, harassment, or retaliation, UNFI will take appropriate remedial action (up to and including termination of employment).

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