



## **Affirmative Action and Equal Employment Opportunity Policy Statement**

UNFI is committed to creating an inclusive and respectful environment for all.

As an equal employment employer, we will take steps to assure that:

We recruit, hire, assign and promote based on qualifications, merit, and business need and without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity or expression, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

We make decisions on all other personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, tuition assistance and social recreation programs based on qualifications, merit, and business need and without regard to race, national origin, religion, age, color, sex, sexual orientation, gender identity or expression, disability, or protected veteran status, or any other characteristic protected by local, state, or federal laws, rules, or regulations.

Associates and applicants will 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.

I have appointed Stephanie Soto, Senior Vice President of Human Resources, as EEO Coordinator, responsible for the day to day implementation and monitoring of UNFI's Affirmative Action Plan. The EEO Coordinator will periodically analyze the Company's personnel actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our associates or as an applicant for employment, have any questions about this policy or would like to view portions of the Affirmative Action Plan, please contact Stephanie during regular business hours. Associates may update their disability status at any time by contacting Stephanie.

I have reviewed and fully endorse our Affirmative Action and Equal Employment Opportunity program. Our goal to provide equal opportunity for all and a workplace that celebrates diversity and inclusivity is supported by myself, our senior leadership team and our associates. It is aligned with our core values and most importantly, it's just the right thing to do. We hope that you think so too.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steven L. Spinner', written in a cursive style.

**Steven L. Spinner**  
**Chief Executive Officer and Chairman of the Board**