



MODERN SLAVERY ACT TRANSPARENCY STATEMENT

As a leader in foodservice distribution, Sysco recognizes and takes seriously its responsibility to follow industry best practices and distribute food products from suppliers that meet high standards of safety, quality, traceability and social and environmental stewardship. Sysco expects its suppliers to uphold the rights of individuals as outlined in the United Nation Declaration of Human Rights (UNDHR), the Core Conventions of the International Labour Organization (ILO) and the ILO Declaration on Fundamental Principles and Rights at Work. Any act of human trafficking, slavery or child labor within Sysco's supply chain is unacceptable and is specifically prohibited by the Code (as defined below).

Sysco maintains a strict [Supplier Code of Conduct](#) (the "Code") containing the legal, moral and ethical standards it expects of suppliers, including the protection of human rights. Sysco requires each of its suppliers and their facilities to operate in full compliance with the Code and with all applicable national, state, provincial, regional, local and other laws and regulations. The Code also applies to affiliates and subcontractors of suppliers and to their respective facilities to the extent those facilities supply goods for ultimate sale to Sysco. Specifically, the Code states that Sysco will only initiate and renew contractual relationships with suppliers that do not violate basic human rights. Sysco is currently working to benchmark the Code against its peers as well as best practices to identify opportunities to strengthen the requirements placed on its suppliers.

In addition, all Sysco Brand approved seafood suppliers in high-risk Latin American and Asian countries must undergo [third party assessments](#) to identify potential risks relating to wages, working hours, discrimination, worker safety, living conditions, and child and forced labor. Global independent safety science leader UL's Responsible Sourcing Group has conducted these annual audits on Sysco's behalf since 2008. Based on the results of these audits, Sysco works with its Sysco Brand suppliers and processors that do not achieve perfect scores to develop improvement plans and then conduct follow-up assessments to ensure that plans have been implemented. In the event that a supplier or processor is unable or unwilling to introduce improvements, or if a supplier or processor has committed a critical violation of its standards, Sysco terminates the relationship. Sysco is currently exploring enhancements to this longstanding supplier audit program, including consideration of an updated, more dynamic risk assessment tool.

As a result of specific concerns about labor violations in the seafood supply chain that have recently been chronicled in the media, Sysco has increased its efforts on several fronts, both independently as well as in cooperation with other companies, associations and NGOs.

As a member of the [National Fisheries Institute](#) (NFI), which has conducted a comprehensive analysis of the leading global social responsibility standards to help participating companies find the most thorough and credible labor systems, Sysco is committed to conducting business with entities that follow international laws to ensure an appropriate, safe, ethical and sustainable food supply chain. Through its membership in NFI, Sysco actively participates with other stakeholders to support

