

## FAQ Document: Supplier Code of Conduct Update and Rollout

### **1. What prompted the update to the Supplier Code of Conduct?**

The update was initiated to reflect our global culture, benchmark against industry standards, and ensure alignment with our sustainability goals. This effort included reviews and insights from various stakeholders including Sysco colleagues globally, data and trends from a representative cross-section of Supplier Codes, benchmarking of Specific Industry Group, etc.

### **2. What major changes were made in the updated Supplier Code of Conduct?**

The updated Supplier Code, in line with benchmarking and research conducted, includes simplification of the structure, clearer language on specific topics such as fair competition and antitrust, and alignment with Sysco's published Sustainability Goals.

### **3. How were the changes determined?**

Changes were identified through a comprehensive gap analysis, benchmarking exercises including companies across five industry groups, and extensive stakeholder feedback.

### **4. How can suppliers access the updated Supplier Code of Conduct?**

The updated Supplier Code is available at [Sysco's official link](#). Suppliers are encouraged to review the document to understand the requirements.

### **5. What is expected of suppliers under the updated Supplier Code?**

Suppliers are expected to adhere at all times to the updated standards, which emphasize business integrity, labor and human rights, quality health safety & environment, and management practices. Compliance with these standards is crucial for maintaining a partnership with Sysco.

### **6. How will compliance with the updated Supplier Code be monitored and enforced?**

Sysco reserves the right to verify compliance with the Supplier Code through internal and external assessment mechanisms such as: self-assessment questionnaires, facility inspections, confidential worker interviews, review of Supplier records and business practices, etc.

### **7. Who should suppliers contact if they have questions about the updated Supplier Code?**

Suppliers should reach out to their Sysco Merchandising contact for any inquiries or further clarification regarding the updated Supplier Code of Conduct.

### **8. What are the next steps for suppliers?**

Suppliers should review the updated Supplier Code, assess their current practices against the requirements, and implement any necessary changes to ensure compliance. Ongoing communication and feedback with Sysco are encouraged to address any challenges or questions.

### **9. How does the updated Supplier Code impact existing contracts with suppliers?**

Sysco requires that our Suppliers strive to achieve best practices, ensure compliance with both the intent and letter of this Supplier Code, and share Sysco's commitment to delivering exceptional service with the highest degree of integrity.