

Introducing Sysco's New Purpose, Mission, Identity and Refreshed Values



FROM THE DESK OF

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Sysco Colleagues,

Today represents a pivotal moment for us as we embark, together, on an exciting journey of growth and renewal, and turn a new leaf in our proud history. We are re-defining Sysco's role in the world, and within our industry, to propel us toward an even bolder future – one where we are compelled to go further and be *more*. More growth oriented. More innovative. More agile. A future filled with passion, pride and **Purpose**. I am proud to introduce you to Sysco's new Purpose statement:

Connecting the World to Share Food and Care for One Another

Our Purpose

A purpose is how an organization answers the question "why do we exist?" The greatest companies are fueled by a common sense of purpose that grounds them in the decisions they make, the work they do and the people who work for them. At Sysco, we want to be a purpose-driven organization focused on growth.

Last year, the Executive Leadership Team began work to develop a Purpose statement for Sysco that would unify us around a common goal, our North Star, that would guide not only what we do as a company and colleagues, but the impact we all can make in the world every day.

Sysco's new Purpose statement serves as our *why* and is the foundation for every goal we set, each decision we make and all the actions that we take. Globally, we will come together, with everyone having a seat at our table, and collectively move forward with Purpose on behalf of our customers, our partners, our communities and each other.

To help convey what this means, I am pleased to share with you Sysco's Purpose film, [Seat at the Table](#), which beautifully demonstrates the meaningful impact we can have when we are connecting the world to share food and care for one another.

Our Mission

Sysco's Mission articulates *what we do* on a daily basis: **Delivering success for our customers through industry-leading people, products and solutions.**

Our Mission highlights our key differentiators—industry-leading people, products and solutions—and how we create value as a company and individuals. It reminds us to stay focused on delivering success for our customers and encourages us to continue looking for new and better ways of doing things. Success is our company driving the success of our customers. When our customers grow and succeed, so do we.

Our Identity

Our Identity defines *the role we play* in the broader industry: **Together we define the future of foodservice and the supply chain.**

We are experts in food, and we are experts in supply chain. Together, we must be united in how we do our work, collectively working toward common goals and continuously evolving and bringing innovation to the marketplace. This is how we will continue to set the standard and define the future for our industry. Each of you can play an integral role – we need you to have confidence to take risks, share ideas, try new approaches and lead the way in order to improve our customers' experience.

Our Values

Sysco's [Values](#) represent *who we are at our best*. Our values are strong and engrained in our organization. They should not change because they are foundational to who we are as a company, but they can evolve. We refreshed our Values, with a look toward the future while still representing our past, to more authentically represent Sysco and who we aspire to be.

Our Unifying Framework

All together, these elements make up Sysco's [Unifying Framework](#), which is portrayed in the shape of a leaf to symbolize growth and the company we are becoming. The single, green leaf stems from the letter "Y" in our logo. Our Purpose starts at the root, and our Mission, Identity and Values bring us together, giving us strength, structure and room to grow. These statements are a bold representation of Sysco's past, present and future.

We lead the foodservice industry because of the talent and expertise each of us brings to the table, and we will continue to define the future of this industry. We are committed to innovating and improving with our customers' needs in mind – not only because the future of Sysco depends on our continued ability to do so – but because of our strong, purpose-driven commitment and passion to be the best.

My Ask of You

Over the coming months, you will begin to see Sysco's Purpose influence all aspects of how we conduct our business—from leadership priorities, recruiting, performance management/goalsetting, communications and much, much more. Our goal is to make every customer interaction, every day, as strong as those that you saw in our Purpose video. As Dimple, the owner of the Gather restaurant said: "Who would have thought that a company as big as Sysco would treat us like the family we have become."

Every customer, every day, being treated like family... That is our Purpose being brought to life. As we make bold commitments, connect the world, share food, and care for one another, we will demonstrate our Purpose through *collective action*.

I ask that you engage, embrace and own the change. Commit to conducting your daily work with Purpose. Make the shift toward the collective "we" versus an individual "me." We are in this together and we will succeed, together.

I am excited to be embarking on this journey with you!

Kevin