



GROWING BETTER TOGETHER

FY2023 Diversity, Equity and Inclusion Report



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ABOUT SYSCO

Sysco is the global leader in selling, marketing and distributing food products to restaurants, healthcare and educational facilities, lodging establishments and other customers who prepare meals away from home.



Our family of products also includes equipment and supplies for the foodservice and hospitality industries. With more than 72,000 colleagues, the company operates 334 distribution facilities worldwide and serves more than 725,000 customer locations. For fiscal year (FY) 2023 that ended July 1, 2023, the company generated sales of more than \$76 billion.

Information in this report primarily reflects the diversity, equity and inclusion (DEI) performance of Sysco Corporation globally during FY2023. For more information on our overall sustainability strategy, please see Sysco's [FY2023 Sustainability Report](#). You can also view our [FY2023 Annual Report](#) and [SEC filings](#) for more information on Sysco's operations and business performance.



Our Unwavering Commitment to DEI

A joint message from Kevin Hourican, President and Chief Executive Officer (CEO), and Adrienne Trimble, Vice President (VP) and Chief Diversity and Culture Officer (CDCO)



It has been an exceptional year for DEI at Sysco. With a focus on DEI in all our decisions, we have continued to make large strides and achieved remarkable milestones.

Last year, we introduced Sysco’s three-year “Better Together” DEI Roadmap that guides our journey as we embed our strategic priorities throughout the business. As we reflect on the first year of our Better Together strategy, we are proud of all we have accomplished, much of which is highlighted throughout this report.

Sysco remains deeply committed to creating a workplace where everyone feels welcomed and respected, regardless of their race or ethnicity, sexual orientation, religious affiliation or any other dimension of diversity. In short, everyone is welcome at our table.

We continue to monitor the external landscape to make certain our company’s policies and practices comply with applicable

laws and regulations. In the meantime, we are committed to living our values and leading the important work of advancing DEI at Sysco and in our communities. A diverse workforce is a stronger workforce, and we are dedicated to creating an environment where everyone feels valued and respected.

Our DEI programs play a critical role in how we define the future of foodservice and supply chain. We are driven to ensure our workforce reflects the customers and communities we serve.

We look forward to another outstanding year for DEI at Sysco. *Everyone* has a seat at our table, and we are simply Better Together.

Thank you,



Kevin Hourican
President and CEO

Adrienne Trimble
VP and CDCO



Our commitment to DEI is unwavering. In prioritizing our commitment to DEI, we are building a business that offers everyone—our customers, our colleagues and the communities we serve—a seat and a voice at our table.”

Ron Phillips,
Executive Vice President (EVP) and
Chief Human Resources Officer

Defining Our Approach

Sysco aspires to create a global culture that is decidedly diverse, equitable and inclusive—one where we foster belonging as we care for one another and connect the world through food and trusted partnerships.

This aspiration supports Sysco’s Recipe for Growth strategy, which expands across five pillars: Digital, Products and Solutions, Supply Chain, Customer Teams and Future Horizons. Our DEI work touches each of these pillars. For example, the Future Horizons pillar drives us to responsibly cultivate new channels, segments and capabilities, which will require ongoing product innovation. To fuel that innovation, we are focused on engaging a workforce and supplier base that reflect the diverse customers and communities we serve. Doing so enables us to reach a broader range of customers with solutions customized to meet their unique needs.

Sysco’s DEI and Supplier Diversity teams focus on advancing DEI across our talent lifecycle and procurement practices to create a workplace and marketplace that are highly competitive, innovative, sustainable and socially equitable.

As we progress, we are guided by our DEI Strategic Framework:



Our workforce represents the “who” and “what” of our diversity and equity efforts. We are working to attract and retain diverse workforce talent while ensuring that people can move equitably through Sysco’s systems.



Our workplace represents the “how” of our inclusion efforts. We are focused on creating an environment that makes people want to come to Sysco and stay at Sysco.



Our marketplace represents the “who,” “what” and “how” of our DEI efforts, in terms of the way we show up for external stakeholders and are perceived. By focusing on DEI within our workforce and workplace, we can better meet our stakeholders’ needs.

To prioritize our efforts, we established a three-year “Better Together” DEI Roadmap. In FY2023, we continued to operationalize initiatives tied to our Roadmap’s five strategic priorities. Highlights of our progress in each area include:

- DEI fundamentals
 - » Established our Around the Table DEI and Culture-focused newsletter and published an updated DEI page on [Sysco.com](https://www.sysco.com).
- Talent acquisition
 - » Established a dedicated Diversity Recruitment team, implemented global diverse slate requirements for filling Director-level and above roles, and set a global goal for gender diversity in Management-level and above roles.
- Talent retention
 - » Hosted two dedicated Better Together Town Halls, plus more than 50 events hosted by our Colleague Resource Groups (CRGs).

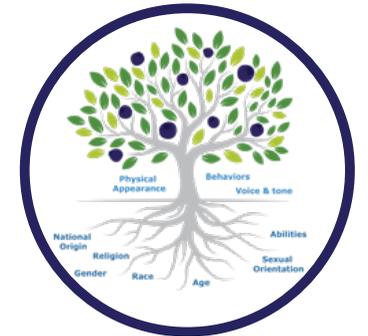
- DEI data analytics
 - » Published our inaugural DEI Report and began targeted enhancements to our internal DEI dashboard.
 - » Created an Inclusion Scorecard to facilitate timely and comprehensive updates to our Executive Leadership Team (ELT).
- Community partnerships
 - » Empowered female culinary entrepreneurs via our continuing partnership with Let’s Talk Womxn (LTW), whereby we sponsored International Women’s Day celebrations across the U.S. and sponsored the launch of LTW’s first international chapter in Toronto, Canada.
 - » Hosted a Supplier Diversity Education Session with nearly 400 suppliers, which included nearly 40 matchmaking sessions with Sysco representatives.

To further our DEI progress, we engage in some of the industry’s leading external benchmarking surveys. We have used the survey insights to develop a baseline for our current DEI efforts, better understand our areas of opportunity and drive momentum for DEI moving forward. Our Global DEI Council and CRGs have started to take a more active role in closing some of the gaps identified in surveys by working across the company to drive progress. For example, Spectrum—our CRG for LGBTQ+ colleagues and allies—has begun working with various internal teams to develop and implement action plans to mitigate gaps identified in an annual survey administered by the Human Rights Campaign, the largest LGBTQ advocacy group in the U.S.

Adrienne Trimble, Sysco’s VP and CDCO, sits on the Board of Directors of the Houston Area Urban League, an organization that helps to empower African Americans to enter the economic and social mainstream.

Across Sysco’s enterprise, we are building a culture rooted in:

Diversity—defined by who is represented in the world, accounting for all our similarities and differences (including, but not limited to, physical appearance, behaviors, voice and tone, abilities, sexual orientation, age, race, gender, religion and natural origin).



Equity—defined by what we can do to provide resources and opportunities while removing systemic barriers and biases so that outcomes are based only on one’s talents, gifts and work.



Inclusion—defined by how we can create a culture of belonging where everyone feels valued and respected, and ideas and perspectives are brought to a table where everyone has a seat.



Creating a Culture of Accountability and Empowerment

As we engage our entire organization in advancing DEI initiatives, we know accountability must begin at the top.

As part of the Human Resources (HR) organization, Sysco's VP and CDCO leads our PeopleX (People Engagement Organizational Culture Partnerships Inclusion EXperience) Center of Excellence (CoE), with responsibility for the DEI, Culture and Engagement and Colleague Experience teams. While each of these three teams has a unique area of focus, all are universally focused on creating a people-first culture and best-in-class experience for our colleagues worldwide. In FY2023, we also added a Strategic Transformation team to our CoE. This team is focused on bridging strategy and execution through design thinking, continuously improving processes and capabilities, enhancing data transparency and reinforcing communications to fuel success.

Supporting our CDCO is Sysco's Global DEI Council, which includes 22 members and meets with the DEI team each month. The Council reflects Sysco's broader colleague population, with representation across diversity dimensions such as race, gender, age, abilities and sexual orientation. Council members are also diverse in terms of geographic location, career level and Sysco tenure, helping to ensure a variety of perspectives. In FY2023, the Council added members from France, Sweden and Great Britain, creating Council representation across a total of six countries worldwide.



Being part of the Global DEI Council has helped me to be more sensitive and intentional in learning more about this important topic and has encouraged me to share the importance of DEI. I've learned how to care and connect better with everyone so that we can continue to grow."

**Ileanne Vargas, VP Finance
LATAM & Costa Rica's CFO**



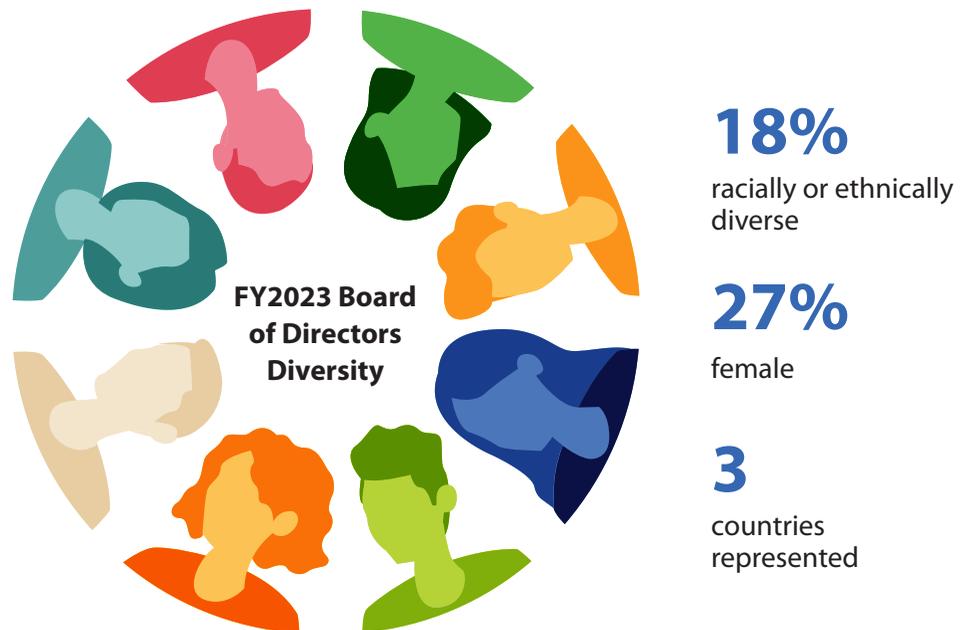
In FY2023, Sysco Ireland launched its own DEI Council, which drives DEI initiatives across the country.



Leadership Engagement and Support

At the highest levels of our organization, we are committed to driving progress by embracing DEI principles and best practices. Sysco’s DEI team reports on its activities and initiatives to Sysco’s Board of Directors at least twice per year and provides regular updates to our President and CEO, Kevin Hourican. Kevin began co-chairing Sysco’s Global DEI Council in FY2023 and is highly engaged in the DEI team’s efforts, taking a personal role in helping the team overcome barriers and advance DEI progress.

All members of Sysco’s ELT continue to have scorecards designed to drive DEI progress with achievable goals and key performance indicators in three categories: Personal Leadership, Talent Management and Business Partnerships. In FY2023, Sysco expanded the scope of the scorecard to capture ELT members’ individual efforts to action-plan against the results of Sysco Speaks, our annual colleague engagement survey. Each ELT member meets quarterly with our DEI and Culture and Engagement teams to discuss progress against their goals and align their efforts to the broader strategy. Additionally, in FY2023, Sysco introduced DEI goals tied to compensation for all bonus-eligible colleagues globally, deepening DEI accountability and engagement across the organization.



Promoting Inclusive Policies in Our Workplace and Beyond

We strive to offer inclusive benefits that meet our colleagues’ holistic needs. In FY2023, we created a new Paid Parental Leave policy for colleagues of all genders—including both primary and secondary caregivers—working within the U.S. The benefit adds to our existing adoption and fostering offerings and our offering of short-term disability leave for birth mothers. Additionally, we amended the Adoption and Fostering policy to include paid leave for those who use surrogacy, and we began offering travel benefits for U.S. colleagues who may need to travel to a neighboring state for the medical care they need. To show our support for inclusive policies in our communities, Sysco also signed on to:

- The Human Rights Campaign’s Respect for Marriage Act
- The Human Rights Campaign’s Business Statement on Anti-LGBTQ State Legislation
- The Employer Support of the Guard and Reserve statement

Furthering Our Progress

As our DEI Roadmap continues, we're proud of how far we've come.

We have already achieved several important milestones which will set the foundation for our continued progress. As we celebrate our accomplishments, we look forward to pursuing future initiatives that will create bold, transformative change.

2015 & 2016

- 2015**
 - Kicked off Sysco's first D&I Council
- 2016**
 - Approved our first D&I Roadmap

2017

- Launched Inclusive Leadership Training
- Rolled out our Diverse Suppliers Playbook

2018

- Announced our 2025 Sustainability Goals
- Rolled out our D&I Dashboard
- Added the first D&I goal to leaders' performance reviews

2019

- Launched Sysco's CRGs and formalized our CRG structure and governance

2020

- Required Inclusiveness at Sysco online training for all colleagues
- Launched the Be Better Program
- Began conducting Real Talk Dialogues
- Rolled out an improved D&I Dashboard

2021

- Shifted from D&I terminology to DEI to signal our commitment to workplace equity
- Hired Sysco's first CDO (now our CDCO)
- Kicked off the new Global DEI Council
- Established formal relationships with five major Supplier Diversity Councils
- Expanded our global Associate Resource Groups (ARGs) (now known as CRGs)
- Developed and implemented DEI scorecards for all ELT members
- Developed our DEI Strategic Framework with year-one initiatives

2022

- Began to socialize our DEI strategic priorities
- Engaged Sysco's DEI Ambassadors
- Formally launched our first DEI Brand Campaign
- Participated in DEI surveys to establish a baseline benchmark
- Expanded the role of our CDCO to include Culture & Engagement and Colleague Experience
- Hosted our first Supplier Diversity Summit
- Reached 62% gender and ethnically diverse U.S. workforce, achieving our 2025 DEI goal ahead of schedule

2023

- Began referring to our employees as "colleagues" rather than "associates" to promote global inclusion and renamed our ARGs to CRGs, accordingly
- Tied compensation for Sysco's bonus-eligible colleagues to DEI goals
- Launched the M.O.M. mentoring program
- Expanded inclusive benefits in the U.S. with a new Paid Parental Leave policy, an amended Adoption and Fostering policy and expanded healthcare coverage that provides reimbursement for medical procedures and treatments that require colleagues to travel beyond their home states
- Exceeded our 2025 U.S. workforce diversity goal by 1.7%
- Established Supplier Diversity Champions and exceeded our 2025 U.S. goal of a 25% increase in certified diverse supplier spend ahead of schedule
- Established the Around the Table DEI and Culture Newsletter
- Enhanced our DEI Dashboard with additional metrics and launched an Inclusion Scorecard process for quarterly reporting

Awards and Recognitions

Our DEI efforts don't just help us build a culture of belonging at Sysco—they enable us to inspire the broader change we want to see. In FY2023, we received the following awards and recognitions for our global leadership in the DEI space.

Newsweek
Greatest Workplaces of 2023

Newsweek
Greatest Workplaces for Diversity

Newsweek
Top 100 Most Loved Workplaces

Forbes
America's Best Large Employers

Forbes
America's Best Employers for New Grads

Forbes
America's Best Employers for Women

Forbes
Best Employers for Diversity 2023

Capital Magazine, France
2023 Diversity Champions

Fair360
Top Company for Talent Acquisition for Women of Color





FOSTERING A WORKFORCE THAT REFLECTS THE WORLD

We're growing our global workforce, and we want that growth to reflect the diverse customers and vibrant communities Sysco serves.

From our frontline colleagues to our leadership, we're making strides in ensuring Sysco's teams reflect the world around us. Opening our doors to a wider array of candidates sets the stage for the kind of creative, innovative thinking that fuels business growth—a distinct competitive advantage. At the same time, it creates new pathways for those who have long been underrepresented in our industry to chart meaningful careers. Our aim is to create an equitable, inclusive environment where talented people of all backgrounds want to come—and stay. Our strength lies in valuing our differences while uniting behind Sysco's purpose.



Recruiting and Promoting Diverse Colleagues

Our Better Together DEI Roadmap serves as a guide for how we want to shape Sysco's future. A key part of our vision is to increase diversity at every level, ultimately ensuring that our workforce reflects the available labor pool, as well as the customers and communities we serve. To maximize the efficacy of our inclusive hiring efforts, we formed a new Diversity Recruitment team in FY2023 to help us expand our talent pipeline by growing and diversifying our internship programs and developing strategic academic and professional partnerships.

We're moving in the right direction; in FY2023, we continue to exceed our 2025 goal of 62% gender and ethnic diversity in our U.S. workforce by nearly 2%. In the U.S., we also increased overall representation among Asian, Black/African American and Hispanic/Latino colleagues, as well as those who self-identify as belonging to two or more races.



Goal
Increase total gender and ethnic diversity of U.S.-based colleagues to 62%.

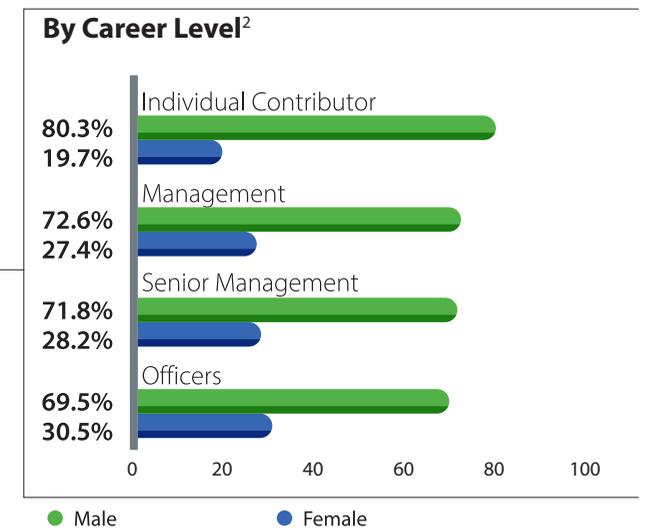
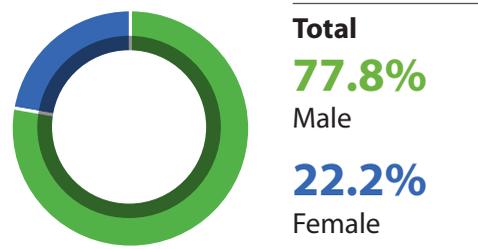


Progress
Exceeded by increasing total U.S. gender and ethnic diversity to 63.7%.

Our work to attract, develop and retain top global talent is a key driver of our company's business success.

Workforce Diversity Snapshot

Global Gender Representation¹



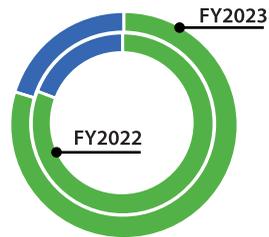
1. These charts indicate our global gender representation as of the end of FY2023.

2. Roles are defined as follows:

- Management: M1-M3 in the U.S.; Supervisors and Managers in Canada; N-4 and all other Managers for International
- Senior Management: M4-M5 in the U.S.; Directors in Canada; N-3 for International
- Officers: E1 in the U.S.; VP+ in Canada; N-2 for International

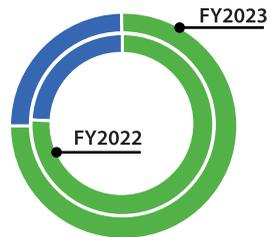
U.S. Gender Representation

Total



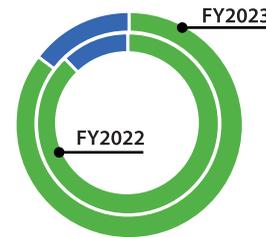
	FY2022	FY2023
Male	81.0%	79.9%
Female	19.0%	20.1%

People Leaders



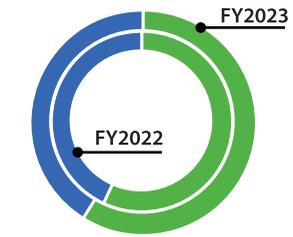
	FY2022	FY2023
Male	76.0%	75.3%
Female	24.0%	24.7%

New Hires



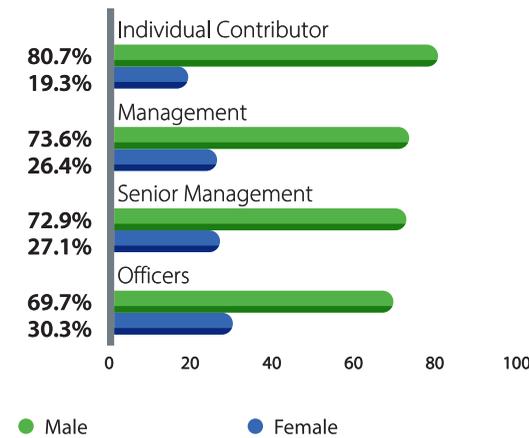
	FY2022	FY2023
Male	88.0%	85.5%
Female	12.0%	14.5%

Interns

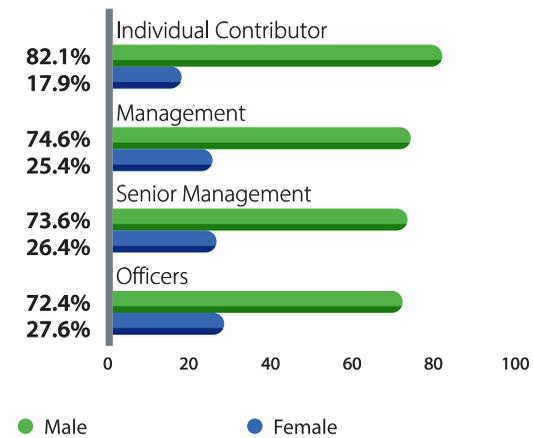


	FY2022	FY2023
Male	57.0%	58.9%
Female	43.0%	41.1%

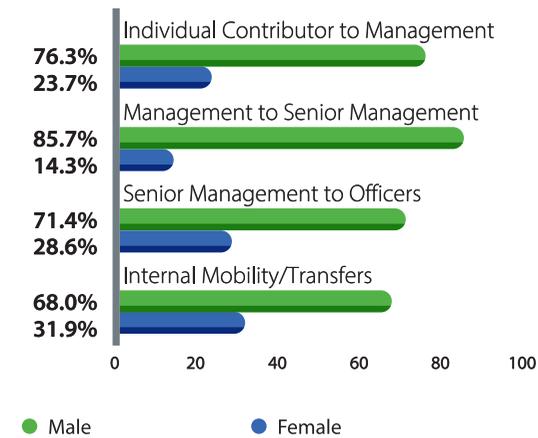
FY2023 By Career Level



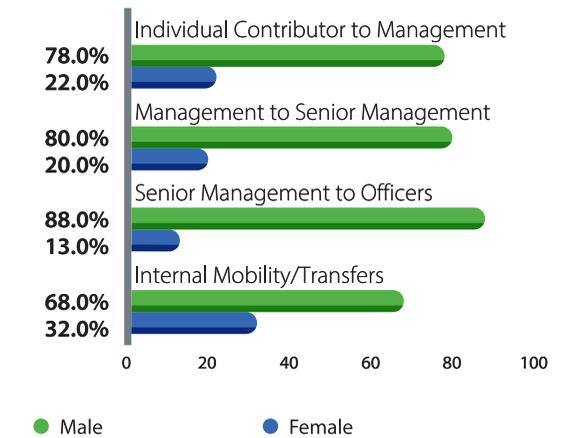
FY2022 By Career Level



FY2023 Promotions

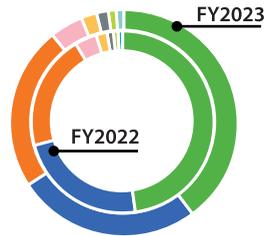


FY2022 Promotions



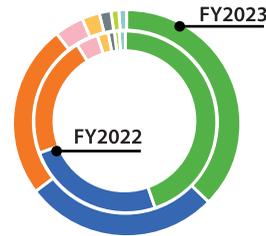
U.S. Race and Ethnicity¹

Total



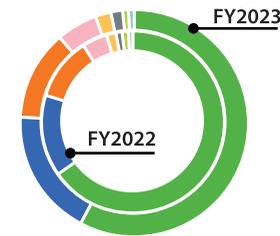
	FY2022	FY2023
White	46.8%	39.8%
Hispanic or Latino	23.1%	26.1%
Black or African American	20.3%	23.4%
Asian	4.0%	4.5%
Two or More Races	1.9%	2.4%
Wish Not to Disclose	1.0%	1.7%
Native Hawaiian or Other Pacific Islander	0.9%	1.0%
American Indian or Alaskan Native	0.8%	1.0%

Individual Contributors



	FY2022	FY2023
White	45.0%	37.4%
Hispanic or Latino	24.5%	27.4%
Black or African American	21.8%	24.8%
Asian	3.9%	4.3%
Two or More Races	2.0%	2.4%
Wish Not to Disclose	1.0%	1.7%
Native Hawaiian or Other Pacific Islander	0.9%	1.1%
American Indian or Alaskan Native	0.9%	1.0%

Management

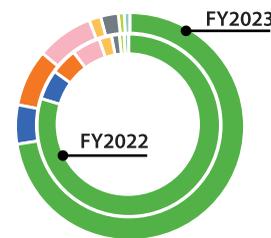


	FY2022	FY2023
White	65.7%	58.1%
Hispanic or Latino	14.7%	18.0%
Black or African American	11.1%	12.8%
Asian	4.5%	5.7%
Two or More Races	1.8%	2.4%
Wish Not to Disclose	1.0%	1.6%
Native Hawaiian or Other Pacific Islander	0.7%	0.9%
American Indian or Alaskan Native	0.6%	0.6%



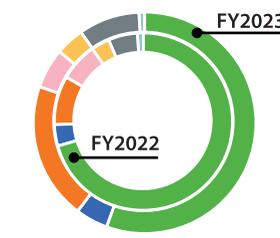
Among Sysco's Region Presidents in the U.S., female representation has increased by 3.2% since FY2021, while representation among those who identify as Black or two or more races increased by 9.6% and 3.3%, respectively, over that timeframe.

Senior Management



	FY2022	FY2023
White	80.8%	73.0%
Hispanic or Latino	5.3%	5.8%
Black or African American	4.9%	8.3%
Asian	5.1%	8.0%
Two or More Races	2.1%	1.8%
Wish Not to Disclose	1.1%	2.8%
Native Hawaiian or Other Pacific Islander	0.2%	0.3%
American Indian or Alaskan Native	0.4%	0.1%

Officers

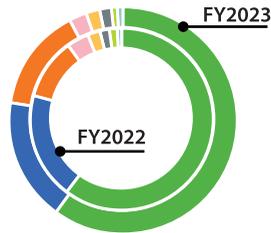


	FY2022	FY2023
White	70.9%	56.1%
Hispanic or Latino	3.9%	4.9%
Black or African American	8.7%	20.0%
Asian	7.1%	6.0%
Two or More Races	3.2%	4.1%
Wish Not to Disclose	5.5%	8.8%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%
American Indian or Alaskan Native	0.8%	0.2%

1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2023 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

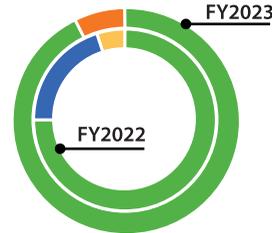
U.S. Race and Ethnicity¹

Promotions: Individual Contributor to Management



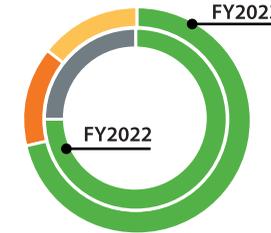
	FY2022	FY2023
White	60.9%	60.8%
Hispanic or Latino	19.1%	17.5%
Black or African American	10.7%	15.1%
Asian	3.9%	2.4%
Two or More Races	2.3%	2.0%
Wish Not to Disclose	1.7%	1.3%
Native Hawaiian or Other Pacific Islander	1.1%	0.4%
American Indian or Alaskan Native	0.4%	0.4%

Promotions: Management to Senior Management



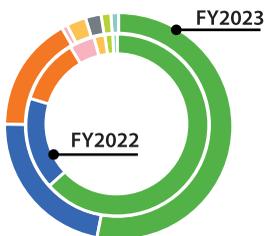
	FY2022	FY2023
White	75.0%	92.9%
Hispanic or Latino	20.0%	0.0%
Black or African American	0.0%	7.1%
Asian	0.0%	0.0%
Two or More Races	5.0%	0.0%
Wish Not to Disclose	0.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%
American Indian or Alaskan Native	0.0%	0.0%

Promotions: Senior Management to Officer



	FY2022	FY2023
White	75.0%	71.4%
Hispanic or Latino	0.0%	0.0%
Black or African American	0.0%	14.3%
Asian	0.0%	0.0%
Two or More Races	0.0%	14.3%
Wish Not to Disclose	25.0%	0.0%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%
American Indian or Alaskan Native	0.0%	0.0%

Internal Mobility/Transfers



	FY2022	FY2023
White	64.2%	51.6%
Hispanic or Latino	16.4%	21.3%
Black or African American	11.8%	16.1%
Asian	4.6%	0.1%
Two or More Races	2.0%	2.6%
Wish Not to Disclose	0.0%	2.3%
Native Hawaiian or Other Pacific Islander	0.7%	1.2%
American Indian or Alaskan Native	0.3%	0.9%

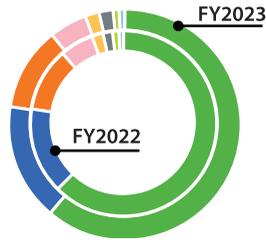


Among Sysco's U.S. colleagues, promotions of Black or African American individual contributors to management positions increased from 10.7% to 15.1% from FY2022 to FY2023. In the same timeframe, promotions of Black or African American colleagues from management to senior management positions increased from 0% to 7.1%, and promotions of Black or African American colleagues from senior management to officer positions increased from 0% to 14.3%.

1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2023 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

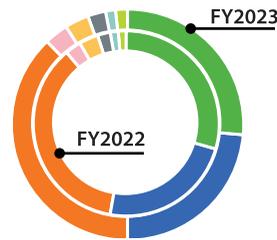
U.S. Race and Ethnicity¹

People Leaders



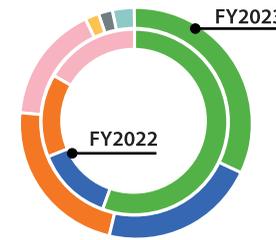
	FY2022	FY2023
White	69.7%	61.5%
Hispanic or Latino	13.3%	16.2%
Black or African American	9.4%	11.8%
Asian	4.2%	5.2%
Two or More Races	1.3%	2.0%
Wish Not to Disclose	1.0%	1.9%
Native Hawaiian or Other Pacific Islander	0.6%	1.0%
American Indian or Alaskan Native	0.5%	0.6%

New Hires



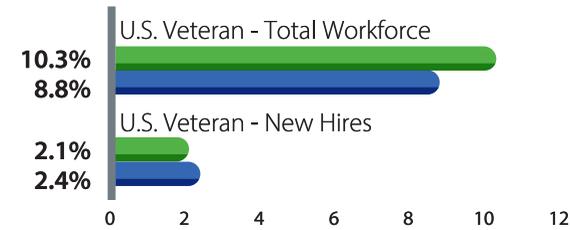
	FY2022	FY2023
White	29.7%	26.7%
Hispanic or Latino	23.3%	23.8%
Black or African American	35.9%	37.3%
Asian	2.8%	3.4%
Two or More Races	3.4%	3.4%
Wish Not to Disclose	2.2%	2.7%
Native Hawaiian or Other Pacific Islander	1.2%	1.2%
American Indian or Alaskan Native	1.5%	1.6%

Interns



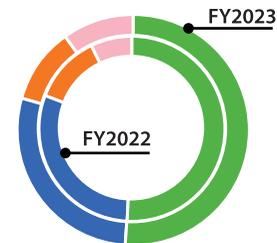
	FY2022	FY2023
White	54.0%	31.8%
Hispanic or Latino	13.0%	21.9%
Black or African American	14.0%	23.1%
Asian	16.0%	16.5%
Two or More Races	0%	1.9%
Wish Not to Disclose	0%	1.9%
Native Hawaiian or Other Pacific Islander	0%	0%
American Indian or Alaskan Native	0%	2.9%

U.S. Veteran Status



● FY2022 ● FY2023

U.S. Employees by Generation



	FY2022	FY2023
Millennials (27-42 years)	51.0%	51.0%
Gen X (43-58 years)	30.0%	29.0%
Gen Z (<26 years)	7.0%	11.0%
Baby Boomers (59-77 years)	12.0%	10.0%
Silent Generation (>78 years)	0.0%	0.0%

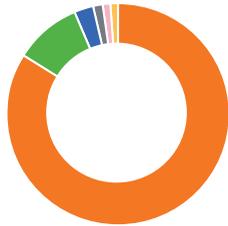
Voluntary and Involuntary Terminations of U.S. Employees

	FY2022		FY2023	
	Voluntary	Involuntary	Voluntary	Involuntary
Male	88.6%	91.0%	87.4%	89.6%
Female	11.5%	9.0%	12.5%	10.3%

	FY2022		FY2023	
	Voluntary	Involuntary	Voluntary	Involuntary
White	35.9%	24.1%	31.7%	22.3%
Hispanic or Latino	23.0%	18.6%	22.1%	18.6%
Black or African American	32.1%	48.9%	34.7%	47.8%
Asian	3.0%	1.7%	3.0%	2.0%
Two or More Races	3.4%	3.9%	3.2%	4.0%
Native Hawaiian or Other Pacific Islander	1.2%	1.4%	1.2%	1.0%
American Indian or Alaskan Native	1.4%	1.4%	1.6%	1.6%

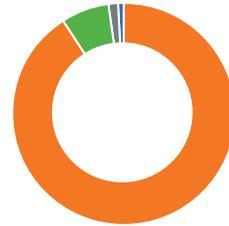
1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2023 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

Employee by Self-Identification¹ Gender Identity



	FY2023
Left blank	84.34%
Male	9.60%
Female	2.90%
Wish not to disclose	0.05%
Non-binary	0.04%
Other	0.01%

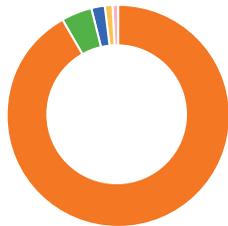
Sexual Orientation



	FY2023
Left blank	91.39%
I do not identify as a member of LGBTQ+ community	7.16%
Wish not to disclose	1.06%
I identify as a member of LGBTQ+ community	0.29%

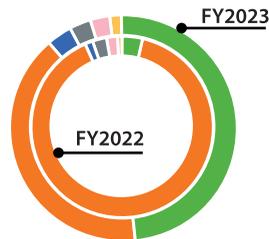
In the U.S., our colleagues continue to participate in our self-ID survey. By giving colleagues an opportunity to identify as belonging to one or more designated groups, we are better able to gather insight into our colleagues' experiences and needs.

Pronouns



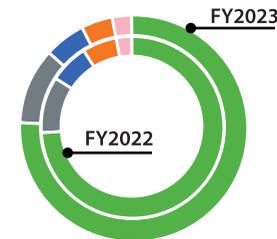
	FY2023
Left blank	93.51%
He/Him/His	4.40%
She/Her/Hers	1.97%
Other	0.08%
They/Them/Their	0.03%

Disability



	FY2022	FY2023
No, I do not have a disability or a record/history of having a disability	3.83%	49.55%
Left blank	95.71%	40.71%
No, I do not have a disability	0.11%	3.68%
Wish not to disclose	0.20%	3.20%
Yes, I have a disability or have a record/history of having a disability	0.15%	2.78%
Yes, I have a disability	0.01%	0.08%

Veteran



	FY2022	FY2023
I am not a veteran	74.29%	79.78%
Wish not to disclose	10.12%	11.46%
Identify as a veteran, just not a protected veteran	6.83%	6.09%
Left blank	6.03%	4.70%
Identify as one or more of classifications of protected veterans	2.73%	2.67%

1. These charts indicate our U.S. race and ethnicity representation as of the end of FY2023 (as labeled). Sysco is legally prohibited from collecting race and ethnicity data in many countries outside of the U.S.

Growing Our DEI Network



We operationalize Sysco’s DEI strategy by leveraging external partnerships that help us connect with diverse students and professionals, while gaining access to benchmarking data, best practices and other DEI trends.

Over the past several years, we have created a robust DEI network that includes both national and regional organizations. Our teams also participate in DEI-focused events throughout the year to further expand our network. In FY2023, we attended conferences organized by Disability:IN, the Womens’ Business Enterprise National Council, the U.S. Black Chamber of Commerce, the U.S. Hispanic Chamber of Commerce, the National Black MBA Association, the National Minority Supplier Development Council and the MBA Veterans Network, among others. In FY2023, we added the following global partners:

Catalyst

Catalyst is a global nonprofit supported by many of the world’s most powerful CEOs and leading companies to help build workplaces that work for women. Catalyst provides a wealth of resources available to all Sysco colleagues. Sysco Canada previously had a corporate partnership with Catalyst, but we expanded the partnership globally in FY2023.

Out & Equal Workplace

Out & Equal Workplace is a premier nonprofit organization dedicated to achieving LGBT workplace equality through partnerships with Fortune 1000 companies and government agencies to provide executive leadership development and professional networking opportunities. Nine Sysco colleagues attended Out & Equal’s 2023 annual summit as part of our corporate partnership.

To increase the reach of our programs and ensure we have access to a diverse pipeline of top talent, Sysco renewed its partnership with Genesys Works in FY2023. The organization helps to expand career pathways and opportunities for high school students from underserved communities by connecting them with business networks, internships and job openings. The Sysco Technology team hosted three area high school students for the 2022-2023 school year, providing them with meaningful work assignments, exposure to senior leaders and valuable feedback and support.

I was honored to attend last year’s U.S. Hispanic Chamber of Commerce National Conference. I was able to make connections with several business leaders who have reached out to share their knowledge with me. The event was very informative, as well as fun and engaging. I am a proud Latino and focused on success and growth. I would surely attend the event again and share my experience with my colleagues if asked.”

**Gabriel Palomeque,
District Sales Manager**



Strengthening Our College and University Partnerships

Sysco has ongoing partnerships with leading academic institutions, including historically Black colleges and universities (HBCUs), Hispanic-serving institutions (HSIs), and Asian American and Native American Pacific Islander-serving institutions (AANAPIs). In FY2023, we strategically focused on deeper, more targeted engagement with schools that have multiple programs aligning with the internship opportunities and roles that Sysco has available. Our goal is to develop a university roster of schools that are at least 60% diverse.

Our current partnerships include:

- Arizona State University (HSI)
- Michigan State University
- North Carolina A&T (HBCU)
- Penn State University
- Texas A&M University
- Tuskegee University (HBCU)
- University of Houston (HSI)
- University of Tennessee
- Kennesaw State University
- Prairie View A&M University (HBCU)
- San Jose State University (HSI)



Diversifying Our Internship Cohorts

Our 10-week internship programs provide students with opportunities for mentorship and hands-on experience. These programs also help us connect with students who are interested in key Sysco roles.

In FY2023, we saw the largest volume of interns on our Sales, Supply Chain and Technology teams—key areas of our company where we aim to increase diversity and fuel future growth. Overall, we onboarded 85 college interns at Sysco sites throughout the U.S., achieving our largest and most diverse summer intern cohort to date. This included 25 Sales interns, up from 10 in FY2022, and 23 Supply Chain interns. We also welcomed 37 other interns at our Global Support Center in Houston, where they served across various functions, including Business Technology, Global Talent Management and Finance.

As an intern, I had the opportunity to work with multiple functions, which prepared me for my current role as the Global Mobility Specialist. I worked with Talent Acquisition, Global Mobility, Marketing and Campus Programs. With my multitasking experience, I was able to work with the other HR functions like HR Information Systems, Finance and the HR analysis team on different projects. The projects include coordinating the collection of idle biometric scanners from Sysco sites for cost savings, assisting the collection of Affirmative Action Plans and managing the invoicing/purchase order process for HRSD relating to recruitment."

Kennedi Carter,
Global Mobility Specialist

Providing Guidance and Mentorship

To set interns up for success, each of them is assigned a functional mentor from their team. For the second year in a row, interns were also assigned a Sysco “buddy” through the Ignite Summer Intern Outreach Program, which pairs each intern with a Sysco colleague outside of their team—one who can offer guidance and support while providing visibility to the breadth of functions and roles that fuel our business. The aim of the program is to cultivate an authentic and inclusive experience for interns while accelerating their personal and professional growth. The Ignite program matches interns with colleagues based on a variety of factors, including trackable dimensions of diversity, such as gender and race, and functional areas of interest. Interns can also request to be paired with a member from a specific CRG. Those who are hired on as full-time employees join Sysco’s Future Leaders program, through which Sysco helps new hires develop their leadership skills with further training and career guidance.

Promoting Veterans in Our Workforce

Veterans bring unique skills and perspectives to their work, and we are committed to increasing their representation throughout our workforce. In FY2023, we bolstered our Diversity Recruitment team by adding a resource dedicated to veteran recruitment and engaged in several targeted recruitment events and partnerships. For example, we launched a partnership with The Honor Foundation (THF), a nonprofit organization that assists special operations members transitioning from military to civilian life, and the Sysco Veteran Outreach CRG worked with THF to host an informational session for military personnel embarking on new careers.

We also began a partnership with Hire Our Heroes to offer more SkillBridge program opportunities, which enables us to train transitioning service members for Sysco roles. So far, we have hired two full-time colleagues from the program by working with this new partner, and we hope to expand our partnership in the coming years. In an effort to demonstrate the strength of our commitment, members of our ELT gathered at our Global Support Center to sign the Employer Support of Guard and Reserves.



The SkillBridge program was an amazing opportunity to transition from Active Duty into the team at Sysco. I was able to gain valuable experience prior to becoming a full-time colleague, and my team was able to take a more in-depth approach to onboarding and initial training due to it being an internship rather than a day-zero hire.”

Donovan Drewry,
Analyst Revenue Management



The SkillBridge program serves as an excellent starting point for Active-Duty military members who are transitioning to civilian employment with Sysco. Through this program, my Sysco colleagues and I harnessed my existing experiences, enabling a smooth transition into my role. I truly feel like part of the Sysco family now.”

Rafael Nevarez,
Outbound Warehouse Supervisor





CREATING A WORKPLACE ROOTED IN INCLUSION

We're fostering a workplace where people from all backgrounds and of all abilities can feel that they truly belong.

If our workforce represents the “who” and “what” of our DEI efforts, then our workplace represents the “how.” It’s at the heart of questions like, *how* do we create a place where people who are underrepresented in our industry can imagine themselves finding success? And, *how* do we create spaces where people feel appreciated for their differences, while also feeling like part of the group? The answer is to ensure we’re cultivating a workplace that is equitable and inclusive, while facilitating opportunities for our colleagues to connect. Our DEI team is taking the lead on these initiatives—from engaging colleagues through global town halls to continuing to support Sysco’s global CRGs.

Sysco put DEI on the mainstage at its FY2023 inaugural Senior Leadership Meeting. The meeting brings together 250+ of Sysco’s most senior leaders for several days of professional development. During the meeting, members of the DEI team took the mainstage to share progress on Sysco’s DEI journey and to prompt leaders to identify their own personal DEI story.

A photograph of two Black women sitting on a stage. The woman on the left is wearing a bright pink blazer and matching pants, with a black top underneath. The woman on the right is wearing a black blazer over a teal dress and a long pearl necklace. They are both smiling and looking towards the camera. Behind them is a large screen with the text "FEED OUR GROWTH" in large, blue, block letters. The screen also shows a colorful, abstract graphic with green, blue, and red sections. The stage floor is dark with a blue light strip running across it.

FEED OUR
GROWTH

Sparking Colleague Connections Through CRGs

Sysco's CRGs offer a sense of community and belonging for our colleagues and provide inclusive avenues for leadership and personal growth. They facilitate opportunities for colleagues to recognize culturally significant occasions, support the communities where they live and work, and speak up about causes that are close to their hearts. Witnessing the growth of our CRGs has been exciting for Sysco's leaders, as these groups positively impact our business and the lives of our colleagues worldwide.

In FY2023, we sponsored a group of our CRG leaders to attend the EmERGe conference. Hosted by Seramount, one of our key external partners, EmERGe is uniquely designed to develop employee resource groups and their leaders. The 2023 conference featured empowering keynotes from academic scholars and grassroots activists on today's most pressing issues facing different dimensions of diversity. Attendees were also given the opportunity to participate in working group sessions to exchange ideas and best practices.

Connecting Across Continents and Cultures

Our list of CRGs is growing—and their global impact is, too. Highlights of their FY2023 activities and initiatives include:



Elevating the growth of Pan-Asian colleagues

Celebrated Ramadan for the first time this year, providing Iftar snack bags for fasting colleagues at the Global Support Center and providing education about Ramadan to colleagues around the globe. APEX also hosted an Eid celebration, where colleagues—including those from our Sri Lanka-based Sysco Labs business—shared moving stories of how their own families observe the occasion.



For the first time, APEX collaborated with Sysco Labs in Sri Lanka to celebrate Eid. Our colleagues in Sri Lanka mentioned feeling a sense of belonging because we thought to include our international colleagues in this event. We also had many thank the APEX steering committee for educating and bringing awareness of Ramadan and Eid to our fellow colleagues across the enterprise."

Tawna Cripps,
Director, FSQA Field Integration and APEX Leader



To raise awareness of United Against Hate Week, colleagues across the globe leveraged Sysco-branded posters to reflect their pledge against hate in all forms. This initiative was led and organized by our APEX CRG.

Bridging gaps between colleagues, concentrating on differences in age, career stage, department, country, seniority, in-office/remote status and more



Hosted their annual session, open to all colleagues, to debrief following the Sysco Earnings Call. During the session, BRIDGE members from the Finance team take the information presented at the Earnings Call and share it in a way that is easily digestible to those without a finance background.

Cultivating and supporting Black colleagues

Hosted a hybrid event during Black History Month with panelists who shared their experiences as Black entrepreneurs in the foodservice industry, including Sysco customers and the CEO and founder of EatOkra, a website connecting diners with Black-owned restaurants. Catalyst also encouraged colleagues to patronize Black-owned restaurants in their local areas by organizing a “Share Your Plate” challenge. Participating colleagues posted selfies with their meals on Sysco To Go’s Black History Month channel.



Creating community for Indigenous colleagues



Brought colleagues across Canada together to gain a greater knowledge of Indigenous Arts by hosting a Virtual Paint session with artist Patrick Hunter. This event was organized to raise money for “Breakfast Clubs of Canada,” an organization providing hunger relief to Indigenous communities.

EMERGING LEADERS

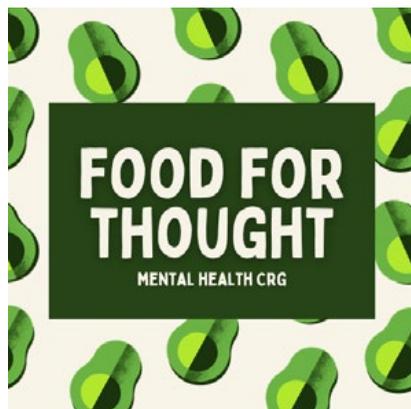
Empowering leaders to achieve their maximum potential through career development

Hosted several developmental Lunch and Learns featuring senior leaders from across the organization on topics such as: The Power of Influence & Negotiation, Defining and Refining Your Personal Brand, and Job Crafting.



Honoring Black History Month in Canada

In honor of Black History Month, Sysco Canada partnered with Joelle Tomlinson, media personality and TV show host, as she engaged in raw conversations with colleagues about microaggressions, white privilege, and cultural appropriation during a panel discussion, “In Conversation: Microaggressions—Causes and Impacts.” Joelle and Sysco Canada colleagues shared their personal experiences and created a safe space for open conversation. The event focused on the Black experience within Canada and at Sysco—shedding light on damaging cultural stereotypes and the problems of both conscious and unconscious biases. They served as an opportunity for colleagues to deepen their understanding, and as a call to action for Black colleagues and allies to advocate for positive change.



Raising awareness of mental wellness in the workplace

Co-hosted an event titled, “In Conversation: The Power of Vulnerability with Kendra Fisher” in Canada during Mental Health Awareness Month. During this virtual event, Kendra Fisher, a motivational speaker, firefighter and former goaltender for Canada’s women’s national inline hockey team, shared her personal journey with mental health challenges. The chapter also created an anxiety resource guide and asked leaders across Canada to facilitate discussions on the topic.



Empowering and supporting female colleagues

Observed World Menopause Day with a virtual panel discussion for colleagues to share their experiences with menopause and its workplace impact.



Providing advocacy and resources for Hispanic colleagues

HART is proud to present the first Sysco Latin America Forum showcasing Sysco Mayca in Costa Rica in honor of Hispanic Heritage Month at the GSC. Mayca leadership Ileanne Vargas, VP of Finance Latin America, Caribbean and Exports (LACE), and Edgar Chaves, President of Mayca, discussed Sysco’s Latin America business strategy and answered questions about Mayca. The event was a success, drawing nearly 350 people.



M.O.M.
MOTHERS OFFERING MENTORSHIP



Launching the M.O.M. Network to Support Parents in Our Workforce

Big life changes can also impact our colleagues’ experiences at work. While these changes can be exciting, we know colleagues experiencing them can also benefit from guidance and support. In FY2023, the Impact CRG and One Sysco Finance, a global culture and engagement committee within the Finance group, partnered to roll out a new mentorship program called Mothers Offering Mentorship (M.O.M.). M.O.M. offers mentorship opportunities for working parents and provides a network of support for all Sysco colleagues interested in navigating the dual role of parenting while working. The M.O.M. program also promotes conversation through a dedicated Microsoft Teams channel and hosts mentoring events throughout the year. The group celebrated Mother’s Day with an inspiring fireside chat between Sysco’s recently retired EVP and Chief Supply Chain Officer Marie Robinson and Christine Ha, a past MasterChef winner and current Sysco customer.



MINDS
Mental Inclusivity & NeuroDiversity at Sysco

Raising awareness of and providing resources regarding neurodiversity

MINDS celebrated Brain Injury Awareness Month by defining the different types of brain injury and how to prevent brain injuries at all ages. The group provided facts on concussions, explained the complexity of brain injuries and discussed concussion recovery. MINDS advised colleagues on ways to expand their awareness and provided national resources and events scheduled for Brain Injury Awareness Month.



Connecting and celebrating U.S. military veterans

Served dinner at the Winchester Area Temporary Transitional Shelter and provided funding for each guest at the transitional shelter to have a free shower at a nearby facility.



Bringing together LGBTQ+ colleagues and allies

Provided every Sysco site across the U.S. and Canada with a Progress Pride Flag to be raised or displayed in observance of Pride Month. In addition, Spectrum organized a Pride Flag raising ceremony at the Global Support Center broadcasted to all colleagues during which Sysco leaders, including President and CEO Kevin Hourican, shared thoughts about LGBTQ+ visibility, equality and inclusion at Sysco.



Taking Pride in Our LGBTQ+ Colleagues

Sysco is proud of the work our Spectrum CRG and other colleagues have accomplished to create a safe and inclusive space for members of the LGBTQ+ community. To show our support and continue to build our network within the LGBTQ+ community, Sysco joined the Houston LGBTQ Chamber of Commerce and became a member of Out & Equal in FY2023. Our Kent, Newhouse and Warrington, U.K., locations also created Progress Pride crossings as a public show of solidarity and support, and Sysco trucks in Canada displayed Pride decals to show community members that Sysco is a safe space to work for all.

Bringing Our Colleagues Into the Conversation

We use a variety of tools to further embed DEI principles throughout Sysco. For example, our Better Together Town Halls serve as a forum to engage our global colleagues in a range of DEI topics. In FY2023, we hosted a Better Together Town Hall focused on disability inclusion, in honor of International Day of Persons with Disabilities. This session



featured a fireside chat between April Love, Senior Director DEI Business Strategy, and a representative from Disability:IN who shared insights on issues such as workplace accommodations, accessibility and disability inclusion in the recruiting process. The Town Hall also featured a Pause for Purpose highlighting efforts by Mayca, our Costa Rica-based business, to create an inclusive environment for deaf colleagues working at their cash and carry store. Watch the video [here](#).

The DEI team hosted a second Better Together Town Hall in FY2023, focused on mental health in the workplace. The session included a fireside chat with a special guest from Aetna about mental health in the workplace, a panel discussion with Sysco colleagues from Food for Thought and a brain break exercise led by a special guest from Headspace, a mental wellness platform. Greg Bertrand, our EVP and Global Chief Operating Officer, kicked off the town hall with a personal message about the importance of mental health and ways we can continue to educate ourselves and advocate for our mental health in the workplace.



Creating a Safe Space for Colleagues Experiencing Mental Health Challenges

Having colleagues trained to spot the signs and symptoms of mental illness helps all colleagues to feel healthier and supported. To date, 214 Sysco colleagues in Great Britain have completed the Mental Health First Aiders program, an internationally recognized training course. These First Aiders:

- Are safe and confidential points of contact for colleagues experiencing a mental health issue or emotional distress;
- Offer initial support through nonjudgmental listening and guidance; and
- Advocate for mental health support in the workplace by helping reduce the associated stigma.

We also continued our Real Talk Dialogue series, which creates a space for open group discussions among colleagues from various work levels and geographic locations. Real Talk Dialogues are small, leader-led discussions designed to allow Sysco colleagues to share their thoughts and feelings on key issues such as bias, allyship, inclusion, current events and the overall company culture.

In FY2023, we discussed topics ranging from subtle acts of exclusion and invisible dimensions of diversity to burnout and work/life balance. We also launched Around the Table, a monthly, global DEI and Culture newsletter created to inform colleagues about our commitments and progress. The newsletter received 105,595 total views in FY2023.



Our Global Colleagues Spoke Up, and We Listened

As we move our DEI Roadmap forward, we're taking time to seek out our colleagues' feedback about the strengths of Sysco's workplace culture and how we can continue to improve. One thing we've heard is that the term "associates" doesn't fully resonate with our global employees. That's why, throughout this report, you'll notice an important change. We now use the term "colleagues" when referring to those in our workforce—a nod to the fact that we are all partners in furthering Sysco's Purpose and our DEI work.

Talent Development

Our people are our most important asset. That’s why we provide opportunities throughout the year for colleagues from traditionally underrepresented backgrounds and their allies to engage in personal and professional development with a DEI lens.

In FY2023, these opportunities included:



2023 Women’s Foodservice Forum (WFF) Leadership Conference

Sysco sponsored approximately 80 women and male allies to attend WFF’s 2023 Leadership Conference. The Conference, themed “Limitless You,” challenged participants to embrace the opportunities before them and drive future opportunities. As Sysco’s 2023 WFF Change Maker award winner, Culinary Specialist Marina Cardoso represented Sysco at the conference when she shared her story onstage during the event. As a Change Maker, Marina serves as a shining example of the organization’s vision to build a strong pipeline of emerging women leaders in the foodservice industry who are eager to propel their personal career advancement and are passionate about championing the growth of others.

During WFF, Sysco hosted exclusive events, including a panel discussion on imposter syndrome. Sysco colleagues also

heard special messages from our Senior Vice President and Chief Financial Officer, U.S. Foodservice, and current WFF Board Chair Anita Zielinski, and Executive Vice President and Chief Human Resources Officer Ron Phillips. During the conference, April Love, Senior Director, DEI Business Strategy, was named to WFF’s inaugural DEI Council. The Council, comprised of leaders from WFF’s partner companies, is focused on driving inclusion in the broader foodservice community.



Executive Leadership Council’s (ELC’s) Black Men in Leadership Conference

Sysco’s DEI team sponsored 20 Black male colleagues to attend the ELC’s Black Men in Leadership conference, which aims to foster professional development through networking opportunities and resources designed to help Black professional men make strides in their careers. Colleagues expanded their professional network by connecting with other Black corporate professionals and entrepreneurs using the ELC’s interactive, virtual networking tool that allows colleagues to connect with professionals from around the world.



Other developmental events we sponsored colleagues to attend included:

- ELC’s Power of Women at Work Conference
- Fair360 Women of Color and Their Allies Conference
- Seramount Multicultural Womens’ Conference
- Various MFHA (Multicultural Foodservice & Hospitality Alliance) DEI Roundtables
- National Diversity Council Latino Leadership Conference



ADVANCING DEI IN OUR COMMUNITIES

We take pride in supporting strong, inclusive communities and a diverse, competitive supply chain. By sharing our time and resources, we show our neighbors, suppliers and industry peers that we care.

Our DEI principles go beyond what we do within Sysco's walls. As a foodservice industry leader, we use our influence and reach to engage with community and industry organizations that reflect our dedication to promoting DEI. We collaborate on events aimed at educating and empowering Sysco colleagues and others in our industry to overcome obstacles, advance their careers and continue to thrive. We're also deepening our partnerships and investments with both direct and indirect certified diverse suppliers. This supports us in strengthening Sysco's supply chain, expanding our business by reaching a broader base of customers and creating economic opportunities in the communities we serve.



Fostering Change Through Community Partnerships

Promoting Industry Inclusion Through Diverse Restaurant Weeks

For the second year in a row, Sysco supported Houston-based campaigns for Black Restaurant Weeks and Latin Restaurant Weeks to highlight local, diverse-owned culinary businesses and connect them with Sysco's business. We also sponsored Asian Restaurant Month in Houston for the first time. In addition to providing these campaigns with financial support, our involvement enables us to promote Sysco's broad services and capabilities to diverse restaurant operators who are unfamiliar with our business or have historically felt intimidated by attempting to do business with a company of Sysco's size.

Sponsoring Houston's Asian Restaurant Month also gave us a unique opportunity to share information about the piloted expansion of one of our specialty companies, Asian Foods, to Houston. Asian Foods has been part of Sysco for 20 years. Originally based in Minnesota and focused on serving Chinese restaurants, Asian Foods has expanded significantly and now proudly serves Thai, Vietnamese, Korean, Japanese, Indian, Middle-Eastern, Mediterranean and African customers.



Our hope is that the Houston-based Asian Foods pilot program will serve as proof that an Asian assortment can not only exist, but thrive in our U.S. Broadline warehouses all over the country. We want our customers from all backgrounds to see themselves in our business, from the products we offer to the colleagues who serve them each and every day."

April Love,
Senior Director, DEI Business Strategy





Accelerating Action With Let’s Talk Womxn

In FY2023, we continued to partner with Let’s Talk Womxn (LTW), an action-led movement engaging more than 650 women restaurant owners and entrepreneurs that extends across the United States and Canada. We partnered closely on our respective International Women’s Day (IWD) celebrations to advance the theme of Embrace Equity.



These celebrations included:

- In honor of IWD, LTW sponsored celebrations in 14 U.S. cities, sponsored by Sysco. Each celebration gave women operators an opportunity to connect and observe IWD while showcasing their restaurants to the community.
- Our IMPACT CRG hosted a global virtual event, including a message from our President and CEO, Kevin Hourican, who highlighted the key differences between equity and equality. The event also featured an empowering fireside chat between April Love, Sysco’s Senior Director, DEI Business Strategy, and Rohini Dey, Founder of LTW. Additionally, a group of women colleagues shared inspiring personal perspectives on how equity shows up at Sysco.
- In FY2023, Sysco sponsored the launch of LTW’s first international chapter in Toronto.

Sysco’s partnership with LTW allows us to support local communities by creating space for women restaurant operators to gather and exchange best practices, insights and experiences. In return, we have the unique opportunity to share our broad service offerings with a key group of prospective customers.

Investing in Supplier Inclusion

At Sysco, supplier diversity is woven into our strategic approach. Rather than treating it as a standalone program, it is an ongoing activity fully embedded in the way we do business. In FY2023, we proudly surpassed our goal to increase spending with certified diverse suppliers by 25%, achieving our 2025 target two years early. We reached this milestone, in part, by adding 150 new certified diverse suppliers to our program, resulting in over \$100 million in spend during the fiscal year. We also moved \$114 million in self-selected diverse spend into certification.

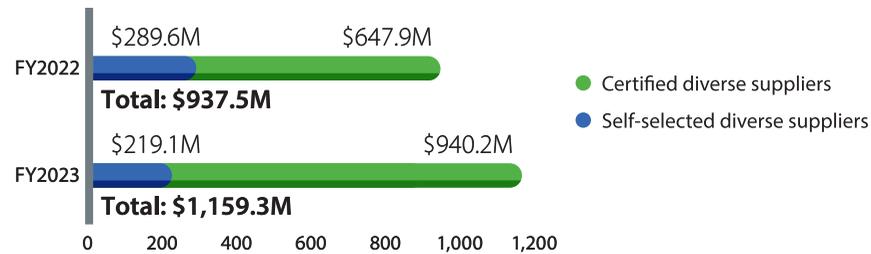
Our expanded definition of diverse suppliers includes certified businesses that are 51% owned and operated by women, ethnic minorities, veterans, LGBTQ+ individuals and persons with disabilities. In FY2023, Sysco implemented new data governance standards with our technology team to be more inclusive in how Sysco identifies, onboards and maintains diverse suppliers in our ecosystem.



We work with diverse suppliers from various backgrounds and industries, including women-owned, minority-owned, LGBTQ-owned, veteran-owned and businesses owned by individuals with a disability. By partnering with these businesses, we can create stronger relationships, foster new ideas and solutions, and drive positive social and economic impact."

Kevin Hourican,
President and CEO

Diverse Supplier Spend as of FY2022 and FY2023



Goal

By 2025, increase U.S.¹ spend with certified diverse suppliers by 25%.



Progress

Exceeded by increasing U.S. Foodservice spend 25.3% from \$750 million in FY2018 to \$940 million certified spend in FY2023, and surpassing \$1 billion in total diverse Tier 1 spend.²

1. Amount refers to U.S. Dollar amount of U.S. Broadline, Supplies on the Fly, Central Warehouse and Freshpoint Operation direct product purchases and indirect spend from certified diverse businesses identified as minority (MBE), woman (WBE), veteran (VBE), disabled (DOBE) and LGBTQ+ (LGBTBE)-owned suppliers in the fiscal year.
2. Tier 1 spend represents the total amount of procurement dollars that Sysco spends directly with a certified diverse supplier.



Read Kevin Hourican's [full statement](#) and learn more about our supplier diversity approach.

Engaging Our Supplier Network

Our business is more competitive when we maintain rich relationships with diverse industry networks and suppliers. In recent years, we have developed crucial partnerships with the five major councils certifying diverse suppliers, providing Sysco with direct access to a database of qualified vendors that we can engage. This is one of the many ways our partnerships and memberships help us position Sysco to effectively support our customers as their needs evolve. In turn, these certifying councils provide diverse suppliers with opportunities for mentorship, training and education—enabling them to establish long-term relationships with leading corporations and participate in qualified corporate member projects.



We are paving a path in our supply chain where diversity isn't just an attribute where a box is checked; it's the essence of a thriving and forward-thinking organization."

Darnell Greene,
Director, Supplier Diversity

We regularly seek new ways to identify and support diverse suppliers. In June 2023, we hosted a Supplier Diversity Education Session with nearly 400 suppliers, which included nearly 40 matchmaking sessions with Sysco representatives. Participants gained insights into how to become a successful Sysco supplier and had opportunities to network with other diverse companies. We also continued our Supplier Diversity Mentorship Program, which uses peer-group style mentoring to enable smaller businesses to connect with and receive guidance from our larger, more established brands. Additionally, we established 32 regional Supplier Diversity Champions to further support diverse supplier engagement in the field.



Our Supplier Diversity Partnerships:

- Disability: IN
- National LGBT Chamber of Commerce (NGLCC)
- National Veteran-Owned Business Association (NaVOBA)
- National Minority Supplier Development Council (NMSDC)
- Women's Business Enterprise National Council (WBENC)



We're Making an Impact With Our Supplier Diversity Program—and Getting Noticed.

Sysco was proud to be named among the Best of the Decade 100 for Outstanding Supplier Diversity Programs by Minority Business News USA and Women's Enterprise USA. We also improved our score on Diversity Inc's FAIR 360 survey, achieving a YOY improvement of 190%.



For questions or comments concerning this report,
please contact the Sysco DEI Team at dei@sysco.com.

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