

SYSCO'S 2021 SASB INDEX

Topic	Accounting Metric	Accounting Metric Description	Unit of Measure	Sysco Response
Fleet Fuel Management	FB-FR-110a.1	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	Sysco is currently piloting electric vehicles. Increasing the electrification of our fleet is a primary way we can reduce our direct emissions. We are currently focused on our U.S.-based tractor fleet, as this is our largest contributor of emissions, and will expand our efforts to other markets in the future. Refer to pg. 48 of our FY21 CSR report to review our FY21 progress.
Air Emissions from Refrigeration	FB-FR-110b.1	Gross global Scope 1 emissions from refrigerants	Metric tons (t) CO ₂ -e	61,304 t CO ₂ e
	FB-FR-110b.2	Percentage of refrigerants consumed with zero ozone-depleting potential	Percentage (%) by weight	90%
	FB-FR-110b.3	Average refrigerant emissions rate	Percentage (%)	0.74%
Energy Management	FB-FR-130a.1	(1) Operational energy consumed,	Gigajoules (GJ), Percentage (%)	2,288,656.8 GJ (or 635,738 MWh)
		(2) percentage grid electricity,		98.5%
		(3) percentage renewable		10.1%
Food Waste Management	FB-FR-150a.1	Amount of food waste generated, percentage diverted from the waste stream	Metric tons(t), Percentage (%)	In FY21, we have donated over 14,000 metric tons (or over 27 million meals) of excess food inventory. Sysco continues to focus on ways to reduce food waste, ensuring more produce makes its way to consumers and less is thrown away. In FY21, we established a new waste partnership which has led to a data gap in diversion rate. We will provide an updated diversion rate once the transition is completed in FY22.
Data Security	FB-FR-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Number, Percentage (%)	Sysco does not disclose this metric.
	FB-FR-230a.2	Description of approach to identifying and addressing data security risks	n/a	Refer to pg. 15 of 2021 Annual Report
Food Safety	FB-FR-250a.1	High-risk food safety violation rate	Rate	Sysco participates in numerous inspections each year, conducted by various regulatory agencies ranging from the federal level to the local level. Sysco has deployed policies and procedures to ensure that we are in compliance with all applicable laws and regulations. Additionally, to ensure compliance, Sysco has implemented monitoring and verification procedures, including third-party Global Food Safety Initiative certified audits, to confirm our compliance with food safety and regulatory standards. In the event an issue is identified during any audit or inspection, Sysco has comprehensive corrective action and preventive measure procedures in place to ensure a proper response to any alleged noncompliance.
	FB-FR-250a.2	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	Number, Percentage (%)	Given Sysco's position in the food supply chain as a distributor, we are involved in many cascading recalls that are initiated by our suppliers. Sysco has processes in place to protect our company and our customers during recall events. Sysco pioneered the distribution industries' recall notification process which has proven effective through the numerous effectiveness checks conducted by the regulatory agencies with whom we engage. Sysco also has robust product recall procedures that are verified on a routine basis, should Sysco ever have to initiate our own recall.

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Product Health & Nutrition	FB-FR-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Reporting currency	The Food and Drug Administration is currently reviewing the definition and standards of a “healthy” product. Sysco customers are provided order guides with transparent nutrition breakdowns to display what customers are purchasing. Nutrition attributes, ingredient statement, diet types, and additional claims are also included in order management systems and in Sysco’s eNutrition system.
	FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	n/a	Sysco customers are provided order guides with transparent nutrition breakdowns to display what customers are purchasing. Nutrition attributes, ingredient statement, diet types, and additional claims are also included in order management systems and in Sysco’s eNutrition system.
Product Labeling & Marketing	FB-FR-270a.1	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Number	Sysco follows all required regulatory standards for foodservice packaging and labeling on its private label products. In addition, we have internal standards for packaging to include logo placement and colors, bilingual language, marketing claims, and utilization of trademark of certification logos. All private label packages go through a review to ensure they adhere to external and internal standards.
	FB-FR-270a.2		Reporting currency	Sysco follows all required regulatory standards for foodservice packaging and labeling on its private label products. In addition, we have internal standards for packaging to include logo placement and colors, bilingual language, marketing claims, and utilization of trademark of certification logos. All private label packages go through a review to ensure they adhere to external and internal standards.
	FB-FR-270a.3	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Reporting currency	Sysco does not disclose this metric.
Labor Practices	FB-FR-310a.1	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Reporting currency, Percentage (%)	(1) Sysco’s hourly associates received an average hourly wage of \$28.46, refer to pg. 13 of 2021 Annual Report; (2) 100% of associates in our U.S. distribution facilities received pay above state minimum wage thresholds, refer to pg. 13 of 2021 Annual Report
	FB-FR-310a.2		Percentage (%)	
	FB-FR-310a.3	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	(1) 0; (2) 0
	FB-FR-210a.4		Number, Days idle	
		(1) Number of work stoppages and (2) total days idle	Number, Days idle	(1) 0; (2) 0
		Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Reporting currency	Monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination are not centralized; therefore, Sysco does not maintain centralized records of these monetary losses. Sysco strives to maintain and comply with its affiliates. Sysco expects all associates to contribute to a positive and inclusive work environment where every individual is treated with dignity and respect.
Management of Environmental & Social Impacts in the Supply Chain	FB-FR-430a.1	Discussion of strategies to reduce the environmental impact of packaging	n/a	Sysco enterprise and its subsidiaries use an array of strategies to reduce the environmental impact of packaging. Rooted in the 4 Rs (Reduce, Reuse, Recycle, and Renew), Sysco’s Earth Plus® is a line of biodegradable disposable and paper products and delivers affordable, eco-friendly solutions. Sysco Ireland has removed 1.3 million cardboard boxes from circulation in our delivery network since 2018 by replacing cardboard boxes with reusable crates. Sysco Ireland will continue to roll out this initiative across all its depots. Brakes U.K. completed its 2ZERO20 commitment in December 2020, removing hard-to-recycle black plastic from its own brand range. Brakes U.K. is also working collaboratively with industry experts and partners to find new innovative plastic solutions to replace any non-recyclable hard black plastic material we currently provide, such as ready meal trays, which cannot be identified in many recycling plants.