

Respect at Work Charter

Our Commitment

At Sysco GB Limited, we are committed to providing a working environment that is safe, respectful, and inclusive across all of our operating companies. We are committed to taking all reasonable and proportionate steps to prevent bullying, harassment (including sexual harassment), discrimination and victimisation in all work-related interactions, including those involving customers, suppliers, contractors, agency workers and other third parties.

These steps include setting clear behavioural expectations, providing training to colleagues, providing guidance, encouraging early reporting of concerns, assessing workplace risks and taking action to address identified issues.

We take our duty to proactively prevent sexual harassment in the workplace set out in the Worker Protection Act 2023 extremely seriously. Aligned with our Sysco Code of Conduct, we believe that everyone has the right to be treated with dignity and respect, regardless of their role, employer, or contractual relationship.

This commitment extends to all interactions between our colleagues and third parties, including customers, suppliers, contractors, consultants, agency workers and business partners. Respect is embedded as a core pillar of our business culture and we remain committed to zero tolerance of bullying, harassment, discrimination, or victimisation. We are clear with our colleagues on the expectations of them and commitments of Sysco GB as a business.

Preventing harassment before it happens

Preventing bullying, harassment, discrimination, victimisation and sexual harassment is a key priority for Sysco GB Ltd. We are committed to taking proactive steps to reduce the risk of inappropriate behaviour occurring in our workplaces and work-related environments.

To support this commitment, we:

- Communicate clear standards of behaviour and expectations for colleagues and third parties.
- Provide policies, guidance and training to help colleagues recognise, prevent and address inappropriate behaviour.
- Promote a speak-up culture where concerns can be raised early and without fear of retaliation.
- Encourage colleagues to report incidents, risks, near misses, concerns or patterns of behaviour that could create an intimidating, hostile, degrading, humiliating or offensive environment.
- Review feedback, concerns and workplace risks to identify opportunities to strengthen preventative measures.
- Take appropriate action where standards are not met and use learning from concerns raised to help prevent similar situations occurring in future.

We expect colleagues and third parties to play their part by treating others with dignity and respect, being mindful of the impact of their behaviour, speaking up when concerns arise, and helping to maintain a safe, respectful and inclusive working environment for everyone.

This charter sets out our expectations of third parties, commitment to protecting colleagues, reporting of concerns and the shared responsibility we must all take in maintaining a respectful workplace for all.

Third parties

Third parties who work with Sysco GB Ltd. Include but are not limited to customers, suppliers, agencies, contractors and other providers of services.

Expectations of Third Parties

We expect all individuals acting on behalf of, or associated with, our third parties to:

- Treat our colleagues and properties with dignity, courtesy and respect.
- Behave professionally in all communications and interactions.
- Refrain from any form of bullying or harassment including sexual harassment, discrimination, or victimisation.
- Respect personal boundaries and create an environment where everyone feels safe and valued.
- Raise concerns promptly if they witness or experience behaviour inconsistent with this Charter.
- Cooperate with any review or investigation into concerns raised under this Charter.

Our Commitment to Protecting Colleagues

We take all reports of inappropriate behaviour seriously and will:

- Encourage colleagues to speak up without fear of retaliation.
- Provide clear channels for reporting concerns.
- Review concerns promptly, fairly and confidentially where possible.
- Take appropriate action when behaviour falls below our standards.
- Support affected colleagues throughout any review or investigation process.
- Work with the relevant organisation to address unacceptable behaviour and prevent recurrence.

Where appropriate, the actions we take in response to concerns raised by our colleagues against third parties may include:

- restricting contact
- removing individuals from work activities
- escalating concerns to the employing organisation
- terminating business relationships
- other proportionate measures

Zero Tolerance

We operate a zero-tolerance approach to bullying, harassment, discrimination, or victimisation of any kind. This means we will never ignore or dismiss concerns, every issue raised will be taken seriously and thoughtful consideration given to how to address it appropriately. Zero tolerance does not mean zero flexibility. Where appropriate, concerns may be resolved informally. Our aim is always to ensure a respectful, inclusive, and safe working environment for everyone, using the most effective and proportionate response.

Sexual Harassment

Sexual harassment includes unwanted conduct of a sexual nature that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It may occur in person, online, by telephone, in writing, during meetings, at work-related events, or through digital communication channels.

Examples may include unwelcome comments, jokes, gestures, sexual advances, intrusive questions, sharing inappropriate content, unwanted physical contact, or any other unwanted conduct of a sexual nature.

We will operate the same zero tolerance approach to sexual harassment as other instances of bullying, harassment, discrimination, or victimisation, aligned with our [Global Code of Conduct](#). If you would like a copy of our Respect at Work policy, which goes into more detail, please contact BelongingGB@sysco.com.

Sysco GB Colleagues Reporting Concerns About Third-Party Behaviour

If a third party behaves in a manner that is inconsistent with this Charter, we encourage colleagues to report concerns as soon as possible. All concerns will be treated seriously and reviewed in accordance with our standards, policies and procedures.

Third Parties Reporting Concerns About Our Colleagues

We also expect third parties to tell us if they experience or witness inappropriate behaviour by one of our colleagues. We take this equally as seriously and will review concerns in accordance with our standards, policies and procedures. Concerns will be handled sensitively and confidentially where possible, consistent with conducting a fair review of the matters raised.

If you believe that a colleague of Sysco GB Ltd. has engaged in bullying, harassment, discrimination, victimisation, sexual harassment or any other behaviour inconsistent with this Charter, please report it through your usual business contact or directly through the Sysco Ethics Line. Reports may be made by individuals directly affected or by witnesses.

Your usual business contact may be:

- The Customer Service email inbox for the Sysco GB operating company you work with
- Your Account Manager or other lead Sales contact

The Sysco Ethics Line is available 24/7 and can also receive anonymous complaints.

- Call 0800 066 8358
- Log online via ethicsline.sysco.com.

We will review all concerns appropriately and take action where our standards, policies or Code of Conduct have not been met.

Non-Retaliation

No person will be disadvantaged, treated unfavourably or subjected to retaliation for raising a concern in good faith or participating in an investigation.

Shared Responsibility

Creating a respectful workplace is a shared responsibility. We expect our colleagues and all third parties with whom we work to uphold the principles of dignity, respect, inclusion and professionalism in every interaction.

Contractual obligations

As a condition of doing business with Sysco GB Ltd. suppliers, customers, contractors, agencies and other third parties must comply with the principles set out in this Respect at Work Charter. Failure to do so may result in corrective action as outlined within the Charter.