

THE CHEFS' WAREHOUSE, INC.
Environmental Policy

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Introduction

At The Chef's Warehouse, Inc. ensuring the health and safety of both our people and our environment is at the core of our values. Our commitment to environmental stewardship and safety protections for our communities is an integral part of our business and helps us to deliver long-term, sustainable financial performance. We know that we are capable of continuing to deliver the highest quality value and service to our customers and shareholders while being cognizant of our environmental impacts.

We recognize the urgent need to take action to combat the negative impacts of climate change. The looming environmental crisis poses a threat to both our Suppliers' ability to grow products and our ability to efficiently operate our business. This threat demands immediate and decisive action from the entire food service industry, and we are dedicated to implementing environmentally conscious business practices that are consistent with our corporate values to promote long-term and sustainable change. By embracing innovative practices, leveraging sustainable technologies, and optimizing operations, we aim to significantly decrease our carbon footprint. Regular assessment and evaluation of our impact on climate change helps us gauge our progress and identify further opportunities to enhance our operational efficiency. Throughout our business's growth and changes, we remain steadfast in our commitment to reduce our environmental footprint.

Above all, our mission is centered around delivering high-quality products for the benefit of our customers and the communities we serve. We firmly believe that through responsible practices and a comprehensive approach to environmental risk management, we can contribute to a more sustainable future while meeting the needs and expectations of our shareholders.

Environmental, Health and Safety Principles

At The Chefs' Warehouse, Inc. we are committed to implementing these Environmental, Health & Safety (EHS) Principles in all our company-wide policies. Through training and operational systems, we use these principles to guide our business practices at every level. We are also committed to extending our EHS principles and expectations to our third-party business partners through open communication channels and regular communication efforts.

Guided by our core values and consistent with both our Code of Business Conduct and Ethics and our Human Rights Policy, the Company has established and is committed to these environmental, health and safety principles:

1. Ownership Culture: We build a proactive culture by driving ownership of environment, health and safety at the individual, managerial and organizational levels. We engage, consult with, and train our people and actively encourage participation in building our proactive culture.
2. Business Integration: We include environmental, health and safety considerations in both our short-term and long-term business decisions.
3. Resource Allocation: We provide appropriate resources to implement our environmental, health and safety management system, which identifies, assesses, and manages risks. We share environmental, health and safety best practices across the Company.
4. Regulatory Compliance: We apply appropriate environmental, health and safety management practices to comply with the Company's standards and applicable legal requirements. We conduct periodic audits to assess conformance with our standards and compliance with our legal obligations.
5. Performance Measurement: We endeavor to establish meaningful metrics and monitor our performance against our environmental, health and safety performance goals, using these metrics to guide our continual improvement. This is reported directly to the Board of Directors.
6. Continual Improvement: We monitor emerging issues and keep abreast of regulatory changes, technological innovations, and stakeholder interests in order to implement effective and sustainable solutions to reduce waste and resource and energy consumption, protect natural resources, and create a healthy and safe work environment.
7. Stakeholder Engagement: We engage with contractors, suppliers, customers, and local communities to reduce the environmental, health and safety impacts of our daily operations, technology, and products. Working with governments, academia, nongovernmental organizations, business associations and other interested stakeholders, we strive to develop effective and sustainable solutions to environmental, health and safety challenges we face in our business activities.
8. Annual Review: We annually review and report on the progress of the Company's performance in implementing this policy and update it as needed.

9. Education: We educate employees at all levels about environmental best practice in order to ensure that everybody involved with the Company adheres to environmental laws, policies, and procedures.

10. Suppliers: We reserve the right to audit suppliers for compliance with the Code of Conduct for Suppliers. This audit can include topics of sustainability and environmental concerns. We audit our Suppliers annually and enforce the Code of Conduct for Suppliers through a variety of audits if deemed necessary by the Company's risk management processes, including third-party verification, access to facilities and relevant records, and any additional monitoring and enforcement measures the Company deems necessary on a case-by-case basis. We expect suppliers to be conscious of their environmental impact.

It is the responsibility of our senior leaders, each of whom reports directly to the Chief Executive Officer and Chairman of the Board, to ensure this policy is effectively communicated, understood, and implemented throughout the Company worldwide. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to practice and support the principles stated above.

Environmental Management Strategy

To further our efforts, we implement an environmental management strategy to regularly assess environmental risks, establish contingency plans, promote organizational learning, and ensure employee engagement and satisfaction.

Our Board of Directors assumes the ultimate responsibility of overseeing environmental risks, including those associated with climate change. To ensure effective oversight and management of these risks, our dedicated Environmental, Social, and Governance Committee is collectively responsible for assessing, monitoring, and implementing strategies related to climate change and sustainability across the company. The Environmental, Social, and Governance Committee undertakes the review of shareholder proposals concerning sustainability or corporate social responsibility matters, subsequently providing comprehensive reports to the Board. It also delivers regular updates to the Board, ensuring transparency and effective communication. The Committee actively advises the company's senior executives on our Environmental, Social, and Governance strategy by offering direct guidance to help mitigate risks and safeguard business continuity.

Our senior leadership team is dedicated to effectively managing and mitigating a wide range of risks that have the potential to impact our business and financial performance, including environmental risks. These risks are of paramount importance and are consistently reviewed and discussed by our leadership team at regular intervals, fostering a proactive approach to risk management throughout the organization. Our commitment to robust governance processes means that climate change-related risks are subjected to rigorous assessments, just like any other material risks facing our organization. We integrate climate considerations into our senior leadership risk management framework, which allows us to identify, evaluate, and prioritize these risks effectively. By adopting a comprehensive and inclusive approach, we ensure that climate change risks receive appropriate attention at all levels of our decision-making processes. Our leadership team recognizes the significance of integrating environmental risk assessment into key business decisions, ensuring that potential environmental impacts are thoroughly evaluated and addressed. By incorporating environmental risk management into our overall business strategy, we foster a culture of responsible decision-making and prioritize sustainability across all aspects of our operations. Our leadership team understands that mitigating environmental risks not only protects our organization but also contributes to the long-term well-being of our shareholders and the broader community. Through continuous monitoring, evaluation, and adaptation, we strive to stay ahead of emerging environmental risks, leveraging innovative approaches and best practices to minimize their potential impact. This commitment to comprehensive risk management ensures that we navigate the complex environmental landscape effectively while safeguarding our business continuity and financial performance.

Environmental Risks and Opportunities

Risks

We acknowledge that climate change is an evolving challenge that requires ongoing attention and action. By treating environmental risks with the same gravity as any other potential risks, we demonstrate our commitment to responsible and resilient business practices. At our company, we are acutely aware that the very nature of our business exposes us to a range of climate-related risks. We actively evaluate the different types of risks, both in terms of physical impacts and the ongoing transition to a low-carbon economy. Recognizing the urgency of global warming, we prioritize the identification and continuous monitoring of environmental risks specific to our business, operations, and supply chain. It is our commitment to proactively strategize and implement effective measures for climate risk mitigation and adaptation. We firmly believe in maintaining transparency with all our shareholders, sharing valuable insights regarding our climate-related risks and opportunities. Through open communication, strong governance, and a proactive approach, we strive to build trust and ensure a sustainable future for our organization and the communities we serve.

While we maintain that our current level of climate change risk is not significant, we remain vigilant and proactive in staying informed about emerging trends and scientific advancements in the field. Our commitment to continuous improvement drives us to regularly review and enhance our climate change risk management practices. By staying abreast of the latest research and best practices, we ensure that our approach to climate change remains robust and effective.

Our business has identified the following environmental risks:

- **Regulatory Risks:** As governments worldwide strive to mitigate the effects of global warming and reduce greenhouse gas emissions, a range of climate-related disclosure requirements, emissions targets, and regulatory incentives are being proposed and implemented at federal and local levels. However, while these measures aim to foster a sustainable future, they can also impose additional burdens on businesses, potentially increasing operational and supply chain costs, requiring equipment upgrades or replacements, and exposing them to legal liabilities. Governments may demand greater transparency regarding carbon emissions and ozone-depleting substances, which could entail costs associated with monitoring, reporting, and implementing emission reduction strategies. Governments may impose carbon pricing mechanisms, such as taxes or cap-and-trade systems, to discourage carbon-intensive activities and encourage the adoption of cleaner energy alternatives. This could impact energy costs, as companies heavily reliant on fossil fuels may face higher expenses, while those investing in renewable energy may benefit from regulatory incentives. Adapting to evolving disclosure requirements, emissions targets, and incentives while ensuring compliance with environmental regulations is paramount. By proactively assessing the potential impacts and developing robust strategies, we can better manage the potential impacts on our operations, supply chain, and financial planning financial and operational consequences, while also contributing to the collective effort to address climate change and build a sustainable future. To stay ahead of the regulatory landscape, we are actively exploring potential new climate-related regulations and evaluating strategies to ensure compliance with disclosure and operational requirements. This proactive approach enables us to

anticipate potential disruptions and assess the associated financial implications. The increased costs and operational resources required to comply with these new legal or regulatory obligations have the potential to adversely affect our business, profitability, financial position, and cash flows. It is crucial for us to monitor and adapt to these policy changes to mitigate potential disruptions and manage operational costs effectively.

- **Reputational Risks:** We understand that shareholders and customers are placing greater emphasis on environmental sustainability and corporate responsibility matters. Climate change and its impact on communities have the potential to reshape the reputations of companies based on their participation in the low-carbon transition. A failure to proactively address the ever-evolving issues surrounding climate change could potentially expose our business to reputational hardships, leading to adverse consequences. The growing demand for products that offer enhanced transparency regarding their sourcing practices has emerged as a significant trend shaping customer purchasing decisions. We acknowledge the need to adapt to these changes and enhance the transparency of our offerings. By providing additional information on our product ingredients, claims, and attributes, we hope to empower our customers to make informed choices aligned with their values. By better incorporating responsible and sustainable sourcing attributes into our product offerings and reducing our environmental footprint, we hope to align with the expectations of our customers and the broader market. Failure to adapt to evolving customer preferences regarding food products could have wider implications, affecting overall sales and market share. Customer and consumer perceptions may increasingly favor companies that actively mitigate their climate change impact. Failure, or even perceived failure, to meet commitments in these areas could have adverse effects on the business, brand, or reputation. Incidents or practices, whether actual or perceived, that erode customer trust or confidence, especially when they receive significant publicity or result in litigation, can significantly impact the business. Consequently, we remain dedicated to reporting our progress and new opportunities throughout our journey to combat climate change. By proactively embracing sustainable practices, maintaining transparency, and meeting evolving customer expectations, we can navigate the complexities of a changing market landscape while contributing to a more sustainable future.
- **Physical Risks:** Given the expansive nature of our network, many of our facilities, as well as those of our customers and suppliers, are located in areas experiencing a rise in extreme weather conditions due to climate change. These conditions can intermittently disrupt our operations, impede access to our customers' facilities, cause delays in deliveries from our suppliers or to our customers, and can reduce consumer footfall at our customers' locations. With the increasing global temperatures driven by climate change, there has been a notable rise in the frequency and severity of extreme weather events. In both the short and long term, physical risks encompass a wide range of challenges, including cyclones, hurricanes, wildfires, flooding, storms, extreme heat waves, rising average temperatures, rising sea levels, extended droughts, precipitation variability, and water shortages. The growing occurrence of such extreme weather events and natural hazards poses a considerable threat, which could lead to substantial damage or severe disruptions to our distribution centers, supply chain, transportation routes, and various facilities. Inadequate coverage from insurance programs, insufficiency of contingency plans, and damage or destruction of our facilities can compromise our ability to distribute products, generate sales, and may increase costs required to operate the affected facilities. Additionally, unseasonable weather

conditions that impact growing conditions and food availability can materially and adversely affect our profitability, financial position, and cash flows. We remain vigilant in assessing these potential risks and maintain comprehensive preparation strategies to effectively mitigate their impact. In the face of these shifting climate patterns, predicting supply stability becomes increasingly challenging, highlighting the crucial need to continue to diversify our supply chain. These events also put the safety and well-being of our associates and the local communities in which we operate at risk, which is a critical factor in ensuring our continued business success. Negative impacts on our infrastructure, supply chain, and workforce can result in additional operational costs that have a direct impact on our bottom line. To effectively address these physical risks, our company has implemented a robust business continuity strategy that continuously evaluates and updates emergency preparedness plans for both anticipated and unexpected weather events. We closely monitor weather patterns to inform our logistical response and community support efforts when faced with disasters. We have established comprehensive processes to prepare for facility damage, developed contingency plans for distribution, and devised rerouting strategies to ensure uninterrupted delivery operations. However, it is important to note that unforeseen circumstances can still strain our operations, leading to losses from unfulfilled deliveries and increased employee overtime. Recognizing the urgency of mitigating climate change, we prioritize the implementation of strategic energy-saving technologies and constantly optimize our operations and maintenance practices. We remain committed to exploring and adopting new technologies that help us reduce our carbon footprint and embed sustainability across all aspects of our operations. To address the potential impacts of severe weather events, we have comprehensive scenario plans in place. These plans allow us to respond swiftly and efficiently to adverse weather conditions, ensuring minimal disruption to our operations. Additionally, we actively work towards diversifying our supply chain, mitigating the potential vulnerabilities associated with climate change. Physical risks have the potential to disrupt operations across our entire value chain, potentially causing disruptions that significantly affect our bottom line. Ensuring supply chain continuity is a fundamental aspect of maintaining the stability and resilience of our operations in the face of these challenges.

- **Technological Risks:** The transition to a lower-carbon economy requires significant advancements in technology. It is important to acknowledge that the substitution of current products and services with lower-emission technologies may come at a higher cost. As an organization committed to sustainability, we constantly explore opportunities to enhance our energy efficiency and reduce our carbon footprint. Our dedication to this cause extends to closely monitoring the development and progress of low-carbon technologies specifically designed to power our fleet transportation. In addition to actively managing the lifecycle of our fleet, we employ state-of-the-art routing technology to optimize our operations and minimize resource consumption. By leveraging this technology, we can identify the most efficient routes for our vehicles, saving both time and fuel. We also adhere to industry best practices, continually seeking ways to improve our operations and reduce any unnecessary environmental impact. Through these concerted efforts, we aim to foster a sustainable future, aligning our actions with the broader global agenda of combating climate change. By investing in technological advancements and implementing environmentally conscious practices, we strive to reduce their carbon emissions and contribute to a greener world.

Opportunities

Our business recognizes the tremendous opportunity to significantly reduce our environmental footprint by implementing a range of measures across various areas of operation. Through a transition to renewable energy sources, we can combat climate change while simultaneously preparing for emerging climate policies and potential energy supply challenges. By exploring strategic energy-efficient projects and continuously seeking innovative ways to reduce our carbon footprint, we remain proactive in our sustainability endeavors. Additionally, by responding to shifting consumer preferences and demands for responsibly produced products, we position ourselves as a trusted and competitive player in the industry. Our commitment to sustainability is not only beneficial for the planet but also integral to the long-term success and resilience of our business.

Fleet and Fuel Efficiency

By exploring our opportunities to improve our transportation efficiency, leveraging advanced technologies, and transitioning to greener fuel sources, we are actively pursuing our goal of minimizing the environmental footprint of our fleet. We are dedicated to making responsible choices that align with our commitment to sustainability and ensuring that our customers receive their products in a manner that is both efficient and environmentally conscious.

One of our key strategies revolves around optimizing our routing system to minimize the miles driven. By carefully analyzing and planning our routes, we can identify the most efficient paths, thereby reducing fuel consumption and emissions. We are actively exploring alternative fuels as a means to decrease our environmental impact. As part of our comprehensive fleet strategy, we are transitioning to renewable fuel sources, which offer lower emissions compared to traditional fossil fuels. By embracing this transition, we aim to significantly reduce our carbon emissions and contribute to a greener transportation ecosystem.

Looking ahead, we have ambitious goals for fleet optimization. From fiscal 2022 through fiscal 2025, we plan to replace more than 50% of our current fleet with vehicles that boast an average fuel efficiency improvement of approximately 30% compared to our existing fleet average. This significant upgrade in efficiency will have a direct and positive impact on our carbon emissions, reinforcing our commitment to sustainability. Furthermore, we have initiated collaborations with our primary fleet supplier to pave the way for the introduction of electric-powered trucks into our fleet. We anticipate placing orders for these cutting-edge vehicles, and we expect the first deliveries to commence by late 2025 or early 2026. This move towards electric vehicles represents a major step forward in our efforts to reduce our reliance on fossil fuels and embrace cleaner, more sustainable transportation solutions.

Sustainable Sourcing

Ingredient Standards and Safety

→ Use of GMOs & Agricultural Chemicals

At The Chefs' Warehouse, Inc. we understand the importance of providing sustainably sourced products. Whether sourcing food that contains wheat, corn, or other signature specialty ingredients, we recognize the desire for products that do not contain Genetically Modified Organisms (GMOs). The USDA's [National Bioengineered Food Disclosure Standard](#) requires food manufacturers, importers, and certain retailers to ensure bioengineered foods are appropriately disclosed to consumers. In accordance with our Code of Conduct for Suppliers, The Chefs' Warehouse, Inc. requires each of our Suppliers to operate in full compliance with all applicable laws, including those related to the use or disclosure of GMOs in products. Our committed team of Regulatory and Quality Assurance professionals work diligently to ensure that every product we source meets or exceeds these standards established by law.

We prioritize food safety for the products we source at every step, and we are committed to routinely auditing our Suppliers to ensure full abidance with all relevant laws and regulations. This includes requiring our produce Suppliers adhere to all EPA, USDA, and FDA standards for agriculture. We also recognize the desire for products grown without the use of herbicides and pesticides; we intend to continue exploring opportunities to expand our offerings of these products as our customers request them. We hope that these efforts, in conjunction with the efforts of our various Suppliers, expand our product offerings to match consumer preferences and help support a sustainable future for all.

→ Use of Palm Oil

We are committed to ensuring that every product we provide to our customers is produced safely and ethically. This commitment not only includes the labor standards outlined in our Code of Conduct for Suppliers, but also includes expectations about the methods of collecting ingredients used in the products we source. With this, The Chefs' Warehouse, Inc. acknowledges our role in promoting the use of and access to responsibly sourced palm oil. Contributing to the promotion of a sustainable supply of palm oil is a responsibility that everyone in the food industry carries. The Chefs' Warehouse, Inc. will work with our Suppliers to ensure that any palm oil or palm oil derivatives used in their products comes from sources that do not use child labor, comply with applicable labor and compensation laws, and provide a safe working environment for employees. Additionally, we encourage our Suppliers to avoid palm oil products developed on land subjected to deforestation.

→ Exposure to PFAS Chemicals

In recent years, consumers and businesses alike have become increasingly mindful of the Per- and Polyfluoroalkyl Substances (PFAS) found in many of our resources. PFAS are chemicals that are widely used and long lasting in the environment, meaning many PFAS chemicals are now found in water, air, soil, and food products across the globe. The EPA and its partners are actively working to understand the impact that PFAS chemicals may have on people and on the environment.

As researchers continue to develop methods to measure and understand the presence of PFAS chemicals in our resources, our Food Safety and Quality Assurance departments vigilantly monitor regulations relating to PFAS chemicals. We regularly audit our facilities and vendors to monitor the presence of PFAS chemicals in our packaging materials. We are committed to providing the highest quality products and to maintaining the highest standards of food safety for our customers; with this commitment, we will continue to follow the scientific developments related to PFAS chemicals as they pertain to the environment, food production, and packaging standards.

Water Usage

The Chefs' Warehouse, Inc. recognizes that water is a critical resource for our Suppliers, and that a strong water supply is absolutely vital to operating our business and serving our customers. However, we understand that water stress caused by rising temperatures is intensifying. As we prepare our business for future success, we recognize that increased water scarcity could impact our input costs, disrupt our supply chain, and alter our distribution methods. For example, weather patterns in recent years have resulted in lower than normal or, conversely, higher than normal levels of rainfall and snowfall in key agricultural states, impacting the price of water and the corresponding prices of food products grown in affected states. As of 2023, we are already working in several areas facing high and extremely high risks of baseline water stress according to the World Resources Institute's Global Aqueduct; these areas include operations in Texas, California, Arizona, and Florida.

Accounting for such water-related risks in areas of high water stress is central to our strategic, sustained business development. We actively monitor water-use regulations in areas prone to water scarcity and limit or manage our water usage in these areas accordingly. We are motivated to further understand the potential challenges that exist around the impacts of climate change on our communities' water supplies. We wholeheartedly support the UN Global Compact CEO Water Mandate and are actively exploring steps to officially endorse it. Recognizing the importance of limiting our exposure to water-related risks for our customers' satisfaction and for our long-term performance, The Chefs' Warehouse, Inc. plans to research additional ways to support water-saving efforts and water-related programs.

Waste Management

At The Chefs' Warehouse, Inc. we are committed to eliminating unnecessary waste from our business practices and throughout our supply chain. In order to properly measure and account for our waste, we utilize a third party to manage our waste and recycling programs across our facilities. From our corporate headquarters to our distribution facilities, we provide opportunities for our employees to recycle material waste. With the ability to recycle items ranging from single-use metals to business papers to cardboard packaging, our employees have the opportunity to personally contribute to our waste-reduction efforts. Further, by using cardboard as secondary packaging as often as we can, our customers also have the opportunity to responsibly manage their waste. As we seek to reduce excess waste while still ensuring the highest levels of food safety, we encourage our packaging facilities and third-party suppliers to limit the amount of material used to package their food products when possible.

Producing hazardous and non-hazardous waste may be necessary evils of growing and sourcing food, but we are committed to staying mindful about our methods of disposal. We regularly collect and evaluate information regarding tonnage of non-hazardous waste removed throughout our production and distribution facilities. Still, we recognize that evaluating our waste metrics is only the first step toward building a more sustainable future for all. By exploring innovations that limit the use of plastics, foams, and other non-biodegradable materials, the food distribution industry has an opportunity to work together to manage our environmental footprint.

Recognizing the importance of minimizing our food waste and serving our communities, The Chefs' Warehouse, Inc. has donated thousands of dollars' worth of food products across the United States. By donating food to local community efforts and charitable organizations, we actively divert hundreds of pounds of product from landfills each year. We are proud to assist in providing meals to individuals that are food insecure and intend to continue developing our food donation and waste diversion programs.

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