

THE CHEFS' WAREHOUSE, INC.

HUMAN RIGHTS POLICY

I. Overview

The Chefs' Warehouse, Inc.¹ (the "Company", "we", "our") is a specialty food distributor that purveys artisan and high-quality food products. The Company is committed to upholding fundamental human rights, including the right to water and to a living wage for all employees, minority groups' rights and women's rights.

II. Our respect for human rights

We adhere to internationally recognized principles reflected in:

- the United Nations (the "UN") Universal Declaration of Human Rights;
- the UN Guiding Principles on Business and Human Rights;
- the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work;
- the OECD Guidelines for Multinational Enterprises; and
- the Consumer Goods Forum Resolution on Human Rights and its Priority Principles.

III. Our sphere of influence

We believe that all human beings around the world should be treated with dignity, fairness and respect. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

To align our actions with this commitment:

- We do not use or condone the use of slave labor or human trafficking;
- We denounce any degrading treatment of individuals or unsafe working condition, and support our products being free of conflict minerals;
- We ask that our suppliers and direct contractors demonstrate, in consistency with our own standards, a serious commitment to the health and safety of their workers and operate in compliance with human rights laws;
- We compensate our employees competitively in agreement with applicable wage, work hours, overtime and benefit laws;
- We respect the freedom of association and collective bargaining;
- We acknowledge the importance of land rights and the principle of free, prior and informed consent (FPIC) advocating for its implementation by national authorities; and
- We do not discriminate on the basis of actual or perceived race, creed, color, religion,

¹ References to the "Company" (or to "The Chefs' Warehouse, Inc." or to "we" or "our" or similar pronouns) in this Human Rights Policy mean The Chefs' Warehouse, Inc. and all of its subsidiaries and affiliated companies. References to "Board of Directors" mean the Board of Directors of The Chefs' Warehouse, Inc.

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alienage or national origin, ancestry, citizenship status, age, disability or handicap, pregnancy, sex, gender identity or expression, marital status, veteran status, military status, sexual orientation, arrest record, genetic information or any other characteristic protected by applicable federal, state or local laws, embracing diversity as a fundamental value of our business.

IV. Addressing human rights impact

In addition, our commitment to human rights extends to the establishment of internal and external procedures aiming at identifying, addressing and mitigating any potential violation of the above principles. Our “Code of Conduct for Suppliers” and our “Code of Business Conduct and Ethics” are aligned with this purpose and serve our vision to continuously improve our ability to adhere to the principles enshrined in this policy.

V. Community and stakeholder engagement

We understand that we do business in the context of a broader community. We try to engage in meaningful dialogue with all stakeholders in the communities we serve, including those from more at-risk populations, in order to understand, assess and address areas of concern in a most efficient way.

VI. Implementation and training

We consider training an integral part of effective human rights practices. We therefore undertake efforts to build awareness about our human rights policies and procedures.

VII. Governance and reporting

Our General Counsel and Board of Directors oversee the application of this policy. Operational accountability rests with the operations team supported by members of the executive team, including the Chief Executive Officer and the General Counsel.

VIII. Concerns and issues

If you suspect or believe that another employee (including any part-time or temporary employee), consultant or contract worker, or one of our business units is violating this policy, you must report this to the General Counsel. Concerns and violations may be reported 24 hours a day, 7 days a week and may be submitted via email at aaldous@chefswarehouse.com or via telephone at 203.894.1345 ext. 10211.

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