

2024 SASB Index

Topic	Accounting Metric	Unit of Measurement	Code	2024 Response	Notes
Fleet Fuel Management	Fleet fuel consumed	Gigajoules (GJ)	FB-FR-110a.1	75,988.18 GJ	Transportation makes up a majority of business operations at The Chefs' Warehouse, Inc. 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. As part of our comprehensive fleet strategy, we are exploring the transition 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. Since 2023, we have partnered with suppliers to pave the way for the introduction of electric-powered trucks into our fleet. Transitioning our fleet of delivery trucks to electric vehicles is integral to our commitment to improving the sustainability of our operations. We aim to convert 10% of our California fleet of EVs by 2026. In 2024, we partnered with PLM to test dual temperature electric trailer designs to improve the sustainability of our refrigerated trailers.
	Percentage renewable	Percentage (%)	FB-FR-110a.1	TCW does not currently report on this information.	
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	Metric tons (t) CO ₂ e	FB-FR-110b.1	8,044 MT CO ₂ e	N/A
	Percentage of refrigerants consumed with zero ozone-depleting potential	Percentage (%) by weight	FB-FR-110b.2	TCW does not currently report on this information.	N/A
	Average refrigerant emissions rate	Percentage (%)	FB-FR-110b.3	TCW does not currently report on this information.	N/A
Energy Management	(1) Operational energy consumed	Gigajoules (GJ)	FB-FR-130a.1	192,651.17 GJ	N/A
	(2) Percentage grid electricity	Percentage (%)	FB-FR-130a.1	100%	
	(3) Percentage renewable	Percentage (%)	FB-FR-130a.1	0%	
Food Waste Management	(1) Amount of food waste generated	Metric tons (t)	FB-FR-150a.1	TCW does not currently report on this information.	Recognizing the importance of minimizing our food waste and serving our communities, The Chefs' Warehouse, Inc. has donated millions 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.
	(2) Percentage diverted from the waste stream	Percentage (%)	FB-FR-150a.1	TCW does not currently report on this information.	

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Data Security	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected	Number, Percentage (%)	FB-FR-230a.1	TCW did not experience any material data breaches in FY 2024.	N/A
	Description of approach to identifying and addressing data security risks	N/A	FB-FR-230a.2	The Chefs' Warehouse, Inc. utilizes a risk-based framework for identifying, assessing, and mitigating data security threats, which is designed to align with recognized industry standards such as the Critical Security Controls. Threats are identified through periodic assessments, continuous monitoring of activities, vulnerability testing, and third-party evaluations. Identified threats are evaluated and prioritized based on their potential likelihood and impact and are addressed through a multi-layered security program incorporating technical, administrative, and procedural safeguards. Our safeguards include, but are not limited to, access controls, encryption, system monitoring, and incident response protocols. Governance mechanisms are maintained to ensure the continued effectiveness of these measures, considering evolving threats, regulatory requirements, and business operations. In addition, the Chefs' Warehouse, Inc. administers employee training and conducts periodic audits to promote awareness and ensure compliance with its data security practices. Oversight of cybersecurity is a priority for the Chefs' Warehouse, Inc.'s Board of Directors, which receives regular quarterly updates from the Chief Information Officer on existing and emerging risks, incident reports, and key security initiatives.	N/A
Food Safety	High-risk food safety violation rate	Rate	FB-FR-250a.1	TCW did not have any material high-risk food safety violations in FY 2024.	N/A
	(1) Number of recalls	Number (#)	FB-FR-250a.2	TCW did not have any recalls in FY 2024.	N/A
	(2) Number of units recalled	Number (#)	FB-FR-250a.2	TCW did not have any recalls in FY 2024.	N/A
	(3) Percentage of units recalled that are private-label products	Percentage (%)	FB-FR-250a.2	TCW did not have any recalls in FY 2024.	N/A
Product Health & Nutrition	Revenue from products labelled or marketed to promote health and nutrition attributes	Reporting Currency (USD)	FB-FR-260a.1	TCW does not currently report on this information.	N/A
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	N/A	FB-FR-260a.2	The Chefs' Warehouse, Inc. is committed to identifying and managing products and ingredients in a manner that reflects consumer concerns about nutrition and health. We follow all applicable federal, state, provincial, and local regulations governing food labeling and product standards, including oversight from the U.S. Food and Drug Administration, the U.S. Department of Agriculture, Health Canada, and the Canadian Food Inspection Agency, Abu Dhabi Food Control Authority, the Ministry of Health in Qatar, the Centre for Food and Safety and Quality in Oman, and the Department of Food Safety in Dubai, among others. These agencies regulate product quality, sanitation, and labeling standards. Our suppliers are also subject to similar regulatory oversight. Compliance with these requirements helps ensure that the products we distribute meet the highest levels of safety, transparency, and nutritional integrity. With a portfolio of over 88,000 stock-keeping units sourced from more than 4,000 suppliers, we continuously evaluate our product offerings to remain aligned with consumer preferences and health considerations. This includes assessing ingredients, monitoring regulatory updates, and introducing new products that reflect both regional tastes and broader culinary and wellness trends. Our evaluation process is integrated into our broader risk management framework, enabling us to proactively identify and address products and ingredients that may present nutritional or health concerns. By maintaining strong regulatory compliance and monitoring consumer demand, The Chefs' Warehouse seeks to provide customers with a wide range of specialty food products that meet both high-quality standards and evolving consumer expectations.	N/A

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Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Number (#)	FB-FR-270a.1	TCW did not have any material incidents of non-compliance with industry or regulatory labeling and/or marketing codes in FY 2024.	N/A
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Reporting Currency (USD)	FB-FR-270a.2	TCW did not experience any material monetary losses as a result of legal proceedings associated with marketing and/or labeling practices.	N/A
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Reporting Currency (USD)	FB-FR-270a.3	TCW does not currently report on this information.	N/A
Labor Practices	(1) Average hourly wage	Reporting Currency (USD)	FB-FR-310a.1	\$23.01	N/A
	(2) Percentage of in-store and distribution center employees earning minimum wage, by region	Percentage (%)	FB-FR-310a.1	TCW does not currently report on this information.	N/A
	Percentage of active workforce employed under collective agreements	Percentage (%)	FB-FR-310a.2	As of December 27, 2024, 2.9% of our workforce was represented by unions and operated under collective bargaining agreements.	N/A
	(1) Number of work stoppages	Number (#), Days idle	FB-FR-310a.3	In FY 2024, there were zero work stoppages.	N/A
	(2) Total days idle	Number (#), Days idle	FB-FR-310a.3	In FY 2024, there were zero days idle.	N/A
	Total amount of monetary losses as a result of legal proceedings associated with (1) labor law violations	Reporting Currency (USD)	FB-FR-310a.4	TCW did not have any material monetary losses as a result of legal proceedings associated with labor law violations in FY 2024.	N/A
	Total amount of monetary losses as a result of legal proceedings associated with (2) employment discrimination	Reporting Currency (USD)	FB-FR-310a.4	TCW did not have any material monetary losses as a result of legal proceedings associated with employment discrimination in FY 2024.	N/A

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Management of Environmental & Social Impacts in the Supply Chain	Revenue from products third-party certified to environmental or social sustainability sourcing standards	Reporting Currency (USD)	FB-FR-430a.1	TCW does not currently report on this information.	N/A
	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Percentage (%), by revenue	FB-FR-430a.2	TCW does not currently report on this information.	N/A
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	N/A	FB-FR-430a.3	<p>The Chefs' Warehouse, Inc. partners with more than 4,000 suppliers, carrying a wide range of products across multiple categories and sourcing from multiple suppliers in each category. This diversified approach allows us to mitigate supply chain risk and avoid dependence on any single supplier while also promoting resilience and flexibility in meeting customer needs. We are committed to upholding ethical, socially responsible, and environmentally conscious business practices consistent with our corporate values. In 2022, our Board of Directors established an Environmental, Social and Governance (ESG) Committee to provide oversight of our ESG activities and practices. The ESG Committee reviews progress on diversity and equal opportunity initiatives, workplace safety and employee wellness programs, inclusion and training efforts, and human capital management priorities, while also overseeing programs relating to sustainability, product quality, social and community relations, and compliance with economic and regulatory requirements.</p> <p>Our corporate policies, guided by the ESG Committee, reinforce our commitment to social and environmental responsibility across our workforce, leadership, and supply chain partners. Our Human Rights Policy affirms our dedication to protecting fundamental human rights, including maintaining safe and healthy working conditions, fostering an inclusive and equitable workplace, and eliminating forced or underage labor. Likewise, our Code of Conduct for Suppliers extends these standards across our supply chain, ensuring that our partners uphold ethical and sustainable practices. 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.</p>	N/A
	Discussion of strategies to reduce the environmental impact of packaging	N/A	FB-FR-430a.4	<p>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.</p> <p>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.</p>	N/A

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Activity Metrics	Number of (1) retail locations	Number (#)	FB-FR-000.A	Zero (0)	N/A
	Number of (2) distribution centers	Number (#)	FB-FR-000.A	49	N/A
	Total area of (1) retail space	Square meters, (m ²)	FB-FR-000.B	Zero (0)	N/A
	Total area of (2) distribution centers	Square meters, (m ²)	FB-FR-000.B	278,709 square meters	N/A
	Number of vehicles in commercial fleet	Number (#)	FB-FR-000.C	1122	N/A
	Miles travelled	Miles	FB-FR-000.D	29,666,463 miles	N/A