



Workforce Policy

The Chefs' Warehouse, Inc. (the "Company") prohibits discrimination and harassment of any kind and any employee who engages in such conduct toward another employee will face discipline, up to and including termination.

Harassment includes inappropriate conduct based on any protected status, including: race, color, religion, sex, gender, sexual orientation, pregnancy, status as a parent, age, marital status, national origin, ancestry, citizenship status, physical or mental disability, medical condition, genetic information, political beliefs, military or veteran status, or any other characteristic protected by law.

For purposes of this policy, gender includes gender identity or expression, transgender identity, pregnancy, childbirth or related medical condition, and gender stereotyping. The Company is committed to providing a work environment that is free of unlawful discrimination, including harassment that is based on any legally protected status. The Company will not tolerate any form of harassment that violates this policy.

The Company also prohibits threats and bullying, and unprofessional or discourteous actions designed or intended to harm other employees. Any inappropriate remarks, slurs, jokes, or other comments will not be tolerated.

Sexual harassment or discrimination or similar inappropriate behavior may also violate applicable local law. The Company prohibits such conduct regardless of whether it rises to the level of a legal violation.

You need to use good judgment and never make inappropriate or harassing comments that violate this policy. This is true whether the use of the inappropriate remark, joke or slur is meant to be a joke or is not meant to be offensive.

This policy applies to everyone working at or with the Company. This policy and the law forbid any employee, client, vendor, or any third party that an employee encounters in connection with Company business, to harass, discriminate, or retaliate against any Company employee, applicant, contractor, intern, or volunteer, on the basis of any legally protected status or activity, including via electronic or other communication media.

Inappropriate behavior will not be tolerated at Company locations or in any other settings, including business trips or social events. This policy also prohibits offensive conduct that does not rise to the violation of law, as laid out below.

Bullying

Bullying is repeated unreasonable behavior towards another person or group of people that



poses a risk to their physical or emotional safety.

Examples:

- abusive, insulting, or offensive language or comments (including on social media)
- deliberately and unreasonably excluding someone
- spreading misinformation or rumors
- aggressive and intimidating conduct
- practical jokes or initiations/hazing.

It is important to understand that direction, guidance, or other reasonable actions by team leaders to manage how work is carried out is not bullying.

Examples:

- informing a team member about unsatisfactory work performance in an honest, fair, and constructive way
- informing a team member about inappropriate behavior in an appropriate way
- setting reasonable performance goals, standards, and deadlines
- providing reasonable and lawful directions to a team member.

Harassment

Harassment, including sexual harassment, is any unwanted behavior that might humiliate, offend, embarrass, or intimidate another person.

Examples:

- offensive or demeaning comments or jokes, even if the other person doesn't seem to mind and even if it is not intended to offend
- requesting, sending, or showing sexual or offensive pictures or messages (including by phone or on social media)
- unwelcome comments or questions about a person's appearance, sexual activities, or private life
- unwelcome physical contact, such as shoulder massages or invading someone's personal space
- persistently asking someone on a date after previous refusals.

According to the U.S. Equal Employment Opportunity Commission ("EEOC"), unwelcome sexual advances, requests for sexual favors, and other verbal, physical or visual conduct based on sex constitute unlawful sexual harassment when:

- There is an implicit or explicit understanding that submission to the conduct is a condition of the individual's employment



- Submission to or rejection of the conduct is the basis for an employment decision
- The harassment interferes with the individual's work performance or creates an environment that is intimidating, hostile or offensive.

Unlawful Discrimination

Unlawful Discrimination means treating someone less favorably because of a protected attribute. Examples of treating someone less favorably include limiting access to training or other benefits, not promoting someone, or ending someone's employment.

Examples:

- gender, marital or relationship status, pregnancy, breastfeeding, parental status, careers, or family responsibilities
- sexual orientation, gender identity, intersex status, or gender expression
- race, color, descent, nationality, national origin, ethnicity, or religion
- disability
- age.

Victimization

Victimization means treating someone negatively because they have made or have been involved in a complaint. We encourage our team members to say something when a situation is not right, and victimization is not acceptable. It is also unacceptable to disadvantage someone because they have raised concerns or asked questions about their job or pay, or because they plan to or are taking leave or using other entitlements.

Violence

Examples:

- punching, pushing, fighting or other physical violence
- threats of violence to team members, customers, and partners – as well as any of their family or friends.

Report the Behavior

If you know about conduct that is inconsistent with this policy, you need to report it right away. When reporting an issue, you should call one or more of the following persons:

- your manager or supervisor,
- the head of your business unit or department,
- the Chief Human Resources Officer, and
- the General Counsel.



Selected Contact Information

Our General Counsel is Alexandros Aldous. He can be reached at (203) 894-1345 x10211 or aaldous@chefswarehouse.com.

Our Chief Financial Officer is James Leddy. He can be reached at (203) 894-1345 x10188 or JLeddy@chefswarehouse.com.

Investigation of Complaints

The Company will investigate complaints swiftly and effectively and take steps to prevent issues in the future. To that end, both the reporting party and the party who allegedly violated this policy will be offered an opportunity to be interviewed or to otherwise respond. While we will always try to keep the complaint confidential, we do have the right to inform people involved in the investigation on a need-to-know basis, and under certain limited circumstances, may have to disclose information to third parties.

If an investigation reveals that a violation of this policy or other inappropriate conduct has occurred, the Company will take corrective action, including discipline up to and including termination, reassignment, changes in reporting relationships, training, or other measures the Company deems appropriate under the circumstances, regardless of the job positions of those involved.

The Company may take corrective action for any conduct that violates Company policy and is discovered in investigating reports made under this policy, regardless of whether the conduct amounts to a violation of law or even a violation of this policy. If the person who engaged in prohibited conduct is not employed by the Company, then the Company will take whatever corrective action is reasonable and appropriate under the circumstances.