



Salient human rights issues related to The Chefs' Warehouse's activities and business relationships:

Salient human rights issues	Key aspects
Treating workers with respect	<ul style="list-style-type: none"> • Pay; working hours • Freedom of association and collective bargaining • Meaningful opportunities for workers to be heard
Promoting a safe & healthy work environment	<ul style="list-style-type: none"> • Physical safety and security of work premises • Workplace abuse • Healthy work environments
Providing a fair & inclusive work environment	<ul style="list-style-type: none"> • Anti-discrimination and harassment • Diversity and inclusion • Gender equity
Combating forced & underage labor	<ul style="list-style-type: none"> • Forced labor, including debt bondage • Underage labor • Vulnerability of migrant workers; responsible recruitment • Human trafficking