

THE CHEFS' WAREHOUSE, INC.
Labor, Health, and Safety Policy

Occupational Health and Safety

The safety of our employees is of the utmost concern to The Chefs' Warehouse, Inc. as a company, we include health and safety considerations in all of our business decisions. We strictly prohibit the use of child labor or forced labor, and we prioritize providing resources to ensure the health and safety of all our employees.

The Chefs' Warehouse, Inc. is committed to maintaining a safe and healthy work environment in all aspects of our business. In this effort, we provide and require various trainings to ensure a wide understanding of standards, expectations, and best practices. This includes operational training programs focused on proper lifting techniques and facility procedures. Additionally, all of our fleet drivers are taught the Smith System for road safety. This system provides our drivers with the tools and knowledge to make smart decisions behind the wheel, reducing the risk of accidents and injuries while ensuring timely deliveries to our customers. Managers who oversee drivers also complete safety leadership training through the Federal Motor Carrier Safety Administration's Compliance, Safety, Accountability program ("CSA"). By implementing such trainings at every level of our operations, we are able to provide our customers with the exceptional service they expect without compromising the safety and comfort of our employees.

Our Operations and Human Resources departments regularly evaluate and update our training programs to improve health and safety standards as needed. We aim to maintain a record of zero work-related fatalities in the years to come.

Professional Development & Resources

At the core of our Labor, Health and Safety Policy is our belief that all human beings should be treated with fairness and respect. This guides our management team's approach to recruitment, placement, promotion, compensation, benefits, and the general treatment of our employees during their employment with The Chefs' Warehouse, Inc. As part of this belief, we respect our employees' freedom of association, their rights to collective bargaining, and their union rights. We expect our suppliers and other parties working with the Company to respect the freedom of association and collective bargaining as well.

We are committed to paying a living wage to all of our employees. The Company pays all of our employees well above the federal minimum wage, and further compensates with competitive overtime rates and benefits packages. We also abide by all regulations and provisions related to working time, and expect our suppliers to do the same.

We believe deeply in the importance of creating a culture of respect, trust, and teamwork at The Chefs' Warehouse, Inc. and we understand that a positive workplace culture is essential to our shared success. We maintain ongoing efforts to build a workplace culture that supports and inspires our employees, as we believe that this kind of culture empowers them to thrive both personally and professionally. To ensure that our employees feel supported, we monitor

employee satisfaction through annual surveys and regular department reviews. We are proud to be certified as a Great Place to Work®, a certification that is based on a rigorous data-driven assessment of the workplace culture and employee experience at The Chefs' Warehouse, Inc. This assessment surveys employees and evaluates factors such as trust, respect, fairness, camaraderie, and opportunities for professional development. We are committed to maintaining our status as Great Place to Work® and to investing in our workplace resources.

Last updated July 19, 2023.