



Sysco's 2020 GRI Index

GRI Standards

Disclosure Number	Disclosure Title	2020 Response
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GRI 102: General Disclosures

Organizational Profile

102-1	Name of the organization	Sysco Corporation
102-2	Activities, brands, products, and services	About Sysco, page 2 Sysco At-a-Glance, page 3 2020 10-K, pages 1-3
102-3	Location of headquarters	Houston, Texas
102-4	Location of operations	Sysco At-a-Glance, page 3 2020 10-K, page 19 https://www.sysco.com/Contact/Contact/Our-Locations.html
102-5	Ownership and legal form	2020 10-K, page 1
102-6	Markets served	Sysco At-a-Glance, page 3
102-7	Scale of the organization	Sysco At-a-Glance, page 3 2020 10-K, page 22
102-8	Information on employees and other workers	Sysco At-a-Glance, page 3 People – Inclusion & Diversity – U.S. Workforce Diversity, page 19
102-9	Supply chain	Products – Responsible Sourcing, pages 29-32 2020 10-K, pages 3-4
102-10	Significant changes to the organization and its supply chain	COVID-19: Our Critical Issues and Approach, pages 12-13 2020 10-K, pages 27-30 In January of 2020, Sysco announced leadership changes, including the election of Kevin Hourican as the Company's new president and chief executive officer, effective February 1, 2020.
102-11	Precautionary Principle or approach	2019 Proxy Statement, pages 18-19
102-12	External initiatives	Products – Human Rights, page 28 Products – Responsible Sourcing, pages 29-32 Materiality & Stakeholder Engagement, pages 43-44



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Disclosure Number	Disclosure Title	2020 Response
102-13	Membership of associations	Advanced Clean Transportation (ACT) Fleet Forum British Frozen Food Federation (BFFF) Business Coalition for Equality Act Center for Food Integrity Executive Leadership Council Global Food Safety Initiative (GFSI) International Foodservice Distributors Association (IFDA) Multicultural Food and Hospitality Association National Restaurant Association (NRA) National Restaurant Association Education Foundation U.S. and Canadian Roundtables for Sustainable Beef Waste & Resources Action Programme (WRAP) Women's Foodservice Forum World Wildlife Fund (WWF)

Strategy

102-14	Statement from senior decision-maker	A Message From Kevin Hourican, Chairman, President and CEO, pages 10-11
102-15	Key impacts, risks, and opportunities	Appendix – CSR Scorecard, page 41 2020 10-K, pages 7-18 CDP Climate Change Response 2020

Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Products – Human Rights, page 28 Global Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Global Code of Conduct

Governance

102-18	Governance structure	Board of Directors and Committee Composition Committee Charters
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Stakeholder Engagement

102-40	List of stakeholder groups	Materiality & Stakeholder Engagement, pages 43-44
102-41	Collective bargaining agreements	2020 10-K, page 4
102-42	Identifying and selecting stakeholders	Materiality & Stakeholder Engagement, pages 43-44
102-43	Approach to stakeholder engagement	Materiality & Stakeholder Engagement, pages 43-44
102-44	Key topics and concerns raised	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 COVID-19: Our Critical Issues and Approach, pages 12-13



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Disclosure Number	Disclosure Title	2020 Response
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 10-K, page 1
102-46	Defining report content and topic Boundaries	About this Report, page 2 Materiality & Stakeholder Engagement, pages 43-44
102-47	List of material topics	Charitable Giving Inclusion + Diversity Health & Well-Being Animal Welfare Human Rights Responsible Sourcing Food Safety Sustainable Agriculture Energy Waste
102-48	Restatements of information	There were no restatements of information in our 2020 Corporate Social Responsibility report.
102-49	Changes in reporting	About This Report, page 2
102-50	Reporting period	Fiscal Year 2020, ending June 27, 2020, unless otherwise noted.
102-51	Date of most recent report	Sysco's 2019 Corporate Social Responsibility Report was issued on November 06, 2019.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	For questions or comments concerning this report, please contact the Sysco Corporate Social Responsibility Team at csr@corp.sysco.com .
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.
102-55	GRI content index	https://investors.sysco.com/annual-reports-and-sec-filings/corporate-social-responsibility
102-56	External assurance	Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young. Sysco has also secured assurance on certain environmental data, including GHG Inventory and Environmental Performance Indicators, from Lloyd's Register (LRQA).



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Disclosure Number	Disclosure Title	2020 Response
GRI 200: Economic		
GRI 203: Indirect Economic Impacts		
103-1	Explanation of the material topic and its Boundary	People – Charitable Giving, pages 15-17
103-2	The management approach and its components	People – Charitable Giving, pages 15-17
103-3	Evaluation of the management approach	People – Charitable Giving, pages 15-17
203-1	Infrastructure investments and services supported	People – Charitable Giving, pages 15-17
GRI 204: Procurement Practices		
103-1	Explanation of the material topic and its Boundary	Products, pages 25-33 2020 10-K, pages 3-4
103-2	The management approach and its components	Products, pages 25-33 2020 10-K, pages 3-4
103-3	Evaluation of the management approach	Products, pages 25-33 2020 10-K, pages 3-4
204-1	Proportion of spending on local suppliers	People – Supplier Diversity, pages 21-22 Sysco monitors but does not publicly disclose the procurement budget percentage spent with local suppliers at this time.
GRI 300: Environmental		
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Planet – Energy, pages 37-38 CDP Climate Change Response 2020
103-2	The management approach and its components	Planet – Energy, pages 37-38 Appendix – CSR Scorecard, page 41 CDP Climate Change Response 2020
103-3	Evaluation of the management approach	Planet – Energy, pages 37-38 Appendix – CSR Scorecard, page 41 CDP Climate Change Response 2020
302-1	Energy consumption within the organization	CDP Climate Change Response 2020, section C8
302-3	Energy intensity	Planet – Energy, page 37



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Disclosure Number	Disclosure Title	2020 Response
GRI 303: Water and Effluents		
103-1	Explanation of the material topic and its Boundary	Planet – Water, page 39 CDP Water Stewardship Response 2020
103-2	The management approach and its components	Planet – Water, page 39 CDP Water Stewardship Response 2020
103-3	Evaluation of the management approach	Planet – Water, page 39 CDP Water Stewardship Response 2020
303-1	Interactions with water as a shared resource	Planet – Water, page 39 CDP Water Stewardship Response 2020
303-2	Management of water discharge-related impacts	Planet – Water, page 39 CDP Water Stewardship Response 2020
303-3	Water withdrawal	CDP Water Stewardship Response 2020, section W1.2b
303-4	Water discharge	CDP Water Stewardship Response 2020, section W1.2b
303-5	Water consumption	CDP Water Stewardship Response 2020, section W1.2b
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Planet – Energy, pages 37-38 CDP Climate Change Response 2020
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 Planet – Energy, pages 37-38 CDP Climate Change Response 2020
103-3	Evaluation of the management approach	Planet – Energy, pages 37-38 CDP Climate Change Response 2020
305-1	Direct (Scope 1) GHG emissions	CDP Climate Change Response 2020, section C6.1
305-2	Energy indirect (Scope 2) GHG emissions	CDP Climate Change Response 2020, section C6.3
305-5	Reduction of GHG emissions	Planet – Energy, pages 37-38 CDP Climate Change Response 2020, section C7.9a



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Disclosure Number	Disclosure Title	2020 Response
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Planet – Waste, pages 38-39
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 Planet – Waste, pages 38-39
103-3	Evaluation of the management approach	Planet – Waste, pages 38-39 Appendix – CSR Scorecard, page 41
306-1	Waste generation and significant waste-related impacts	Planet – Waste, pages 38-39
306-2	Management of significant waste-related impacts	Planet – Waste, pages 38-39
306-4	Waste diverted from disposal	Appendix – CSR Scorecard, page 41
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	Products – Responsible Sourcing, pages 29-32
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 Products – Responsible Sourcing, pages 29-32
103-3	Evaluation of the management approach	Products – Responsible Sourcing, pages 29-32
308-1	New suppliers that were screened using environmental criteria	Sysco requires each of its suppliers, and each of their subcontractors and supply chain providers that ultimately supply goods and services to Sysco, to comply with our Supplier Code of Conduct which states that Sysco has a commitment to the communities where it operates and a responsibility for the environments that we impact. Sysco seeks to work with suppliers that share this commitment. Sysco has set a 2025 goal to ensure that all first-tier, high-risk suppliers agree to the Supplier Code of Conduct principles.
GRI 400: Social		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	People – Associate Engagement, pages 20-21 Materiality & Stakeholder Engagement – Our Primary Stakeholders – Associates, page 43 Global Code of Conduct Supplier Code of Conduct
103-2	The management approach and its components	People – Associate Engagement, pages 20-21 Materiality & Stakeholder Engagement – Our Primary Stakeholders – Associates, page 43 Global Code of Conduct Supplier Code of Conduct



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Disclosure Number	Disclosure Title	2020 Response
103-3	Evaluation of the management approach	People – Associate Engagement, pages 20-21 Materiality & Stakeholder Engagement – Our Primary Stakeholders – Associates, page 43 Global Code of Conduct Supplier Code of Conduct
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People – Health & Well-being – Associate health, well-being and safety, pages 22-23

GRI 403: Occupational Health and Safety

103-1	Explanation of the material topic and its Boundary	People – Health & Well-being, pages 22-24
103-2	The management approach and its components	People – Health & Well-being, pages 22-24
103-3	Evaluation of the management approach	People – Health & Well-being, pages 22-24
403-1	Occupational health and safety management system	People – Health & Well-being, pages 22-24
403-2	Hazard identification, risk assessment, and incident investigation	People – Health & Well-being, pages 22-24
403-3	Occupational health services	People – Health & Well-being, pages 22-24
403-4	Worker participation, consultation, and communication on occupational health and safety	People – Health & Well-being, pages 22-24
403-5	Worker training on occupational health and safety	People – Health & Well-being, pages 22-24
403-6	Promotion of worker health	People – Health & Well-being, pages 22-24
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People – Health & Well-being, pages 22-24
403-8	Workers covered by an occupational health and safety management system	People – Health & Well-being, pages 22-24
403-9	Work-related injuries	Sysco monitors this information but does not publicly report it at this time.

GRI 405: Diversity and Equal Opportunity

103-1	Explanation of the material topic and its Boundary	People – Inclusion & Diversity, pages 17-20
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 People – Inclusion & Diversity, pages 17-20
103-3	Evaluation of the management approach	People – Inclusion & Diversity, pages 17-20 Appendix – CSR Scorecard, page 41



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405-1	Diversity of governance bodies and employees	<p>For gender diversity of workforce, please see People – U.S. Workforce by Diversity – page 19</p> <table border="1"> <thead> <tr> <th colspan="3">Board diversity is as follows:</th> </tr> <tr> <th colspan="3">Gender</th> </tr> <tr> <th>Male</th> <th colspan="2">Female</th> </tr> <tr> <td>10</td> <td colspan="2">3</td> </tr> <tr> <th colspan="3">Age</th> </tr> <tr> <th>Under 30 years</th> <th>30-50 years</th> <th>50+ years</th> </tr> <tr> <td>0</td> <td>3</td> <td>10</td> </tr> <tr> <th colspan="3">Diversity</th> </tr> <tr> <th>White</th> <th colspan="2">African-American</th> </tr> </thead></table>	Board diversity is as follows:			Gender			Male	Female		10	3		Age			Under 30 years	30-50 years	50+ years	0	3	10	Diversity			White	African-American	
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GRI 406: Non-discrimination

103-1	Explanation of the material topic and its Boundary	People – Inclusion & Diversity, pages 17-20 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (h) Discrimination
103-2	The management approach and its components	People – Inclusion & Diversity, pages 17-20 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (h) Discrimination
103-3	Evaluation of the management approach	People – Inclusion & Diversity, pages 17-20 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (h) Discrimination
406-1	Incidents of discrimination and corrective actions taken	All reports of discrimination are taken seriously and thoroughly assessed and investigated. We do not, however, publicly report the number of incidents reported, reviewed or remediated.

GRI 408: Child Labor

103-1	Explanation of the material topic and its Boundary	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (b) Child Labor
103-2	The management approach and its components	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (b) Child Labor



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Disclosure Number	Disclosure Title	2020 Response
103-3	Evaluation of the management approach	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (b) Child Labor
408-1	Operations and suppliers at significant risk for incidents of child labor	Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (b) Child Labor

GRI 409: Forced or Compulsory Labor

103-1	Explanation of the material topic and its Boundary	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (d) Forced Labor or Physical Coercion
103-2	The management approach and its components	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (d) Forced Labor or Physical Coercion
103-3	Evaluation of the management approach	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (d) Forced Labor or Physical Coercion
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Products – Human Rights, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (d) Forced Labor or Physical Coercion

GRI 412: Human Rights Assessments

103-1	Explanation of the material topic and its Boundary	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-2	The management approach and its components	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-3	Evaluation of the management approach	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
412-2	Employee training on human rights policies or procedures	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights



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GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	People – Charitable Giving, pages 15-17
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 People – Charitable Giving, pages 15-17
103-3	Evaluation of the management approach	People – Charitable Giving, pages 15-17 Appendix – CSR Scorecard, page 41
413-1	Operations with local community engagement, impact assessments, and development programs	People – Charitable Giving, pages 15-17
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-3	Evaluation of the management approach	Products – Human Rights – Assessments, page 28 Code of Conduct – Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
414-1	New suppliers that were screened using social criteria	Sysco requires each of its suppliers, and each of their subcontractors and supply chain providers that ultimately supply goods and services to Sysco, to comply with our Supplier Code of Conduct. All new Sysco Brand suppliers in high-risk geographies must undergo a human rights assessment.
GRI 416: Customer Health and Safety		
103-1	Explanation of the material topic and its Boundary	People – Health & Well-Being – Healthful Products, page 24 Products – Responsible Sourcing, Safe Products, Compliance Standards, page 33
103-2	The management approach and its components	Corporate Social Responsibility at Sysco – Our Global CSR Strategic Framework, page 5 People – Health & Well-Being – Healthful Products, page 24 Products – Responsible Sourcing, Safe Products, Compliance Standards, page 33
103-3	Evaluation of the management approach	People – Health & Well-Being – Healthful Products, page 24 Products – Responsible Sourcing, Safe Products, Compliance Standards, page 33 CSR Scorecard, page 41
416-1	Assessment of the health and safety impacts of product and service categories	People – Health & Well-Being – Healthful Products, page 24 Products – Responsible Sourcing, Safe Products, Compliance Standards, page 33