

2022 SASB Index

Topic	Accounting Metric	Accounting Metric Description	Unit of Measure	Sysco Response
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FY2022, Sysco forged ahead on trailblazing new projects, such as shifting to indoor farming and electrifying its fleets. We committed to purchasing up to 800 battery electric Class 8 tractors by 2026. We also invested in renewable energy sources, such as solar, and enhanced our efforts to minimize waste and recycle. These initiatives advance our 2030 emissions reduction goals while raising the bar for their partners and industry peers. Refer to page 40 of FY2022 Sustainability Report.
Air Emissions from Refrigeration	Gross global Scope 1 emissions from refrigerants	Quantitative	Metric tons (t) CO ₂ e	71,976 tCO ₂ e
	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	Percentage (%) by weight	91.6%
	Average refrigerant emissions rate	Quantitative	Percentage (%)	1.1%
Energy Management	(1) Operational energy consumed, (2) Percentage grid electricity, (3) Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 693,304 MWh (2) 98.7% (3) 9%
Food Waste Management	Amount of food waste generated, percentage diverted from the waste stream	Quantitative	Metric tons (t), Percentage (%)	In FY2022, Sysco deepened our focus on both food waste and organics. Across our operations, we emphasize solutions such as diverting waste to produce animal feed, composting and leveraging meal donations to serve those in need. These efforts helped us make progress toward our goal to divert 90% of operations and food waste from landfills by 2025.
Data Security	(1) Number of data breaches, (2) Percentage involving personally identifiable information (PII), (3) Number of customers affected	Quantitative	Number, Percentage (%)	Sysco does not disclose this metric.
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	Refer to pages 14-15 of 2022 Annual Report.

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Food Safety	High-risk food safety violation rate	Quantitative	Rate	Sysco participates in numerous inspections each year, conducted by various regulatory agencies ranging from the federal level to the local level. Sysco has deployed policies and procedures to ensure that we are in compliance with all applicable laws and regulations. Additionally, to ensure compliance, Sysco has implemented monitoring and verification procedures, including third-party Global Food Safety Initiative certified audits, to confirm our compliance with food safety and regulatory standards. In the event an issue is identified during any audit or inspection, Sysco has comprehensive corrective action and preventive measure procedures in place to ensure a proper response to any alleged noncompliance.
	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	Quantitative	Number, Percentage (%)	Given Sysco's position in the food supply chain as a distributor, we are involved in many cascading recalls that are initiated by our suppliers. Sysco has processes in place to protect our company and our customers during recall events. Sysco pioneered the distribution industries' recall notification process, which has proven effective through the numerous effectiveness checks conducted by the regulatory agencies with whom we engage. Sysco also has robust product recall procedures that are verified on a routine basis, should Sysco ever have to initiate our own recall.
Product Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	The Food and Drug Administration is currently reviewing the definition and standards of a "healthy" product. Sysco customers are provided order guides with transparent nutrition breakdowns to display what customers are purchasing. Nutrition attributes, ingredient statement, diet types, and additional claims are also included in order management systems and in Sysco's eNutrition system.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	Sysco customers are provided order guides with transparent nutrition breakdowns to display what customers are purchasing. Nutrition attributes, ingredient statement, diet types, and additional claims are also included in order management systems and in Sysco's eNutrition system.
Product Labeling & Marketing	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	Sysco follows all required regulatory standards for foodservice packaging and labeling on its private label products. In addition, we have internal standards for packaging to include logo placement and colors, bilingual language, marketing claims, and utilization of trademark of certification logos. All private label packages go through a review to ensure they adhere to external and internal standards.
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	Quantitative	Reporting currency	Sysco follows all required regulatory standards for foodservice packaging and labeling on its private label products. In addition, we have internal standards for packaging to include logo placement and colors, bilingual language, marketing claims, and utilization of trademark of certification logos. All private label packages go through a review to ensure they adhere to external and internal standards.
	Revenue from products labeled as (1) Containing genetically modified organisms (GMOs) and (2) Non-GMO	Quantitative	Reporting currency	Sysco does not disclose this metric.

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Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	(1) Sysco's hourly associates received an average hourly wage of \$23.49, refer to page 4 of 2022 Annual Report; (2) 100% of associates in our U.S. distribution facilities received pay above state minimum wage thresholds, refer to page 4 of 2022 Annual Report.
	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	17%, refer to page 4 of 2022 Annual 10-K Report.
	(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days idle	(1) 0; (2) 0
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	Reporting currency	Monetary losses as a result of legal proceedings associated with labor law violations and employment discrimination are not centralized; therefore, Sysco does not maintain centralized records of these monetary losses. Sysco strives to maintain and comply with its affiliates. Sysco expects all associates to contribute to a positive and inclusive work environment where every individual is treated with dignity and respect.
Management of Environmental & Social Impact in the Supply Chain	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	<p>Sysco enterprise and its subsidiaries use an array of strategies to reduce the environmental impact of packaging. Rooted in the 4 Rs (Reduce, Reuse, Recycle, and Renew), Sysco's Earth Plus® is a line of biodegradable disposable and paper products and delivers affordable, eco-friendly solutions.</p> <p>Sysco's U.K. brand, M&J Seafood, is committed to innovating sustainable packaging solutions that maximize shelf life, maintain quality and reduce waste from food and packaging materials. Recently, the company recognized that the typical fishmonger wax box and ice storage system led to excess waste and downstream disposal problems. Their proposed solution won the 2022 Footprint Innovations in Packaging Award.</p> <p>By combining varied fresh products from Sysco in one delivery, they could reduce their transportation miles by approximately 1 million by 2023.</p>