

2022 GRI Index

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 102: General Disclosures		
Organizational Profile		
102-1	Name of the organization	Sysco Corporation
102-2	Activities, brands, products, and services	About Sysco, page 3 Sysco At-A-Glance, page 5 2022 10-K , pages 1-3
102-3	Location of headquarters	Houston, Texas
102-4	Location of operations	Sysco At-A-Glance, page 5 2022 10-K , page 18 Our Locations
102-5	Ownership and legal form	2022 10-K , page 1
102-6	Markets served	Sysco At-A-Glance, page 5
102-7	Scale of the organization	Sysco At-A-Glance, page 5 2022 10-K , pages 27-28
102-8	Information on employees and other workers	Sysco At-A-Glance, page 5 2022 10-K , pages 4-6 People — Diversity, Equity and Inclusion — Our Workforce At-A-Glance, pages 16-17
102-9	Supply chain	Products — Responsible Sourcing, pages 28-33 2022 10-K , page 3
102-10	Significant changes to the organization and its supply chain	None during the reporting period.
102-11	Precautionary Principle or approach	Governance — Risk Management, page 48 2021 Proxy Statement , pages 22-23
102-12	External initiatives	Products — Human Rights, page 34 Products — Responsible Sourcing, pages 28-33 Appendix — Materiality and Stakeholder Engagement, page 53
102-13	Membership of associations	Full list of trade association memberships here .

GRI Standards		
Disclosure Number	Disclosure Title	Response
Strategy		
102-14	Statement from senior decision-maker	A message from Kevin Hourican, President and CEO, and Neil Russell, SVP Corporate Affairs and Chief Communications Officer, page 10
102-15	Key impacts, risks, and opportunities	Advancing Our Sustainability Goals, page 7 2022 10-K , pages 7-17 CDP Climate Change Response 2022 submitted
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Global Code of Conduct Supplier Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Global Code of Conduct
Governance		
102-18	Governance structure	Governance — Board of Directors, page 47 Board of Directors and Committee Composition Committee Charters
Stakeholder Engagement		
102-40	List of stakeholder groups	Appendix — Materiality and Stakeholder Engagement, page 53
102-41	Collective bargaining agreements	2022 10-K , page 4
102-42	Identifying and selecting stakeholders	Appendix — Materiality and Stakeholder Engagement, page 53
102-43	Approach to stakeholder engagement	Appendix — Materiality and Stakeholder Engagement, page 53
102-44	Key topics and concerns raised	Our Purpose in Action, pages 8-9

GRI Standards		
Disclosure Number	Disclosure Title	Response
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2022 10-K , page 1
102-46	Defining report content and topic boundaries	About This Report, page 4 Appendix — Materiality and Stakeholder Engagement, page 53
102-47	List of material topics ¹	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 was one restatement of information in our 2022 Sustainability Report. 1. Due to an error in our calculation, our FY2021 reporting for the percentage of cage-free shell and processed/liquid egg sales in Canada was incorrect.
102-49	Changes in reporting	About This Report, page 4
102-50	Reporting period	Fiscal Year 2022
102-51	Date of most recent report	Sysco's 2021 Corporate Social Responsibility Report was issued on November 22, 2021.
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 Sustainability Team at sustainability@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	Corporate Social Responsibility website

¹ ESG materiality, as used in this report, and our ESG materiality assessment process, is different than when used in the context of Securities and Exchange Commission (SEC) disclosure obligations. Issues deemed material for purposes of this report and for purposes of determining our ESG strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in this report indicate that the topic or information is material to Sysco's business or operating results.

GRI Standards		
Disclosure Number	Disclosure Title	Response
102-56	External assurance	<p>Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young.</p> <p>Sysco secured assurance on certain environmental data including GHG Inventory and Environmental Performance Indicators from Lloyd's Register (LRQA). LRQA's Independent Assurance Statement is available here.</p> <p>Sysco also engaged Ernst & Young to perform review-level assurance over various FY2022 ESG metrics. More information is available here.</p>
GRI 200: Economic		
GRI 203: Indirect Economic Impacts		
103-1	Explanation of the material topic and its Boundary	People — Community Giving and Global Good, pages 12-14
103-2	The management approach and its components	People — Community Giving and Global Good, pages 12-14
103-3	Evaluation of the management approach	People — Community Giving and Global Good, pages 12-14
203-1	Infrastructure investments and services supported	People — Community Giving and Global Good, pages 12-14
GRI 204: Procurement Practices		
103-1	Explanation of the material topic and its Boundary	Products, pages 25-36 2022 10-K , pages 2-3
103-2	The management approach and its components	Products, pages 25-36 2022 10-K , pages 2-3
103-3	Evaluation of the management approach	Products, pages 25-36 2022 10-K , pages 2-3
204-1	Proportion of spending on local suppliers	<p>People — Supplier Diversity, pages 18-19</p> <p>Sysco monitors but does not publicly disclose the procurement budget percentage spent with local suppliers at this time.</p>

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 300: Environmental		
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
103-2	The management approach and its components	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
103-3	Evaluation of the management approach	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
302-1	Energy consumption within the organization	CDP Climate Change Response 2022 submitted
GRI 303: Water and Effluents		
103-1	Explanation of the material topic and its Boundary	Planet — Sustainable Agriculture, pages 42-43 CDP Water Security Response 2022 submitted
103-2	The management approach and its components	Planet — Sustainable Agriculture, pages 42-43 CDP Water Security Response 2022 submitted
103-3	Evaluation of the management approach	Planet — Sustainable Agriculture, pages 42-43 CDP Water Security Response 2022 submitted
303-1	Interactions with water as a shared resource	Planet — Sustainable Agriculture, pages 42-43 CDP Water Security Response 2022 submitted
303-2	Management of water discharge-related impacts	Planet — Sustainable Agriculture, pages 42-43 CDP Water Security Response 2022 submitted
303-3	Water withdrawal	CDP Water Security Response 2022 submitted
303-4	Water discharge	CDP Water Security Response 2022 submitted
303-5	Water consumption	CDP Water Security Response 2022 submitted

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
103-2	The management approach and its components	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
103-3	Evaluation of the management approach	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
305-1	Direct (Scope 1) GHG emissions	CDP Climate Change Response 2022 submitted
305-2	Energy indirect (Scope 2) GHG emissions	CDP Climate Change Response 2022 submitted
305-5	Reduction of GHG emissions	Planet — Energy and Climate, pages 38-41 CDP Climate Change Response 2022 submitted
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Planet — Waste Reduction, pages 44-45
103-2	The management approach and its components	Planet — Waste Reduction, pages 44-45
103-3	Evaluation of the management approach	Planet — Waste Reduction, pages 44-45
306-1	Waste generation and significant waste-related impacts	Planet — Waste Reduction, pages 44-45
306-2	Management of significant waste-related impacts	Planet — Waste Reduction, pages 44-45
306-4	Waste diverted from disposal	Advancing Our Sustainability Goals, page 7

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	Products — Responsible Sourcing, pages 28-33
103-2	The management approach and its components	Products — Responsible Sourcing, pages 28-33
103-3	Evaluation of the management approach	Products — Responsible Sourcing, pages 28-33
308-1	New suppliers that were screened using environmental criteria	<p>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.</p> <p>Sysco has set a 2025 goal to ensure that all first tier high-risk suppliers agree to the Supplier Code of Conduct principles.</p>
GRI 400: Social		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	People — Associate Engagement, page 20 Appendix — Materiality and Stakeholder Engagement — Our Primary Stakeholders — Associates, page 53
103-2	The management approach and its components	People — Associate Engagement, page 20 Appendix — Materiality and Stakeholder Engagement — Our Primary Stakeholders — Associates, page 53 Global Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	People — Associate Engagement, page 20 Appendix — Materiality and Stakeholder Engagement — Our Primary Stakeholders — Associates, page 53
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People — Health and Wellness, pages 23-24 Sysco Benefits

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 403: Occupational Health and Safety		
103-1	Explanation of the material topic and its Boundary	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
103-2	The management approach and its components	People — Learning and Development, pages 21-22 People — Health and Wellness — Prioritizing Safety and Sysco, page 24 Global Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-1	Occupational health and safety management system	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-2	Hazard identification, risk assessment, and incident investigation	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-3	Occupational health services	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-4	Worker participation, consultation, and communication on occupational health and safety	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-5	Worker training on occupational health and safety	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-6	Promotion of worker health	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-8	Workers covered by an occupational health and safety management system	People — Health and Wellness — Prioritizing Safety and Sysco, page 24
403-9	Work-related injuries	Sysco monitors this information but does not publicly report it at this time.

GRI Standards																							
Disclosure Number	Disclosure Title	Response																					
GRI 405: Diversity and Equal Opportunity																							
103-1	Explanation of the material topic and its Boundary	People — Diversity, Equity and Inclusion, pages 15-17																					
103-2	The management approach and its components	People — Diversity, Equity and Inclusion, pages 15-17																					
103-3	Evaluation of the management approach	People — Diversity, Equity and Inclusion, pages 15-17																					
405-1	Diversity of governance bodies and employees	<p>For diversity of workforce, please see People — Diversity, Equity and Inclusion — Our Workforce At-A-Glance, page 16</p> <p>Board diversity is as follows:</p> <table border="1"> <thead> <tr> <th colspan="2">Gender</th> </tr> <tr> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>3</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="3">Age</th> </tr> <tr> <th>Under 30 years</th> <th>30-50 years</th> <th>50+ years</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>2</td> <td>9</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="2">Diversity</th> </tr> <tr> <th>White</th> <th>Ethnically or racially diverse</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>2</td> </tr> </tbody> </table>	Gender		Male	Female	8	3	Age			Under 30 years	30-50 years	50+ years	0	2	9	Diversity		White	Ethnically or racially diverse	9	2
Gender																							
Male	Female																						
8	3																						
Age																							
Under 30 years	30-50 years	50+ years																					
0	2	9																					
Diversity																							
White	Ethnically or racially diverse																						
9	2																						

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 406: Non-discrimination		
103-1	Explanation of the material topic and its Boundary	People — Diversity, Equity and Inclusion, pages 15-17 Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-2	The management approach and its components	People — Diversity, Equity and Inclusion, pages 15-17 Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-3	Evaluation of the management approach	People — Diversity, Equity and Inclusion, pages 15-17 Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
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 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-2	The management approach and its components	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-3	Evaluation of the management approach	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
408-1	Operations and suppliers at significant risk for incidents of child labor	Global Code of Conduct Supplier Code of Conduct — Labor Requirements

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 409: Forced or Compulsory Labor		
103-1	Explanation of the material topic and its Boundary	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-2	The management approach and its components	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-3	Evaluation of the management approach	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Products — Human Rights, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
GRI 412: Human Rights Assessment		
103-1	Explanation of the material topic and its Boundary	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-2	The management approach and its components	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-3	Evaluation of the management approach	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
412-2	Employee training on human rights policies or procedures	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements

GRI Standards		
Disclosure Number	Disclosure Title	Response
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	People — Community Giving and Global Good, pages 12-14
103-2	The management approach and its components	People — Community Giving and Global Good, pages 12-14
103-3	Evaluation of the management approach	People — Community Giving and Global Good, pages 12-14
413-1	Operations with local community engagement, impact assessments, and development programs	People — Community Giving and Global Good, pages 12-14
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-2	The management approach and its components	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
103-3	Evaluation of the management approach	Products — Human Rights — Conducting Social Responsibility Audits, page 34 Global Code of Conduct Supplier Code of Conduct — Labor Requirements
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	Products — Responsible Sourcing — Ensuring Safe Products, Upholding Compliance Standards, page 33
103-2	The management approach and its components	Products — Responsible Sourcing — Ensuring Safe Products, Upholding Compliance Standards, page 33
103-3	Evaluation of the management approach	Products — Responsible Sourcing — Ensuring Safe Products, Upholding Compliance Standards, page 33
416-1	Assessment of the health and safety impacts of product and service categories	Products — Responsible Sourcing — Ensuring Safe Products, Upholding Compliance Standards, page 33