



Dispute Resolution/Arbitration Agreement Policy

Misunderstandings or conflicts can arise in any organization. To ensure effective working relations, it is important that such matters be resolved before serious problems develop. Therefore, Sprouts encourages you to talk to your supervisor, manager, or the Human Resources department. Make use of our [Open Door Policy](#), call the Ethics Hotline (1-855-748-5773) or use the Ethics Point web portal (speakoutsprouts.ethicspoint.com) to help resolve problems early and effectively. Remember that Sprouts cannot address your concerns if your concerns are not reported.

Most incidents resolve themselves naturally; however, if a situation persists that you believe is detrimental to you or to Sprouts, as a condition of your employment and/or continued employment with the Company, you and Sprouts agree to arbitrate nearly all disputes arising out of or relating to your employment with the company. Arbitration provides a cost-effective, efficient, binding method of resolving claims, without the expense, uncertainty, and delays associated with taking a case to court.

Your agreement to arbitrate employment-related disputes is set forth in a document that has been separately provided to you entitled "[Mutual Binding Arbitration Agreement](#)." That agreement sets forth the claims that are covered by the agreement, and those claims which are not. It also sets forth the procedure for initiating the arbitration process and the rules applicable to the arbitration proceedings. If you have any questions regarding the arbitration process, what claims are covered and what are not, or how to initiate an arbitration proceeding, please contact the Legal Department (legal@sprouts.com).