

Guidelines for Sprouts Team Members Working as Independent Contractors for Instacart

Sprouts recently announced an exciting new partnership with Instacart that will expand home delivery to all of Sprouts' major markets. Instacart is a delivery service that partners with leading retailers to deliver groceries in as little as one hour.

Sprouts team members interested in performing work for Instacart, separate from their employment at Sprouts, are permitted to do so as long as their Instacart work does not interfere with their Sprouts employment. Sprouts team members choosing to work as Independent Contractors for Instacart must follow Sprouts' Outside Employment/Off-Duty Conduct Policy (available on The Vine) and adhere to the following guidelines.

- Work performed as an Independent Contractor for Instacart is separate from employment at Sprouts and must be handled as such.
- Sprouts team members are **not** permitted to wear their Sprouts uniform or nametag while performing work for Instacart.
- Team members must **not** identify themselves as a Sprouts employee or otherwise represent Sprouts while working as an independent contractor for Instacart.
- Team members must **not** engage in Sprouts-related work activities while in our stores performing work for Instacart. This includes assisting customers, participating in Sprouts-related work conversations, or performing work of any type within our stores, other than the work assigned by Instacart.
- Managers with team members employed by Instacart should refrain from conducting Sprouts business with the team member while the team member is in our store picking up product or conducting work for Instacart.
- Core four managers interested in working for Instacart must discuss their interest in Instacart with their Regional Director and Human Resources Advisor before accepting a position with Instacart.
- Team members also working for Instacart should notify management if asked to perform any Sprouts-related work activities while in our stores performing work for Instacart.
- Team members must plan their Instacart work schedule around their Sprouts schedule and should not adjust their Sprouts schedule to accommodate their Instacart role.
- Sprouts and Instacart are independent entities. Sprouts plays no role in the Instacart hiring process and is not involved in any way with the relationship between Instacart and its contractors.

For any questions regarding these guidelines, please contact your Human Resources Advisor.