



### **Pregnancy Disability and Maternity Leave Policy**

Certain states have medical and/or disability-related leave of absence laws providing eligible team members with additional leave time beyond the 12-week FMLA-qualifying leave period, and in some cases, wage replacement benefits during the leave.

Under the California Family Rights Act of 1993 ("CFRA"), California team members with more than 12 months of service with Sprouts, and who have worked at least 1,250 hours in the 12-month period before the date of the leave, may have a right to an unpaid family care or medical leave ("CFRA leave"). This leave may be up to 12 work weeks in a 12-month period for the birth, adoption, or foster care placement of a child or for the team member's own serious health condition or that of a child, parent, or spouse.

Even if not eligible for CFRA leave, California team members disabled by pregnancy, childbirth, or related medical conditions, are entitled to take pregnancy disability leave ("PDL") of up to four months, or the working days in one-third of a year or 17 1/3 weeks, depending on the period(s) of actual disability. PDL is not for an automatic period of time, but the period of time the team member is disabled by pregnancy; your health care provider determines how much time you will need. Time off for prenatal or postnatal care, severe morning sickness, doctor-ordered bed rest, gestational diabetes, pregnancy-induced hypertension, preeclampsia, childbirth, postpartum depression, loss or end of pregnancy, or recovery from childbirth or loss or end of pregnancy is covered by PDL. Sprouts will also reasonably accommodate team members' medical needs (such as allowing more frequent breaks, providing you with a stool or chair, or temporarily modifying your job duties) and transfer you to a less strenuous position (where one is available) if it is medically advisable due to the team member's pregnancy.

If CFRA-eligible, California team members have certain rights to take BOTH a PDL leave AND a separate CFRA leave for reason of the birth of a child. The maximum entitlement for leave, if you qualify for both CFRA and PDL leave, is 29 1/3 weeks. Both leaves contain a guarantee of reinstatement to the same or to a comparable position at the end of the leave, subject to any defense allowed under the law. Taking PDL, however, does not protect team members from non-leave related employment actions, such as a layoff or store closure.

If possible, California team members must provide at least 30 days advance notice for foreseeable events (such as the expected birth of a child or a planned medical treatment for yourself or of a family member). For events which are unforeseeable, notify your supervisor, at least verbally, as soon as you learn of the need for the leave. Failure to comply with these notice rules is grounds for, and may result in, deferral of the requested leave until you comply with this notice policy.

Sprouts may require certification from your health care provider before allowing you a leave for pregnancy or your own serious health condition or to care for your child, parent, or spouse who has a serious health condition before allowing you a leave. Such certification may also be required when a transfer or reasonable accommodation is requested. Sprouts will provide you with a medical certification form to give to your health care provider to complete. When medically necessary, PDL leave may be taken on an intermittent or a reduced work schedule.

If taking a leave for the birth, adoption, or foster care placement of a child, the basic minimum duration of the leave is two weeks and California team members must conclude the leave within one year of the birth or placement for adoption or foster care.

Taking a CFRA or PDL leave may impact benefits and your seniority date. At your option, you can use any accrued Vacation or other accrued time off as part of your PDL before taking the remainder of the leave as unpaid. California team members may also be eligible for state disability insurance (i.e. Paid Family Leave) for the unpaid portion of the leave if the time off is taken for a seriously ill child, spouse, parent, grandparent, grandchild, sibling-in-law, parent-in-law, domestic partner, or for baby bonding. For additional information regarding your eligibility for a CFRA and/or PDL leave, contact your supervisor or the Human Resources department.

### **Pregnancy Accommodations**

Pregnancy, childbirth, or related medical conditions will be treated like any other disability, and a team member on pregnancy disability or maternity leave will be eligible for temporary disability benefits in the same amount and degree as any other team members on leave.

Certain states and cities also require employers to provide reasonable accommodations to a team member due to her pregnancy, childbirth, or related medical condition, provided that her pregnancy, childbirth, or related medical condition is known by Sprouts.

A reasonable accommodation is one that does not cause an undue hardship to the conduct of Sprouts' business, and may include: (i) more frequent or longer bathroom breaks or breaks to facilitate increased water intake; (ii) a leave of absence; (iii) periodic rest for those who stand for long periods of time; (iv) assistance with manual labor; (v) light duty; (vi) part-time or modified work schedule; (vii) seating accommodations; and (viii) lighter workloads or shorter hours. Each such accommodation will generally be deemed reasonable as long as the team member can still perform the essential functions of the job.

Sprouts may require medical certification from the team member's health care provider concerning the need for the requested reasonable accommodation, including a description of the reasonable accommodation(s) medically advisable and the probable duration of the reasonable accommodation(s). In the case of a leave of absence, such leave will be limited to the period in which the team member is incapacitated by pregnancy and childbirth.

