



Workplace Violence Policy

Sprouts Farmers Market has a zero-tolerance policy for workplace violence, verbal and nonverbal threats and related actions. Sprouts prohibits and will not tolerate any form of workplace violence by a team member, supervisor, or third party (including vendors, customers and/or visitors) both in the workplace and at Sprouts-sponsored events.

Prohibited Conduct- (This list is illustrative only and not exhaustive). For the purpose of this policy, workplace violence includes:

- Making threatening remarks (written or verbal).
- Aggressive or hostile acts such as shouting, using profanity, throwing objects at another person, fighting or intentionally damaging company or co-worker's property.
- "Horseplay or other conduct that may be dangerous to others is prohibited.
- Bullying, intimidating, or harassing another person (e.g., making obscene phone calls or using threatening body language or gestures, such as standing close to someone or shaking your fist at them)
- Behavior that causes another person emotional distress or creates a reasonable fear or injury, such as stalking.
- Making jokes or offensive comments regarding violent events.

Prohibition of weapons in the workplace

Sprouts Farmers Market prohibits the wearing, transporting, storage or presence of a firearm or other dangerous weapon in our stores/support office/Distribution Centers. Any team member in possession of a firearm or other weapon while on property or while otherwise fulfilling job responsibilities, and /or at Sprouts sponsored events may face disciplinary action up to and including termination. Possession of a valid concealed weapons permit authorized by the State is not an exception under this policy.

For purposes of this policy, "weapons" include, but are not limited to:

- Any device from which a projectile may be fired by an explosive
- Guns/firearms
- Any simulated firearm operated by gas or compressed air
- Any spring blade or knife which opens or is ejected open by an outward, downward thrust or movement
- Sling shot
- Sand club
- Metal knuckles
- Explosives
- Tasers

Sprouts reserves the right to inspect your work area and personal items including but not limited to, desk, lockers, computers and data storage devices (e.g. flash drives), emails, company-owned or personal mobile device used for business purposes, vehicles, parcels, handbags, and briefcases with or without notice, if it has reasonable suspicion to believe this policy has been violated.

If a Team Member witnesses or is subjected to any conduct that is believed to violate this policy, they are required to report this conduct as soon as possible.

Reporting Required

Report all threats or act of workplace violence, whether subjected to or witnessed by you, or situation that could pose a threat in the workplace to your supervisor, manager, Human Resources department, the Loss Prevention Department, or the Ethics Hotlines (1-855-748-5773) or at www.sprouts.ethicspoint.com or workplaceviolence@Sprouts.com

Complaint Investigation Procedure

Sprouts will directly and thoroughly investigate all complaints of workplace violence and will take prompt corrective action, including discipline, if appropriate. Sprouts also reserves the right to contact law enforcement, if appropriate.

Sprouts will not retaliate against any team member for reporting an incident under this policy and will not knowingly permit any retaliation by management or non-management team members.

Violation of this policy will result in disciplinary action, up to and including termination and possible criminal prosecution.