



<b>Policy:</b>	Suitable Seating
<b>Date:</b>	November 1, 2016
<b>Support Department:</b>	Business Protection and Safety
<b>Support Contact:</b>	Wanda Thompson
<b>Stores:</b>	California Only
<b>Store Review Team:</b>	Core Four
<b>Purpose:</b>	Provide guidance to store management regarding requests by team members for seating

California law requires that employers provide their employees, *upon request*, suitable seating when the nature of their work reasonably permits the use of seats.

Whether the nature of the work reasonably permits the use of seats involves a particularized assessment of the job, and consideration of whether: (i) given the nature of the work, a seat would unduly interfere with the other tasks of the job that require standing; (ii) frequently transitioning from sitting to standing interferes with the work; and (iii) seated work impacts the quality and effectiveness of overall job performance.

Sprouts has determined it is feasible and practical for **Cashiers** working in designated express lanes and **Receivers/Back-up Receivers** to perform their tasks while seated. Sprouts will, *upon request*, provide team members in these positions with suitable seating. To make such a request, contact your Store Manager.

Additionally, when you are not engaged in the active duties of your job and the nature of your work requires standing, Sprouts provides an adequate number of seats placed in reasonable proximity to your work area. You are permitted to use these seats when it does not interfere with the performance of your job duties.

Please contact your Store Manager or Human Resources Advisor if:

- You need assistance in locating seats that are the closest in proximity to your work area;
- You believe you were not permitted or you were unable to take advantage of this policy, or you believe that a violation of this policy has occurred; or
- You have questions regarding this policy.