



Non-Solicitation & Non-Distribution Policy

Sprouts limits (1) solicitation by team members to non-working time and (2) distribution by team members to non-working areas and non-working time.

- Solicitation includes communication(s) by a team member, usually oral, aimed at persuading a team member to support a third party or third-party organization.
- Distribution refers to a team member passing out written material(s), such as leaflets and handbills, giving information about a third party or third-party organization and/or containing other propaganda.

This applies to the working time of either the team member making the solicitation or distribution, or the team member to whom the solicitation or distribution is directed. The term “working time” is defined as the time when the team member is performing, or expected to be performing, job duties for the Company. “Working time” does not include a team member’s authorized Rest Break or Meal Period, whether paid by the Company or not, time before and after the team member’s shift or any other times when the team member is not expected to be performing their job duties. Break rooms are not working areas provided the team member is not working in the break room. The Company also prohibits the sale of merchandise by team members on Company premises.

These limits are necessary because these activities interfere with normal operations, reduce team member efficiency, detract from customer service and enjoyment, create clutter and are a risk to safety, give a false impression that the company promotes a particular product or service, and can pose a threat to security.

As set forth in Sprouts’ Third-Party Solicitation Policy, non-team members are not allowed to solicit, sell, or distribute – whether on behalf of clubs, charities, political parties, labor unions, religious organizations, or for any other purposes – on the company’s premises. The only exception to this prohibition is for business-related individuals who have received permission from your District Director or HR Manager, including representatives of suppliers or vendors of Sprouts-subsidized benefits properly identified and authorized under contractual agreement. Any team member who observes an outsider soliciting or distributing on the premises, including parking lot areas under Sprouts’ control and access points to a store, should immediately report the occurrence to their supervisor or store manager.

Sprouts maintains various communication systems to communicate company information to team members and to disseminate or post notices required by law. These communication systems are for business use only and may not be used for team member solicitation or distribution of literature at any time. Specifically, bulletin boards are for the posting of Company information and notices only, and only persons designated by management may place business-related notices on or take down material from the bulletin board.

SPROUTS™

FARMERS MARKET

The communication of volunteer opportunities is an important aspect of Sprouts' culture. This policy is not applicable, therefore, and the communication of volunteer opportunities to team members is permissible, where it is related to a company-sponsored event. However, this will ordinarily be limited to the posting of such opportunities in non-work areas and the limited use of store communications to advise of such company-sponsored opportunities.

Please direct any questions and report any suspected violations to your supervisor, store manager, or an appropriate Human Resources representative. Violations of this policy may result in disciplinary action, up to and including termination.