

## RESPONSIBLE SOURCING: HUMAN RIGHTS GUIDE

As a buyer, it is important to understand the potential impacts your purchasing decisions can have on people in our value chain.

This guide will provide you with a basic outline of Sprouts' commitment to human rights.



### 1. WHAT COMMODITIES ARE AT HIGHEST RISK OF HUMAN RIGHTS ABUSES?

While abuses can occur anywhere in our value chain, certain commodities sourced from high risk countries are prioritized. Examples of high risk commodity and country combinations include:

- Bananas - Brazil
- Beef - Brazil
- Coffee - Columbia
- Cucumbers - Mexico
- Fish - Indonesia
- Melons - Mexico
- Shrimp - Thailand
- Sugar - Mexico
- Tea - Vietnam

### 2. OUR COMMITMENT

We ask our suppliers to abide by our Supplier Code of Conduct and we've published a public facing Human Rights Policy that commits us to:

- Identifying high risk commodities
- Surveying suppliers of high risk commodities
- Conducting on-site social audits
- Embedding human rights considerations into our purchasing process

### 3. RESOURCES

#### Reporting Concerns & Grievance Mechanisms

Team members, suppliers, or workers can anonymously report human rights concerns to the Sprouts Ethics Helpline or call (+1) 855-748-5773.

#### HUMAN RIGHTS PROTECTIONS ENSURE



Employment is freely chosen.



Working conditions are safe and hygienic.



Working hours are not excessive.



No discrimination.



Child labor is not used.



Living wages are paid.



Ability to form and join trade unions.



No harsh or inhuman treatment.