



### **Equal Employment Opportunity Policy**

A core value at Sprouts is “Love Being Different.” We want you to bring your whole self to work, each and every day. To ensure this value is alive and well within Sprouts, we provide equal employment opportunities to all applicants and team members without regard to race; religion; color; creed; national origin; ancestry; ethnicity; age; sex; pregnancy; childbirth; breastfeeding; medical conditions related to pregnancy, childbirth and breastfeeding; familial status; sexual orientation; gender identity or expression; disability; genetic information or family medical history; marital status; citizenship; status as victims of domestic violence or sexual assault or stalking; military and veteran’s status; unemployment status; or any other basis prohibited by applicable law.

This equal employment opportunity policy applies to all aspects of employment, including recruiting, hiring, training, transfers, promotions, compensation, benefits, and termination.

Reasonable accommodations will be made for applicants or team members with disabilities, sincerely held religious beliefs, or known impairments related to pregnancy/childbirth and related medical conditions, if Sprouts can do so without undue hardship.

Requests for reasonable accommodation should be made through the Leave Department by contacting [LOA@sprouts.com](mailto:LOA@sprouts.com). Sprouts’ Work Restrictions Review Committee reviews all accommodation requests. A team member must cooperate in good faith with information requests and other aspects of the interactive process.

Every team member is responsible for upholding our value of Love Being Different, and as part of this, every team member is required to help ensure equal employment opportunity in the workplace. For questions, or to report a suspected violation, contact your supervisor, manager, the Human Resources department, or the Ethics Hotline (1-855-748-5773) or at [www.sprouts.ethicspoint.com](http://www.sprouts.ethicspoint.com).