

Policy Title: Equal Employment Opportunity & Affirmative Action
Effective Date: June 19, 2013
Policy Number: 101
Policy Owner: Vice President, Total Rewards

Version Number: 1.2
Department Owner: HR

PURPOSE

States the Company's position of supporting Equal Employment Opportunity and Affirmative Action

POLICY

C&S Wholesale Grocers, Inc., as well as its affiliates and subsidiaries, maintains a policy of non-discrimination and are fully committed to the principles of equality in employment and opportunity for all employees and qualified applicants. Employment and personnel-related actions as outlined below will be based solely on personal capabilities and qualifications and without regard to the individual's race, color, religion, national origin, gender, age, sexual orientation, gender identity, or genetic information; and without regard to his or her status as an individual with a disability, a disabled veteran, veteran of the Vietnam era, recently separated veteran, other protected veteran, or Armed Forces Service Medal veteran; and without regard to any other protected characteristic as established by law.

This policy of Equal Employment Opportunity applies to all policies and procedures relating to personnel actions such as, but not limited to, recruitment and hiring, working conditions, benefits and compensation, training, performance appraisals, promotion, transfer, discipline, separation from the Company and any and all other terms and conditions of employment. Decisions with regard to the above will be based on job related criteria, individual merit and qualifications. Appropriate corrective action may be taken against any employee willfully violating this policy. If an employee believes he/she has been discriminated against, he/she should immediately report this occurrence to the Facility Human Resources Representative and the Vice President of Human Resources Administration to ensure fair, prompt and immediate action.

RESPONSIBILITY

Managers and other responsible Company Representatives will take affirmative action to ensure that all qualified individuals in protected categories (including but not limited to, racial minority groups, individuals with a disability, females, Disabled Veterans, Armed Forces Service Medal Veterans, Recently Separated Veterans, and Other Protected Veterans) are given equal opportunity in employment, encouraged to aspire for promotion and are considered as promotional opportunities arise.

Employees and applicants will not be subjected to harassment, intimidation or threats because they file a complaint, assist or participate in any investigation, oppose any practices that are unlawful under the various applicable EEO laws and regulations, or exercise any rights protected by the various applicable EEO laws and regulations.

If you would like to view the "EEO is the Law" poster, you may do so [here](#)