



UNFI Leadership Team's Commitment to Diversity and Inclusion

UNFI values the variety of talents, backgrounds, and perspectives of our associates, as individuals and at a group level. We support an inclusive work environment in which diversity is recognized, valued, and embraced and respect the unique characteristics each associate brings to our company. These differences inspire better thinking, creativity, and problem-solving.

UNFI is committed to providing both an inclusive and barrier-free environment and reasonable accommodations for all applicants, associates, contractors, customers, suppliers, and vendors. This includes, but is not limited to, race, color, religion, sex (including sexual orientation, gender, gender expression, or gender identity), national origin, ancestry, disability, pregnancy, age, genetic information, marital status, veteran or military status, or any other characteristic protected by law.

Through the UNFI Diversity Council, our Belonging and Innovation Groups, policy updates, and other initiatives, we incorporate diversity and inclusion in everything we do and will continue innovating in this ever-evolving space. For more information regarding our program, please visit [Diversity & Inclusion at UNFI](#) or email diversityandinclusion@unfi.com.

A handwritten signature in black ink, appearing to read 'Sandy Douglas', with a long horizontal flourish extending to the right.

Sandy Douglas, CEO