

GRI Standards content index

GRI 102 | GENERAL DISCLOSURES 2016

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	UNITED NATURAL FOODS, INC.
102-2	Activities, brands, products, and services	About UNFI, pg. 5-6 FY21 Form 10-K, pg. 1 United Natural Foods, Inc. (UNFI) is the largest publicly-traded distributor of natural, organic, specialty, produce, conventional grocery, and non-food products, and a provider of professional services to retailers in the United States and Canada. We distribute natural and conventional products to thousands of customers every year - including natural product superstores, independent retailers, conventional supermarket chains, e-commerce retailers, and more - through our various divisions and strategic business units.
102-3	Location of headquarters	313 Iron Horse Way, Providence, RI 02908
102-4	Location of operations	About UNFI, pg. 5-6 FY21 Form 10-K, pg. 23-25 We are a coast-to-coast distributor with customers in all fifty states as well as all ten provinces in Canada, making us a desirable partner for retailers and consumer product manufacturers.
102-5	Ownership and legal form	FY21 Form 10-K, pg. 27 Our common stock is traded on the New York Stock Exchange ("NYSE") under the symbol "UNFI." Per FY21 filings, the following entities owned >5% of the Company's shares: BlackRock, Inc. (8,621,444); The Vanguard Group (6,051,116); Dimensional Fund Advisors LP (4,095,293); Kiltearn Partners LLP (3,734,339).

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-6	Markets served	About UNFI, pg. 5-6 Customer Health & Safety, pg. 59-60 Community Development, pg. 65-66 FY21 Form 10-K, pg. 1
102-7	Scale of the organization	About UNFI, pg. 5-6 FY21 Form 10-K, pg. 59
102-8	Information on employees and other workers	About UNFI, pg. 5-6 Diversity & Inclusion, pg. 45-46 FY21 Form 10-K, pg. 10
102-9	Supply chain	Value Chain, pg. 9-10 Responsible Procurement, pg. 23-26 UNFI links 12,000+ suppliers to 3,000+ customers, delivering natural and conventional products throughout North America using its extensive network of 57 distribution centers and ~2,000 trucks and trailers.
102-10	Significant changes to the organization and its supply chain	FY21 Form 10-K

GRI STANDARDS CONTENT INDEX

GRI 102 | GENERAL DISCLOSURES 2016

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-11	Precautionary Principle or approach	<p>UNFI takes a precautionary approach to support business continuity and resilience, through which it does not postpone cost-effective measures to prevent threats of serious or irreversible damage or environmental degradation. UNFI's Business Continuity team was formed in FY21 and focused its efforts on revitalizing the organization's business continuity function and management systems.</p> <p>During FY21, the Business Continuity team:</p> <ul style="list-style-type: none"> Implemented threat monitoring capabilities in light of the continuous and evolving pandemic, as well as heightened social consciousness in the U.S. The team monitored over 3,500 events and distilled over 18,000 alerts into actionable and relevant emails to a broad stakeholder group of 200+ executive and senior leaders in Operations, Transportation, Occupational Safety, Security & Loss Prevention, Regional Routing, and Sales. Updated hurricane response guidelines to include COVID-19 planning considerations. Updated civil unrest and transportation security planning guidance. Completed a Business Impact Analysis ("BIA"), which identifies the high-level business processes that each department and site performs, key process and systems dependencies, as well as the financial and non-financial impacts when those processes cannot be performed. <p>As part of the BIA, the Business Continuity team met with 285 associates across 61 corporate departments, 11 distribution centers, UNFI Canada, Woodstock Farms Manufacturing, and our Cub and Shoppers businesses. Participants contributed close to 600 hours of thoughtful engagement over a 5-month period. The results of the BIA, together with industry and peer benchmarking, will be used to align and prioritize critical business processes and operational capabilities and bring needed focus to our forward-looking business continuity planning efforts.</p>

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-12	External initiatives	<p>Energy Efficiency, pg. 55-56 Waste Reduction, pg. 63-64 Diversity & Inclusion, pg. 45-46</p> <p>UNFI is part of Food Loss and Waste 2030 Champions, Ceres Corporate Electric Vehicle Alliance (CEVA), Climate Collaborative, and CEO Action for Diversity & Inclusion.</p>
102-13	Membership of associations	<p>Climate Action, pg. 33-34</p> <p>UNFI is a member of Business for Social Responsibility (BSR).</p>
STRATEGY		
102-14	Statement from senior decision-maker	A Letter from Our Leadership, pg. 3-4
102-15	Key impacts, risks, and opportunities	Key Focus Areas, pg. 9-10 FY21 Form 10-K, pg. 21
ETHICS & INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	<p>Mission & Values, pg. 13-14 Ethics & Compliance, pg. 15-16 Associate Involvement, pg. 19-10</p> <p>Our Code of Conduct includes additional guidance related to conflicts of interest, anti-harassment and retaliation, and more.</p>
102-17	Mechanisms for advice and concerns about ethics	<p>Ethics & Compliance, pg. 15-18 Diversity & Inclusion, pg. 45-46</p> <p>Our mechanisms for reporting concerns, seeking advice, and maintaining organizational integrity include established codes of conduct, governing bodies, and public reporting.</p>

GRI STANDARDS CONTENT INDEX

GRI 102 | GENERAL DISCLOSURES 2016

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
GOVERNANCE		
102-18	Governance structure	Ethics & Compliance, pg. 15-18 FY21 Form 10-K, pg. 112 FY21 Schedule 14A
102-19	Delegating authority	Ethics & Compliance, pg. 15-16
102-20	Executive-level responsibility for economic, environmental, and social topics	Ethics & Compliance, pg. 15-18 FY21 Form 10-K, pg. 112
102-22	Composition of the highest governance body and its committees	Ethics & Compliance, pg. 15-16 Diversity & Inclusion, pg. 45-46 FY21 Schedule 14A, pg. 11
102-29	Identifying and managing economic, environmental, and social impacts	Ethics & Compliance, pg. 15-18
102-31	Review of economic, environmental, and social topics	Ethics & Compliance, pg. 15-16 FY21 Schedule 14A, pg. 12-13 Our Nominating and Governance Committee has direct oversight of our policies and strategies addressing environmental, social and governmental matters, including sustainability, corporate social responsibility and political contributions, and is responsible for reporting to the Board on such matters at least annually.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-32	Highest governance body's role in sustainability reporting	Ethics & Compliance, pg. 15-16 UNFI's Nominating and Governance Committee and Executive Steering Committee formally review our annual environmental, social, and governance reporting.
102-38	Annual total compensation ratio	FY21 Schedule 14A, pg. 51 Our CEO's total compensation was \$8,403,365, our median employee's total compensation was \$54,114, and the ratio of our CEO's total compensation to the median employee's total compensation was 155 to 1.
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Ethics & Compliance, pg. 17-18 ESG Strategy, pg. 7-8 UNFI's stakeholders include our investors, associates, customers, suppliers, vendors, and communities.
102-41	Collective bargaining agreements	Associate Safety & Well-Being, pg. 41-42 FY21 Form 10-K, pg. 8 As of July 31, 2021, we had approximately 28,300 full and part-time employees within continuing operations, 11,000 of whom (approximately 39%) are covered by 48 collective bargaining agreements, including agreements under renegotiation.
102-42	Identifying and selecting stakeholders	Ethics & Compliance, pg. 17-18 ESG Strategy, pg. 7-8 Form 10-K, pg. 1-7

GRI STANDARDS CONTENT INDEX

GRI 102 | GENERAL DISCLOSURES 2016

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-43	Approach to stakeholder engagement	<p>Ethics & Compliance, pg. 17-18 FY21 Schedule 14A</p> <p>A major focus of our efforts in the last year has been to take a more holistic view of our value chain, accounting for all of our stakeholders – our suppliers, vendors, associates, customers, communities, investors, and beyond.</p> <p>We regularly engage with our stakeholders to learn from them about what matters most and we value the direct input we received this year from our associates and investors. We encourage our vendors and customers to weigh in, too, but we haven't yet formalized an engagement process to inform our reporting.</p>
102-44	Key topics and concerns raised	<p>Ethics & Compliance, pg. 17-18 Associate Safety & Well-Being, pg. 49-50 FY21 Schedule 14A, pg. 31</p> <p>Our proxy contains a list of investor concerns, aggregated into key topic areas.</p>
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	FY21 Form 10-K
102-46	Defining report content and topic boundaries	<p>ESG Strategy, pg. 7-8 Value Chain, pg. 9-10</p> <p>We evaluate impacts along our value chain, including the upstream, operational, and downstream impacts in order to present a complete, balanced portrayal. Our material topics were determined based on our 2020 materiality assessment, which we plan to review and adjust as we learn more. Unless stated otherwise, data accounts for UNFI's total owned/leased operations. Our method of defining report content and report quality was informed by GRI's ten Reporting Principles.</p>

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-47	List of material topics	<p>Value Chain, pg. 9-10</p> <p>Our material topics include: Associate Safety & Well-Being, Climate Action, Community Development, Customer Health & Safety, Diversity & Inclusion, Energy Efficiency, Governance, Responsible Procurement, and Waste Reduction.</p>
102-48	Restatements of information	<p>Because of a shift in the unit of measurement to reflect stakeholder preferences, UNFI now reports energy intensity as MWh consumed at its distribution centers per \$1 million of sales generated. The 2020 baseline has been restated from 0.4 MJ/USD to 12.25 MWh/million USD.</p> <p>See additional information regarding changes to waste reporting.</p>
102-49	Changes in reporting	<p>ESG Strategy, pg. 7-8 Value Chain and Key Focus Areas, pg. 9-10</p> <p>From FY20 to FY21, we shifted our reporting strategy from using Better for All as organizing pillars to instead organizing disclosures to orient with our value chain. In FY20, we reported on material topics, including Climate Action, Waste Reduction, Food Safety, Food Access, Safety & Wellbeing and Diversity & Inclusion, upon which we expanded in FY21. We now report on how our material topics impact Our People, Our Communities, and Our World to more clearly articulate our impacts on all stakeholders.</p> <p>As part of our effort to continue improving our GHG accounting and accordance with reporting principles of The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), March 2004, we have evolved our Scope 3 accounting methodology. In future years, we will delve into even more detail, which will continue to expand the boundaries of our reporting over time.</p>
102-50	Reporting period	<p>Unless we say otherwise, the information provided in this report covers the 2021 fiscal year, which ran from August 1, 2020 through July 31, 2021.</p>

GRI STANDARDS CONTENT INDEX

GRI 102 | GENERAL DISCLOSURES 2016

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
102-51	Date of most recent report	January, 11, 2020
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	ESG@unfi.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has informed by the GRI Standards, and does not claim to be in accordance with either the Core or Comprehensive options.
102-55	GRI content index	Included herein.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

ECONOMIC

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
ECONOMIC PERFORMANCE		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Associate Safety & Well-Being, pg. 43-44, 49-50 Community Development, pg. 65-68 FY21 Form 10-K
103-2	The management approach and its components	Associate Safety & Well-Being, pg. 43-44, 49-50 Community Development, pg. 65-68 FY21 Form 10-K
103-3	Evaluation of the management approach	Associate Safety & Well-Being, pg. 43-44, 49-50 Community Development, pg. 65-68 FY21 Form 10-K
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	About UNFI, pg. 5-6 Associate Safety & Well-Being, pg. 43-44, 49-50 Community Development, pg. 65-68 FY21 Form 10-K
201-2	Financial implications and other risks and opportunities due to climate change	FY21 Form 10-K, Risk Factors, pg. 15-16 CDP Climate Change Disclosure (July 2021) Our annual CDP disclosure provides us valuable, real-world information that will continue to inform our decision-making on the path toward a low-carbon, sustainable, and climate-safe future, aligned with recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
PROCUREMENT		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Responsible Procurement, pg. 23-28
103-2	The management approach and its components	Responsible Procurement, pg. 23-28 Third-party certifications help us maintain the kinds of standards we wish to hold, from upholding human rights to incentivizing sustainable land management. Over the course of the past year, we engaged with non-governmental industry experts and customers with progressive animal welfare policies to shape what our stance will be.
103-3	Evaluation of the management approach	Responsible Procurement, pg. 23-28
G4 FOOD PROCESSING SECTOR DISCLOSURES: PROCUREMENT/SOURCING PRACTICES 2010		
G4-FP1	Percentage of purchased volume from suppliers compliant with company's sourcing policy	Ethics & Compliance, pg. 15-16 Responsible Procurement, pg. 23-24 We distribute a Supplier and Vendor Code of Conduct to our suppliers covering ethical and legal compliance, fair labor practices, workplace safety, and social and environmental responsibility, but don't yet require our suppliers to verify compliance. Our Legal team is working on adding a reference to our Code of Conduct into our standard supplier agreements.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

ECONOMIC

ENVIRONMENTAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
G4-FP2	Percentage of purchased volume which is verified as being in accordance with credible, internationally recognized responsible production standards, broken down by standard	Responsible Procurement, pg. 23-24 We use 142 different credible standards to vet suppliers, including 52 third-party certifications to verify our products' environmental and social standards, including Non-GMO Project, USDA Organic, Fair Trade™, Roundtable on Sustainable Palm Oil™ (RSPO), Marine Stewardship Council, and more.
G4 FOOD PROCESSING SECTOR DISCLOSURES: ANIMAL WELFARE 2010		
G4-FP9	Percentage and total of animals raised and/or processed, by species and breed type	We have not yet undertaken the exercise of collecting this information from our suppliers.
G4-FP10	Policies and practices, by species and breed type, related to physical alterations and the use of anaesthetic	We are in the process of revisiting our commitments and policies regarding and animal welfare in line with evolving regulations.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
ENERGY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Energy Efficiency, pg. 37-40, 53-56 Energy intensity is reported for distribution centers only, while energy consumed is measured using the operational control approach.
103-2	The management approach and its components	Energy Efficiency, pg. 37-40, 53-56
103-3	Evaluation of the management approach	Energy Efficiency, pg. 37-40, 53-56
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	Energy Efficiency, pg. 37-38, 39-40 757,087.95 MWh of energy consumed 1% of electricity is sourced from renewable sources.
302-3	Energy intensity	Energy Efficiency, pg. 37-38 8.95 MWh/million USD Energy intensity is tracked for distribution centers only, consistent with UNFI's stated goal.
302-4	Reduction of energy consumption	Energy Efficiency, pg. 37-38 Energy intensity decreased 28% from 2020 baseline of 12.25 MWh/million USD.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

ENVIRONMENTAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
EMISSIONS		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Responsible Procurement, pg. 27-28 Climate Action, pg. 31-34 We're reporting FY2020 emissions due to the length of our third-party verification period this year. Scope 3 reflects Category 1 (Purchased Goods & Services) and CDP Climate Change data was used for all other categories.
103-2	The management approach and its components	Responsible Procurement, pg. 27-28 Climate Action, pg. 31-34 Energy Efficiency & Climate Action, pg. 37-40, 53-56 Over the past year, we completed a robust analysis of our emissions reduction targets, strategy, and initiatives in primary areas, such as energy efficiency, renewable energy, climate-friendly refrigerants, and emerging zero-emission technologies throughout our fleet and facilities. We submitted our targets and anticipate they will be reviewed and validated by Science-Based Targets initiative early in 2022, giving us the green light to accelerate our action.
103-3	Evaluation of the management approach	Climate Action, pg. 31-34 CDP Climate Change Disclosure (July 2021) We have an independent third party review our methodology and results against the GHG Protocol Corporate Standard. Of Scope 3 emissions, less than 1% are third-party verified. See included verification statement for additional details.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	Climate Action, pg. 31-32, 53-54 418,361 metric tons CO2e
305-2	Energy indirect (Scope 2) GHG emissions	Climate Action, pg. 31-32, 53-54 257,110 metric tons CO2e Scope 2 figures are "market-based" rather than "location-based."
305-4	Other indirect (Scope 3) GHG emissions	Climate Action, pg. 31-34 21,006,058 metric tons CO2e We estimate that ~97% of emissions are Scope 3 emissions, with 79% coming just from upstream agriculture. These emissions, however, are notoriously difficult to calculate and only a small amount is verified by our external third-party.
305-5	Reduction of GHG emissions	Climate Action, pg. 31-34 3% reduction in combined Scope 1 and 2 emissions against FY19 baseline. Despite an increase in total emissions, we're proud of this reduction, which resulted from concerted efficiency efforts and investments in our operations.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

ENVIRONMENTAL

SOCIAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
WASTE		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Waste Reduction, pg. 61-64 UNFI is evolving its tracking system for waste and currently reports waste generation and diversion rates for distribution centers only. Total waste excludes construction-related waste.
103-2	The management approach and its components	Waste Reduction, pg. 61-64
103-3	Evaluation of the management approach	Waste Reduction, pg. 61-64
GRI 306: WASTE 2020		
306-1	Waste generation and significant waste-related impacts	We could not complete our intended food waste audits during FY21 due to the ongoing pandemic.
306-2	Management of significant waste-related impacts	During FY21, our internal waste audit team identified a number of issues that affected UNFI's waste reporting, including that a) vendor agreements and receipts had classification errors and missing data, b) there were issues in how estimates were calculated, and c) there were inconsistencies in how distribution centers and haulers were tracking waste data. UNFI has since switched to new vendors, has a new method of spot checking data on a more regular basis, and now monitors data from haulers at the corporate level. These changes were in place for approximately the last six months of FY21.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
306-3	Waste generated	Waste Reduction, pg. 61-64 49,020 metric tons of waste generated 17,684 metric tons of food waste was created (~36%)
306-4	Waste diverted from disposal	Waste Reduction, pg. 61-64 23,693 metric tons of waste was diverted from landfill, for a total diversion rate of 48% 14,822 tons: of waste recycled 8,870 metric tons of food waste was diverted/rescued, inclusive of donations, animal feed, compost, industrial and rendering programs.
306-5	Waste directed to disposal	Waste Reduction, pg. 61-64 25,327 metric tons of waste was sent to landfill, including 8,813 tons of food waste.
EMPLOYMENT		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 43-44, pg. 49-50
103-2	The management approach and its components	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 43-44, pg. 49-50
103-3	Evaluation of the management approach	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 43-44, pg. 49-50

GRI STANDARDS CONTENT INDEX

KEY TOPICS

SOCIAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
GRI 401: EMPLOYMENT 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Associate Safety & Well-Being, pg. 43-44, pg. 49-50
OCCUPATIONAL HEALTH & SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Associate Safety & Well-Being, pg. 41-42
103-2	The management approach and its components	Associate Safety & Well-Being, pg. 41-42

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
103-3	Evaluation of the management approach	<p>Associate Safety & Well-Being, pg. 41-42</p> <p>We measure our safety performance through a series of both leading and lagging indicators, which provides us with a holistic look at our safety program and gives us the ability to make necessary adjustments more quickly to improve performance.</p> <p>Lagging Indicators:</p> <ul style="list-style-type: none"> • OSHA Recordable Incident Rate • DART Rate (injuries resulting in Days Away, Restricted or Transferred) • Preventable Accidents per million miles • DOT Hours of Service Compliance • Worker's compensation claims (quantity and incurred costs) <p>Leading Indicators:</p> <ul style="list-style-type: none"> • RSME (Risk Safety Management Evaluation) audit scores (internal audits) • Periodic Self-Audit completion rates and scores • Safety Training completion rates • Focused Safety Audit completion rate (current focuses include Powered Industrial Trucks and Ergonomics/Safe Lifting) • CAM (safety observation) completion rate • Near-Miss Incident reporting rate • CAPA (Corrective Action/Preventive Action) completion rate • Preventive Maintenance program compliance • Safety surveys

GRI STANDARDS CONTENT INDEX

KEY TOPICS

SOCIAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	Associate Safety & Well-Being, pg. 41-42 The success of our safety programs is built on the foundation of effective governance and management systems, thorough training, clear communications, and frequent audits – both internal and external. We are proud of our safety record, high safety ratings, and awards, but we will always strive to improve our protocols at every turn and continuously strive for zero accidents and injuries in our workplace – going well beyond what’s legally required of us.
403-2	Hazard identification, risk assessment, and incident investigation	Associate Safety & Well-Being, pg. 41-42
403-5	Worker training on occupational health and safety	Associate Safety & Well-Being, pg. 41-42
403-8	Workers covered by an occupational health and safety management system	Associate Safety & Well-Being, pg. 41-42
403-9	Work-related injuries	Associate Safety & Well-Being, pg. 41-42 The most common work-related injuries are sprains and strains. To mitigate these injuries, we enhanced safety programs, added ergonomic experts at every distribution center, and implemented more interactive training programs, including having associates do group stretching at the start of every shift.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
TRAINING AND EDUCATION		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 41-42 Diversity & Inclusion, pg. 45-46, 47-48 Associate Safety & Well-Being, pg. 49-50
103-2	The management approach and its components	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 41-42 Diversity & Inclusion, pg. 45-46, 47-48 Associate Safety & Well-Being, pg. 49-50
103-3	Evaluation of the management approach	Associate Involvement, pg. 19-20 Associate Safety & Well-Being, pg. 41-42 Diversity & Inclusion, pg. 45-46, 47-48 Associate Safety & Well-Being, pg. 49-50
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	Associate Safety & Well-Being, pg. 49-50
404-2	Programs for upgrading employee skills and transition assistance programs	Associate Safety & Well-Being, pg. 49-50 All associates have access to our dynamic BetterU career development platform, which leverages best practices in adult-learning science and the latest research to ensure our programs deliver timely and relevant tools and skills. The platform now houses our learning content on D&I, safety, harassment, and more, and facilitates quarterly performance check-ins with a place to document and review development goals.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

SOCIAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
DIVERSITY AND EQUAL OPPORTUNITY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Diversity & Inclusion, pg. 45-48 Diversity metrics and goals do not currently include retail associates.
103-2	The management approach and its components	Diversity & Inclusion, pg. 45-48
103-3	Evaluation of the management approach	Diversity & Inclusion, pg. 45-48
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Diversity & Inclusion, pg. 45-46
LOCAL COMMUNITIES		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Community Development, pg. 29-30, 65-68
103-2	The management approach and its components	Community Development, pg. 29-30, 65-68 Our UNFI Foundation and food access programs are two of the many ways we donate to our partners, which enable us to increase our community support in regions across North America.

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
103-3	Evaluation of the management approach	Community Development, pg. 29-30, 65-68
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Development, pg. 29-30, 65-68 Helping Hands are our grassroots associate committees that drive philanthropic work and facilitate all of our community development opportunities on a local level.
G4 FOOD PROCESSING SECTOR DISCLOSURES: HEALTHY & AFFORDABLE FOOD 2010		
G4-DMA	Healthy & affordable food	Community Development, pg. 29-30, 65-66 The UNFI Foundation supports nonprofits across the U.S. that are addressing pressing challenges in our food system. Our annual giving allows us to extend our reach beyond our direct business operations and support the people doing the best work in soil health, climate-smart agriculture, and innovations in food security. We also view our expansion into conventional food stores as a major contribution to our food access efforts and ambition to make high-quality, nutritious food more available and affordable.

GRI STANDARDS CONTENT INDEX

KEY TOPICS

SOCIAL

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
CUSTOMER HEALTH & SAFETY		
GRI 103: MANAGEMENT APPROACH 2016		
103-1	Explanation of the material topic and its boundary	Customer Health & Safety, pg. 51-52 We expanded our operational control boundary for our food safety reporting to account for our franchisee stores, including our Cub locations. We set the food safety standard for these stores and they follow the same EcoLab audit program.
103-2	The management approach and its components	Customer Health & Safety, pg. 51-52 We continue to improve our food safety practices, and have the certifications and audit scores to show for it. We pursue leading certifications, including Good Distribution Practices (GDP) and Safe Quality Food (SQF) at all distribution centers, which showcase our sites' commitment to a culture of food safety and operational excellence in food safety management.
103-3	Evaluation of the management approach	Customer Health & Safety, pg. 51-52
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health & Safety, pg. 51-52

DISCLOSURE	DESCRIPTION	CROSS-REFERENCE OR COMMENT
G4 FOOD PROCESSING SECTOR DISCLOSURES: FOOD SAFETY 2010		
G4-FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	Customer Health & Safety, pg. 51-52 77% of distribution centers are SQF-certified 72% of stores received "Green" Ecolab audit ratings