

Statement of System Usage Policy

Sysco is an equal opportunity employer and is committed to an environment free from discrimination. We are committed to a policy of promoting equal opportunity in all aspects of employment, including recruitment, hiring, job assignment, training, discipline, scheduling and promotions without regard to race, sex, religion, color, national origin, gender, age, disability, sexual orientation, veteran status or other category or classification protected by law.

Sysco provides reasonable accommodation for qualified individuals with disabilities and disabled veterans in job application procedures. If you have any difficulty using our online system and you need an accommodation due to a disability, you may contact associate@sysco.com. In the event that anyone other than you provides information on your behalf or submits a Candidate Profile or Application for Employment on your behalf, you thereby affirm and attest to be bound in full by all aspects of this policy.

Some of the pages associated with our sites may relate to employment opportunities or human resources. They usually will be captioned "Careers" or "Career Opportunities" or will have similar labels or captions clearly indicating the employment opportunity subject matter (the "Careers Pages") and such pages may be co-branded with third party service providers. For example, we have contracted with various background search, testing and drug screening companies that may provide recruitment related services at different points in the recruiting process. Any personal information that you submit through Careers Pages will be reviewed by our employees or consultants to evaluate your qualifications and experience for job opportunities. Your personal information will not be disclosed to third parties other than third parties who provide services to us. We will (and each of our third party service providers with access to such information will agree with us they will) take any legally required steps to secure your personal information. We will use your personal information for recruitment purposes, and if you are offered a job or become employed by us, for other employment-related purposes. By submitting information through Careers Pages, you agree that we may use the information for recruitment and employment purposes (including transferring the data to other countries, transferring your information to other companies authorized to perform specific services, and/or other processing relevant to recruitment purposes).

When you use Sysco's Career Pages you have the option of completing a Candidate Profile (which will serve as a traditional resume) before you apply for any specific positions. Information you submit should include information relevant to your employment history and education (degrees obtained, places worked, positions held, relevant awards, and so forth). We recommend that you do not disclose sensitive personal characteristics (e.g., gender, race, height, weight, religion, philosophical or political beliefs, financial data, marital status, etc.) in your Candidate Profile, resume or letters, and that you only provide personal characteristic data that is specifically requested for regulatory purposes during the application process.

Please note that your information will be processed and/or stored in U.S. databases. By submitting your Candidate Profile, you are consenting to the export of your information to the U.S. for processing and storage. YOUR CANDIDATE PROFILE DOES NOT CONSTITUTE AN APPLICATION FOR EMPLOYMENT. UNLESS AND UNTIL YOU SUBMIT YOUR CANDIDATE PROFILE AS AN APPLICATION FOR A SPECIFIC, OPEN POSITION FOR WHICH YOU MEET THE BASIC QUALIFICATIONS, YOU WILL NOT BE CONSIDERED AN APPLICANT FOR AFFIRMATIVE ACTION OR ANY OTHER PURPOSES.

Each Sysco affiliated operating company is a separate employer with regard to the specific individuals it recruits or employs. When you apply for a specific position at a Sysco operating company, you are thereby affirming your interest in an employment opportunity solely with that specific operating company and not with any other Sysco affiliated company. Although some aspects of the recruiting process may be handled by third parties, including vendors and Sysco Business Services, any recruitment or employment related relationship that may be formed during this process is limited solely to you and the Sysco operating company to which you have submitted your application for employment.

When you complete your Candidate Profile, you can elect to release or lock your Profile. By releasing your Candidate Profile, you acknowledge that the information provided therein may be accessed by Sysco Talent Acquisition Professionals. If you need to update or otherwise make changes to your Candidate Profile, simply log on to the Sysco Careers website and make your changes. We will generally only access the most recent version of your released Candidate Profile but reserve the right to review changes that you make.

You own the information you provide to Sysco under this Agreement, and may request its deletion at any time, unless you have shared information or content with others and they have not deleted it, or it was copied or stored by other users. Additionally, you grant Sysco a nonexclusive, irrevocable, worldwide, perpetual, unlimited, assignable, sublicenseable, fully paid up and royalty-free right to us to copy, prepare derivative works of, improve, distribute, publish, remove, retain, add, process, analyze, use and commercialize, in any way now known or in the future discovered, any information you provide, directly or indirectly to Sysco, including, but not limited to, any user generated content, ideas, concepts, techniques or data to the services, you submit to Sysco, without any further consent, notice and/or compensation to you or to any third parties. Any information you submit to us is at your own risk of loss.

By providing information to us, you represent and warrant that you are entitled to submit the information and that the information is accurate, not confidential, and not in violation of any contractual restrictions or other third party rights. Submission of inaccurate information will be grounds for immediate denial of employment without further consideration of any submitted application, revocation of an employment offer, or termination of employment. It is your responsibility to keep your Candidate Profile accurate and updated.

On the condition that you comply with all your obligations under this Agreement, we grant you a limited, revocable, nonexclusive, nonassignable, nonsublicenseable license and right to access our

online system, through a generally available web browser, mobile device or application (but not through scraping, spidering, crawling or other technology or software used to access data without the express written consent of Sysco), view information and use the online system that we provide on Sysco webpages and in accordance with this Agreement. Any other use of the online system or other Sysco resource contrary to our mission and purpose (such as seeking to use information gathered from the online system or other Sysco resource commercially unless expressly authorized by Sysco) is strictly prohibited and a violation of this Agreement. We reserve all rights not expressly granted in this Agreement, including, without limitation, title, ownership, intellectual property rights, and all other rights and interest in Sysco and its online resources and all related items, including any and all copies made of this website or related website.

In using this E-Recruitment website, you are also subject to Sysco Corporations Privacy Policy, which may be found at <http://www.sysco.com/privacy-policy.html>.

This site operates “as-is” and “as-available,” without liability of any kind. We are not responsible for events beyond our direct control. This Statement of System Usage Policy is governed by the laws of Texas, excluding conflicts of law principles.