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GRI 102: General Disclosures

Organizational Profile

102-1	Name of the organization	Sysco Corporation
102-2	Activities, brands, products and services	About Sysco, page 2 Sysco At-a-Glance, page 3 2021 10-K , pages 1-3
102-3	Location of headquarters	Houston, Texas
102-4	Location of operations	Sysco At-a-Glance, page 3 2021 10-K , page 21 https://www.sysco.com/Contact/Contact/Our-Locations.html
102-5	Ownership and legal form	2021 10-K , page 1
102-6	Markets served	Sysco At-a-Glance, page 3
102-7	Scale of the organization	Sysco At-a-Glance, page 3 2021 10-K , page 31
102-8	Information on employees and other workers	Sysco At-a-Glance, page 3 2021 10-K , pages 4-6 People — Diversity, Equity & Inclusion — Workforce Data, page 16
102-9	Supply chain	Products — Responsible Sourcing, pages 30-36 2021 10-K , page 3
102-10	Significant changes to the organization and its supply chain	None during the reporting period.
102-11	Precautionary Principle or approach	Governance — Risk Management, page 56 2021 Proxy Statement , pages 22-23
102-12	External initiatives	Products — Human Rights, page 37 Products — Responsible Sourcing, pages 30-36 Appendix — Materiality and stakeholder engagement, page 61

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102-13	Membership of associations	<p>Advanced Clean Transportation (ACT) Fleet Forum British Frozen Food Federation (BFFF) Business Coalition for the Equality Act Center for Food Integrity Executive Leadership Council Global Food Safety Initiative (GFSI) International Foodservice Distributors Association (IFDA) International Seafood Sustainability Association Multicultural Foodservice & Hospitality Alliance National Restaurant Association (NRA) National Restaurant Association Educational Foundation North American Sustainable Palm Oil Network U.S. and Canadian Roundtables for Sustainable Beef Waste & Resources Action Programme (WRAP) Women's Foodservice Forum World Wildlife Fund (WWF) Roundtable of Sustainable Palm Oil</p> <p>Full list of trade association memberships here.</p>
102-14	Statement from senior decision-maker	A Message From Kevin Hourican, President and CEO, page 7
102-15	Key impacts, risks and opportunities	<p>Appendix — CSR Scorecard, page 59 Our Global CSR Strategic Framework, page 6 2021 10-K, pages 8-20 CDP Climate Change Response 2021</p>

Ethics and Integrity

102-16	Values, principles, standards and norms of behavior	<p>Associate Code of Conduct Supplier Code of Conduct</p>
102-17	Mechanisms for advice and concerns about ethics	Associate Code of Conduct

Governance

102-18	Governance structure	<p>Governance — Board of Directors, page 55 Board of Directors and Committee Composition Committee Charters</p>
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Stakeholder Engagement

102-40	List of stakeholder groups	Appendix — Materiality and stakeholder engagement, page 61
102-41	Collective bargaining agreements	2021 10-K , page 4
102-42	Identifying and selecting stakeholders	Appendix — Materiality and stakeholder engagement, page 61
102-43	Approach to stakeholder engagement	Appendix — Materiality and stakeholder engagement, page 61
102-44	Key topics and concerns raised	Our Purpose, pages 4-5 Appendix, CSR Scorecard, page 59

Reporting Practice

102-45	Entities included in the consolidated financial statements	2021 10-K , page 1
102-46	Defining report content and topic Boundaries	About this Report, page 2 Appendix — Materiality and stakeholder engagement, page 61
102-47	List of material topics	Philanthropy & Community Giving Inclusion & Diversity Health & Wellness Animal Welfare Human Rights Responsible Sourcing Food Safety Sustainable Agriculture Energy & Carbon Waste Reduction
102-48	Restatements of information	There were no restatements of information in our 2021 Corporate Social Responsibility report.
102-49	Changes in reporting	About this Report, page 2
102-50	Reporting period	Fiscal Year 2021, ending July 3, 2021, unless otherwise noted.
102-51	Date of most recent report	Sysco's 2020 Corporate Social Responsibility Report was issued on October 28, 2020.
102-52	Reporting cycle	Annual

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102-53	Contact point for questions regarding the report	For questions or comments concerning this report, please contact the Sysco Corporate Social Responsibility Team at csr@corp.sysco.com .
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core Option.
102-55	GRI content index	https://investors.sysco.com/annual-reports-and-sec-filings/corporate-social-responsibility
102-56	External assurance	Sysco's financial data provided from the Company's Annual Report and Form 10-K are independently assured by Ernst & Young. Sysco has also secured assurance on certain environmental data including GHG Inventory and Environmental Performance Indicators from Lloyd's Register (LRQA).

GRI 200: Economic

GRI 203: Indirect Economic Impacts

103-1	Explanation of the material topic and its Boundary	People — Philanthropy & Community Giving, pages 12-14
103-2	The management approach and its components	People — Philanthropy & Community Giving, pages 12-14
103-3	Evaluation of the management approach	People — Philanthropy & Community Giving, pages 12-14
203-1	Infrastructure investments and services supported	People — Philanthropy & Community Giving, pages 12-14

GRI 204: Procurement Practices

103-1	Explanation of the material topic and its Boundary	Products, pages 25-38 2021 10-K , page 3
103-2	The management approach and its components	Products, pages 25-38 2021 10-K , page 3
103-3	Evaluation of the management approach	Products, pages 25-38 2021 10-K , page 3
204-1	Proportion of spending on local suppliers	People — Supplier Diversity, page 19 Sysco monitors but does not publicly disclose the procurement budget percentage spent with local suppliers at this time.

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GRI 300: Environmental

GRI 302: Energy

103-1	Explanation of the material topic and its Boundary	Planet — Climate and Energy, pages 45-50 CDP Climate Change Response 2021
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Planet — Climate and Energy, pages 45-50 Appendix — CSR Scorecard, page 59 CDP Climate Change Response 2021
103-3	Evaluation of the management approach	Planet — Climate and Energy, pages 45-50 Appendix — CSR Scorecard, page 59 CDP Climate Change Response 2021
302-1	Energy consumption within the organization	CDP Climate Change Response 2021 , section C8

GRI 303: Water and Effluents

103-1	Explanation of the material topic and its Boundary	Planet — Sustainable Agriculture, pages 42-44 CDP Water Security Response 2021
103-2	The management approach and its components	Planet — Sustainable Agriculture, pages 42-44 CDP Water Security Response 2021
103-3	Evaluation of the management approach	Planet — Sustainable Agriculture, pages 42-44 CDP Water Security Response 2021
303-1	Interactions with water as a shared resource	Planet — Sustainable Agriculture, pages 42-44 CDP Water Security Response 2021
303-2	Management of water discharge-related impacts	Planet — Sustainable Agriculture, pages 42-44 CDP Water Security Response 2021
303-3	Water withdrawal	CDP Water Security Response 2021 , section W1.2b
303-4	Water discharge	CDP Water Security Response 2021 , section W1.2b
303-5	Water consumption	CDP Water Security Response 2021 , section W1.2b

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GRI 305: Emissions

103-1	Explanation of the material topic and its Boundary	Planet — Climate and Energy, pages 45-50 CDP Climate Change Response 2021
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Planet — Climate and Energy, pages 45-50 CDP Climate Change Response 2021
103-3	Evaluation of the management approach	Planet — Climate and Energy, pages 45-50 CDP Climate Change Response 2021
305-1	Direct (Scope 1) GHG emissions	CDP Climate Change Response 2021 , section C6.1
305-2	Energy indirect (Scope 2) GHG emissions	CDP Climate Change Response 2021 , section C6.3
305-5	Reduction of GHG emissions	Planet — Climate and Energy, pages 45-50 CDP Climate Change Response 2021 , section C7.9a

GRI 306: Waste

103-1	Explanation of the material topic and its Boundary	Planet — Waste Reduction, page 51
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Planet — Waste Reduction, page 51
103-3	Evaluation of the management approach	Planet — Waste Reduction, page 51 Appendix — CSR Scorecard, page 59
306-1	Waste generation and significant waste-related impacts	Planet — Waste Reduction, page 51
306-2	Management of significant waste-related impacts	Planet — Waste Reduction, page 51
306-4	Waste diverted from disposal	Appendix — CSR Scorecard, page 59

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GRI 308: Supplier Environmental Assessment

103-1	Explanation of the material topic and its Boundary	Products — Responsible Sourcing, pages 30-36
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Products — Responsible Sourcing, pages 30-36
103-3	Evaluation of the management approach	Products — Responsible Sourcing, pages 30-36
308-1	New suppliers that were screened using environmental criteria	<p>Sysco requires each of its suppliers, and each of their subcontractors and supply chain providers that ultimately supply goods and services to Sysco, to comply with our Supplier Code of Conduct which states that Sysco has a commitment to the communities where we operate and a responsibility for the environments that we impact. Sysco seeks to work with suppliers that share this commitment.</p> <p>Sysco has set a 2025 goal to ensure that all first-tier, high-risk suppliers agree to the Supplier Code of Conduct principles.</p>

GRI 400: Social

GRI 401: Employment

103-1	Explanation of the material topic and its Boundary	People, pages 9-24 Materiality and stakeholder engagement — Our primary stakeholders — Associates, page 61
103-2	The management approach and its components	People, pages 9-24 Materiality and stakeholder engagement — Our primary stakeholders — Associates, page 61 Associate Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	People, pages 9-24 Materiality and stakeholder engagement — Our primary stakeholders — Associates, page 61
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People — Health & Wellness, page 24 https://www.syscobenefits.com/

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GRI 403: Occupational Health and Safety

103-1	Explanation of the material topic and its Boundary	People — Health & Wellness — Safety at Sysco, page 24
103-2	The management approach and its components	Our Global Strategic Framework, page 6 People — Learning & Development, page 22 People — Health & Wellness — Safety at Sysco, page 24 Associate Code of Conduct Supplier Code of Conduct
103-3	Evaluation of the management approach	People — Health & Wellness — Safety at Sysco, page 24
403-1	Occupational health and safety management system	People — Health & Wellness — Safety at Sysco, page 24
403-2	Hazard identification, risk assessment and incident investigation	People — Health & Wellness — Safety at Sysco, page 24
403-3	Occupational health services	People — Health & Wellness, pages 23-24
403-4	Worker participation, consultation and communication on occupational health and safety	People — Health & Wellness — Safety at Sysco, page 24
403-5	Worker training on occupational health and safety	People — Health & Wellness — Safety at Sysco, page 24
403-6	Promotion of worker health	People — Health & Wellness — Safety at Sysco, page 24
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People — Health & Wellness — Safety at Sysco, page 24
403-8	Workers covered by an occupational health and safety management system	People — Health & Wellness — Safety at Sysco, page 24
403-9	Work-related injuries	Sysco monitors this information but does not publicly report it at this time.

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GRI 405: Diversity and Equal Opportunity

103-1	Explanation of the material topic and its Boundary	People — Diversity, Equity & Inclusion, pages 15-18
103-2	The management approach and its components	Our Global Strategic Framework, page 6 People — Diversity, Equity & Inclusion, pages 15-18
103-3	Evaluation of the management approach	People — Diversity, Equity & Inclusion, pages 15-18 Appendix — CSR Scorecard, page 59
405-1	Diversity of governance bodies and employees	For diversity of workforce, please see People — Diversity, Equity & Inclusion — Workforce Data, page 16

Board diversity is as follows:

Gender	
Male	Female
8	2

Age		
Under 30 years	30-50 years	50+ years
0	2	8

Diversity	
White	African-American
9	1

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GRI 406: Non-discrimination		
103-1	Explanation of the material topic and its Boundary	<p>People — Diversity, Equity & Inclusion, pages 15-18</p> <p>Products — Human Rights — Assessments — page 37</p> <p>Associate Code of Conduct — Discrimination-Free Workplace, page 12</p> <p>Supplier Code of Conduct — 4. Labor Requirements (h) Discrimination</p>
103-2	The management approach and its components	<p>People — Diversity, Equity & Inclusion, pages 15-18</p> <p>Products — Human Rights — Assessments — page 37</p> <p>Associate Code of Conduct — Discrimination-Free Workplace, page 12</p> <p>Supplier Code of Conduct — 4. Labor Requirements (h) Discrimination</p>
103-3	Evaluation of the management approach	<p>People — Diversity, Equity & Inclusion, pages 15-18</p> <p>Products — Human Rights — Assessments — page 37</p> <p>Associate Code of Conduct — Discrimination-Free Workplace, page 12</p> <p>Supplier Code of Conduct — 4. Labor Requirements (h) Discrimination</p>
406-1	Incidents of discrimination and corrective actions taken	All reports of discrimination are taken seriously and thoroughly assessed and investigated. We do not, however, publicly report the number of incidents reported, reviewed, or remediated.

GRI 408: Child Labor

103-1	Explanation of the material topic and its Boundary	<p>Products — Human Rights, page 37</p> <p>Associate Code of Conduct — Support Human Rights, page 11</p> <p>Supplier Code of Conduct — 4. Labor Requirements (b) Child Labor</p>
103-2	The management approach and its components	<p>Products — Human Rights, page 37</p> <p>Associate Code of Conduct — Support Human Rights, page 11</p> <p>Supplier Code of Conduct — 4. Labor Requirements (b) Child Labor</p>
103-3	Evaluation of the management approach	<p>Products — Human Rights, page 37</p> <p>Associate Code of Conduct — Support Human Rights, page 11</p> <p>Supplier Code of Conduct — 4. Labor Requirements (b) Child Labor</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>Associate Code of Conduct — Support Human Rights, page 11</p> <p>Supplier Code of Conduct — 4. Labor Requirements (b) Child Labor</p>

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GRI 409: Forced or Compulsory Labor

103-1	Explanation of the material topic and its Boundary	Products — Human Rights, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (d) Forced Labor or Physical Coercion
103-2	The management approach and its components	Products — Human Rights, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (d) Forced Labor or Physical Coercion
103-3	Evaluation of the management approach	Products — Human Rights, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (d) Forced Labor or Physical Coercion
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Products — Human Rights, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (d) Forced Labor or Physical Coercion

GRI 412: Human Rights Assessment

103-1	Explanation of the material topic and its Boundary	Products — Human Rights — Assessments — page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (a) Human Rights
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Products — Human Rights — Assessments — page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (a) Human Rights
103-3	Evaluation of the management approach	Products — Human Rights — Assessments — page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (a) Human Rights
412-2	Employee training on human rights policies or procedures	Products — Human Rights — Assessments — page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (a) Human Rights
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Products — Human Rights — Assessments — page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct — 4. Labor Requirements (a) Human Rights

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GRI 413: Local Communities

103-1	Explanation of the material topic and its Boundary	People — Philanthropy & Community Giving, pages 12-14
103-2	The management approach and its components	Our Global Strategic Framework, page 6 People — Philanthropy & Community Giving, pages 12-14
103-3	Evaluation of the management approach	People — Philanthropy & Community Giving, pages 12-14 Appendix — CSR Scorecard, page 59
413-1	Operations with local community engagement, impact assessments and development programs	People — Philanthropy & Community Giving, pages 12-14

GRI 414: Supplier Social Assessment

103-1	Explanation of the material topic and its Boundary	Products — Human Rights — Assessments, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-2	The management approach and its components	Our Global Strategic Framework, page 6 Products — Human Rights — Assessments, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
103-3	Evaluation of the management approach	Products — Human Rights — Assessments, page 37 Associate Code of Conduct — Support Human Rights, page 11 Supplier Code of Conduct – 4. Labor Requirements (a) Human Rights
414-1	New suppliers that were screened using social criteria	Sysco requires each of its suppliers, and each of their subcontractors and supply chain providers that ultimately supply goods and services, to Sysco to comply with our Supplier Code of Conduct. All new Sysco Brand suppliers in high-risk geographies must undergo a human rights assessment

GRI 416: Customer Health and Safety

103-1	Explanation of the material topic and its Boundary	Products — Responsible Sourcing — Safe products, Compliance standards, page 36
103-2	The management approach and its components	Products — Responsible Sourcing — Safe products, Compliance standards, page 36
103-3	Evaluation of the management approach	Products — Responsible Sourcing — Safe products, Compliance standards, page 36 Appendix — CSR Scorecard, page 59
416-1	Assessment of the health and safety impacts of product and service categories	Products — Responsible Sourcing — Safe products, Compliance standards, page 36