

## THE CHEFS' WAREHOUSE, INC. ENVIRONMENTAL, HEALTH & SAFETY POLICY

Environmental stewardship and health and safety protections for our people are guided by our core values and help us deliver long-term, sustainable financial performance. The health and safety of our employees and protection of the environment are of the utmost concern to The Chefs' Warehouse, Inc.<sup>1</sup> (the "Company", "we" or "our"), and we aspire to achieve an incident-free workplace. We implement this Environmental, Health & Safety Policy through our trainings and operational systems.

Guided by our values and consistent with our Code of Business Conduct and Ethics and our Human Rights Policy, the Company has established and is committed to these environmental, health and safety principles:

1. Ownership Culture: We build a proactive culture by driving ownership of environment, health and safety at the individual, managerial and organizational levels. We engage, consult with, and train our people and actively encourage participation in building our proactive culture.
2. Business Integration: We include environmental, health and safety considerations in both our short-term and long-term business decisions.
3. Resource Allocation: We provide appropriate resources to implement our environmental, health and safety management system, which identifies, assesses and manages risks. We share environmental, health and safety best practices across the Company.
4. Regulatory Compliance: We apply appropriate environmental, health and safety management practices in order to comply with the Company's standards and applicable legal requirements. We conduct periodic audits to assess conformance with our standards and compliance with our legal obligations.
5. Performance Measurement: We endeavor to establish meaningful metrics and monitor our performance against our environmental, health and safety performance goals, using these metrics to guide our continual improvement. This is reported directly to the Board of Directors.
6. Continual Improvement: We monitor emerging issues and keep abreast of regulatory changes, technological innovations and stakeholder interests in order to implement effective and sustainable solutions to reduce waste and resource and energy consumption, protect natural resources, and create a healthy and safe work environment.

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<sup>1</sup> References to the "Company" (or to "The Chefs' Warehouse, Inc." or to "we" or "our" or similar pronouns) in this Environmental, Health & Safety Policy mean The Chefs' Warehouse, Inc. and all of its subsidiaries and affiliated companies. References to "Board of Directors" mean the Board of Directors of The Chefs' Warehouse, Inc.

<b>Organization</b> The Chefs' Warehouse, Inc.		<b>Title / Subject</b> Environmental, Health & Safety Policy		<b>Issuing Date</b> May 9, 2019	
<b>Owner</b> Legal Department	<b>Approved by</b> Board of Directors	<b>Previously Updated</b> February 8, 2021	<b>Updated</b> October 14, 2021	<b>Version</b> 2.0	<b>Page</b> 1

7. Stakeholder Engagement: We engage with contractors, suppliers, customers and local communities to reduce the environmental, health and safety impacts of our daily operations, technology and products. Working with governments, academia, nongovernmental organizations, business associations and other interested stakeholders, we strive to develop effective and sustainable solutions to environmental, health and safety challenges we face in our business activities.

8. UN Global Compact CEO Water Mandate: We endorse the UN Global Compact CEO Water Mandate.

9. Annual Review: We annually review and report on the progress of the Company's performance in implementing this policy and update it as needed.

10. Education: We educate employees at all levels about environmental best practice in order to ensure that everybody involved with the Company adheres to environmental laws, policies and procedures.

It is the responsibility of our senior leaders, each of whom reports directly to the Chief Executive Officer and Chairman of the Board, to ensure this policy is understood and effectively communicated and implemented throughout the Company worldwide. All employees are responsible for understanding the impacts of this policy on their day-to-day work practices and are expected to practice and support the principles stated above.

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