

SpartanNash Commitment to Environment, Health & Safety (EHS)

At SpartanNash, we rely on our Core Capabilities of People, Operational Excellence and Insights that Drive Solutions. To keep our people safe and achieve our mission of delivering the ingredients for a better life, focusing on improving the Environment, Health & Safety (EHS) of our Associates and the communities we serve must be – and are – an integral part of our business and **People First** culture. SpartanNash is fully committed to conducting our operations safely and in an environmentally friendly manner. We do this by identifying, assessing and effectively addressing environmental concerns and workplace hazards, focusing on injury prevention, natural resource conservation, energy saving and pollution prevention. The Company's senior leadership is fully committed to maintaining a healthy and safe workplace and integrating health and safety into all workplace activities, which is evidenced by our goal to be a safety leader in every business category where we operate.

Our commitment to EHS includes and is not limited to:

- Compliance with applicable EHS rules, regulations, industry best practices and internal policies and procedures to enhance our EHS standards.
- Empowering each SpartanNash Associate to share in the obligation to speak up, look out for one another, contribute ideas aimed at improving the health and safety of our Associates, be mindful of at-risk conditions and behave in a way that prevents injury and negative impact to the environment.
- Providing leadership, financial support, and other resources to support our EHS management system while working in consultation and cooperation with our Associates to effectively implement our EHS policy and supporting programs.
- Extending our EHS standards and expectations from our Associates to our third-party business partners through effective communication, collaboration, coaching and accountability.
- Assessing and managing business practices to identify, evaluate, and control environmental aspects and workplace hazards that pose a risk to the environment or to the safety and health of those working under our direction.
- Regularly monitoring, reviewing and prioritizing EHS objectives and targets to aid in our commitment to continual improvement of our management systems and performance.

SpartanNash Policy on Environment, Health & Safety (EHS)

Consistent with the SpartanNash Commitment to Environment, Health & Safety (EHS) to conduct our operations safely and to prevent harm to people, the environment, and communities we serve, all divisions and facilities owned or operated by the Company are expected to conduct business operations in a manner consistent with the specific objectives and through application of the following guidelines:

1. Each facility must comply with the environmental protection, safety and health laws that apply to that facility's operation. Facility managers are responsible for EHS compliance of the operations under their control.
2. The SpartanNash Legal Department and the Vice President of EHS shall be promptly advised of any citation, compliance failure or legal action initiated by any governmental regulatory or enforcement agency or by any third party with oversight for EHS matters.
3. The Company will cooperate with civic, professional, industry and governmental agency efforts to address EHS problems, and will seek to contribute to the development of realistic standards and regulations to protect the environment and the health and safety of our Associates and the communities we serve.
4. Any SpartanNash Associate who fails to adhere to the Company's EHS Policy may be subject to disciplinary action, up to and including termination of employment.
5. The Company will not tolerate retaliation against any SpartanNash Associate who reports noncompliance with this EHS Policy or with applicable laws and regulations.
6. The Vice President of EHS, in partnership with the Legal Department and the Internal Audit Department, shall adopt standard procedures for EHS assessments to be performed on a periodic basis. Appropriate recommendations associated with such assessments shall be implemented in a timely and cost-effective manner.
7. The Company's senior leadership shall keep the SpartanNash Board of Directors apprised of the Company's efforts and compliance with applicable EHS rules, regulations and industry best practices.



Greg Molloy
Vice President, EHS



Tony Sarsam
President and Chief Executive Officer