US corporate human rights index:

Tracking changes in company commitments to human rights

Findings as of July 2026

US Foods Holding Corp.

Indicator	Finding - July 2025	Source	Source Link	Yes/no change	Change
Policies and commitments					
General					
Human rights policy - UNGPs	In support of our commitment to operate with integrity under our Code of Conduct and guided by our Cultural Beliefs, these Human Rights Principles of US Foods Holding Corp. and its subsidiaries (collectively, "US Foods" or the "Company") set out our commitment to respect human rights in how we work with each other, and with our customers, suppliers and communities. ... These above principles are informed by globally accepted standards, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labor Organization Conventions and Recommendations and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises.	US Foods Holding Corp.Human Rights Principles	https://www.usfoods.com/content/dam/usf/pdf/general/US-Foods-Human-Rights-Principles-March2022.pdf	No change	
Human rights policy - ILO Core Labor Standards	See above			No change	
Forced labor & prison labor	We will not allow prison, slave, bonded, indentured or any other form of forced labor in our operations and will not engage in any other form of compulsory labor such as human trafficking. We forbid abuse, threats or improper practices such as retention of employees' passports or immigration papers in an unlawful manner. We require labor recruitment to be ethical and lawful.	US Foods Holding Corp. Human Rights Principles	https://www.usfoods.com/content/dam/usf/pdf/general/US-Foods-Human-Rights-Principles-March2022.pdf	No change	
Human rights defenders & civic space	No evidence			No change	
Gender equality and women's empowerment	Equal opportunity is important to the Company, which is why we ban unlawful discrimination. That ban includes discrimination against associates because of their: race, color, religion, sex, gender, gender identity or expression, sexual orientation, pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding, sex stereotyping (including assumptions about a person's appearance or behavior, gender roles, gender expression, or gender identity), status as a parent, age, marital status, national origin, ancestry, citizenship status, physical or mental disability, medical condition, genetic information, political beliefs, military status or veteran status, or anything else protected by applicable law. We interpret these protected statuses broadly to include both the actual status and also any perceptions and assumptions made regarding these statuses. This policy extends to all aspects of employment at our Company, including recruiting, hiring, training, promotions, discipline, and all other personnel actions. This policy and the law prohibit employment discrimination against any associate or applicant.' [Equal Opportunity and Affirmative Action Policy 2022, 1] 'Our Women in Leadership program aims to expand senior women's networks and build their skills. It is aligned with our commitment to developing and increasing diverse representation in our leadership. The program's learning and leadership development opportunities include panel discussions with key female leaders from the Board and external thought leaders from Kellogg School of Management at Northwestern University and monthly smallgroup connections. More than 88 senior women participated in the program in 2022.' [Corporate Social Responsibility 2022, 34] 'WFF provides research, insights and best practices to help food companies address the pressing need for talent and increased business performance by realizing the full potential of female leaders. US Foods is proud to be a long-standing sponsor of the WFF Leadership Conference, contributing annually to the success of this initiative.' [Corporate Social	Equal Opportunity and Affirmative Action Policy 2022 Corporate Social Responsibility 2022	https://www.usfoods.com/content/dam/usf/pdf/code-of-conduct/Equal-Employment-and-Affirmative-Action-Policy.pdf https://www.usfoods.com/content/dam/usf/pdf/de/supporting_materials/US%20Foods%202022%20Corporate%20Social%20Responsibility%20Report.pdf	No change to sour	2025 Corporate Sustainability Report. https://www.usfoods.com/content/dam/us-foods/platforms/www/pdf/US_Foods_2025_Corporate_Sustainability_Report.pdf Memberships with various business classification organizations—such as the Women's Business Enterprise National Council (WBENC) and National Veteran-Owned Business Association (NaVOBA)—enable us to further support our strategic sourcing priorities and customer needs, such as in light of regulatory shifts and tariffs, by accessing new suppliers and addressing product categories when they face supply or industry-related challenges.
Indigenous Peoples	We are committed to respecting the rights of indigenous peoples and local communities ("IP/LC") and expect that our suppliers obtain free, prior, and informed consent ("FPIC") for any activities that may impact these groups.	US Foods Holding Corp. Responsible Sourcing Policy and Supplier Code of Conduct (2022)	https://www.usfoods.com/content/dam/usf/pdf/code-of-conduct/US-Foods-Responsible-Sourcing-Policy-and-Supplier-Code-of-Conduct-20221231.pdf	No change	
Natural resources					
Land rights	See Indigenous Peoples			No change	
Free, Prior, and Informed Consent (FPIC)	See Indigenous Peoples			No change	
Living wage					
Living wage, own operations	We comply with all applicable wage laws, including those related to minimum wage, working hours, rest periods and overtime work. We adhere to our Pay for All Time Worked Policy.	US Foods Holding Corp. Human Rights Principles	https://www.usfoods.com/content/dam/usf/pdf/general/US-Foods-Human-Rights-Principles-March2022.pdf	No change	
Living wage in supply chain	See above				
Human rights due diligence and supply					

Process for assessing human rights risks and impacts	In 2022, we began to improve social accountability and address human rights and labor concerns in the seafood supply chain by adding and reviewing human rights risk assessment data from the Sustainable Fisheries Partnership's (SFP) Human Rights Risk Indicator (HRRI) to our seafood program metrics. SFP's HRRI system assigns a risk score based on the use of flags of convenience, a country's ratification of ILO C188 and the Global Slavery Index Fishing Risk indicators and other factors.' [Corporate Social Responsibility Report 2022, 27]	Corporate Social Responsibility Report 2022	https://www.usfoods.com/content/dam/usf/pdf/dce/supporting_materials/US%20Foods%202022%20Corporate%20Social%20Responsibility%20Report.pdf	Updated	2025 Corporate Sustainability Report. https://www.usfoods.com/content/dam/us-foods/platforms/www/pdf/US_Foods_2025_Corporate_Sustainability_Report.pdf Our initiative to identify and mitigate risks associated with commodities known to negatively affect forests expanded in 2024 and 2025. In 2025, we once again completed a robust due diligence process for Exclusive Brands palm oil and palm kernel oil,35 engaging applicable Exclusive Brands suppliers to assess their awareness of US Foods policies related to palm oil, their deforestation-related practices and policies, as well as their palm oil volumes supplied to US Foods and their certified volume uptake. Also in 2025, we completed supply chain mapping for direct soy36 used in our Exclusive Brands products. Although direct soy had previously been identified as one of our top potential deforestation risks based on our 2023 deforestation risk assessment, our 2025 supply chain mapping validated that direct soy is not a high-risk commodity for us with respect to deforestation. Based on these assessments, palm oil and dairy are identified as our two highest-risk commodities with respect to deforestation, with plans to address dairy beginning in 2026.
Heightened human rights due diligence in Conflict Affected and High Risk Areas	No evidence			No change	
Affected stakeholder engagement	US Foods recognizes the value of listening to and considering the perspectives of our stakeholders, including our associates, customers, vendors and shareholders. We believe this is a crucial step in driving a holistic CSR program, and we actively seek their priorities for our company. We are focused on actively engaging with our stakeholders on a variety of environmental, social and governance (ESG)–related topics regularly to understand and respond to their needs.' [Corporate Social Responsibility Report 2022, 11]	Corporate Social Responsibility Report 2022	https://www.usfoods.com/content/dam/usf/pdf/dce/supporting_materials/US%20Foods%202022%20Corporate%20Social%20Responsibility%20Report.pdf	No recent evidence	
Human rights requirements in supplier code/requirements	We are committed to treating our associates, our customers, our business partners, and all workers with dignity and respect for human rights and without discrimination, as set out in the Guiding Principles and in alignment with US Foods' Prohibition Against Discrimination, Harassment, and Retaliation Policy (accessible here). Similarly, we expect our suppliers to adopt and enforce consistent human rights principles and to comply with all human rights laws and regulations applicable to them. Each of our suppliers must have written policies and controls in place that: • Prohibit child labor, forced labor or compulsory labor, and human trafficking • Ensure compliance with applicable wage, hours, and benefits laws, including those relating to minimum wage, working hours, rest periods, and overtime work and payVerify the employment eligibility of workers • Respect the right of workers to freely associate, organize, and bargain collectively in full compliance with applicable laws • Ensure a workplace free from discrimination and harassment, especially based on race, color, gender, gender identity, age, sexual orientation, religion, caste, national origin, ethnicity, marital status, disability, pregnancy, dependents, or political beliefs • Ensure protection from abusive practices or undue disciplinary measures.	US Foods Holding Corp. Responsible Sourcing Policy and Supplier Code of Conduct (2022)	https://www.usfoods.com/content/dam/usf/pdf/code-of-conduct/US-Foods-Responsible-Sourcing-Policy-and-Supplier-Code-of-Conduct-20221231.pdf	No change	
Access to remedy					
Grievance mechanism for own employees	There are a variety of ways to get help or report when something seems wrong. You may report – anonymously, if you choose – through the Check-In Line, our externally hosted hotline, which is available 24 hours a day, seven days a week, with translation services if needed. Check-In Line: [...] Web: [...] Email: [...] In addition, you can always raise concerns with your manager, any other US Foods manager, Human Resources, your Field Associate General Counsel, Field or any member of the Law Department.' [Code of Conduct 2020, 6]	Code of Conduct 2020 Webpage - Check-In Line	https://s22.q4cdn.com/603501095/files/doc_downloads/govdocs/2020/NEW-DIG-2019092604-Code-of-Conduct-2020.02.12-HR.pdf https://app.convercent.us/en-US/LandingPage/fbfe5def-64a1-ec11-a84b-	Updated link	https://www.usfoods.com/content/dam/usf/pdf/Policies/usfoods-code-of-conduct.pdf
Grievane mechanism for workers - supply chain	See above			See above	
Grievance mechanism for external individuals & communities	See above			See above	
Governance and staffing					
Board and/or C-Suite-level oversight	These principles apply to the Company's employees, directors, affiliates and consultants and have been approved and are monitored by senior management.	US Foods Holding Corp. Human Rights Principles	https://www.usfoods.com/content/dam/usf/pdf/general/US-Foods-Human-Rights-Principles-	No change	
Senior level responsibility for human rights	See above			No change	
Reporting and transparency					
Human rights reporting (integrated or stand-alone)	Included in 2024 Sustainability Report	2024 Sustainability Report	https://www.usfoods.com/content/dam/usf/pdf/dce/supporting_materials/US-Foods-2024-	Updated	https://www.usfoods.com/content/dam/us-foods/platforms/www/pdf/US_Foods_2025_Corporate_Sustainabilit
Memberships					
RBA	No	RBA		No change	
RSPO	Yes	RSPO	https://rspo.org/search-members/	No change	
WEPs (signatory)	No	WEPs	https://www.weps.org/companies	No change	
Lobbying and ethics					
Public statement or endorsement in support of mandatory human rights and environmental due diligence	No evidence			No change	

Anti-bribery and anti-corruption policy	No Covered Person may offer, promise, authorize, or make an Improper Payment (as defined below), directly or indirectly, to any person or entity in the private sector or to a government official or government entity. Additionally, no Covered Person may request or accept an Improper Payment. No Covered Person may make any payment with the intention or understanding that any part of the payment will be used for anything other than the specific business purpose described by the supporting documents. The Company will not discipline or penalize any Covered Person for refusing to make an Improper Payment or otherwise engage in corruption, even if it results in a loss of business to the Company.' [Anti-Corruption Policy 2020, 2]	Anti-Corruption Policy	https://www.usfoods.com/content/dam/usf/pdf/code-of-conduct/Anti-Corruption-Policy-FINAL.pdf	No change

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