



SFE Diversity Statement

At SFE, building strong and cohesive teams is at the heart of everything we do. Through experience, we've learned that diversity and inclusion is a central part of achieving that. In fact, we have found that different ideas, perspectives and backgrounds all fuel innovation, helping us to connect more closely to our district partners and the communities that we together serve.

That's why we focus on building a team culture particularly for our urban mega districts that truly embrace differences and encourage the free exchange of ideas, demonstrated by our behaviors:

- **We act** as an Equal Opportunity Employer and do not discriminate on basis of gender, race, ethnicity, veterans, or disability status.
- **We commit** to working with 100% of your current staff, valuing the background diversity they bring, as well as their understanding of your students' specific menu preferences.
- **We solicit** regular feedback and ideas from the kitchen team throughout the process of building your custom foodservice program.
- **We host** regular employee welfare, benefit and career development meetings, with an eye to helping all employees to adapt and thrive.
- **We develop** and implement recruitment, retention and employee development plans with a diverse workforce as our focal point.
- **We fortify** each district team as the district program grows, proactively seeking out diverse talent from multiple segments in the community to fill open positions.
- **We offer** 24/7 HR assistance, with dedicated HR coaches for each district, to ensure that all employees feel connected and supported.
- **We extend** inclusive benefit programs such as healthcare benefits to employees' same-sex partners.
- **We value** our company mentoring program which supports diverse employees in all stages of their careers.
- **We engage** in the communities in which we serve, and we value our district connections and the broader impact they create.
- **We support** alliances like Big Brother/Big Sister and Make-a-Wish foundations, understanding that our partnerships with our diverse, broader communities make us all stronger.

Above all, we focus on treating our employee teammates with fairness and respect—as true partners in our goal of working together to be sure that every student feels like a guest and is nourished to learn.