

## Equal Employment Opportunity Policy Statement

Starbucks Coffee Company is deeply committed to ensuring equal opportunity and a workplace free from discrimination, harassment and retaliation. We take these topics seriously. It is the responsibility of all of us as partners to make sure we and those around us are creating an inclusive and respectful work environment.

Starbucks prohibits any discrimination against or harassment of partners or job applicants based on race, color, religion or religious creed, national origin or place of origin, sex, physical or mental disability, age, protected military or veteran status, sexual orientation, gender identity, gender expression, transgender status, genetic information, legally protected medical condition, marital or domestic partner status, status as a victim of domestic violence, or any other basis protected by law. Employment decisions such as recruitment, compensation, promotions, transfers, demotions, layoffs, separations, training, benefits, education, tuition assistance and social programs are administered without discrimination.

Any incidents of discrimination or harassment should be reported immediately to a member of management, Partner Resources, or to the Starbucks Ethics & Compliance Helpline at (800) 611-7792. Reports will be promptly and fully investigated. Partners who engage in discrimination or harassment will receive disciplinary action up to and including separation from employment. Starbucks does not tolerate any form of retaliation against a partner who raises concerns or questions about a potential violation of a Starbucks policy.

Starbucks has developed and implemented affirmative action plans for women, minorities, individuals with disabilities and protected veterans as required by law. Any partner or applicant wishing to review the affirmative action plans under the Rehabilitation Act and/or Vietnam Era Veterans Readjustment Assistance Act should contact Starbucks Partner Contact Center (PCC) between 5:00 a.m. and 5:00 p.m. Pacific Time at (888) SBUX411 (728-9411).

Starbucks is committed to offering reasonable accommodations to partners and applicants with disabilities. If you need an accommodation due to a disability, please contact the Starbucks Partner Contact Center (PCC) at (888) SBUX411 (728-9411).

Overall responsibility for the Equal Employment Opportunity Policy is assigned to Joyce Coles, director, Diversity and Inclusion. She will monitor compliance with this policy and will report to me on a regular basis.

I am confident that all of us as partners will treat this policy with the gravity that it deserves and will do our utmost to ensure compliance and equal opportunity for all our partners and applicants.

Laxman Narasimhan  
chief executive officer



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POST THIS STATEMENT NEAR THE COMPLETE U.S. LABOR LAW POSTER