

Diversity: Our Differences Make Us Better

Part of creating a great place to work is bringing together a diverse group of team members with unique personalities, backgrounds, and experiences. Diversity brings new and innovative ideas and helps us serve our customers better. That's why at Fresh & Easy, we're committed to providing all of our diverse team members with equal employment opportunities. It's a simple concept: treat everyone the way we'd like to be treated.

Our Commitment to You

Our goal is to make sure that you and all other team members are treated in a fair and non-discriminatory manner throughout the employment process — from recruitment to retirement. That means everyone has access to the same opportunities — including employment, promotional, training, compensation, and benefits — regardless of race, gender, sexual orientation, color, creed, religion, national origin, age, pregnancy, childbirth or related conditions, medical condition, marital status, citizenship, ancestry, genetic characteristics, military or veteran status or physical or mental disability, registered domestic partner status, or any other status protected by federal, state, or local law or regulation.

In addition to providing equal opportunities, Fresh & Easy will not discriminate (or allow any discrimination against) anyone who:

- Has any of the characteristics mentioned above
- Is perceived to have any of the characteristics mentioned above, or
- Is associated with a person who has (or is perceived to) have any of the characteristics mentioned above.

Don't Worry!

If you have a complaint, you can always come to us. Fresh & Easy will never retaliate (or allow anyone to retaliate) against someone who:

- Raises a legitimate claim of discrimination or harassment, or
- Helps with a related investigation.

Our commitment starts right away and extends to all aspects of your relationship with Fresh & Easy — recruiting and hiring, training, compensation, benefits, working conditions, transfers, promotions, layoffs, terminations, and other terms and conditions of employment.

It's Up to You — and Everybody Else

Everyone — from team members in our stores to executives at home office to the people we do business with — is responsible for making equal employment opportunities happen at Fresh & Easy. Because we hire the best people, we know and expect that you'll always treat your fellow team members with dignity and respect — and you can expect to be treated the same way.

It's Not Rocket Science

We promise to treat our team members with dignity and respect. And we ask that you do the same!

The Door's Always Open

We want to hear from you. Your ideas, suggestions, comments or concerns are important to us. Our Open Door policy makes it easy for you to talk to your manager – or any member of the Fresh and Easy management team. While we can't guarantee every issue will be resolved, we can promise that we'll listen to what you have to say.

Remember!

At Fresh & Easy, the employment relationship is "at will." That means you can decide to end your employment with Fresh & Easy at any time, with or without cause or notice. On the flip side, Fresh & Easy has the right to end your employment at any time too. Of course our goal is to always treat our team members with respect and consideration at all times.