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A NOTICE TO ALL EMPLOYEES AND APPLICANTS

MICHAEL A. STIVALA, PRESIDENT AND CHIEF EXECUTIVE OFFICER

EQUAL EMPLOYMENT POLICY STATEMENT

Suburban Propane is committed to equal employment and actively seeks a diverse applicant pool, hiring the most qualified individual for each role. To support full implementation of this equal employment policy, Suburban Propane will ensure that:

- a. Recruiting and selection processes are consistently applied when identifying employees or applicants for hire, promotion, and transfer without regard to an individual's age, sex, sexual orientation, gender identity, race, color, creed, religion, national origin or ancestry, citizenship, marital status, familial status, physical or mental disability, handicap, military or veteran status, genetic information, pregnancy or any other category protected under federal, state or local law, regulation or ordinance.
- b. All other employment-related actions, including but not limited to, those involving compensation, benefits, layoffs and recall from layoffs, access to training, education, and tuition assistance are made without regard to an employee's age, sex, sexual orientation, gender identity, race, color, creed, religion, national origin or ancestry, citizenship, marital status, familial status, physical or mental disability, handicap, military or veteran status, genetic information, pregnancy or any other category protected under federal, state or local law, regulation or ordinance.
- c. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law, regulation or ordinance requiring Equal Employment Opportunity (EEO); (3) opposed any act or practice made unlawful by any federal, state or local law, regulation or ordinance requiring Equal Employment Opportunity (EEO) or (4) exercised any other right protected by federal, state or local law, regulation or ordinance requiring Equal Employment Opportunity (EEO).

I have appointed Kelly Hennefeld, Director-Compensation & Talent Management to take on the responsibilities of EEO Coordinator. The EEO Coordinator is responsible for the implementation and monitoring of the Company's Affirmative Action Plan for veterans and individuals with disabilities, in compliance with government contractor requirements. As part of that responsibility, the EEO Coordinator will periodically analyze the Company's employment-related actions and their effects to ensure compliance with our equal employment policy.

If you, as one of our employees or as an applicant for employment, have any questions about this policy or would like to view portions of our Affirmative Action Plan, please contact the EEO Coordinator during regular business hours.

In closing, I ask the continued assistance and support of all employees to attain our objective of equal employment for all.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael A. Stivala".

Michael A. Stivala
President and Chief Executive Officer