

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 create an inclusive and respectful work environment.

Starbucks prohibits any discrimination, retaliation 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, military or protected veteran status, sexual orientation, gender identity, genetic information, legally protected medical condition, marital or domestic partner status, status as a survivor of domestic violence, or any other basis protected by federal, state or local law in regard to any position for which the partner or applicant for employment is qualified. Employment decisions such as recruitment, compensation, promotions, transfers, demotions, layoffs, separations, training, benefits, education, tuition assistance and social programs are administered without discrimination.

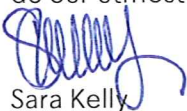
Any incidents of discrimination or harassment should be reported immediately to a member of management, Partner Resources, or to the Starbucks Ethics & Compliance Helpline at (888) 803-1477. Reports will be promptly and fully investigated. Partners who engage in discrimination or harassment will receive corrective 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 in accordance with legal requirements for individuals with disabilities and protected veterans. 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 consistent with applicable federal, state and local laws. Partners that need an accommodation can contact the Starbucks Partner Contact Center (PCC) at (888) SBUX411 (728-9411) or submit a *Request a Workplace Accommodation* webform via the Partner Service Portal on the Partner Hub. Applicants that are not currently employed at Starbucks that need an accommodation can contact (888) 611-2258 or applicantaccomodation@starbucks.com.

Overall responsibility for the Equal Employment Opportunity Policy is assigned to the director of EEO compliance, who will monitor compliance with this policy assisted by Partner Resources.

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.



Sara Kelly
chief partner officer

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