



Gratuities Policy

Meijer is committed to fair and competitive relationships with all Contractors/Vendors. Meijer avoids any actions that create a perception that favorable treatment of outside entities was sought, received or given in exchange for personal business courtesies.

Generally, Contractors/Vendors should not provide business courtesies to any persons working on behalf of Meijer. Business courtesies include gifts, gratuities, meals, refreshments, entertainment, services, sporting events, special access to events, trips, shows, or any other form of value or financial support. There are some exceptions to this provision. Here are some specific rules applicable to your relationship with Meijer:

1. **Nominal Promotional Items.** This policy does not apply to promotional gifts such as calendars, pens, etc. valued at less than \$50 USD.
2. **Meals, Refreshments, and Entertainment.** Meijer team members may accept invitations for business meals with companies we work with. Such meals should be appropriate to an independent business relationship in all aspects, including the number of such meals and their cost.
3. **Business Travel.** Contractors/Vendors may sometimes pay for legitimate business expenses with prior approval from Meijer Leadership.
4. **Alcoholic Beverages.** Alcoholic beverages are not to be a part of a meal if a Meijer team member is returning to work, or if the purpose of the lunch or dinner meeting is to resolve a business concern that we have with a Contractors/Vendors. No Meijer team member will accept any gifts, loans of money, free merchandise, treats, discounts, premiums, rebates, property of any description or any item of value from a beer, wine, or alcoholic manufacturer, wholesaler, or representative.