



## Pronoun Nametag Fact Sheet

Pronouns are the way we refer to each other in the third person. Pronouns give us the chance to share how we want to be identified. For example: She, He, They, Them

### You may be wondering...

#### What is a Pronoun Nametag?

All teammates can share their pronouns by placing a sticker on their current nametag. We will be starting with the following 4 stickers:



#### Is participation in the pronoun nametag initiative mandatory?

No, sharing your pronouns is voluntary.

#### Is this program open to all employees even if they do not identify as transgender or non-binary?

Yes! Sharing your pronouns is a great way to show your support and allyship.

#### Is putting the pronoun sticker on my nametag a Food Safety violation?

No. The DE&I team worked closely with the Food Safety team to ensure we were compliant with their national program.

#### What can I do to support this?

- ✓ Share your pronoun and wear a nametag.
- ✓ Never assume someone's gender based on their look, name, or voice.
- ✓ Know and respect a person's name and pronoun and use them correctly.



### Ready to Learn More?

Scan the QR code to watch this short video

#### Who can I contact if I have additional questions?

You can ask your leader, contact your local HR Business Partner, or email the DE&I team at: [diversity.inclusion@sobeys.com](mailto:diversity.inclusion@sobeys.com)