

YUM! BRANDS HUMAN RIGHTS & LABOR PRACTICES POLICY

At Yum!, our core values drive us to lead with smart, heart and courage and make the world better. That means maintaining a work environment that respects, protects and supports the human rights of all our employees, suppliers and the local communities where we operate. Our approach to human rights aligns with our [Global Code of Conduct](#) and [Supplier Code of Conduct](#), and also reflects the principles included in the [International Labor Organization Declaration on Fundamental Principles and Rights at Work](#) and the [UN Guiding Principles on Business and Human Rights](#).



PROTECT

While governments play an integral role in protecting fundamental human rights, we also have a responsibility to do so as a global company and we believe it requires responsible governance that takes a holistic, strategic approach. Our commitments and policies provide a foundation for our global system to align on when it comes to key human rights principles and includes our Global Code of Conduct, Supplier Code of Conduct and [Human Rights & Key Supply Chain Commitments](#). Additionally, we align with leading global frameworks including the Global Reporting Initiative and engage in regular disclosure through our annual [Global Citizenship & Sustainability Report](#).

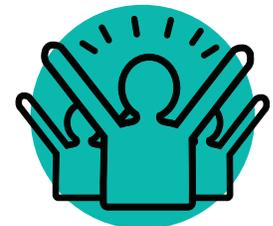
RESPECT

Maintaining a work environment that respects and supports human rights for all our employees around the world has always been a non-negotiable. We regularly assess human rights risks to identify potentially affected groups and remain committed to making updates as new impacts arise. Over the years, we strengthened our commitments in key areas of our supply chain including vegetables and fresh produce and palm oil to further emphasize the importance of leading human rights practices by aligning with the [Fair Food Standards Council](#) and becoming a member of the [Roundtable for Sustainable Palm Oil](#). The tenets of Yum!'s human rights policy include:

- We require compliance with all local labor laws in every market where we operate.
- We respect the right of all employees to associate or not to associate with any group as permitted by applicable laws and regulations.
- We promote, protect and help to ensure the equal rights of all persons, including minorities, women and those with disabilities.
- We do not employ underage children or forced laborers.
- We prohibit physical punishment and abuse.
- We partner with stakeholders to collect input and help guide our human rights efforts.

Yum! holds the same expectations of ethical, legal and socially responsible business practices for its suppliers. Suppliers must abide by all applicable laws, codes or regulations regarding wages and benefits, worker's compensation, working hours, equal opportunity, worker and product safety, and conflict minerals policies. We also expect that suppliers will conform their practices to the published standards for their industry.

Human Rights Due Diligence Approach



REMEDY

We know how important it is to have a comprehensive strategy when it comes to successfully managing human rights issues. From providing all stakeholders a mechanism to express grievances to having a thorough supplier remediation process, each part plays an important role.

Raising Concern

When it comes to grievance mechanisms, any person, employee or not, who has ethical concerns in regards to our Environmental, Social and Governance (ESG) work is encouraged to report them safely and anonymously to The Speak Up helpline, an independent third party that operates a 24/7 ethics hotline on our behalf, at 1-844-418-4423. Translation services are available to callers. Additionally, the Audit Committee of our board has established additional procedures for complaints and concerns of associates regarding accounting and auditing matters, including the confidential or anonymous submission of such complaints or concerns. More details on these procedures can be found [here](#).

Risk Assessment, Supplier Engagement and Remediation

We've always required suppliers to conduct audits and inspections to verify compliance with our Global Code of Conduct and have conducted unannounced assessments, audits and inspections of supplier facilities where violations led to disciplinary action, including termination of the supplier relationship for repeated violations or noncompliance.

In 2020, Yum! established a global membership with [Sedex](#), one of the world's leading ethical trade membership organizations that works with businesses to improve working conditions in global supply chains, to further strengthen our existing supply chain auditing capabilities across our ESG efforts with focus on human rights and labor practices. Key elements include:

- Better management of business risk and support for a more holistic approach to human rights strategy in the supply chain through a combination of third-party audits, internal reviews and self-assessments.
- Strengthened responsible and sustainable supply chain management through continuous improvement that includes corrective action and robust remediation plans.
- Platform to communicate broader sustainability agenda and expand ESG issue management beyond human rights to also include key topics such as climate and deforestation.
- Dynamic, online tool that exchanges data between Yum! and thousands of suppliers around the globe to facilitate collaboration.



Yum! continues to strengthen our existing risk assessment and remediation process to enable better supplier development and engagement. Our first step in risk assessment includes reviewing geographies and supply chains to help prioritize the most material areas of focus. We aim to have all suppliers globally on the platform by 2023.

Risk Assessment & Remediation Process



We are focused on working with suppliers to provide remedies where adverse human rights impacts have occurred and incorporate lessons learned to prevent future incidents. Additionally, we are committed to regular disclosure and reporting.

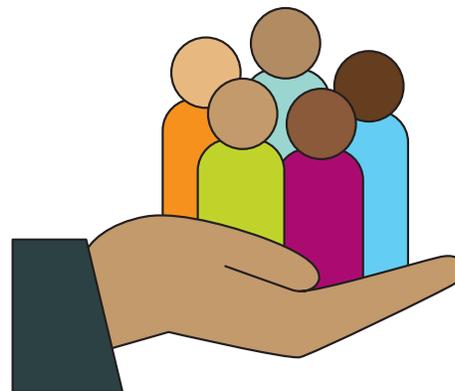
YUM! BRANDS HUMAN RIGHTS & LABOR PRACTICES POLICY CONTINUED

ETHICS AND COMPLIANCE

Yum! Brands' success is built on the integrity and high ethical standards of our employees. Our ethics and compliance program, based on our Global Code of Conduct, demands the highest ethical standards in all of our operations around the globe.

GLOBAL CODE OF CONDUCT

Our Global Code of Conduct is more than a document - it is the foundation for the way we conduct ourselves and do business throughout the world. It calls for the highest standards of ethical behavior from our Board members, executives and 1.5 million system employees. The Global Code of Conduct sets forth the policies and procedures regarding standards of conduct that are required of Yum! Brands directors and employees. The Global Code of Conduct is intended to help employees conform to high ethical standards and to protect Yum! Brands and its employees' reputations.



The Global Code of Conduct is published in English, Chinese, French, German, Korean, Portuguese, Russian, Spanish, Thai and Turkish. It can be found on the [Yum! website](#).

EMPLOYEE RELATIONS

Yum! Brands recognizes that one of its greatest strengths lies in the talent and ability of its employees. Employees are expected to hold themselves accountable to the highest professional standards, with mutual respect being the basis of all professional relationships. Human resource goals have been established to guide the Company's activities in employee relations. It is the

Company's policy to deal fairly with employees, provide equal opportunity for all in recruiting, hiring, developing, promoting and compensating without regard to race, religion, color, age, gender, disability, genetic information, military or veteran status, sexual orientation, gender, gender identity and/or expression, citizenship, national origin, or other legally protected status, maintain a professional, safe and discrimination-free work environment, recognize and compensate employees based on their performance; and provide a competitive array of benefits.

Sexual, racial, ethnic and religious or any other type of harassment has no place in the Yum! Brands work environment. Racial, ethnic and religious harassment includes such conduct as slurs, jokes, intimidation or any other verbal or physical attack upon a person because of race, religion or national origin.

SUPPLIER CODE OF CONDUCT

Yum! Brands is committed to conducting its business in an ethical, legal and socially responsible manner that aligns with our organizational values. To encourage legal, social and ethical business practices by our suppliers and subcontractors we established a Supplier Code of Conduct.

The Yum! Brands Supplier Code of Conduct sets forth our expectations and minimum standards for all suppliers and subcontractors. The Supplier Code of Conduct addresses working hours and conditions, non-discrimination, child labor and forced or indentured labor. We require suppliers to conduct audits and inspections to verify compliance with the Supplier Code of Conduct. In addition, we reserve the right to conduct unannounced assessments, audits and inspections of supplier facilities. Violations lead to disciplinary action, including termination of the supplier relationship for repeated violations or noncompliance.

Compliance with Laws and Regulations

Suppliers are required to abide by all applicable laws, codes or regulations including, but not limited to, any local, state or federal laws regarding wages and benefits, worker's compensation, working hours, equal opportunity, worker and product safety, and conflict minerals policies.

Yum! Brands also expects that suppliers will conform their practices to the published standards for their industry.

Employment Practices

Working Hours & Conditions: In compliance with applicable laws, regulations, codes and industry standards, suppliers are expected to provide their employees with safe and healthy working conditions and reasonable daily and weekly work schedules.

Non-Discrimination: Suppliers should implement a policy to effectuate all applicable local and federal laws prohibiting discrimination in hiring and employment on the grounds of race, color, religion, sex, age, physical disability, national origin, creed or any other basis prohibited by law.

Child Labor: Suppliers should not use workers under the legal age for employment for the type of work being performed in any facility in which the supplier is doing work for Yum! Brands. In no event should suppliers use employees younger than 14 years of age.

Forced and Indentured Labor: In accordance with applicable law, no supplier should perform work or produce goods for Yum! Brands using labor under any form of indentured servitude, nor should threats of violence, physical punishment, confinement, or other form of physical, sexual, psychological, or verbal harassment or abuse be used as a method of discipline or control.

Notification to Employees: To the extent required by law, suppliers should establish company-wide policies implementing the standards outlined in the Supplier Code of Conduct and post notices of those policies for their employees. The notices should be in all languages necessary to fully communicate the policy to its employees.

Performance Management and Audits

It is our expectation that every supplier in our global system abides by our Supplier Code of Conduct and agreeing to the Supplier Code of Conduct, is a prerequisite to doing business with us. We continuously monitor public conversations and media exposure, and will contact a supplier if an issue is discovered. To manage performance, audits of key suppliers are conducted annually, which includes a review of the supplier's internal processes and site visits as needed. Feedback is provided to suppliers to support and drive continuous improvement efforts. Further, we expect our suppliers to conduct audits and inspections in compliance with the Supplier Code of Conduct and applicable legal and contractual standards.

In addition to any contractual rights of Yum! Brands or Restaurant Supply Chain Solutions, LLC (RSCS), the supplier's failure to observe the Supplier Code of Conduct may subject them to disciplinary action, which could include termination of the supplier relationship. The business relationship with Yum! Brands and RSCS is conditioned upon compliance with the Supplier Code of Conduct and the supplier's agreements with Yum! Brands and RSCS. We continue to evaluate and evolve our supplier assessments to ensure our supply chain operates under the safest and most responsible conditions.

NOTE: Restaurant Supply Chain Solutions, LLC is the supply chain purchasing co-op for company-owned and most franchised KFC, Pizza Hut and Taco Bell restaurants in the U.S.