



— YUM! BRANDS, INC. —

# SUPPLIER CODE OF CONDUCT





Yum! Brands, Inc. and each of its domestic and international subsidiaries (collectively, "we", "us" or "Yum") is committed to conducting its business in an ethical, legal and socially responsible manner that aligns with our organizational values. The purpose of this Yum Supplier Code of Conduct (the "Code") is to encourage legal, social and ethical business practices by Yum's suppliers and vendors and their respective suppliers, vendors, subcontractors, agents and employees (each, a "Supplier" and, collectively, the "Suppliers"). Yum expects Suppliers to provide products/services that comply with all applicable laws, rules and regulations in the state and/or country in which they operate as well as to adhere to all requirements set out in this Code. All references to "applicable laws and regulations" in this Code shall include local, federal and international codes, rules and regulations as well as applicable treaties and industry standards.

The Code sets forth our expectations and minimum standards for Suppliers. Yum expects its Suppliers to conduct audits and inspections in order to verify compliance with the Code. Yum may reach out to its Suppliers on a periodic basis to request a list of audits and inspections the Supplier undertook over a period of time. In addition, we reserve the right to conduct unannounced assessments, audits and inspections of Supplier operations (including on-site audits and inspections at any Supplier facilities). Violations of, nor non-cooperation with Yum in its enforcement of, the Code may lead to disciplinary action, which may include, among other things, corrective action or termination of the Supplier relationship.

Suppliers must comply and ensure compliance with the following:

## Brand Identity

Suppliers must follow public relations and branding protocol set forth by Yum and/or its subsidiaries. Suppliers must ensure they have written approval to use or reference any Yum branding, brand name, logo or visual brand elements in marketing, advertising, or sales activities. Approval may come in the form of written consent by a designated public relations representative or executive, and/or explicitly stated within the supplier's contract. If approved, the supplier is expected to follow and maintain all current brand guidelines. Suppliers are required to update any and all associated branding in a timely fashion on an as needed basis. Yum reserves the right to retract or decline use at any time.

## Diversity and Nondiscrimination

Yum is committed to diversity, equity and inclusion in the workplace and expects our suppliers to as well. Suppliers must not discriminate with regard to hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement on the basis of race, color, creed, religion, age, gender, genetic information, sexual orientation, gender identity and/or expression, national origin, nationality, citizenship, social or ethnic origin, marital status, pregnancy, disability, physical impairment, political affiliation, military or veteran status, or other legally protected status. We strongly encourage suppliers to support diverse businesses throughout their own supply chains where applicable.

## Quality and Food Safety

Suppliers must ensure that its quality management systems and processes include food safety and quality requirements that meet or exceed Yum's published standards. This starts with the ethical sourcing of materials and ends with the highest level of service and delivery of superior quality products to our distributors and restaurants.

## Sustainability

Suppliers must ensure compliance with industry environmental, agricultural and animal welfare standards and practices, as applicable. Suppliers must demonstrate compliance with Yum's sustainability policies and positions, including with respect to palm oil, paper-based packaging sourcing, good antimicrobial stewardship, sustainable animal protein principles, and the other policies and positions outlined in its Global Citizenship and Sustainability Report.

Suppliers are also expected to develop appropriate environmental management systems that recognize the environmental impacts of their specific business processes and monitor and report performance against improvement targets. Suppliers are expected to be leaders in meeting or exceeding environmental standards and demonstrating year-over-year progress towards reducing the relative environmental footprint of their operations.

## Waste and Emissions

Suppliers must have systems in place to ensure the safe handling, movement, storage, recycling, reuse and management of waste, air emissions and wastewater discharge. Any of these activities that have the potential to adversely impact human or environmental health must be appropriately managed, measured, controlled and handled before the release of any substance into the environment. Suppliers also must have systems in place to prevent or mitigate accidental spills and releases into the environment.

## Work Environment

- Child Labor:** Suppliers must not utilize labor under the legal minimum age of employment and must follow all child labor laws applicable to the jurisdiction in which they operate. In addition, persons younger than eighteen (18) are not permitted to perform hazardous work under any circumstances.
- Coercion and Harassment:** Suppliers must treat all workers with dignity and respect. Disrespectful, inappropriate behavior, unfair treatment or retaliation of any kind will never be tolerated. Actions such as corporal punishment, threats of violence and/or other forms of physical, sexual, psychological, verbal abuse and/or harassment will never be allowed or condoned.

Champion the **CUSTOMER EXPERIENCE**

**Deliver RESULTS,**  
overnight and  
over time

— Be —  
**FOCUSED**  
— and stay —  
**HUNGRY**

Believe in

**-ALL-  
PEOPLE**

Serve up **TRUST**  
in every bite

MAKE THE WORLD  
**BETTER**

Adopt and share the  
**BEST IDEAS**

Recognize **WINS,**  
big and small

*Lead with smart, heart and* **COURAGE**



- c) Nondiscrimination:** Suppliers must not discriminate with regard to hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, political affiliation, disability, or physical impairment or handicap.
- d) Health and Safety:** Suppliers must provide workers with a safe and healthy workplace (and housing, if applicable) in compliance with all applicable laws and regulations. At a minimum, Suppliers must also ensure reasonable access to potable water, sanitary facilities, proper ventilation, adequate lighting and fire safety. In addition, Suppliers are responsible for general emergency preparedness and machine maintenance and evaluations in order to comply with applicable safety standards. All required permits, licenses and registrations must be obtained, maintained and kept up-to-date and made available to Yum upon request. Suppliers must satisfy their operational and reporting requirements to applicable legal and regulatory authorities.
- e) Human rights:** Suppliers will use due diligence as a means to identify and prevent human rights risks, and must not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise. Suppliers may be required to produce a "slavery and human trafficking statement" each financial year to ensure slavery, servitude or forced labor does not exist in any part of their business or supply chain. The statement must record Supplier's policies and demonstrate that due diligence, auditing, training, risk analysis, and appropriate key performance indicators are in place. This information will be made available to Yum as part of any audit or assessment process upon Yum's request.
- f) Association:** Suppliers must respect the rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference.
- g) Compensation:** Suppliers must comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, commissions, bonuses, piece rates and other elements of compensation and provide legally mandated benefits.
- h) Other Laws:** Suppliers must comply with all applicable laws and regulations. All references to "applicable laws and regulations" in this Code of Conduct shall include local and national codes, rules and regulations as well as applicable treaties and voluntary industry standards.
- i) Anti-bribery:** Suppliers must have in place clear commitments to work against corruption and bribery in all its forms. Suppliers also must comply with all applicable anti-bribery local, federal and international laws and regulations (including, as applicable, the U.S. Foreign Corrupt Practices Act), and to meet or exceed relevant regulations and industry standards. Where standards differ, the standard which offers the greater degree of protection and ethical standard will apply. In no case may a Supplier take any action that would violate, or cause Yum to violate, any applicable law or regulation.
- j) Monitoring and Compliance:** Yum and/or its agents and contractors have the right to engage in monitoring activities to confirm Suppliers' compliance with this Code. Monitoring activities may include, without limitation, unannounced on-site inspections of manufacturing facilities (including those of any subcontractors) and Supplier-provided housing, and reviews of Suppliers' books and records and private interviews and/or confidential surveys with Suppliers' workers. Suppliers must maintain on site or readily available all documentation that may be needed to demonstrate compliance with this Code.
- k) Subcontractors:** In the event that a Supplier desires to utilize subcontractors for the manufacture, processing or development of products for Yum, that Supplier must obtain Yum's consent prior to utilizing such subcontractors and such subcontracts are subject to the provisions of the Code.
- l) Publication:** Suppliers must take appropriate steps to ensure that the provisions of this Code are communicated to its employees, subcontractors and agents, including the prominent posting of a copy of these provisions in the local language and in a place readily accessible to its employees at all times. Suppliers must have a policy in place protecting employees from any form of retaliation for making a good faith report of any violation of this Code.

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