

# Brinker International Supplier Code of Conduct

## Introduction

Brinker International, Inc. is one of the world's leading casual dining restaurant companies. Brinker International owns, operates, or franchises more than 1,600 restaurants in 31 countries and two territories under the names Chili's® Grill & Bar and Maggiano's Little Italy®

Our guests know, every time they step into our restaurants, we'll give them a warm welcome and delicious food and signature drinks that they can't get anywhere else. But gathering around our table is about more than sharing a meal — it's about sharing ideas, dreams, and memories. We're about serving from our hearts, serving our communities and serving Chili's Fresh Tex™ and Fresh Mex favorites and Maggiano's homemade, classic Italian-American cuisine while making people feel special.

## We live our values and protect our brand

Brinker International is committed to operating a business that aspires to continuously supply our guests with healthy, safe and fresh food. Our goal is to utilize suppliers that adhere to the promises of our business by meeting the following cultural beliefs:

- 1) Understand that **Trust Matters** by having high ethical standards of equality, fairness, and overall conveyance of business
- 2) Be responsible in ensuring that they meet and aim to exceed compliance of all local and international laws and regulations by **Owning It**
- 3) Encourage a business supplier/relationship by **Winning Together** to achieve results
- 4) Have an attitude of transparency in our business relations by giving **Priceless Feedback**
- 5) Share the Brinker International vision by **Thinking Forward** to improve our restaurant quality, value and experience

The language in this code may be in addition to, and not in lieu of the statements of any legal agreement or contract between a supplier and Brinker International or any of its affiliates. Suppliers will be familiar with our supplier code of conduct and must adhere to those principles and procedures.

## Business Integrity

### Workplace Atmosphere:

It is the expectation of Brinker International that suppliers will adapt their practices to workplace standards for their industry. Suppliers should have safe work practices that ensure all workers receive proper training and communication in the event of an emergency. Furthermore, suppliers must have systems to detect, prevent and respond to potential risks involving safety, health and security of all employees. Suppliers are required to conduct their business in accordance with applicable laws/regulations including local, state and federal laws.

### Human Rights:

- 1) Suppliers should have a discrimination free work environment - all employees are to be treated with equality, dignity and respect. Policies should be implemented to avoid discrimination geared towards race, ethnicity, religion, gender, age, physical or mental disability, national origin or any other basis prohibited by law. Physical, emotional, or sexual harassment/abuse should not be tolerated.
- 2) Suppliers should only employ legally authorized employees eligible through appropriate documentation.
- 3) Suppliers should not utilize involuntary workers for any type of work or production of goods for Brinker International. This includes slave, forced bonded indentured or involuntary prison labor
- 4) Suppliers should ensure that all employees are of legal age abiding by their local laws. All information for employees must be verifiable through official documentation: any legally recognizable document that can confirm the age of the employee.

- 5) Suppliers should ensure that their workers are paid lawful wages, including overtime, premium pay and equal pay for equal work without discrimination.

## **Food Safety and Food Ingredients**

At Brinker International, our goal is to exceed our guests' expectations – every day in every restaurant. We recognize the critical role our suppliers play in ensuring a safe and quality food supply. Every day, we work with our supplier partners to grow, produce and ship products that meet or exceed our food safety requirements, which are among the most stringent in the restaurant industry. We continually monitor the food we serve and hold our suppliers accountable to our standards and immediately reporting any issues that could affect the safety or quality of our food. Our suppliers are required to provide the system with the specified quality products and ingredients at all times. Our guests can be confident that no matter which Chili's or Maggiano's restaurant they visit, they will be served food that meets our high standards of quality and safety.

### **Brinker International and our Suppliers jointly agree to:**

- Meet or exceed all regulatory requirements with respect to growing, processing, transporting and serving of food
- Conduct and document thorough and regular food safety checks
- Practice continuous improvement in the areas of food safety and quality
- Remove from the system any food that is deemed unsafe

### **Suppliers Must:**

- Comply with all aspects of Brinker International specifications
- Procure ingredients in a responsible way that is consistent with Brinker International animal welfare standards
- Provide timely and accurate information about products and processes inclusive, but not limited to ingredients, nutrition content, allergens and formulations for Brinker proprietary ingredients

## **Animal Welfare**

Brinker International is committed to working with suppliers committed to upholding good animal welfare practices. While we do not own or raise our own animals, we have a responsibility to source animal products from suppliers who share our commitment to animal welfare. Our approach to animal welfare and auditing our suppliers is to ultimately ensure the 'Five Freedoms' of care throughout the life of farm animals.

1. Freedom from hunger or thirst
2. Freedom from discomfort
3. Freedom from pain, injury or disease
4. Freedom to express (most) normal behavior
5. Freedom from fear and distress

## **Sustainability**

Brinker International expects our suppliers to use the earth's precious resources in a sustainable way and to document continuous improvement in the following areas:

- Freshwater and wastewater management
- Soil management in agriculture and construction operations
- Energy reduction and fossil fuel usage
- Material and food waste reduction
- Packaging and recycling
- Solid waste reduction
- Emissions from manufacturing, processing and transportation

- Responsible construction and development
- Protection of forests and high conservation value areas
- Hazardous material handling and disposal
- Responsible sourcing of raw materials