

Brinker International Supplier Code of Conduct

Introduction

Brinker International, Inc. (“Brinker International”) 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 Southwest-Inspired American 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:

- Understand that **Every Guest Counts** by having high ethical standards of equality, fairness, and overall conveyance of business
- Be responsible in ensuring that they meet and aim to exceed compliance of all local and international laws and regulations by **Ensuring Food & Drink Perfection**
- Execute on the standards expected of them by **Being Accountable**
- Share the Brinker International vision by **Playing Restaurant** 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

Ethical Business Practices:

Suppliers must act objectively in business dealings involving Brinker International and avoid conflicts of interest. Suppliers are forbidden to offer or accept bribes or kickbacks, or to participate in or condone falsifying documents, collusive bidding and price fixing, and unfair trade practices. Suppliers must comply with any requirements set by the anti-corruption laws and fair competition laws of the countries in which they conduct business, as well as all representations and warranties in their agreements with Brinker International.

Workplace Atmosphere:

It is the expectation of Brinker International that suppliers will adapt their practices to workplace standards for their industry. Suppliers must provide their employees with safe and healthy working conditions including access to potable drinking water, clean restrooms, adequate ventilation, fire exits, and essential safety and protective equipment. All employees should be, and feel, safe in their workplace. 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. These laws and regulations include, without limitation, anti-discrimination, anti-harassment, fair treatment, prevention of forced child labor, working hours, minimum wages and benefits, freedom of association, and prevention of any form of physical abuse or intimidation.

Human Rights:

- Suppliers should have a discrimination and harassment free work environment – all employees are to be treated with equality, dignity and respect. Furthermore, suppliers should follow the highest ethical standards in the recruitment and employment of its employees. Policies should be implemented to avoid discrimination or harassment geared towards race, ethnicity, religion, sex, gender identity, sexual orientation, marital status, age, physical or mental disability, national origin or any other protected status or basis prohibited by law. Physical, emotional, or sexual harassment/abuse must not be tolerated.
- Suppliers must comply with immigration laws and only employ legally authorized employees eligible through appropriate documentation.
- Suppliers may not utilize involuntary workers for any type of work or production of goods for Brinker International. This includes the use of slave, forced or prison labor and any form of indentured servitude.
- Suppliers must ensure that all employees are of legal age abiding by their local laws. The unlawful use of child labor by suppliers is forbidden under any circumstances. All information for employees must be verifiable through official documentation: any legally recognizable document that can confirm the age of the employee. If a supplier employs minors, the supplier shall comply with all laws regulating hours and working conditions for minors.
- Suppliers should ensure that their workers are fairly compensated and paid lawful wages, including overtime, premium pay and equal pay for equal work without discrimination.
- Suppliers must comply with all laws and with industry standards regarding the number of hours worked per day or week and consecutive days worked.

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 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, nutritional 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 complies with all applicable environmental laws and regulations and counts on our suppliers to do the same. We expect our suppliers to use the earth's precious resources in a sustainable way and to document continuous improvements 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

Compliance

Suppliers (including their employees, contractors and affiliates) must comply with this Code of Conduct. Failure to comply with this Code of Conduct shall be a cause for Brinker International, at our sole discretion, to terminate any agreements or contracts that we have with such supplier. Suppliers must immediately notify Brinker International of any violation of this Code of Conduct.

Suppliers should notify their employees, workers, contractors and affiliates of this Code and Conduct and the suppliers' obligation to fully comply with it. Suppliers are responsible for the actions or inactions of their employees, affiliates, and contractors retained to perform services for the benefit of Brinker International.

Brinker International may conduct audits, inspections, and evaluations of suppliers and their business practices, records, and facilities. Suppliers are to preserve all information necessary to demonstrate and document compliance with the Code of Conduct.

Brinker International reserves the right to add to or modify this Code of Conduct, and request suppliers to accept and agree to the terms, from time to time.

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