

# RBD HUMAN RIGHTS POLICY

<b>RBD Policy Number:</b>	13	<b>Original Issue Date:</b>	December 2022
<b>Version:</b>	1	<b>Current Version Issue Date:</b>	December 2022
<b>Owner:</b>	Chief Legal & Compliance Officer	<b>Approved by:</b>	Board of Directors

## 1. POLICY STATEMENT

The purpose of the RBD Human Rights Policy (the **Policy**) is to set out how directors, employees and anyone acting on behalf of Restaurant Brands New Zealand Limited and its subsidiaries (**RBD**) will uphold and monitor human rights within our business operations.

These standards recognize that upholding human rights across all our business operations is part of RBD's wider commitment to engaging in sound business practices, respecting others and accepting responsibility for our behaviour.

This Policy has been approved by the Board of Directors of Restaurant Brands New Zealand Limited (the **Board**) and applies to all directors, officers, employees, contractors and agents of RBD (**Partners**).

All Partners are expected to be familiar with this Policy and the behaviours it prescribes; and to apply these behaviours in all business dealings.

## 2. OBJECTIVES

To provide a clear description of the scope of RBD's commitment to upholding Human Rights across our business operations framework to enable Partners to make decisions and undertake their responsibilities in manner that is consistent with this commitment.

## 3. POLICY OVERVIEW

This Policy complements and should be read in conjunction with the following RBD policies:

- RBD Ethical Conduct Policy
- RBD Diversity Policy
- RBD Harassment & Bullying Policy
- RBD Whistleblowing Policy

RBD is a multinational organisation with operations located in jurisdictions outside of New Zealand. This Policy sets out the expectations of the Board for all Partners but recognises that individual RBD entities (**Local Operating Divisions**) may want to establish further standards or procedures that complement, enhance or provide practical guidance in relation

to this Policy. Partners should therefore read this Policy in conjunction with any applicable Local Operating Division standards or procedures.

To the extent that any Local Operating Division standard or procedure conflicts with the content or objectives of this Policy, the requirements of this Policy shall prevail.

Responsibility for ensuring that this Human Rights Policy is enacted within our business operations and supply chain sits with the Local Operating Unit management teams – Local Operating Units must put in place processes that can identify human rights issues within their business and supply chain. If any significant risk area is identified appropriate remediation measures proportionate to the risk must be implemented.

Local Operating Unit Procurement teams are responsible to establish processes to assess the human rights compliance of their respective suppliers. The Executive Risk Committee is responsible for ensuring that the regular Local Operating Unit risk assessment and management process includes evaluation of potential human rights risks.

Human rights issues that arise are reported to the Audit and Risk Committee and/or board of directors via the processes for recording and monitoring risks in the RBD Risk Management Framework and/or the monthly Group CPO's report to the board.

Failure by Partners to follow the standards provided in this Policy may lead to disciplinary action being taken. In serious cases such disciplinary action could lead to dismissal or legal action (or both).

#### **4. POLICY GUIDELINES**

##### ***General Principles***

Human rights are fundamental civil, political, economic and social rights and freedoms that every human is entitled to without discrimination and include the right to be treated decently at work, to express opinions and beliefs without fear of recrimination, to have privacy, and to be free from harassment, abuse or discrimination.

RBD is committed to:

- Supporting and respecting all internationally proclaimed human rights relevant to our operations and within our supply chain.
- Upholding human rights within our workforce and supply chain, and, to the best of our knowledge avoiding being complicit in human rights abuses.
- Promoting a working environment free from discrimination and all forms of harassment (including sexual harassment).
- Respecting employees' freedom of association, their right to collective and enterprise bargaining and their right to join, form or not to join a labour union.
- Complying with minimum wage requirements and standards relating to working conditions.
- Ensuring that forced and compulsory labour, modern forms of slavery and any form of human trafficking are not present within our operations and our supply chain.

- Taking human rights considerations into account when selecting suppliers, and periodically auditing and undertaking due diligence within our operations and our supply chain to identify actual or potential issues.
- Recognising the significance of human rights specifically relevant to indigenous peoples.
- Reporting any known or suspected violations of human rights to the relevant authorities.
- Taking actions to ensure non-wholly owned subsidiaries and sub-franchisees that are subject to RBD's supervision behave in a manner that is consistent with this Policy.

## 5. REPORTING CONCERNS

As set out in the RBD Whistleblowing Policy and any related Local Operating Division standards or processes, RBD recognises the legal protections afforded to Partners who, in good faith, make disclosures of serious wrongdoing under relevant jurisdictions in which RBD operates (including, but not limited to, the Protected Disclosures (Protection of Whistleblowers) Act 2022 in New Zealand) (**Protected Disclosures**) and will support Partners who make a Protected Disclosure.

Management will ensure that information on how a Protected Disclosure can be made is available to Partners (including on PLATE).

RBD's aim is to be transparent with its stakeholders in relation to human rights issues within its business and will include any material and significant human rights issues as part of annual reporting and disclosures.

## 6. REVIEW

This Policy will be reviewed every two years. Comments and queries in relation to this Policy should be directed to the Chief Legal and Compliance Officer.