



## **Brinker International, Inc.**

### **Human Rights Policy**

#### **Introduction**

Our business is a people-centered business. We care about people and how they are treated, from our Guests and Team Members to our suppliers and franchisees and their employees. We conduct our business in a manner that respects the human rights and dignity of everyone, and we expect our suppliers and franchisees to conduct their business in the same manner. This policy applies to all Brinker International operations throughout the world and outlines our commitment and our expectations for human rights.

#### **Commitment**

We will not tolerate abuse of human rights in our operations or in our suppliers' or franchisees' operations. Human rights abuses include slavery, human trafficking, forced labor and child labor. Protecting human rights includes the protection of women's rights, minority groups' rights, the freedom to associate (or not to associate) and collectively bargain, equal opportunity for everyone, freedom from discrimination and harassment and the fundamental human right to water. In the United States, we recognize protected classes on the basis of race, color, religion, sex (including pregnancy or gender identity), sexual orientation, national origin, age (40 or older), disability and genetic information (including family medical history), among others. We also believe that protecting human rights includes providing safe workplaces for all.

Our commitment to human rights is guided by the Universal Declaration of Human Rights, and we support global efforts to promote and protect human rights. We believe that respect for human dignity begins with our daily interactions with one another, including our Guests, Team Members and business partners. We focus on promoting diversity and inclusion, accommodating disabilities and helping to protect the rights and dignity of everyone we encounter in our business, and we expect our Team Members to do the same.

#### **Stakeholder Involvement and Expectations**

As we continue to promote and protect human rights in our operations, we are committed to listening to, engaging with and involving our Team Members, Guests, suppliers, franchisees and other stakeholders to improve our policy, its implementation and how we evaluate its effectiveness. We believe feedback is priceless and that we can be better together.

Suppliers, franchisees and other business partners are expected to support our commitment to human rights, comply with this policy and pursue efforts to eliminate any human rights abuses in their operations. Slavery, human trafficking, forced labor and child labor are strictly prohibited. We expect suppliers, franchisees and other business partners to allow us to audit their operations for any potential human rights issues, including human trafficking or slavery.

**Reporting and Remediating**

Team Members, Guests and other persons with knowledge or suspicion of potential human rights abuses in our operations or in the operations of our suppliers or franchisees are encouraged to help us by reporting any evidence or suspicion of human rights abuses using any of the resources set forth below.

<b>Resource</b>	<b>Contact</b>
General Counsel’s Office	General Counsel Brinker International 3000 Olympus Blvd Dallas, TX 75019  Phone: 972-980-9917
Whistleblower Online Portal (anonymously report concerns)	Whistleblower.brinker.com
Team Member Relations (for existing Team Member concerns)	Email: TMRelations@brinker.com Phone: 972-770-9544

Reports received of alleged violations of this policy will be reviewed and appropriately addressed.

Nothing in this policy is intended to prohibit employees from discussing wages, terms, or other conditions of employment, or to affect employees’ rights to report matters to governmental authorities. We do not tolerate retaliation against anyone who makes a good-faith report of an alleged violation of this policy, laws or regulations.