



Supplier Code of Conduct

Domino's Pizza, Inc. and its direct and indirect subsidiaries (collectively, "Domino's") are committed to conducting business in a legal, ethical and socially responsible manner that reflects our values as a company. In furtherance of that commitment, we seek to work with suppliers committed to doing the same, and who demonstrate transparency, collaboration and continuous improvement in their dealings with us. To facilitate our achievement of those goals, we have developed this Supplier Code of Conduct (this "Code") to set forth our expectations of all suppliers of goods and services to Domino's (collectively, "Suppliers") related to human rights, ethical business practices and the environment.

While Suppliers are independent businesses that, in the context of their business dealings with us, will always be the exclusive employers of their employees, their actions can reflect on Domino's and impact the reputation we've built with our customers. At a minimum, we expect Suppliers to comply with all legal requirements applicable to their businesses and to operate in a manner that is consistent with the expectations set forth in this Code. The expectations set forth in this Code are intended to be in addition to the provisions of any legally binding agreement between the parties and the requirements of any other Domino's policy to which the Supplier has agreed to be bound.

Human Rights

- **Freedom of Association:** Suppliers must respect the right of workers to associate, organize, and bargain collectively under applicable law. Workers must not be subject to intimidation, harassment, or penalty in the exercise of those legal rights.
- **Hiring Practices:** Suppliers shall employ only those individuals who are legally authorized to work. Suppliers are responsible for verification of employees' legal right to work through appropriate documentation.
- **Employment Practices:** The use of any forced or involuntary labor, either directly or indirectly, by our Suppliers is forbidden. This includes the use of slave, bonded, indentured, or involuntary convict labor. Suppliers shall not engage in human trafficking or exploitation, or import goods tainted by slavery or human trafficking. Workers must be able to freely enter and leave the workplace, resign without repercussion, and Suppliers must not withhold worker identity documents, other original personal documents, pay deposits, or other valuable items as a condition of employment.
- **Anti-Discrimination and Fair Treatment:** Suppliers must treat all workers with dignity, fairness, and respect. Suppliers shall maintain a workplace free from discrimination, inappropriate behavior, unfair treatment and retaliation. All forms of harassment and discrimination in the workplace are unacceptable and no form of physical, sexual, psychological abuse and/or verbal harassment or abuse shall be tolerated or condoned.

- **Worker Hours and Compensation:** Suppliers shall comply with all applicable wage and hour and other employment laws. Workers must not be required to work in excess of the relevant legal and industry standard limits on working hours, overtime hours and number of working days in any given period.
- **Underage Labor:** The unlawful use of child labor by Suppliers is forbidden under any circumstances. If the jurisdiction in which the Supplier is doing business does not define “child” for purposes of minimum age of employment, the minimum age shall be 15 years of age. If the Supplier employs minors, the Supplier must observe all legal requirements regulating hours and working conditions for minors.
- **Working and Living Environments:** Suppliers must provide workers with a safe and healthy working environment and, where provided by the Supplier, living conditions. At a minimum, potable drinking water, clean restrooms, adequate ventilation and lighting, fire exits, and essential safety and protective equipment, and related training must be provided. Work and living facilities must be constructed and maintained in accordance with the standards set by applicable codes and ordinances. Suppliers shall not endanger any worker’s safety. Living accommodations must be clean, safe, and meet the reasonable, basic needs of residents. Suppliers shall have systems in place to prevent, detect and respond to potential risks to the safety, health and security of all workers and must satisfy their operational and reporting requirements to applicable legal and regulatory authorities.

Environmental Management

We believe that protecting the environment is everyone’s responsibility. At a minimum, Suppliers must comply with all applicable environmental laws and regulations and shall conduct their operations in a way that conserves natural resources and minimizes the environmental impact of their activities. Suppliers must have systems in place to ensure the safe handling, movement, storage, recycling, reuse and management of waste, air emissions and wastewater discharge. Suppliers must satisfy their operational and reporting requirements to applicable legal and regulatory authorities and have systems in place to prevent or mitigate accidental spills and releases into the environment. In addition to meeting all environmental requirements under applicable law, Domino’s expects Suppliers to meet the applicable requirements outlined in this Code and in any legally binding agreement between the parties or in any other Domino’s policy to which the Supplier has agreed to be bound on the subject of environmental stewardship. In addition, Domino’s expects Suppliers to continuously work to assess the environmental risks and opportunities to their own businesses, and to take steps intended to reduce the environmental footprint of their own operations and that of their supply chains.

Business Integrity / Ethics

- **Anti-Bribery:** Suppliers shall not engage in any form of bribery, kickbacks, corruption, extortion or embezzlement. Suppliers shall not take any action that would violate any applicable anti-bribery law or regulation (including the U.S. Foreign Corrupt Practices Act) or otherwise create legal or reputational risk to Domino’s or its franchisees. Suppliers must implement policies and should implement training designed to prevent such activities.

- **Grievance Mechanism:** Suppliers shall have a process in place through which workers can report concerns or workplace grievances anonymously without fear of retaliation. This grievance mechanism shall protect worker whistleblower confidentiality and prohibit retaliation.
- **Confidentiality & Data Protection:** Suppliers shall sign the Domino's Non-Disclosure Agreement and safeguard Domino's information by keeping it secure, limiting access, and avoiding discussing or revealing such information in public places. At a minimum, Suppliers must comply with all applicable privacy, data protection and information security laws and regulations. Suppliers shall apply information security and business continuity practices that conform to industry standards and best practices and adequately protect their businesses, consumer and/or employee information and confidential business data. At Domino's request, Suppliers will provide information about their security programs or policies related to the handling, protection, disposal or other processing of such data.
- **Compliance with Law:** Suppliers' business activities must comply with all applicable laws and regulations in the jurisdictions in which they operate.
- **Monitoring and Compliance:** Domino's reserves the right to audit Suppliers' compliance with this Code. Audits may be conducted by Domino's and/or its agents and contractors and may include, without limitation, on-site inspections of manufacturing facilities, warehouse / distribution centers (including those of any subcontractors), and Supplier-provided housing; reviews of Suppliers' documentation 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. Domino's may immediately terminate its relationship with any Supplier that Domino's finds to be in violation of this Code. Domino's reserves the right, in its sole discretion, to allow a Supplier that is found to be operating outside of this Code to develop an appropriate corrective action plan to ensure compliance.

Quality and Food Safety

Domino's food Suppliers must ensure that appropriate food safety and quality management systems are in place. Suppliers of food and food-contact products must agree to applicable Domino's policies regarding quality and food safety in addition to any legally binding agreement between the parties to which the Supplier has agreed to be bound.

Miscellaneous

Domino's reviews this Code periodically and reserves the right to modify or amend this Code at any time at its sole discretion. This Code does not create any third-party beneficiary rights or benefits for suppliers, subcontractors, their respective employees or any other party.