



DOMINO'S PIZZA ENTERPRISES

RESPONSIBLE SOURCING POLICY

CONTENTS

01. Introduction & Scope	3
02. Our Commitments	4
03. Fundamental Principles for DPE Business Partners	5
Social Responsibility	6
Business Integrity & Compliance	7
Environment & Sustainability	7
04. Compliance with this Policy	8
Compliance	8
Breach of Obligations	8
Policy Review	8
Contact	9
Acknowledgement & Agreement	9
Annexures	9

INTRODUCTION & SCOPE

Domino's Pizza Enterprises (and its affiliates, together referred to as "DPE/Our/We") is dedicated to operate and develop our business in a sustainable and responsible manner. Whether it's the mozzarella cheese on our pizzas or the technology used in stores and corporate offices around the world, Domino's is passionate about the way our products are made, where our products are sourced from, the workers who make them and the impact they have on our planet.

Domino's for Good was established to drive our ESG strategy and focus on the key issues where we can achieve the greatest impact. We believe that the world should be better off as a result of our presence. We believe in a better slice for everyone. This includes a better slice for our business partners, as we recognise that one of the most significant ways in which we can create a positive impact in the world is through our value chain of both products and services. The farmers and Business Partners who grow, produce and deliver our products to us are vital in our success. It is therefore imperative that our Business Partners and their upstream supply chains are aligned with and committed to this Responsible Sourcing Policy.

Our Responsible Sourcing policy (the "Policy") is the overarching document which summarises our commitments and requirements on a broad set of ESG topics. This Policy and its annexures will replace the Business Partner Code of Conduct. We require that all our Business Partners and their upstream supply chains meet the standards and promote the principles outlined within this Policy.



OUR COMMITMENTS

At Domino's, our commitment is to do the right thing, because it's the right thing to do. Using our business as a force for good is in our DNA. We want to be proud of the company we are and the food we serve, today, tomorrow and many years from now. Our approach to responsible sourcing focuses on defining ways of working with, and minimum expectations of, Business Partners and their upstream supply chains. Our aim is not only to minimise our impact, but to positively contribute, to the people, communities, animals and environment which are impacted by our business. As transparency is a key component to the success of responsible sourcing, we believe in sharing our commitments below:

1. Compliance with applicable laws and regulations of the countries in which we operate. Ensuring that we are regularly reviewing our practices to ensure we are responsive to change.
2. Conduct business with integrity and ensure our business operations do not intentionally cause harm.
3. Working with Business Partners whose values are consistent with our own and who are committed to equally high standards of environmental, social, and ethical practice.
4. Developing long-term, collaborative Business Partner relationships that are based on mutual respect, transparency and trust with a focus on sharing best practices, continual improvement, and innovation.
5. Enhancing our management systems, policies and due diligence procedures to identify and manage risks and adverse impacts associated with the goods and services we source.

FUNDAMENTAL PRINCIPLES FOR DPE BUSINESS PARTNERS

We believe that our fundamental principles can be categorized into three main areas.

1. Social Responsibility
2. Business Integrity & Compliance
3. Environment & Sustainability

These principles seek to align Domino's procurement practices and ESG goals with internationally recognised principles and frameworks such as those laid out by the International Labour Organization (ILO) Conventions, the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.



01. SOCIAL RESPONSIBILITY

Human rights are a vital element of our commitment to social responsibility and directly align with our values at Domino's and the fundamental principles and Rights at Work of the International Labour Organization (ILO). We aim to protect and promote human rights within our business, with our Business Partners and their upstream value chains, our customers, and the communities in which we operate at all times. Below is a summary of our principles which Business Partners are expected to uphold and comply with at all times.

Work is conducted on a voluntary basis

Ensure that no child, forced or involuntary labour is used and that all work is conducted on the basis of freely agreed and documented terms of employment which respect their legal and contractual rights. Mental and physical coercion, slavery and human trafficking are prohibited.

Fair working conditions

Provide fair working conditions for workers including adequate rest period, sufficient leave, reasonable working hours in compliance with local and national laws.

Lawful and fair wages

Workers are paid lawful wages, including overtime, premium pay (where applicable), benefits which meet or exceeds the legal minimum standards or appropriate prevailing industry standards and in accordance with terms of applicable collective bargaining agreements.

Freedom of Association and Collective Bargaining

Recognise and respect the rights of workers to freedom of association and collective bargaining without intimidation or harassment in the exercise of the right to join or to refrain from joining any organisation.

Equal treatment with no discrimination, harassment and bullying

All workers are treated with fairness, dignity and respect, and partners promote and maintain a workplace free from discrimination and harassment of any form.

Health and Safety is compliant and protected

Ensuring workplace and occupational health and safety in compliance with relevant local and national laws and regulations and ensuring proactive measures are taken to prevent workplace risks.

Fair procedures and remedies

Provide transparent, fair and confidential procedures that are fairly resolved in a timely manner and without bias.

Access to training

Provide a comprehensive set of employment/personnel policies and procedures that are transparently communicated. All employees have access to sufficient training to be able to perform their role.

Land rights

Demonstrate evidence of respect and legal right to use the property and land of the individual, indigenous people and local communities.

Water Rights

Respect neighbouring communities rights to water; the safety, sufficiency, acceptability, physical accessibility, and affordability, as key elements of this right.

In addition to our commitment to Social Responsibility, we are also deeply committed to ensuring ethical standards with regards to Animal rights and welfare.

Animal Welfare

Ensure that all animals impacted by industrial activity are treated humanely and any essential experiments do not cause suffering or distress. At a minimum comply with applicable local legislation relating to animal welfare in countries where business is conducted. Where Domino's has a formal policy on specific proteins, ensure that the expectations in these policies are met or exceeded by Business Partners supplying these proteins to Domino's.





02. BUSINESS INTEGRITY & COMPLIANCE

DPE is committed to conducting business around the world with the highest ethics and values, and any non-compliance with any laws, including those in relation to corruption, will not be tolerated. Business Partners and their upstream value chains must:

- comply at all times with all local and national laws, rules and regulations in the countries in which they operate.
- not disclose confidential or proprietary information, or trade secrets to other parties, except as specifically authorised by an officer of DPE or when disclosure is required by law.
- be prohibited from any and all forms of bribery, corruption, extortion or embezzlement.
- not profit from opportunities that are discovered through the use of DPE information or using DPE's confidential information for personal gain.
- declare any conflicts of interest that may impact upon commercial arrangements between the Business Partner and DPE.
- not offer DPE representatives gifts or entertainment to be used to gain improper advantage or preferred treatment.

03. ENVIRONMENT & SUSTAINABILITY

Business Partners are responsible for identifying, preventing, ending or mitigating the adverse impacts of their activities on the environment. Business should be conducted with the aim of protecting and preserving the environment in a sustainable way, with specific focus on pollution or biodiversity loss, greenhouse gas emissions, waste reduction land use change, and water management. Business Partners must comply with all applicable environmental laws and regulations and maintain an environmental management system that identifies and manages environmental impacts.

We recognise our role in reducing the impacts of climate change which is why we have set ambitious science-based targets to limit global warming to 1.5 degrees by 2030. We are committed to working with Business Partners who are aligned with this goal, through their own science-based targets and ultimately helping us achieve our targets collectively.

We are also deeply committed to addressing industry-specific sustainability challenges that affect our business, for example animal welfare, palm oil and cage free eggs. We are also committed to addressing sustainability challenges that are not specific to our industry, including reducing or removing from our value chain materials such as Genetically modified Organisms (GMO), addressing deforestation by 2025, and eliminating the use of conflict minerals. Our aim is to identify where these challenges are present in our value chain and improve how they are managed to deliver a positive impact.

COMPLIANCE WITH THIS POLICY

COMPLIANCE

This Policy forms a fundamental part of our relationships with our Business Partners, therefore it is imperative that our Business Partners should work to have systems and processes in place to assess the potential social and environmental risks through their value chain. Business Partners are expected to maintain the documentation necessary to demonstrate compliance with this Policy and the relevant adjoining documents on our Policies and Statements page.

To ensure compliance with this Policy, we are in the process of developing a detailed risk assessment and auditing process for all business partners to ensure full traceability based on the type of products or services, raw material sourcing and geographical location.

Based on the results of the risk assessment, Business Partners will be categorised according to the level of risk identified (high, medium, or low). Each Business Partner will be assigned an appropriate traceability and monitoring plan based on their risk level which may include an on-site or desktop audit administered by Domino's or a nominated third party, at the expense of the Business Partner unless otherwise mutually agreed. Feedback from risk assessments and audits are then discussed in Business Partner meetings to establish the appropriate grievance mechanisms and corrective action plans to resolve any breaches.

Timelines to resolve corrective action plans are determined based on the risk level identified. High risk issues must be responded to within two (2) weeks of issue and resolved within three (3) months. If the breach is severe, Domino's may stop further business transactions until the issue is resolved if deemed necessary. Timelines for all other risk levels are to be agreed upon by both Domino's and the Business Partner. Failure to resolve corrective action plans within the agreed timeframe may result in termination of the business relationship.

BREACH OF OBLIGATIONS

We recognise the importance of ensuring a safe, supportive and confidential environment where people feel confident about reporting wrongdoings without fear of retaliation and are supported and protected throughout the process. Therefore, any breaches or violations of this Policy can be reported through our whistleblower lines or directly to the relevant Domino's contact. We will evaluate and manage all complaints of non-compliance using a transparent Grievance and Resolutions mechanism that will be inclusive and fair.

POLICY REVIEW

This Policy will be reviewed annually, or any time sooner when circumstances so dictate; for example, to align with changes in regulations or to address emerging issues. Any change to this policy shall be communicated to our Business Partners instantly and directly.

CONTACT

For any questions, concerns or remarks regarding this Policy and its implementation please do not hesitate to contact your Domino's Partnerships contact.

ACKNOWLEDGEMENT & AGREEMENT

By signing this Responsible Sourcing Policy, the Business Partner has read and agreed to their compliance with this Policy including its annexures as listed below and available on the Policies and Statements page [here](#).

Business Partner company name: _____

Signature of Officer or Designated Agent: _____

[Electronic] signature: _____

Title: _____

Date: _____

The Business Partner will express its consent to the Policy including its annexures by means of an electronic signature process, where available, admissible in court and demonstrating the data and the elements and consents which it materializes. This electronic signature process (the "Process") is determined by DPE and will meet at least, in all circumstances, the criteria for an advanced electronic signature.

[For all European Business Partners, this electronic signature is covered within the meaning of Regulation (EU) No.910/2014 of the European Parliament and of the Council of July 23, 2014, on electronic identification and trust services for electronic transactions in the internal market.]

ANNEXURES

Annexures will be reviewed annually, or any time sooner when circumstances so dictate; and are available on our website [here](#).

Policies:

1. Human Rights Policy (V1_October 2023)
2. Zero Deforestation & Land Use Policy (V1_October 2023)

Commodity Specific Policies:

- A. Beef Policy (V1_April 2024)
- B. Cocoa Policy (V1_April 2024)
- C. Coffee Policy (V1_April 2024)
- D. Palm Oil Policy (V1_April 2024)
- E. Paper & Pulp Policy (V1_April 2024)
- F. Soy Policy (V1_April 2024)

