



HUMAN RIGHTS POLICY

Introduction

Domino's Pizza Enterprises (and its affiliates, together referred to as "DPE/Our/We") is dedicated to operating and developing 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 their 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 our Responsible Sourcing Policy.

In our Responsible Sourcing Policy, we have established a specific part on our Social Responsibility, which is detailed in this Human Rights Policy.

This Policy is guided by International Human Rights principles encompassed by the Universal Declaration of Human Rights, including those contained within The International Bill of Rights and the International Labour Organisation's (ILO) 1998 Declaration on Fundamental Principles and Rights at Work.

Policy Governance

We aim to protect and promote Human Rights within our Business. This includes our corporate companies, our operation centres, our Franchisees and their teams, our employees working in all our markets. Additionally, it covers our Business Partners and their upstream value chains, our customers, and the communities in which we operate.

To govern the application and implementation of this policy, and to measure the progress and performances, the ESG Steering Committee reviews the work and opportunities on regular meetings.

Scope

Our global human rights policy includes the following actions:

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 periods, sufficient leave, reasonable working hours in compliance with local and national laws.



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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 the 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 we promote and maintain a workplace free from discrimination and harassment of any form. Ensure that the policy upholds the inherent dignity, equality, and rights of all individuals, regardless of their race, gender, ethnicity, religion, nationality, sexual orientation, or any other characteristic.

Health and Safety is compliant and protected.

Ensure that workplace and occupational health and safety are in compliance with relevant local and national laws and regulations and ensure that 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/Indigenous people

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

For Indigenous people, it also includes the right to retain their own customs and institutions, and the right to self-determination.

Data protection and privacy

As our company is growing as well in the digital world, we have a responsibility toward data protection (preventing unauthorised access to the data we hold) and data privacy (safeguarding and using it properly). We train our internal Franchisees and employees to keep private all data they could collect through our digital platforms.

We value and protect the personal data of everyone who interacts with our company. We want to be transparent about the types of data we collect and the purposes for which we process it.

Water Rights

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



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Human Rights due diligence

Our process includes a framework for ongoing due diligence to identify, prevent, mitigate and end potential human rights impacts. This involves identifying and assessing risks, implementing preventive measures, and monitoring and remedying any adverse impacts.

Committed to continuous improvement in the protection and promotion of human rights, we have included mechanisms for regular review, evaluation, and updating of the policy to reflect emerging best practices and evolving human rights standards. We also encourage feedback and input from internal or external stakeholders, to identify areas for improvements and establish mechanisms for incorporating lessons learned into the policy and related practices.

Compliance

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 (where available) or directly to the relevant Domino's contact. We will evaluate and manage all complaints of noncompliance using a transparent Grievance and Resolutions mechanism that will be inclusive and fair.

The protection of human right is everyone's responsibility. An understanding and respect for human rights provides the foundation for peace, harmony, security and freedom in our community.

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 suppliers instantly and directly.

Acknowledgement & Agreement

The Business Partner has read and agreed to their compliance to this Policy which forms part of the Responsible Sourcing Policy.