

<b>Jollibee Foods</b> CORPORATION	<b>Ethics Committee</b>		
<b>Subject</b>	Whistleblower Policy	<b>Control Number</b>	
<b>Effective Date</b>	October 1, 2016	<b>Revision No.</b>	1

## 1. INTRODUCTION

This Whistleblower Policy formalizes the mechanism by which any party with concerns about possible violations of the Code of Business Ethics ("CoBE") may report such concerns to Jollibee Foods Corporation/the relevant subsidiary (the "Company") anonymously and without fear of reprisal.

## 2. COVERAGE

"Whistleblower" refers to a person who reports in good faith any suspected past, present or imminent activity, or an attempt to conceal an activity, that violates the CoBE, including the following:

- Violation of the CoBE and related policies such as the Policy on Gifts, Policy on Conflict of Interest, Policy on Insider Trading
- Noncompliance with Company approval limits and/or deviations from required processes
- Breach of confidentiality
- Violation of the rights of third parties
- Theft, fraud, misappropriation, falsification, corruption, and/or other unlawful activities
- Misuse or misappropriation of Company resources
- Gross negligence
- Maltreatment, discrimination, harassment, and similar acts
- Retaliation
- Concealment of the foregoing

## III. REPORTING CHANNELS

Reports may be provided to Corporate Ethics, with contact information below:


Email: [ethicshotline@jollibee.com.ph](mailto:ethicshotline@jollibee.com.ph)

Direct Line: +63 2 6354508

Mobile: +63 908 8806992

Fax: +63 2 6354508

Post Office Box Number: #14286 Ortigas Center Post Office, 1605 Pasig City

<b>Approved by</b>	 William Tan Untiong Chairman, Ethics Committee	<b>Approval Date</b>	
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Other reporting channels are also provided in the CoBE. An employee who receives a whistleblower report must not act on the matter on his own, but refer the matter to the proper reporting channels.

#### IV. CONFIDENTIALITY OF REPORTS

All reports made by Whistleblowers in good faith shall be treated in confidence. At their option, the identity of Whistleblowers shall be kept confidential.

#### V. PROTECTION FROM RETALIATION

Whistleblowers who make reports in good faith shall be protected from any form of retaliation (including harassment or disciplinary action) in connection with such reports.

#### VI. INVESTIGATION

Upon receipt of a report from a Whistleblower and preliminary validation and evaluation of such report by Corporate Ethics, the report shall be referred by Corporate Ethics to the appropriate Company office for further investigation. Based on the results of such investigation, the Ethics Committee shall determine the appropriate Company response, provided that, with respect to disciplinary cases involving employees, the requirements of due process shall at all times be observed.

#### VII. FALSE REPORTS

Should it be determined, after due investigation, that a person knowingly made false allegations and/or presented fabricated evidence, such person shall be subject to disciplinary action pursuant to the Company's rules and/or legal action pursuant to applicable laws.

#### VIII. IMPLEMENTATION

Corporate Ethics may, from time to time, issue guidelines to implement this Whistleblower Policy.

<b>Approved by</b>	William Tan Untiong <i>Chairman, Ethics Committee</i>	<b>Approval Date</b>	
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