

Jollibee Foods CORPORATION	SUPPLIER CODE OF CONDUCT	
	Effectivity Date: December 3, 2021	Prepared by: Ruth Chrissa G. Magat
	Revision No:00	Reviewed by: Valerie F. Amante and Bryan Tividad
Document Code: GLET-ETGL-P-003	Owner: Global Legal & Ethics	Approved by: Valerie F. Amante and Bryan Tividad
Document Applicability: This policy covers persons supplying goods and services to any JFC Group entity		For dissemination to Suppliers
Reason for Revision: New		

Supplier Code of Conduct

Jollibee Foods Corporation and its subsidiaries (collectively, the “JFC Group”) are committed to acting ethically. This commitment is reflected in our JFC Way and Code of Business Ethics.

Our ethical standards have been part of the reason for our success and will serve as a cornerstone for our future growth. For this reason, we expect that everyone with whom we do business, including suppliers of goods and services, demonstrates the same standards of ethical business behavior reflective of the same values that the JFC Group advocates, as a condition for a continued business relationship with us.

Doing Business with Integrity

We expect suppliers to conduct their business with integrity as well as model the rest of the values that the JFC Group lives by: Customer Focus, Speed with Excellence, Humility to Listen and Learn, and Spirit of Family and Fun.

We expect suppliers to act in good faith, and to be upright and fair in their dealings with any JFC Group company. We expect suppliers to stand by their commitments to us. We expect suppliers to do business fairly, without paying or receiving bribes or kickbacks, or giving or receiving anything of value to secure an improper benefit or advantage, and to avoid all forms of corruption. To safeguard business integrity within the value chain, suppliers shall have their own anti-bribery and corruption policies and programs in place to ensure effective compliance within their organization.

Treating Persons with Respect

We expect suppliers to treat everyone with respect, including their employees and other business associates, as well as the JFC Group and its representatives who transact with them. We expect suppliers to be fair in their dealings and to provide their employees with a safe and healthy working environment and to maintain non-discriminatory practices. Under no circumstances should any form of force or coercion be employed. Suppliers are likewise expected to adhere to the International Labor Organization Core Labor Standards, and the United Nations Guiding Principles on Business and Human Rights.

Legal and Regulatory Compliance.

We expect suppliers to do business lawfully. This includes compliance with all local, state, provincial, and national laws, codes, rules, and regulations applicable to their business. This also includes, without limitation, compliance with all employment, environmental, anti-bribery and corruption, data privacy, and food safety laws, as well as all applicable treaties and international standards.

Food and Product Safety

We expect suppliers to adhere to the strictest standards of food and product safety, and to demonstrate that they have robust food and product safety and quality management systems. Products and services

delivered must meet the quality and safety criteria specified in the relevant contracts and must be safe for their intended use. We expect suppliers to immediately report to the relevant JFC Group entity that it has dealings with, any concerns about food and product safety.

Record-Keeping

We expect suppliers to maintain all books and records in accordance with applicable regulatory requirements and accounting standards. We also expect suppliers to maintain documentation related to food and product safety and traceability in accordance with contractual and/or regulatory requirements.

Confidential Information

We expect suppliers to safeguard the JFC Group's confidential information by keeping it secure, limiting access to those who need to know to perform their functions, and adhering to the terms of their confidentiality undertakings in favor of the JFC Group.

Gifts and Entertainment

Employees of the JFC Group are prohibited from accepting any gift, favor, or entertainment other than as expressly provided for in our Policy of Gifts. We expect suppliers to not offer JFC Group employees any gift, favor, or entertainment that would violate this policy.

Conflicts of Interest

We expect employees of the JFC Group to act in the best interest of the Group and to have no interest with any suppliers or third parties that might conflict, or appear to conflict, with that obligation. We expect suppliers to disclose to the relevant JFC Group company that it has dealings with, any relationship it may have with an employee of such company or an employee's family members which might represent a conflict of interest.

Assessment of Compliance

We expect suppliers to cooperate with the JFC Group and to allow the relevant JFC Group company that it has other dealings with or any authorized third party to conduct audits to verify compliance with these expectations or other required certifications. In the event any deficiencies are identified, the supplier will take the steps necessary within an acceptable timeframe to correct any deficiency to the relevant JFC Group company's satisfaction.

Reporting Concerns

Suppliers are expected to have a reporting mechanism in place through which they can raise their concerns about any of these obligations while being protected from any retaliation. Further, we expect suppliers who have any concerns on compliance with these requirements or believe that an employee of a JFC Group company or any individual acting on behalf of or has dealings with a JFC Group company, has engaged in illegal or otherwise improper conduct, to immediately report the matter to the relevant JFC Group company. The supplier can contact the JFC Group's Global Legal & Ethics office at

Toll Free Numbers:

- Philippines - 1800 1 322 0363
- United Kingdom - 0-800-092-3586
- Italy - 00-800-2002-0033
- Spain - 900 876 122
- Vietnam - 120-85-2329
- USA - 1-866-921-6714
- Canada - 1-866-921-6714
- China - 400-120-8514

- Singapore - 800 101 2870,
- Malaysia - +60 154-877 1090
- Ireland - 00-800-2002-0033

Email: jollibeegroup@integritycounts.ca

Web: <https://www.integritycounts.ca/org/jollibeegroup>

Application

This is a general statement of the JFC Group's expectations for its suppliers, serving as a condition for a continued business relationship with us. It should not be read in lieu of but in addition to the supplier's obligations as set out in any agreements between the relevant JFC Group company and the suppliers. In the event of a conflict between this statement and an applicable agreement, the agreement shall control.