

Diversity & Inclusion

Vision and Commitments



Jollibee Foods
CORPORATION



JFC is committed to cultivating an inclusive environment for our internal talent, external partners, and consumers so that they can **choose and create joyful experiences anchored on their individuality and uniqueness.**

We **value the differences** that each person brings to the organization based on their personal background, life experiences, and other diverse qualities that they possess.

Through these, we **champion mutual respect, belonging, and empowerment** that promote dialogue, collaboration, creativity, innovation, and the opportunities to be **one's authentic and best self** every day, today, and tomorrow.

Because in JFC, the joy of eating and the joy of being know no boundaries.

JOY
FOR ALL

JOY
in one's personal
journey

JOY
through
connections

JOY
through
organizational
systems

JOY
in our
impact on the
community

JOY

in one's personal journey

We create inclusive experiences throughout the employee life cycle, so that each talent is treated fairly, respectfully, and without bias when they are selected, onboarded, developed, and engaged.

We provide access to development opportunities that enable each person to fulfill their potential.

INDIVIDUAL

Unique individual experience and career in JFC

JOY

through connections

We invite, embrace, celebrate, and nurture our authentic selves and collective differences to remove barriers and empower unique growth opportunities.

We are committed to developing people managers who listen and dedicate themselves to becoming better leaders and genuinely caring about each individual uniquely.

COLLECTIVE

Relationships that harness collective differences

JOY

through organizational systems

We constantly learn how to eliminate biases and address the needs of diverse groups. We do not tolerate prejudice and discrimination, and we safeguard each person's psychological safety.

We promote a workplace that cultivates belongingness, trust, collaboration, and innovation through which we drive the achievement of our organizational goals.

ORGANIZATION

Systems and mechanisms that promote inclusion and psychological safety

JOY

in our impact on the community

We respect the differences across the communities where we are present, and believe that our D&I practices make a difference to the world.

We reflect the people that we serve, and apply our inclusion principles in our interactions with our consumers, external partners, and communities with the aim of championing joyful experiences for all.

SOCIETY

Making a difference in the world through our D&I practices



Focus Areas

Espousing **JOY FOR ALL** is particularly relevant as we increase participation in the global arena and embrace diversity on a wider scale. In this regard, our objectives for the next three years are related but not limited to the following primary areas:

GENDER DIVERSITY & INCLUSION

Promoting fair representation of different genders and having equal opportunities available that aren't limited by one's sex, gender identity, or sexual orientation

GENERATIONAL DIVERSITY & INCLUSION

Harnessing the power of a multigenerational workforce through the inclusion of individuals belonging to different age ranges and experiences

CULTURAL DIVERSITY & INCLUSION

Understanding and celebrating the collective programming of diverse peoples as obtained throughout the course of their lives



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