



MTY SUPPLIER CODE OF CONDUCT

MTY's Core Values of Excellence, Dedication and Innovation are the foundation of who we are as a company, how we treat our employees, franchisees, business partners and guests, and what we continuously strive to be daily.

In elaborating on our Core Values, MTY holds firm on the following values:

We are devoted to an excellent guest experience.

We are dedicated to our people.

We are committed to strong business ethics.

We operate on a profitable business model.

We are dedicated to reducing our environmental impact.

We strive to continuously innovate.

Purpose:

As our values are part of MTY's culture, we expect our suppliers to share in these values as ultimately, our suppliers are an extension of our business and image. In addition to the points covered in the Manufacturer & Supply Agreement, the purpose of this MTY Supplier Code of Conduct ("Code") is:

- To ensure MTY's suppliers act with integrity, comply with labor practices and abide by health and safety regulations in all applicable jurisdictions.
- To ensure MTY's suppliers meet the standards and promote the principles outlined in this MTY Supplier Code of Conduct.
- To ensure MTY's suppliers comply with the 3 pillars of sustainability (social, environment, and economic), in line with MTY's commitments to them.

Notwithstanding anything herein, no statement is intended to, nor does, modify or alter the independent contractor relationship between MTY and its suppliers.

Goals:

We aim to achieve the following with the MTY Supplier Code of Conduct:

- To work towards sourcing sustainable products for our brands, which fall within MTY's Core Values.
- To ensure suppliers are assessed on the merits of and comply with our most recent Code.
- To ensure our suppliers hold their supply chain, including their sub-contractors and affiliates, to the same standards contained within the MTY Supplier Code of Conduct.

MTY's Supplier Code of Conduct:

Business Integrity:

- **Compliance with law:** Supplier shall comply with all applicable laws and regulations of all applicable jurisdictions.
- **Anti-bribery:** Supplier shall not engage in any form of bribery, corruption, extortion, or embezzlement. Supplier shall not cause or attempt to induce MTY to violate any applicable anti-bribery law or regulation.
- **Whistleblower protection:** Supplier shall promptly report actual or suspected violations of law or of this Code by any employee or agent acting on behalf of either the supplier or MTY. Whistleblower confidentiality shall be maintained, and retaliation shall be prohibited.
- **Accurate bookkeeping:** Supplier shall maintain accurate and transparent financial records in compliance with laws and regulations.
- **Confidentiality:** Supplier shall keep confidential all applicable information pertaining to MTY during and after supplier's business relationship with MTY.
- **Grievance Management:** Supplier is expected to provide an effective, anonymous system to its employees who raise any grievances, concerns, or potential violations to management.

Human Rights:

- **Freedom of association:** Supplier shall respect the rights of its employees to associate or not to associate with any group, in accordance with all applicable laws and regulations. Supplier shall put in place necessary measures to ensure that employees joining workers' associations or unions are not discriminated or retaliated against in any way.
- **Freedom from discrimination, harassment, or any other form of abuse:** Supplier shall ensure that its employees are free from any and all types of discrimination, harassment, and abuse, including without limitation, physical, sexual, psychological, or verbal harassment or abuse. All employees shall be treated fairly, with dignity and respect. Supplier shall provide a work environment that offers equal opportunities to all employees.
- **Modern Slavery, Involuntary & Forced Labor:** Supplier shall not allow any form of forced labor or human trafficking. MTY prohibits involuntary labor of any kind and may terminate its relationship with

supplier if supplier uses involuntary labor or makes purchases from any subcontractor who uses involuntary labor of any kind. Supplier shall not subject its employees to any restrictions on their freedom of movement unrelated to the conditions of their employment, including requiring employees to surrender any government-issued identification, passports, or work permits as a condition of employment.

- **Child Labor:** Supplier shall comply with all applicable labor laws including those related to minimum age, hiring, wages, hours worked, type of work, overtime and working conditions. If there is no applicable law regarding minimum age in the place where supplier is doing business, supplier shall not employ or use labor or services provided by persons under the age of 18 years old and that:
 - (a) are provided or offered to be provided under circumstances that are contrary to the laws applicable to the jurisdiction where they are performed;
 - (b) are provided or offered to be provided under circumstances that are mentally, physically, socially, or morally dangerous to them;
 - (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to attempt to combine school attendance with excessively long and heavy work; or
 - (d) constitute the worst forms of child labor as defined in article 3 of the Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999.

We recommend you require identification to ensure no child or juvenile workers are unlawfully employed in your operations.

- **Wages and benefits:** Supplier shall ensure its employees are paid lawful wages and are provided equal benefits, including overtime and equal pay for equal work without discrimination.
- **Employment status:** Supplier shall only employ workers legally authorized to work at the facility/location and are responsible for ensuring employees' work status eligibility through validation of appropriate documentation.
- **Working hours and rest days:** Supplier's employees shall be entitled to rest at least one day per seven and overtime work shall be on a voluntary basis but in all cases in accordance with applicable laws.

Workplace Environment

- **Safe and healthy working conditions:** Supplier shall proactively manage the health and safety risks to allow for an environment without preventable incidents and occupational injuries as defined by applicable safety and health laws and regulations. Supplier shall provide access to safe drinking water, sanitation and hygiene stations including adequate restrooms and handwashing facilities, fire exits and fire safety equipment, emergency aid kits, and access to fire and medical services.
- **Reduction of environment impact:** Supplier is expected to manage and minimize the environmental impact of their facilities, including air emissions, waste reduction, recovery and management, water use and disposal, and greenhouse gas emissions.

Reporting Violations

Supplier shall promptly report any actual or suspected violations of law or of the MTY Supplier Code of Conduct to MTY. This includes any violations by any employee or agent acting on behalf of either the supplier or MTY and its affiliates.

You may report a violation by email (ethics@mtygroup.com).

Signature

Name, Title

Company Name

Date