

# QSRP HUMAN RIGHTS POLICY STATEMENT

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## 1. INTRODUCTION

At QSRP, Respect and promotion of human rights are fundamental to our values and commitment of "**Doing What's Right**", ie conducting our business with respect, integrity and in compliance with all applicable laws and regulations, and with our own policies and procedures.

Our Human Rights Policy Statement ("**HRPS**") is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

This HRPS applies to all of QSRP and should be read in conjunction with all relevant QSRP's policies, which may be found internally on our sharepoint <https://burgerkingsee.sharepoint.com/sites/KingZone/SitePages/Code-of-Conduct.aspx> and externally on our website (www.burgerking.it). QSRP also expects its business partners to uphold these principles and to adopt similar policies within their own businesses.

This HRPS applies at Group level and supplements (ie does not replace) other policies on the same topic that may apply at local level. In case this HRPS and the local policies set out different standards on the same topic, the highest standard shall apply.

In jurisdictions where (local) laws or regulations set stricter rules than those set out in this HRPS, the stricter rules prevail.

QSRP reserves the right to amend, modify or discontinue this HRPS at any time, for any reason (eg to ensure it is in accordance with changes in laws, policies and best practices).

Defined terms are indicated in **bold and capitalised** in this HRPS. Those terms have the meaning given to them in Annex 1.

## 2. DIVERSITY, DISCRIMINATION AND HARASSMENT

We value, honour and respect differences and diversity amongst our employees and provide a work environment that offers equal opportunity to our employees and that is free from unlawful discrimination or harassment; one in which each employee is treated with dignity and respect. No form of corporal punishment, abuse or harassment (whether psychological, physical, sexual or verbal) is permitted, and disciplinary measures always comply with local laws and human rights.

## 3. FORCED LABOR

We believe that employment should be freely chosen. Accordingly, we prohibit the use of all forms of forced labor, including modern-day slavery or human trafficking.

## 4. CHILD LABOR

All of our employee meet the applicable minimum legal age and we comply with all applicable child labour laws, including those related to hiring, wages, hours worked, overtime and working conditions.

## 5. WAGES AND HOURS

We compensate our employees competitively and in compliance with all applicable wages, work hours, overtime and benefit laws.

## **6. HEALTH AND SAFETY**

We provide our employees with a safe and healthy working environment and comply with all applicable laws and regulations regarding working conditions.

## **7. FREEDOM OF ASSOCIATION**

We respect the rights of our employees to associate, or not associate, with any group, and comply with local laws regarding employees' rights to freely join and form workers' organizations.

## **8. REPORTING AND INVESTIGATION**

Any employee who suspects or knows of a breach of this HRPS, QSRP's policies or the law should report it to local management, its HR department or through our Whistleblowing process.

A report will only be shared with the persons who need to know or must otherwise complete an investigation or respond to a report. No employee will be subject to any disciplinary action for reporting any actual or suspected breach of the HRPS, QSRP's policies or the law in good faith. All reports will be taken seriously and acted upon promptly and appropriately. Please refer to our Whistleblowing Policy for further guidance.

We need your help in any internal investigations or inquiries. QSRP will conduct such investigations in a fair manner, and in compliance with the applicable laws.

## **ANNEX 1: DEFINED TERMS**

**HRPS**

means this Human Rights Policy Statement

**QSRP or We**

means QSR Platform Holding SCA and its subsidiaries, branches or affiliated entities