

Human Rights Policy Statement





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Introduction

The Domino's Pizza Group plc ("DPG") holds, or has a controlling stake in, the master franchise agreements to own, operate and franchise Domino's stores across the UK and the Republic of Ireland. This document outlines the Human Rights Policy framework for DPG, which forms only a part of Domino's operations across the world.

DPG takes the human rights of its colleagues, suppliers, franchisees and any workers involved in its operations very seriously. We are committed to treating people with respect across all our business operations and aim to make a positive difference to the lives of those working across the DPG network and in the communities in which we operate. We have a zero-tolerance position on modern slavery and labour rights abuse. We expect our business partners and suppliers to adhere to human rights principles consistent with our own.

Our Human Rights Policy framework is aligned with internationally accepted human rights standards, including the requirements of The Universal Declaration of Human Rights and The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Scope

This Policy framework applies to all operations where DPG has management control, namely our support office, supply chain centres and DPG owned corporate stores, and to those related parts of our business where we have significant influence, especially our franchise operations and our supply chain.

Responsibilities

We have reviewed our business operations and believe that our main responsibilities for human rights cover three critical areas:

- maintaining high standards of employment across our own business;
- influencing the operating standards of our franchisees; and
- working with our suppliers to minimise the risk of human rights violations within our supply chain.

Overall accountability for our Human Rights Policy performance rests with the DPG Leadership Team, but as the Executive Champion for this Policy, any questions regarding the scope or responsibilities within this Policy should be directed to the DPG People Director. Responsibility for developing and implementing the Human Rights Policy framework lies with Human Resources and UK and Ireland Operations (including corporate stores, supply chain and procurement).

Human rights policy framework

DPG aims to avoid any adverse human rights impacts occurring across its own business operations, and in those areas where it has an influence. We are committed to continually reviewing our business operations to understand what impacts are relevant to us and will work to embed human rights considerations in all relevant business decisions and in our management systems.

We have identified the following human-rights related areas to be of importance to our operations, and to those of our franchisees and suppliers:

- High levels of business integrity and operating within the law



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- Ensuring the health, safety and welfare of our colleagues and customers
- Providing satisfactory employment conditions on matters including but not limited to working hours, fair wages and compensation
- Providing equality of opportunity, and an inclusive and diverse working environment
- Zero tolerance approach to discrimination, bullying or harassment
- Zero tolerance approach to forced, bonded or compulsory labour
- Maintaining a minimum age for workers and eliminating all forms of child labour
- Supporting freedom of association and colleague engagement

Our human rights policy framework applies across our three critical areas of responsibility and is embodied in the following DPG policies and codes of practice:

- Conduct Policy
- Anti-Bribery Policy
- Disciplinary policy
- Bullying, Harassment and Discrimination policy
- Standard Franchisee Agreement
- Supplier Code of Practice
- Grievance procedure
- Speak Up Policy
- Health and Safety Policy Statement
- Equality, Diversity & Inclusion policy

We will also publish an annual Modern Slavery Statement outlining the actions we are taking to eliminate all forms of slavery in our business and in our supply chain.

Implementation and monitoring

Human rights risks may change over time and we are committed to continually reviewing our operations and developing our policy framework. We will identify indicators to measure our human rights performance and will use the findings to inform future strategy.

We will establish appropriate training to ensure that our colleagues understand our policy framework and identify target groups that may need additional learning support.

Grievance and speaking up

DPG is committed to maintaining high standards in all areas of its business and abiding by the law. Any allegations of malpractice or unethical conduct will be taken seriously and investigated fully. These should be reported internally via our line management system, or via our independent hotline, operated by Safecall (see Speak up Policy for more details).

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