



To: Suppliers of Dine Brands Global Incorporated

The goal of this Dine Brands Global, Inc. Supplier Code of Conduct Letter is to provide guidelines and expectations regarding ethical, legal, and sustainable business practices for all Dine Brands suppliers. Dine Brands expects suppliers to provide products/services that comply with all applicable laws, rules, and regulations in the state and/or country in which they operate. Our expectation is that our suppliers will hold their supply base, subcontractors, vendors, and employees to the same standards as outlined.

Our expectation is that suppliers are knowledgeable and compliant to their specific local and country laws, rules and regulations. As industry standards evolve and change, our suppliers are expected to align with those standards.

The principles in this Dine Brands Global, Inc. Supplier Code of Conduct Letter should be followed by all suppliers. Dine Brands reserves the right to request documentation that validates a supplier's policies and procedures relating to the following:

**Product Quality and Food Safety**

Suppliers are expected to show a history of attaining quality ingredients from sources that are ethically responsible, adhere to our stated Animal Health and Welfare guidelines, and follow local and national environmental and sustainability standards. Suppliers should be leaders within their field and willing collaborators and partners with regards to product performance, product specification development and monitoring, product consistency, and product analysis.



### **Environment and Responsibility**

Suppliers are expected to have set plans and policies to address environmental, waste and emissions, and social governance issues. Suppliers should have a stance that clearly defines a direction with regards to human rights, child labor, discrimination, human rights, human safety, compensation, and enticement.

**Sustainability** – Suppliers are expected to demonstrate systems that show the impact of their business on the environment and seek to make positive changes. It will be expected that they can communicate the changes that have been made and can show a yearly improvement to their policies' results.

**Waste** – Suppliers should have and show a concern about how waste can affect the communities and the country they function within. They should demonstrate a plan addressing wastewater, reuse of waste, storage, air recycling, packaging recycling, and product handling. Our shared concerns are the health and well-being of society and the environment, and how our actions could affect them.

**Social Governance** – Suppliers are expected to know and align with all the local, state, and federal laws within their country of production which speak to child labor, human rights and compensation. In addition, Suppliers should adhere to strict anti-coercion and anti-harassment procedures, and non-discrimination policies and procedures. Dine Brands will not align with suppliers who show a present and past of discrimination and harassment. Suppliers should show a yearly updated policy and training to address these issues, and to ensure that all employees have a safe and unthreatening environment in which to work.



Dine Brands Global, Inc. has aligned as an Enterprise to the five values outlined below which highlight the way we build relationships. Our expectation is that as a supplier of our great brands, you understand, value, and align with these values.

- **Take Responsibility**

We are accountable and can be trusted to deliver exceptional results.

- **Further Together**

We can only reach our potential by working together and choosing the greater good over individual interests.

- **Always Better**

We know innovation is a primary catalyst for everyday improvement and long-term growth.

- **Recognize the Good**

We are passionate about what we do, the people we serve and the opportunities we have.

- **Embrace All**

We are strengthened by our differences as an organization and as a business.

Sincerely,

A handwritten signature in black ink, appearing to read "Maurice E. Edwards Sr.".

Maurice E. Edwards Sr.  
Executive Director Quality Assurance

Gary DuBois  
Vice President, Quality Assurance

A handwritten signature in black ink, appearing to read "Gary DuBois".