

**Domino's Pizza Enterprises Ltd**

**The Business Partner**

# **Code of Practice**





# INTRODUCTION

At Domino's we are committed to living our brand ethos of People Powered Pizza. This includes the people who work with us – our stakeholders and our business partners. Our guiding principles underpin our journey for supreme quality and our commitment to ensuring that fair and ethical workplace standards are carried out through every channel of our supply chain on a daily basis.

## GUIDING PRINCIPLES

- We Demand Integrity
- Our People Come First
- We Take Great Care of Our Customers & Business Partners
- We Make Great Pizzas Every Day
- Smart Hustle and Positive Energy



*“Our journey for supreme quality doesn’t just start and stop with our pizza. It’s a process that begins with the suppliers and partners that we work with. Those who provide us with fresh produce to make the best possible products, equipment to service our customers, stores and franchisees and goods and service to name just a few. It’s your commitment to this journey that helps to set us apart from our competitors and become the very best we can be at a local and global level.”*

**Domino's Group CEO & Managing Director**  
**Don Meij**





# DOMINO'S VALUES

- Treat people as you'd like to be treated
- Produce the best for less
- Measure, manage and share what's important
- Think big and grow
- Incentivise what you want to change
- Set the bar high, train, never stop learning
- Promote from within
- We are not ordinary, we are exceptional

With these core values at the heart of our operations and forming the base of how we conduct business, we work with our stakeholders including our business partners, franchisees, customers and our employees to sell more pizza, have more fun. We make no apologies for demanding only the highest standards of social and environmental responsibility and ethical conduct from all of our business partners.



# THE BUSINESS PARTNER CODE OF PRACTICE

The Business Partner Code of Practice (Code) outlines Domino's Pizza Enterprises Limited's (DPE/Our/We) expectations of its business partners, and their supply chain, in providing any goods and services to DPE.

We also expect and require our business partners to hold their supply chain, including any subcontractors or third party labour agencies, to the same standards contained in this Code.

The provisions of this Code are in addition to, and not in lieu of, the provisions of any legal agreement or contract between a business partner and DPE. A business partner is required to sign the attached Certification.

## HUMAN RIGHTS

DPE respects human rights as set out in the United Nations Universal Declaration of Human Rights and expects our business partners to:

- conduct their activities in a manner that also respects human rights as set out in The United Nations Universal Declaration of Human Rights;
- comply with all relevant local and national laws and regulations in relation to employment practices, human rights, discrimination, harassment and bullying;
- provide fair working conditions for their employees including adequate rest period, sufficient leave, freedom of association and collective bargaining;
- ensure that working conditions are safe and hygienic;
- pay their workers lawful wages, including overtime, premium pay, and equal pay for equal work without discrimination and not deduct any amount from a worker's pay as disciplinary action;
- ensure that no child labour, forced labour, or involuntary labour is used;
- not engage in human trafficking or exploitation, or import goods tainted by slavery or human trafficking;
- not retain employees' government-issued identification, passports or work permits as a condition of employment;
- promote and maintain a workplace free from discrimination and treat their employees with fairness, dignity and respect;
- ensure that no form of bullying or physical, sexual, psychological or verbal harassment or abuse is tolerated within their organisation;
- provide employees with sufficient training to be able to perform their role and comply with this Code.

# DIVERSITY

DPE expects business partners to:

- respect the diversity of their employees, clients and others with whom they interact, including respect for differences such as gender, race, colour, age, disability, sexual orientation, ethnic origin and religion; and
- demonstrate gender equality in their workplace and comply with Gender Equality Agency reporting requirements as applicable.

# ENVIRONMENTAL MANAGEMENT

DPE expects business partners to be responsible for managing, measuring and minimising the environmental impact of their facilities, with a specific focus on areas such as air emissions, waste reduction, recovery and management, water use and disposal, and greenhouse gas emissions.

DPE also expects business partners to be compliant with all relevant national and local laws and regulations relating to environmental performance, management and reporting.

Business partners should have a written environment policy statement and systems in place to measure and monitor environmental performance.

# WORK PLACE HEALTH AND SAFETY

DPE expects business partners to be compliant with all relevant national and local safety legislation, including but not limited to workplace and operational health and safety and to take proactive measures to prevent workplace risks.



# RISK MANAGEMENT

DPE expects business partners to have:

- a business continuity plan that is maintained and tested to minimise business impacts in the event of major disruption;
- appropriate information security policies and procedures in place to secure access to our information.

# BUSINESS INTEGRITY

## Compliance with law

Business partners must comply at all times with all laws, rules and regulations applicable to their business operations.

This includes the US Foreign Corrupt Practices Act, which prohibits DPE or any business partners from making a payment to a foreign official with a corrupt motive in order to gain or keep business.

DPE is committed to conducting business around the world with the highest ethics and values, and any non-compliance with any laws, particularly those in relation to corruption, will not be tolerated.

## Confidentiality

Information is one of DPE's most valuable assets. Often, it is proprietary information that gives DPE its competitive edge. Safeguarding our confidential information is of vital importance. Business partners must not disclose confidential or proprietary information, or trade secrets to other parties, except as specifically authorised by an officer of DPE or when disclosure is required by law. Confidential information includes all non-public information that might be of use to competitors or harmful to DPE or the Domino's Pizza System. This requirement will continue even after the conclusion of a business partner's business relationship with DPE.

## Conflicts of interest

- Business partners are prohibited from: (a) profiting from opportunities that are discovered through the use of DPE information; and (b) using DPE's confidential information for personal gain. In general, business partners owe a duty to the Domino's Pizza System to advance the legitimate business interests of the Domino's Pizza System when dealing with DPE information.
- The supply of all goods and services to the Domino's Pizza System must be on an 'arm's length' basis and a business partner must declare any conflicts of interest that may impact upon commercial arrangements between the business partner and DPE.
- Business partners must not offer DPE representatives gifts or entertainment to be used to gain improper advantage or preferred treatment.
- Where meetings conducted by business partners include an aspect of entertainment, the nature of the meetings and entertainment must be in good taste and not conflict with DPE's core values.



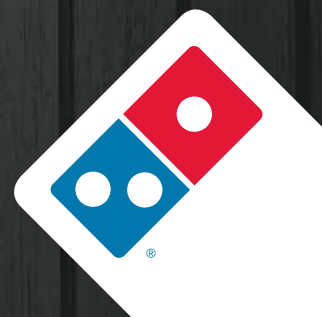


# ANIMAL WELFARE

DPE expects business partners to ensure that any animals involved in the goods or services provided to DPE are treated humanely. This includes but is not limited to avoiding the use of animals in experiments that cause suffering or distress and avoiding cruel or inhumane use of animals in any industrial activity.

Without limiting the above, DPE expects business partners to:

- Ensure that any animals involved in the goods/services provided to DPE are treated humanely.
- Avoid the use of animals in experiments that cause suffering or distress and are not essential to humans or animals.
- Avoid cruel or inhumane use of animals in any industrial activity.
- Avoid supporting cruel or inhumane use of animals in any sporting or entertainment event.



# AUDIT

DPE reserves the right to audit in compliance with this Code. Audits may involve requests for documentation demonstrating the business partner's compliance with the Code or facilitate inspections that include employee interviews and a review of business partner records and business practices. Such audits are conducted by DPE or a nominated external auditor.

DPE expects the business partner to provide open, honest and complete information as requested and support DPE (or a nominated auditor) in carrying out a site review where required.

As mentioned above, DPE expects and requires business partners to hold their supply chain, including any subcontractors or third party labour agencies, to the same standards contained in this Code. DPE expects business partners to audit their supply chain for compliance with this Code and DPE may, from time to time, require evidence of such compliance.

If an audit identifies a violation of this Code (whether by the business partner itself or a member of its supply chain), the business partner shall act promptly to correct the situation to DPE's satisfaction.

# CODE COMPLIANCE

Failure to comply or address non-compliance with this Code may result in termination of the business partner's relationship with DPE (which may include contract termination).

# YOUR INVOLVEMENT

## The Business Partner

Read and acknowledge receipt of the of the Business Partner Code of Practice.

We recommend that you regularly communicate this Code to all of your officers and employees.

## The Customer

If you become aware of a Domino's Business Partner in breach of this Business Partner Code of Practice please contact Domino's immediately at [privacy@dominos.com.au](mailto:privacy@dominos.com.au) or [privacy@dominospizza.co.nz](mailto:privacy@dominospizza.co.nz). This includes any violation by an employee or agent acting on behalf of either the business partner or Domino's directly.



# DPE Business Partner Code of Practice CERTIFICATION

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To Domino's Pizza Enterprises Limited (DPE),

\_\_\_\_\_ (business partner company name) (the "Business Partner") acknowledges that it has received a copy of the DPE Business Partner Code of Practice (the "Code"). The Business Partner hereby agrees to comply with the Code in all respects during the Business Partner's relationship with DPE. The Business Partner understands that its failure to comply with the Code may result in termination of the Business Partner's relationship with DPE.

Business partner company name	
Trading name	
Officer or Designated Agent (please print/type)	
Signature of Officer or Designated Agent	
Title	
Date	

Please complete this page and return to:

Paul Connors

Att: Purchasing

Domino's Pizza Enterprises Limited

Level 5, KSD1

485 Kingsford Smith Drive

Hamilton QLD 4007

(e-mail: [paul.connors@dominos.com.au](mailto:paul.connors@dominos.com.au))

