

# LABOR AND HUMAN RIGHTS *Policy*



At Cracker Barrel, we are committed to upholding labor and human rights in our relationships with employees, guests, suppliers, partners and the communities in which we operate. Our approach to labor and human rights is informed by international laws, conventions and frameworks, including the United Nations Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work, as well as the United States' Uyghur Forced Labor Prevention Act that requires a supply-chain devoid of material inputs from certain regions of China.

This policy applies to all prospective and current employees of the company as well as volunteers, contractors and consultants. Suppliers are expected to abide by these same values, which are covered separately in our Supplier Code of Conduct. Oversight of this policy is provided by Cracker Barrel's Board of Directors through its Public Responsibility Committee. Responsibility for implementing the policy is held by the ESG Steering Committee, the senior executive team responsible for ensuring environmental, social and governance (ESG) issues are integrated into all business decision-making functions.

## OUR APPROACH

Whenever feasible, we seek to identify and prevent human rights risks to people in our business and value chain. Where we have identified adverse human rights impacts resulting from or caused by our business activities, we are committed to providing for, or cooperating in, their fair and equitable remediation. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties.

## DIVERSITY AND INCLUSION

We work to maintain workplaces that are free from discrimination and harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation, and advancement at the Company are qualifications, performance, skills and experience. All employment decisions are covered by this commitment, including recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.



## DISCRIMINATION AND HARASSMENT

Discrimination, either overt or through unconscious bias, has no place at Cracker Barrel. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Illicit harassment is not tolerated in the workplace or in any work-related circumstance outside the workplace.



## WORK HOURS, WAGES AND BENEFITS

We compensate employees competitively relative to our industry and local labor markets, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

## PROFESSIONAL GROWTH AND DEVELOPMENT

We are committed to equipping our employees with the skills needed to succeed at their job. We foster continuous professional growth, learning and development. We offer a variety of online and classroom training opportunities to employees across our organization.

## EMPLOYEE PRIVACY

We respect our employees' privacy and comply with all applicable laws regulating the disclosure of personal information, including data protection laws. We are transparent in our use of data and protect the rights of our employees, contractors, guests and business partners.

## SAFE AND HEALTHY WORKPLACE

We are committed to providing a safe and healthy workplace and complying with applicable safety and health laws and regulations as well as robust internal requirements. We work to provide and maintain a safe, healthy and productive workplace by addressing and remediating identified risks from accidents, injury and health impacts in accordance with applicable laws and industry standards.

## WORKPLACE SECURITY

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and are maintained with respect for employee privacy and dignity.



## FORCED LABOR AND HUMAN TRAFFICKING

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking. Specifically, Cracker Barrel complies with the United States' Uyghur Forced Labor Prevention Act that requires a supply-chain devoid of material inputs from certain regions of China.

## CHILD LABOR

We prohibit the hiring of individuals who are under eighteen years of age for positions in which hazardous work is required. Where permitted by applicable law, we hire individuals who are aged sixteen years or older to work in our restaurants and retail stores, as we believe giving such individuals the opportunity for gainful employment is beneficial to them and can be foundational for their future advancement and professional development, particularly in underserved communities.

## FREEDOM OF ASSOCIATION

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment in accordance with applicable laws. Where employees are represented by a legally-recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

## REPORTING CONCERNS

Any violation of this policy should be reported immediately. No retaliatory action will be taken against any employee for raising concerns or claims made in good faith under this policy.

**Whistleblower Hotline:**

[www.reportlineweb.com/crackerbarrel](http://www.reportlineweb.com/crackerbarrel)

1-888-894-4262

Reports made through this hotline are routed to and reviewed by various senior executives, our General Counsel and the Chair of our Audit Committee.