



## **Human Rights Policy**

Denny's is committed to maintaining a work environment that respects, protects and supports the human rights of all our employees, suppliers and the local communities where we operate. Our approach to human rights aligns with our Guiding Principles, our Code of Conduct, and also reflects the principles included in the UN Guiding Principles on Business and Human Rights. This human rights policy applies to Denny's Corporation and its majority-owned subsidiaries. We encourage franchisees to uphold these principles and to adopt their own similar policies. Our commitment to human rights, and expectations of ethical, legal and socially responsible business practices also extends to the broader Denny's family, including people and entities who perform work for, deliver services to, or provide goods to Denny's.

We are committed to complying with all applicable laws and regulations and provide training to our employees in accordance with this policy. Our Corporate Governance and Nominating Committee oversees and reviews this policy annually and our Head of Compliance is responsible for implementing and enforcing this policy.

### **Diversity, Equity & Inclusion**

We respect the rights of all our employees, especially our at-risk employees including, but not limited to, women and minority workers. We are committed to equal opportunity and do not tolerate any form of harassment or discrimination on the basis of age, race, color, religion, disability, national origin, gender, sexual orientation, gender identity or expression, ancestry, citizenship, military status or any other characteristic protected by law.

All employment decisions including, but not limited to, hiring, promotion, compensation, and termination at Denny's are based on an individual's qualifications, performance, skills, and experience.

### **Workplace Health and Safety**

We are committed to providing a safe and healthy workplace while complying with applicable laws and regulations, as well as internal requirements. We take reasonable steps to protect the health and safety of employees as well as our guests in our restaurants.

### **Anti-Harassment**

We want our employees to be treated fairly and with dignity and respect. We are committed to providing our employees an environment free of harassment. We do not tolerate any form of harassment, whether physical, verbal or psychological, in our workplace by an employee, supervisor, guest or supplier.

## **Forced Labor, Slavery, and Human Trafficking**

We are committed to a work environment that is free from human trafficking and slavery, which includes forced labor. We require that all form of labor be voluntary, and that workers freedom of movement never be restricted in any way.

## **Child Labor**

We prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is required. Where permitted by applicable law, we provide opportunities for individuals ages 16 or older to work at our restaurants.

## **Working Hours, Wages and Benefits**

We provide competitive wages and benefits to our employees relative to our industry and local labor markets. We comply with local laws on working hours, wages, and benefits at locations in which we operate.

## **Freedom of Association**

We respect our employees' rights to associate, or not associate, with any group or organization and comply with local laws regarding employees' rights to associate.

## **Non-Discrimination**

We embrace the strengths and talents that come from having a workforce with diverse backgrounds. We will not tolerate discrimination in our workplace by an employee, supervisor, guest or supplier. Discrimination based on age, race, color, religion, disability, national origin, gender, sexual orientation, gender identity or expression, ancestry, citizenship, military status or any other characteristic protected by law is prohibited.

## **Reporting**

We do not retaliate or permit retaliation against anyone who, in good faith, reports or participates in an investigation of a possible violation of Denny's policy. Good faith means that a genuine and honest attempt to provide accurate information, even if it turns out to be a mistake.

Any concerns or violation of this policy should be reported immediately through our **Ethics and Compliance Hotline** at **(844) 954-3349** or **dennys.navexone.com**. Any concerns or violation of this policy can be made anonymously.

We will investigate all reported incidences and will take appropriate corrective action in response to any violation of this policy.

*Last Updated: May 20, 2022*