
FRG HUMAN RIGHTS POLICY

Franchise Group, Inc. (“FRG” or the “Company”) recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- Promote a workplace free of discrimination and harassment.
- Prohibit child labor, forced labor and human trafficking.
- Provide fair and equitable wages, benefits and other conditions of employment in accordance with all applicable labor and employment laws.
- Provide safe working conditions in accordance with all applicable labor and employment laws.
- Recognize employee’s rights to freedom of association.

Applicability and Oversight

This Human Rights Policy applies to FRG, the entities that we own and all of our employees. This Human Rights Policy is embedded in FRG’s Code of Conduct and Associate Handbook. Our employees are made aware that they are expected to promptly report any workplace concern or violations of Company policies, including the Human Rights Policy so that it can be properly investigated. We provide several avenues through which employees may report concerns which include reporting the concern to a supervisor or manager, to Human Resources, to the Chief Administrative Officer or Deputy General Counsel or by using [anage@rcwebsites](#). Every complaint is treated with measured remedial action as needed. Additionally, in accordance with applicable law, we do not take any action against anyone who raises a concern in good faith.

As set forth in this policy, our commitment to human rights and respect for all advances our goal of maintaining our unique culture while continuing to provide high quality services in all of our business relationships with integrity. This Human Rights Policy is overseen by FRG’s Board of

accordance with all applicable laws. We are aligned with the views of the International Labor Organization and its core conventions: No. 87, the Freedom of Association and Protection of the Right to Organize Convention, and No. 98, the Right to Organize and Collective Bargaining Convention. Where employees are represented by a legally recognized union,