
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 our anonymous hotline available by phone or internet at (844) 989-1499 or website at <https://franchisegroup.ethicspoint.com>. Information pertaining to the anonymous hotline is also available on our website and our operating companies’ websites. Every complaint is treated with appropriate concern so that we may take suitable and 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 Directors through its Nominating and Corporate Governance Committee and the executive management team.

Ethical Business Conduct

As detailed in our Code of Conduct, we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of FRG to be conducted with honesty and integrity in full compliance with all applicable laws and regulations. Our goal is that our global business partners, including suppliers and vendors, will share our commitment to respecting the human rights and dignity of all individuals. To that end, FRG hopes independent vendors and suppliers recognize the importance of these principles. For example, we will make this Human Rights Policy available to our third-party business partners on the Company’s website. We use an objective and impartial process to choose suppliers carefully, and we expect our employees to report any suspicions that a supplier may not be meeting our standards or their obligations, including with respect to human rights and other areas. We reserve the right to terminate any vendor who refuses to comply with our policies.

Employee Rights and Fair Labor Practices

We believe all our employees deserve to be treated with integrity and respect. Therefore, we strive to promote a work environment of transparency and trust. We are an equal employment opportunity employer that is committed to compliance with the letter and spirit of the full range of fair employment practices and nondiscrimination laws, including all wage, hour and benefits laws and where applicable, international labor standards. FRG respects the international human rights principles outlined in the United Nations Global Compact and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Diversity, Equity and Inclusion

We support and encourage a culture of diversity, equity and inclusion within our business and the organizations with which we do business by striving to maintain workplaces that are free from discrimination or harassment on the basis of a person's gender, sexual orientation, race, ethnicity, gender identification or expression, religion, age, disability, national origin, citizenship, socio economic status or marital status, military service and veteran status, political opinion or any other status protected by applicable law. We are committed to a nondiscriminatory approach providing equal opportunities for all employees; promoting a work environment that is free from harassment, violence and intimidation; and investigating all complaints of bullying, harassment, victimization and unlawful discrimination and taking appropriate action for any misconduct.

Safe and Healthy Workplace

We strive to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. We are committed to operating our businesses in a manner that protects the health and well-being of our employees, our franchisees, and our customers through continuous improvement, training, learning and innovation. We are committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking. We do not engage in or condone the unlawful employment or exploitation of children and all of our operating businesses are required to adhere to federal child labor laws and applicable state labor laws. We do not tolerate violence or the threat of violence, the misuse of controlled substances or selling, manufacturing, distributing, possessing, using or being under the influence of alcohol or illegal substances on the job. All of our businesses must respect the rights of workers to communicate openly with management regarding working conditions, wage, hours or other terms and conditions of employment without fear of retaliation, harassment, intimidation, penalty or interference.

Freedom of Association and Collective Bargaining

We value having a direct employment relationship with all employees. Consistent with applicable law, we respect the freedom to associate [or the freedom not to associate] and collective bargaining, and where employees are represented by a legally recognized union, we are committed to bargaining in good faith with the employees' freely chosen representative. All of our businesses are expected to respect the rights of workers to freely associate, organize and bargain collectively in

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, we are committed to bargaining in good faith with the employees' freely chosen representative.