

Papa John's

People Policies

At Papa John's we believe that people are our most important ingredient.

Human Rights

We strive for the highest standards of integrity and human rights in all of our business activities, including our supply chain. Our standard agreements with key suppliers require each vendor to comply at all times with all applicable laws, rules and regulations in performing its obligations under the supply agreement, and mandate that each product sold to Papa John's will meet all applicable quality standards, including good manufacturing practices requirements applicable wherever the product is manufactured, produced, distributed, transported or stored. In addition to these requirements, which include supplier audits, and as part of our ongoing efforts to achieve and improve our standards of high quality and community responsibility throughout our business, we are incorporating into our standard supply agreements specific prohibitions against suppliers' use of forced labor or facilitation of slavery and human trafficking, including certification, verification and audit procedures, and we strive to ensure company representatives receive training to support those efforts. Our commitment to human rights is also demonstrated in our Code of Ethics.

Slavery and Human Trafficking

Papa John's condemns slavery and human trafficking whenever and wherever they may occur.

Diversity, Equity and Inclusion

Our Papa John's family is 120,000 corporate and franchise team members strong, representing all walks of life around the globe. We are in communities large and small, and proudly partner with and serve customers from all backgrounds and experiences. For Papa John's, our commitment to diversity is rooted in our belief that having a Papa John's family that fully reflects and celebrates the global nature of our brand is the right way to do business.

We are steadfast in fostering an inclusive and equitable environment for all who work with us, who partner with us, and importantly, who enjoy our product. Our efforts are led by our Chief People and Diversity Officer who oversees important initiatives such as our Employee Resource Groups and supplier diversity. All members of the Executive Leadership Team participate in DEI initiatives.

Workplace Conduct, Health, and Safety

The Company has a policy of zero tolerance for harassment, discrimination, retaliation or violence of any kind at the workplace. The details of the Company's policies in this regard can be found in its Workplace Harassment Policy, its Equal Employment Opportunity Policy, its Code of Ethics and Business Conduct and others. Those policies, which apply to team members whether they are working with each other or with third parties such as customers and suppliers, outline the Company's relevant policies and provide instructions to team members on how to report behavior that violates those policies.

We have a team member health policy that ensures the health and well-being of team members while complying with health department regulations.

Our Quality Control Centers have numerous standard operating procedures related to occupational health and safety and are proactive in the reduction of workplace injuries. We have an experienced and dedicated safety team with field and office subject matter experts in occupational safety, health, environmental and transportation holding nationally accredited designations such as the OHST (Occupational Hygiene & Safety Technician), COHC (Certified Occupational Hearing Conservationist), CTP (Certified Transportation Professional), CDS (Certified Director of Safety) and CSP (Certified Safety Professional).

Training and Professional Development

We believe our best talent comes from within the company. We are committed to training and growing our team members from delivery drivers through to the C-suite. Our CSR2CEO career development program has enabled 82% of our restaurant-level leaders to be promoted from within. Our Operator to Owner program provides the training needed for our best operators to become franchise owners.

We provide a comprehensive learning & development program that includes our own training modules, required by team members in our restaurants, to ensure consistent operational execution of our brand standards; leadership development workshops; executive coaches for all senior-level employees; and a fully-funded college tuition program for all corporate employees that allows any team member who works at least 20 hours a week to earn an associate, bachelors or master degree at no cost to them. Our franchise management certificate program helps new and existing franchisees obtain the business acumen skills they need to succeed as entrepreneurs.

We also provide ongoing diversity, equity and inclusion training for all employees in the company, including franchisees. The training is overseen by our Chief People and Diversity Officer.

Disclosure of Political Advocacy

We do not have a history of donating to political campaigns. However, in the future it may be in the best interest of the Company or the Papa John's system for the Company to take a position with elected representatives on matters impacting our business, including proposed or pending legislation. Our policy is that any spending associated with these positions will reflect the interests of the Company or the Papa John's system and not those of individual officers, directors, franchisees or team members. The use of Company funds or assets for political purposes must be approved through the General Counsel who will report to the Board of Directors any significant political spending or activity by the Company.

Officers, directors, franchisees or team members may make personal contributions to a candidate or party of their choice, provided that the contributions do not involve, directly or indirectly, Company funds or other assets. The Company will not coerce or pressure officers, directors, franchisees or team members to contribute money or efforts to support a particular position, political party or candidate.

Corporate Social Responsibility Committee

Our Corporate Social Responsibility Committee is comprised of key stakeholders across multiple functions including Supply Chain; Legal; Communications & Community Engagement; Diversity, Equity

and Inclusion; Safety & Security; and Corporate Governance. It includes three members of our Executive Leadership Team and is overseen by the Corporate Governance and Nominating Committee of the Papa John's Board of Directors.

For more information about any Papa John's policies or programs, we encourage you to contact a HR Business Partner or HR Director.

Statements on our website on corporate social responsibility and other company communications constitute forward-looking statements within the meaning of the federal securities laws. Generally, the use of words such as "expect," "intend," "estimate," "believe," "anticipate," "will," "strive," "plan," "project," or similar words identify forward-looking statements that we intend to be included within the safe harbor protections provided by the federal securities laws. Such forward-looking statements may relate to projections or guidance concerning business performance, staffing, employee benefits, standards for supply chain and auditing and corporate social responsibility goals and other financial and operational measures. Such statements are not guarantees of future performance and involve certain risks, uncertainties and assumptions, which are difficult to predict and many of which are beyond our control. Therefore, actual outcomes and results may differ materially from those matters expressed or implied in such forward-looking statements. These and other risk factors are discussed in detail in "Part I. Item 1A. – Risk Factors" in our Annual Report on Form 10-K/A for the fiscal year ended December 30, 2018, and in "Part II. Item 1A. – Risk Factors" in our Quarterly Report on Form 10-Q for the first quarter ended March 31, 2019, as well as subsequent filings. We undertake no obligation to update publicly any forward-looking statements, whether as a result of future events, new information or otherwise, except as required by law.

Notwithstanding the Company's best efforts to implement and enforce the above policies, there can be no assurances or guarantees that individual employees will not from time to time act contrary to the Company's policies. In such instances, Papa John's will investigate and take appropriate remedial action as warranted under the circumstances.

EFFECTIVE
May 2020