



**CODE OF ETHICS
AND BUSINESS CONDUCT**

PAPAJOHNS®

CONTENTS

Letter from Our President and CEO	1
Introduction	2
Executive Summary	3
Related Policies	4
Honesty and Fair Dealing	4
Conflicts of Interest	5
Use of Corporate Assets	6
Confidential and Proprietary Information	6
Cybersecurity and Data Privacy	8
Maintaining Books and Records	9
Public Disclosure	9
Compliance with Laws, Rules and Regulations	10
Position on Political Activities and Contributions	13
Waivers	13
Reporting and Violations	14
No Employment Contract	16

LETTER FROM OUR PRESIDENT AND CEO



Officers, Directors, and Team Members –

At Papa John's, we are passionate about bringing to life our promise of BETTER INGREDIENTS. BETTER PIZZA. for people around the world. Fulfilling that mission requires that we hold ourselves and our team members to the highest legal and ethical standards in all that we do. To be the best Papa John's we can be requires us to conduct business honestly and act with integrity.

Our Code of Ethics and Business Conduct is designed to serve as a foundational guide for every Papa John's team member, who should keep in mind the following as they read it:

- Following the Code protects our reputation, promotes our brand and creates a safe, respectful and inclusive workplace.
- Leaders set the tone for their team members and foster a culture of integrity by modeling the personal and professional behaviors outlined in the Code.
- The Code guides us as we strengthen our core values of Everyone Belongs, People First and Do the Right Thing.
- The Code also serves as a tool for helping team members respond appropriately when faced with a legal or ethical challenge. If you have questions or concerns, you can contact EthicsPoint, our third-party service provider, confidentially and anonymously. More information is available on page 14.

Thank you for carefully reading the Code and for referring back to it, as necessary, as you help us maintain the high standards expected of everyone at Papa John's. We appreciate all you do to ensure we can deliver our full potential.

A handwritten signature in black ink that reads "Todd Penegor".

Todd Penegor
President and Chief Executive Officer



INTRODUCTION

This Code applies to all team members of Papa John's International, Inc., and its affiliates and subsidiaries, wherever located. Throughout this Code, the term "team member" refers to all officers, directors and employees of the Company, unless otherwise indicated. References to "Papa John's" or the "Company" refer to Papa John's International, Inc., and each of its affiliates and subsidiaries. References in this Code to "immediate family" member refers to a person's spouse, parents, stepparents, children, stepchildren, siblings, mothers- and fathers-in-law, sons- and daughters-in-law, brothers- and sisters-in-law and anyone residing in such person's home on a long-term or permanent basis (other than a tenant or employee). Subject to the authority of the Board of Directors, the Papa John's Legal Department will have ultimate responsibility for administering this Code and for the Company's overall compliance with standards of business conduct.

EXECUTIVE SUMMARY

This Code covers a number of different topics, including:

- Honesty and fair dealing
- Conflicts of interest
- Use of corporate assets
- Confidential and proprietary information
- Cybersecurity and data privacy
- Maintaining books and records
- Public disclosure
- Compliance with law, rules, and regulations
- Position on political activities and contributions
- Waivers
- Reporting and violations

The Code also contains important information about reporting violations. Reports can be made on a confidential basis by phone or mail and through the internet (Please refer to the “Confidential and Anonymous Reporting” section on page 14 for more information). This Code also describes the actions the Company may take in response to any violations.

OUR VALUES



- **PEOPLE FIRST**
CUSTOMER AND TEAM MEMBER FOCUS
- **EVERYONE BELONGS**
DIVERSITY, EQUITY, INCLUSION AND TEAMWORK
- **DO THE RIGHT THING**
INTEGRITY, CHARACTER AND COMMUNITY
- **INNOVATE TO WIN**
THINK DIFFERENTLY AND LEAD CHANGE
- **HAVE FUN**
IT'S PIZZA, IT HAS TO BE FUN!

RELATED POLICIES

This Code is intended to serve as an outline of many of our most important standards of business ethics and conduct, and not as a detailed list of rules and regulations. Papa John's maintains numerous policies and procedures that address in detail matters of business conduct, including personal conduct in the workplace, other than the topics discussed in this document. In the event of any conflict or inconsistency between any provision in this Code and in other Company policies and procedures, the more specific or restrictive provision will control. Some of the other policies and procedures that apply to business conduct at Papa John's can be found under "Policies, Forms & Handbooks" in the Company's intranet (PapaLink) and in the Papa John's corporate restaurant team member handbook.

HONESTY AND FAIR DEALING

Each team member should strive to deal with Papa John's customers, supply partners, competitors, franchisees and other team members on the basis of honesty, fairness, mutual respect and nondiscrimination. No team member should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair-dealing practice.

Papa John's competes for business fairly and on the merits of our people, our products and our services. No team member may accept anything of value (other than a gift within the Company's Conflicts of Interest and Global Anti-Corruption policies or a routine gratuity for product delivery to a customer) from, or offer or deliver anything of value, either directly or indirectly, to any Papa John's customer or supplier, government regulator or other government official or foreign political figure. Team members are strictly prohibited from soliciting gifts, gratuities or business courtesies for the benefit of themselves, any immediate family member or friend.



“ Papa John's competes for business fairly and on the merits of our people, our products and our services. ”



CONFLICTS OF INTEREST

All team members are expected to avoid situations that create, could create, or give the appearance of creating, a conflict between team members' own interests and the interests of Papa John's. A conflict of interest occurs when a team member's own interest (including the interest of an immediate family member, or an organization with which a team member has a significant relationship) interferes or appears to interfere with the Company's interests. Although it is not possible to develop a comprehensive set of rules covering all circumstances or serving as a substitute for good judgment, the following are examples of types of activities that could potentially be considered a conflict of interest:

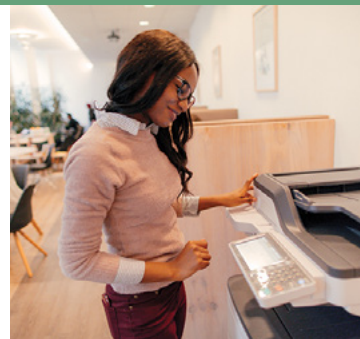
- A substantial ownership interest by a team member or an immediate family member in a competing business or in any outside concern that does business with Papa John's.
- Providing services as a director, manager, consultant, employee or independent contractor to any outside concern that does business with Papa John's, or is in a competing business.
- Offering or accepting any product, gifts or favors that exceed applicable standards in the Company's Conflicts of Interest policy, compensation, loans, excessive entertainment or other similar benefits from any outside concern that does business or seeks to do business with Papa John's or is a competitor of Papa John's.
- Representation of Papa John's in any transaction in which the team member or an immediate family member has a substantial interest.
- Direct or indirect competition with Papa John's in the purchase or sale of property or property rights or interests.
- Taking personal advantage of a business transaction or opportunity that properly belongs to Papa John's.
- A team member being in the position of supervising, reviewing or having any influence on the job evaluation or compensation of an immediate family member or person with whom the team member has a romantic relationship.

Many conflicts of interest or potential conflicts of interest may be resolved or avoided if they are appropriately disclosed and approved. In some instances, disclosure may not be sufficient and the Company may require that the conduct in question be stopped or that actions taken be reversed where possible. Team members should disclose any situation, transaction or relationship that may give rise to an actual or potential conflict of interest in accordance with the procedures in the Company's Conflicts of Interest policy.

“ Many conflicts of interest or potential conflicts of interest may be resolved or avoided if they are appropriately disclosed and approved. ”

USE OF CORPORATE ASSETS

Every team member has a duty to preserve Papa John's assets. All assets and resources of the Company, including buildings, land, equipment, inventory, cash, information systems, trade secrets (as defined in "Confidential and Proprietary Information"), logos, trademarks and other intellectual property, as well as the workplace efforts of team members, are to be used solely for the business purposes of Papa John's, with the exception of limited personal uses consistent with the Company's policies, such as the Acceptable Use, Information Security, and Technology Usage policies. Electronic communications that team members send or receive using Company resources, including Company-provided electronic devices, are not necessarily private, and subject to applicable law, may be retained, accessed or monitored by the Company. Team members should not have an expectation of privacy when using any Company-owned or operated devices or software. Assets must be acquired, used and disposed of only in a manner that benefits the Company. In addition, no team member may perform non-Company work on the Company's premises or while working on the Company's time for his or her own personal benefit.



No team member may perform non-Company work on the Company's premises or while working on the Company's time for his or her own personal benefit.

CONFIDENTIAL AND PROPRIETARY INFORMATION

Team members must protect from disclosure or misuse all confidential, proprietary and other nonpublic information about the Company, its business, customers, suppliers and other team members.

Papa John's legal obligations and our competitive position mandate that our confidential and proprietary information remains confidential.

Confidential and proprietary information generally falls into two categories. The first category encompasses information intended for internal use only. This information typically relates to Papa John's operations – customer lists, pricing policies, formulas, production techniques or "trade secrets" (confidential information used in the course of business to give Papa John's a competitive advantage). Papa John's endeavors to keep this information confidential indefinitely.

The second category involves premature release of confidential corporate information that Papa John's routinely discloses to the investing public. This information often gauges the Company's financial or operational performance (such as quarterly financial results of operations) or identifies events that have a significant (or "material") impact on the value of Papa John's stock in the marketplace. Premature disclosure or use of such information may be extremely detrimental to the Company and to investors, and expose the team member involved to onerous civil and criminal penalties.



In addition, team members are expected to protect the confidentiality of information received from or relating to third parties with which Papa John's has or is contemplating a relationship, such as customers and suppliers.

Confidential and proprietary information (whether relating to Papa John's or a third party) must not be disclosed by team members to anyone outside Papa John's, except for a legitimate business purpose (such as contacts with Papa John's outside auditors or attorneys) or where disclosure is legally mandated. Even within the Company, confidential and proprietary information should be discussed only with those who have a need to know the information. A team member's obligation to safeguard confidential and proprietary information continues even after the team member's employment or other relationship with Papa John's ends, regardless of the reason.

Team members are also reminded to communicate responsibly and use social media carefully, and never disclose confidential Papa John's information while you are on social media. Team members must comply with the Papa John's Social Networking Policy.

This policy on confidential and proprietary information and the other provisions of this Code are not intended to preclude or dissuade employees from engaging in communications or activities protected by state or federal law, such as:

- Discussing wages, benefits, or other terms and conditions of employment, or otherwise restricting employees' rights under Section 7 of the National Labor Relations Act.
- Making disclosures that are protected under the whistleblower provisions of state or federal law, such as providing confidential and proprietary information to, reporting possible violations of law or regulation to, or filing a claim or assisting with an investigation with a government authority.

In addition, employees may disclose confidential and proprietary information to a government official or to an attorney solely for the purpose of reporting or investigating a suspected violation of law or when pursuing certain retaliation claims, and use such information in certain court proceedings without fear of prosecution, liability, or retaliation, provided such disclosure is in compliance with the Defend Trade Secrets Act.

“ Even within the Company, confidential and proprietary information should be discussed only with those who have a need to know the information. ”

CYBERSECURITY AND DATA PRIVACY

Papa John's relies heavily on its networks and digital ordering solutions (i.e., information systems). To support our data protection efforts, we have created robust information security and data privacy programs, governed by our Global Information Security and Data Privacy policies and procedures.

Team members must do their part to protect our data and information systems from cybersecurity threats. In their daily work, team members should remember to:

- Abide by Company policies and procedures that are designed to protect its information systems, equipment, programs and data from damage, unauthorized access, and other cybersecurity threats.
- Protect usernames and passwords and not share these credentials or access to information systems absent express authorization.
- Be alert to phishing scams and other attempts to uncover confidential, proprietary, or personal information or to access information systems.
- Complete cybersecurity and data protection awareness training courses.
- Report any known or suspected unauthorized access or use of information systems or other cybersecurity compromises to Information Security.
- Not open suspicious links or attachments in emails, even if the source appears known.
- Not use unapproved devices to collect, store, process, or back-up Company data, and not access or process confidential, proprietary, or personal information on your devices in public spaces.

In the course of conducting business, team members may collect, create, access, share, or otherwise handle personal information related to customers, supplier representatives, other team members, and other individuals. "Personal information" generally means any information that relates to an individual who is either directly identified by that information, or can be identified using a combination of other information, including, but not limited to, name, personal contact information, financial account or payment card information, social security number or equivalent, driver's license number or other government-issued ID numbers, date of birth, account credentials, device identifiers, cookie identifiers, medical or health records, or the like. To protect our reputation and integrity and to comply with our legal obligations, we must all work to safeguard the personal information that we handle.

Team members should observe the following principles when dealing with personal information:

- Treat all personal information as confidential.
- Access personal information only for valid business purposes and with proper authorization.
- Do not use or disclose personal information without a valid business purpose and proper authorization.
- Access, store, transport, transmit, and handle personal information in accord with Papa John's policies and procedures.

Notify the Legal Department immediately if you believe that personal information may have been lost, stolen, accessed or disclosed without authorization, or otherwise compromised.



Team members must do their part to protect our data and information systems from cybersecurity threats.

MAINTAINING BOOKS AND RECORDS

The Company's books and records must accurately and fairly present the results of operations and the financial condition of the Company. Team members are expected to maintain books and records in appropriate detail to reflect the Company's transactions accurately, fairly and completely. Papa John's policy of accurate, fair and complete recordkeeping applies to all Company records. Accordingly,

- Papa John's financial statements and all books and records on which they are based must accurately reflect all transactions.
- All disbursements and receipts of funds must be properly and promptly recorded, and no undisclosed or unrecorded fund or account may be established for any purpose.
- No false statements or entries may be made for any purpose in Papa John's financial statements or books and records or in any internal or external correspondence, memoranda or communication of any type.
- No action may be taken to, directly or indirectly, defraud, influence, coerce, manipulate or mislead any other employee, officer or director, or any independent auditor or lawyer for Papa John's for the purpose of rendering its financial statements or books and records incorrect or misleading.
- Expense reports must be accurate and complete and include required documentation, such as receipts, to substantiate the expense under the Papa John's Travel, Entertainment & Expense Policy.

Each team member has an obligation to inform his or her immediate supervisor or Papa John's Chief Legal and Risk Officer of any errors, or possible errors or misstatements, in the Company's books and records, including its financial statements, promptly after such errors or misstatements are discovered or suspected.

“ The Company's books and records must accurately and fairly present the results of operations and the financial condition of the Company. ”

PUBLIC DISCLOSURE

The Company's stock is listed on The Nasdaq Stock Market, and, as a result, the Company has a number of disclosure obligations under Nasdaq's rules as well as U.S. federal securities laws. The Company has adopted a number of disclosure controls to help ensure that the Company satisfies its disclosure obligations, including its obligation to make a full, fair, accurate, timely and understandable disclosure in reports and documents that the Company files with or submits to the Securities and Exchange Commission (SEC) and in other public communications made by the Company. All team members involved in the preparation of the Company's reports and documents filed with or submitted to the SEC and other public communications have a responsibility to assure that such disclosures are full, fair, accurate, timely and understandable and otherwise in compliance with applicable laws, rules and regulations. In addition, team members should inform Papa John's Chief Legal and Risk Officer if they learn that information in any such filing or communication was untrue or misleading at the time such filing or communication was made or if they have information that would affect any such filings or communications to be made in the future.



COMPLIANCE WITH LAWS, RULES AND REGULATIONS

All Papa John's team members must comply, both in letter and spirit, with all applicable laws, rules and regulations in every jurisdiction in which the Company conducts business. Any suspected or actual violation of any applicable law, rule or regulation should be reported immediately to Papa John's Chief Legal and Risk Officer.

In case of any conflict with any law, rule or regulation of any jurisdiction to that of another, or any questions about the application of any law, rule or regulation, team members should contact Papa John's Chief Legal and Risk Officer.

All Papa John's team members must comply with all applicable food and safety laws wherever we do business. Product quality and food safety are the responsibility of all of us, and all team members must report any concerns of health or safety immediately to their supervisor or to Papa John's Chief Legal and Risk Officer.

Team members shall cooperate fully in responding to and facilitating any internal investigation or inquiry or investigation involving any regulatory or law enforcement agency. No team member may ever mislead any investigator or alter or destroy any records in response to an investigation. Team members must also adhere to and abide by any document preservation or litigation hold notices that they may receive from the Company's Legal Department. Any team member who receives notice of or becomes aware of such an inquiry or investigation involving any regulatory or law enforcement agency must contact Papa John's Chief Legal and Risk Officer immediately.

Following are some of the important legal requirements and restrictions that apply to the Company and to team members:

“ All Papa John's team members must comply with all applicable food and safety laws wherever we do business. ”

Securities Laws and Insider Trading

“Insider trading,” occurs when a person trades in a company’s securities while aware of material, nonpublic information about that company. Information is “material” if it would influence a reasonable person’s decision whether to buy, sell or hold the securities. Common examples of material information include financial results, financial forecasts, possible acquisitions or joint ventures, significant product developments, significant new business and changes in senior management. Information is “nonpublic” if it has not been released to and absorbed by the investing public.

Insider trading is not only unethical, but it is also illegal. The U.S. federal securities laws prohibit insider trading. Papa John’s and team members share an interest in avoiding any insider-trading investigation or prosecution, because of the potential for substantial civil and criminal penalties as well as the cost to reputation. Insider trading is a crime punishable by civil penalties of up to three times the profit gained or losses avoided on a transaction, criminal fines of up to \$5 million, and up to 20 years in prison. Companies may also face civil penalties for insider trading violations by their employees and other agents.

Team members must comply with Papa John’s Insider Trading Compliance Policy, and no team member may trade in Papa John’s stock, or the securities of any company, while the team member is aware of material, nonpublic information about Papa John’s or the other company. In addition, no team member may share material nonpublic information about a company (including Papa John’s) with anyone else or suggest that they buy or sell a company’s securities while aware of material, nonpublic information about that company. Team members should address any questions about the application of the securities laws, including insider-trading restrictions, to the Chief Legal and Risk Officer.

Employment and Workplace Conduct

Papa John’s is committed to providing equal employment opportunities for all applicants and team members and a safe and respectful workplace. Papa John’s complies with all applicable labor and employment laws and regulations and seeks to foster a workplace free of harassment, prejudice, and discrimination. Team members are prohibited from making any hiring or other employment decision based on an applicant’s or team member’s race, color, religion, sex (including maternity, pregnancy, childbirth, or related medical conditions), gender identity or reassignment, age, marital status, national or ethnic origin, veteran status, uniformed service, protected disability status, genetic information, or any other characteristic protected by applicable law. In addition, Papa John’s is committed to providing a workplace for its team members that is free of harassment or other intimidating, hostile or offensive behavior based on any of the above characteristics or any other characteristic protected by applicable law. Any team member who believes that discrimination, harassment or retaliation has occurred should report the incident in accordance with the procedures set forth in the Company’s Equal Employment Opportunity Policy or Workplace Harassment Policy. Managers and supervisors who become aware of discrimination, retaliation or harassment are obligated to report it.

We strive for the highest standards of integrity and human rights in all of our business activities, including our supply chain.

Team members have a responsibility to report any known or suspected violations of human rights and address any negative human rights impacts related to the Company, its franchisees or suppliers.

Team members with any questions about the Company’s Equal Employment Opportunity Policy or Workplace Harassment Policy, or how or when to report misconduct, are strongly encouraged to contact their Manager or People Operations.

International Business

Team members must abide by laws and regulations of any country in which the Company does business, including but not limited to all applicable anti-corruption, import, export control, and economic sanctions laws and regulations. In this regard, team members must comply with Papa John's Global Anti-Corruption Policy, and may not directly or indirectly make, promise, approve, authorize or offer to give to anyone – or accept or solicit from anyone – anything of value (including but not limited to cash payments) to induce the recipient to take improper action that would bestow a commercial benefit on Papa John's or any other party. Similarly, team members may not engage in business transactions that relate, directly or indirectly, to individuals, entities, or countries sanctioned by the U.S. Government, except to the extent a particular transaction has been authorized or otherwise is permitted by the competent authority.

Antitrust

Antitrust laws prohibit agreements among companies that fix prices, divide markets, limit production or otherwise interfere with the free marketplace. All team members must comply with the laws of every country in which Papa John's does business that govern trade and competition.

Contacts and discussions with competitors should be avoided. No team member should contact a competitor, or schedule a meeting with a competitor, or engage in business discussions with a competitor, unless approved in advance by the Chief Legal and Risk Officer. In the event that any unauthorized contact, meeting or discussion occurs, the team member should consult with the Chief Legal and Risk Officer immediately.

Team members must avoid any false, misleading, or disparaging statements or innuendo about our competitors, their products or their services, or false or misleading statements about the Company and its products and services. All comparisons of our products and services with those of our competitors, and all claims about our products and services, must be accurate and factually supported.

Team members are strictly forbidden from using any illegal or unethical methods to gather competitive intelligence. This includes stealing confidential or trade secret information of our competitors, or attempting to induce former or current employees of competitors to disclose such information through misrepresentation or other means. Anyone with concern about the legality of information he or she possesses, or the means by which it was gathered, should consult with the Chief Legal and Risk Officer.



Team members must avoid any false, misleading, or disparaging statements or innuendo about our competitors, their products or their services, or false or misleading statements about the Company and its products and services.



POSITION ON POLITICAL ACTIVITIES AND CONTRIBUTIONS

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. Any spending associated with these positions shall 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 Chief Legal and Risk Officer who shall report to the Board of Directors on 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.

“ 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. ”

WAIVERS

Waivers of provisions of this Code will be granted only in exigent circumstances. Any waivers of provisions of this Code for Papa John's executive officers and members of the Board of Directors must be approved by the Board (or a Board committee) and may need to be disclosed promptly to the public (along with the reasons for the waiver) pursuant to applicable law. For team members other than members of the Board and executive officers, only the Chief Legal and Risk Officer (if not involved in the matter) may grant a waiver, and the waiver must be reported promptly to (and in some instances reviewed by) the Board's Corporate Governance and Nominating Committee.



REPORTING AND VIOLATIONS

Every team member bears responsibility for adhering to the standards in this Code and the Company's other policies and procedures and for raising questions where there is doubt about the best course of action. In addition, every team member bears responsibility for reporting suspected violations of the law, this Code or any of the Company's policies and procedures. In accordance with applicable law, Papa John's will not permit retaliation against any team member for making any such report in good faith or for participating in an investigation of potential misconduct.

Raising Questions and Reporting Concerns

To report possible misconduct and raise questions about the application of this Code or the Company's other policies and procedures concerning business conduct, team members who are employees should contact their supervisor or manager, or Human Resource Business Partner in the Human Resource Department at (502) 261-7272 or 1 (888) 442-7272, or the Company's Chief Legal and Risk Officer at the Company's corporate campus at (502) 261-7272.

Executive officers and members of the Board of Directors should contact the Chief Legal and Risk Officer or Chair of the Corporate Governance and Nominating Committee to raise questions or report possible misconduct.

Confidential and Anonymous Reporting

In addition, any team member may report a concern about potential misconduct on a confidential, anonymous basis by contacting EthicsPoint, a third-party service provider retained by the Company to receive reported concerns by telephone or the internet (the "Ethics Hotline"), at:

VOICE		INTERNET
United States 844-201-9814	United Kingdom 0808-145-3728	papajohns.ethicspoint.com

Alternatively, team members may submit a confidential and anonymous concern in writing and marked “Confidential” to the office of the Company’s Chief Legal and Risk Officer or to the Internal Audit department at:

Chief Legal and Risk Officer or Internal Audit
Papa John’s International, Inc.
P.O. Box 99900
Louisville, KY 40269

Concerns may be submitted anonymously to the extent permitted by applicable laws, rules and regulations. Any concern submitted on a confidential, anonymous basis should include enough specific information to permit the Company to investigate and respond appropriately. Team members are encouraged to report in good faith any conduct that they reasonably believe to be a violation of this Code.



Every team member bears responsibility for reporting suspected violations of the law, this Code or any of the Company's policies and procedures.

Accounting, Internal Accounting Controls and Auditing Matters

In addition, if an accounting, internal accounting control or auditing matter is involved, team members may contact the Chief Legal and Risk Officer or submit a confidential report using either of the confidential and anonymous reporting procedures described above. The Audit Committee has adopted “Audit Committee Concern Reporting Procedures” which can be found at <http://ir.papajohns.com/corporate-governance.cfm> under “Reporting Issues and Concerns.” These reporting procedures discuss in detail the process for submitting and reviewing complaints or concerns regarding accounting, internal accounting controls or auditing matters and reports and concerns regarding potential or actual violations of other applicable laws or regulations or of the Code or the Company’s other codes, policies or procedures.

Discrimination, Harassment and Retaliation Matters

If a concern relates to discrimination, harassment or retaliation prohibited by this Code and the Company’s Equal Employment Opportunity Policy and Workplace Harassment Policy, such concern should be reported using the reporting procedures described in the Equal Employment Opportunity Policy and Workplace Harassment Policy.

Investigating and Addressing Possible Misconduct

Reports of possible misconduct will be taken seriously and investigated promptly and thoroughly. Reports of possible misconduct will be treated as confidential to the fullest extent possible, consistent with the need to conduct an adequate review and investigation and to carry out any required resolution and subject to applicable laws and regulations.

Compliance with Code

Failure to comply with the standards contained in this Code and other applicable policies and procedures will subject a team member to corrective action, up to and including separation of employment, termination of contract, referral for criminal prosecution (where applicable) and reimbursement to Papa John's for any losses or damages resulting from the violation (where applicable).

The Company may take prompt corrective action:

- Against any team member who authorizes or participates directly in actions that constitute a violation of this Code.
- Against any team member who fails to cooperate with any investigation concerning a possible violation of this Code.
- Against the violator's managers or supervisors when the circumstances of the violation reflect inadequate supervision or a lack of diligence.
- Against any manager, supervisor or other team member who retaliates, directly or indirectly, or encourages others to do so, against a team member who reports a violation.
- Against any team member who knowingly makes a false report of an alleged violation of this Code.



NO EMPLOYMENT CONTRACT

Neither this Code nor any of the policies described in this Code may be construed as an employment contract or a guarantee of employment with Papa John's for any specific duration. Papa John's does not create any contractual rights for any team member by issuing this Code or other policies. Unless otherwise set forth in a written agreement signed by the team member and an authorized Company representative, employment with Papa John's is at will, meaning that either the team member or Papa John's may terminate the employment relationship at any time, for any reason, with or without cause or notice.





2002 Papa Johns Blvd.
Louisville, KY 40299

502-261-7272
papajohns.com