



Papa John's Earns 90% Score on 2020 Corporate Equality Index

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LOUISVILLE, Ky.-(BUSINESS WIRE)--Jan. 21, 2020-- Papa John's International, is proud to announce that it has earned a score of 90 percent on the [2020 Corporate Equality Index \(CEI\)](#), the nation's premier benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality from the Human Rights Campaign Foundation. This is the first year Papa John's has been ranked in the survey, scoring higher than its competitors in the pizza category and higher than many companies in the restaurant industry.

"One of Papa John's core values is 'everyone belongs.' We are focused on creating a culture where all team members feel they can be their authentic selves at work. Our Corporate Equality Index score is just one example of our company putting its commitment to diversity, equity and inclusion into practice and being recognized for the strong culture we are creating," said Chief People & Diversity Officer Marvin Boakye. "I want to thank our LGBTQ Employee Resource Group for encouraging leadership to participate in the survey and working across the company to ensure our corporate policies and practices support all of our team members. We are committed to continuing to improve and, more importantly, living our inclusive values every day."

"The impact of the Human Rights Campaign's Corporate Equality Index over its 18-year history is profound. In this time, the corporate community has worked with us to adopt LGBTQ-inclusive policies, practices and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said HRC President Alphonso David. "These companies know that protecting their LGBTQ employees and customers from discrimination is not just the right thing to do -- it is also the best business decision."

The results of this year's CEI showcase how 1059 U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but helping advance the cause of LGBTQ inclusion in workplaces abroad.

The CEI rates companies and top law firms on detailed criteria falling under five broad categories:

- Non-discrimination policies
- Employment benefits
- Demonstrated organizational competency and accountability around LGBTQ diversity and inclusion
- Public commitment to LGBTQ equality
- Responsible citizenship

The full report, is available online at www.hrc.org/cei.

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About Papa John's

Headquartered in Louisville, Kentucky, Papa John's International, Inc. (NASDAQ: PZZA) is the world's third-largest pizza delivery company. In 2019, consumers rated Papa John's No. 1 in product and service quality among national pizza chains in the American Customer Satisfaction Index (ACSI). For 18 of the past 20 years, consumers have rated Papa John's No. 1 in customer satisfaction among national pizza chains in the ACSI. For more information about the company or to order pizza online, visit Papa John's at www.papajohns.com.

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