

**Company Name** Yum! Brands  
**Industry** Agricultural Products (Supply Chain and Own Operations)  
**Overall Score** 9.7 out of 100

Theme Score	Out of	For Theme
1.1	10	A. Governance and Policies
2.4	25	B. Embedding Respect and Human Rights Due Diligence
3.5	20	C. Remedies and Grievance Mechanisms
0.7	25	D. Performance: Company Human Rights Practices
1.9	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: General HRs commitment: The Company's Human Rights and Labor Practices Policy indicates: 'our core values drive us to lead with smart, heart and courage and make the world better. That means maintaining a work environment that respects, protects and supports the human rights of all our employees, suppliers and the local communities where we operate'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>Not Met: Universal Declaration of Human rights (UDHR)</li> <li>Not Met: International Bill of Human Rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not Met: Commitment to the UNGPs: The Company's Human Rights and Labor Practices Policy indicates: 'Our approach to human rights utilizes the United Nations Guiding Principles on Business and Human Rights' "Protect, Respect and Remedy" Framework'. However, 'utilizes' is not considered a formal statement of commitment according to CHRB wording criteria. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>Not Met: Commitment to the OECD Guidelines for Multinational Enterprises</li> </ul>
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not Met: Company has a commitment to the ILO Core: The Human Rights &amp; Labor Practices Policy indicates: 'Our approach to human rights utilizes the United Nations Guiding Principles on Business and Human Rights' "Protect, Respect and Remedy" Framework, and reflects the principles included in the International Labour Organization Declaration on Fundamental Principles and Rights at Work'. However, 'reflects the principles' is not considered a formal statement of</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	Principles and Rights at Work		<p>commitment according to CHRB wording criteria. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Company has a explicit commitment to All four ILO Core: The Human Rights &amp; Labor Practices Policy indicates: 'The basic tenets of our human rights practices include commitments to the following: We do not employ underage children or forced laborers. We prohibit physical punishment, abuse, intimidation, or coercion of any kind. We respect the right of all employees to form and join a trade union of their choice (or equivalent worker bodies where the rights to freedom of association and collective bargaining are restricted under law) and to bargain collectively, as permitted by applicable laws and regulations'. However, no evidence found that it is committed to non-discrimination. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company expect suppliers to commit to ILO Core: As indicated below, it is not clear whether all ILO core areas are respected in all contexts and locations. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Company explicitly list All four ILO for suppliers: The supplier code of conduct included in the 'human rights and Labour practices policy' addresses working hours and conditions, non-discrimination, child labour and forced or indentured labour. The Company also states in the supplier code of conduct that 'suppliers must respect the rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference'. However, it is not clear whether the Company is requiring to respecting those rights in all contexts, as it puts freedom of association and collective bargaining in the context of local law. In these cases, Companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. The Company provided feedback to CHRB regarding this subindicator, however, no evidence found that it commits to respecting the rights to freedom of association and to collective bargaining in all contexts. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul>
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commitment to respect H&amp;S of workers: According to its Code of Conduct, the company 'is committed to providing safe and healthy work environments for all employees'. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: The Human Rights &amp; Labor Practices Policy indicates: 'We require compliance with all local labor laws in every market where we operate, to ensure safe working conditions, and fair working practices including maximum working hours'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Expect suppliers to commit to H&amp;S of their workers: Regarding working conditions in the supply chain, the Human Rights &amp; Labor Practices Policy indicates: 'Suppliers are required to provide their employees with safe and healthy working conditions'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: Regarding working hours in the supply chain, the Human Rights &amp; Labor Practices Policy indicates: 'We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices. At a minimum, suppliers are required to abide by all applicable laws, codes or regulations regarding [...] working hours, equal opportunity, [...] as well as conform their practices to the published standards for their industry'. Specifically: 'Suppliers are required to provide their employees with safe and healthy working conditions and reasonable daily and weekly work schedules which comply with wage and hour laws and regulations'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples’ rights (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Respect land ownership and natural resources as set out in VGGT</li> <li>• Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards</li> <li>• Not Met: Respecting indigenous peoples’ rights or ILO Convention No.169 or UN Declaration</li> <li>• Not Met: Expecting suppliers to make these commitments</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Respecting the right to water</li> <li>• Not Met: Company’s policy commits to obtain FPIC: The Palm Oil Policy indicates: ‘Yum! Brands is committed to sourcing palm oil used for cooking from responsible and sustainable sources. We will give preference to suppliers that are certified by the Roundtable on Sustainable Palm Oil (RSPO). In addition, we will source palm oil only from suppliers whose operations meet the following principles: [...] Prevention and resolution of social and/or land conflicts consistent with the principle of free prior and informed consent’. Moreover, in the Forest Stewardship Policy, it states: ‘Prevention and resolution of social and/or land conflicts consistent with the principle of free prior and informed consent’. However, although the Company indicates it requires palm oil suppliers to have the FPIC and highlights the importance of prevention and resolution of social and/or land conflicts consistent with FPIC, no publicly available policy statement found committing to respecting ownership/use of land and natural resources also includes a commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. [Palm Oli Policy, N/A: <a href="#">yum.com</a>] &amp; [Forest Stewardship Policy, N/A: <a href="#">yum.com</a>]</li> <li>• Not Met: Expecting suppliers to make these commitments</li> </ul> <p>: On its Forest Stewardship Policy, the Company states: ‘Prevention and resolution of social and/or land conflicts consistent with the principle of free prior and informed consent’. However, it is not clear the Company expects is a commitment to respecting ownership/use of land and natural resources also includes a commitment to obtain the free prior and informed consent (FPIC) from indigenous peoples and local communities for transaction(s) involving land and natural resources or to a zero tolerance for land grabbing. Moreover, the policy is focused around four supply chains: Palm, Paper, Beef and Soy. Therefore, it is uncertain that the FPIC would apply to the entire supply chain. Finally, on its Suppliers Code of Conduct, the Company requires: ‘Suppliers must also ensure reasonable access to potable water, sanitary facilities, proper ventilation, adequate lighting and fire safety’. However, it is not clear suppliers are expected to commit to respect the right to water in a broader sense. [Forest Stewardship Policy, N/A: <a href="#">yum.com</a>] &amp; [Global Code of Conduct, N/A: <a href="#">s2.q4cdn.com</a>]</p>
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (AG)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Women's rights: The Human Rights &amp; Labor Practices Policy under the "Basic tenants of our human rights practices" section indicates: ‘We promote, protect and respect the equal rights of all persons, including minorities, migrant workers, women, [...]’. [Human Rights and Labor Practices Policy, 06/2022: <a href="#">yum.com</a>]</li> <li>• Met: Migrant worker's rights: The Human Rights &amp; Labor Practices Policy under the "Basic tenants of our human rights practices" section indicates: ‘We promote, protect and respect the equal rights of all persons, including minorities, migrant workers, women, [...]’. [Human Rights and Labor Practices Policy, 06/2022: <a href="#">yum.com</a>]</li> <li>• Met: Expects suppliers to respect at least one of these rights: The Human Rights &amp; Labor Practices Policy under the "Basic tenants of our human rights practices" section indicates: ‘We promote, protect and respect the equal rights of all persons, including minorities, migrant workers, women, [...]’. The Human Rights &amp; Labor Practices Policy indicates: ‘We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices’. [Human Rights and Labor Practices Policy, 06/2022: <a href="#">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: CEDAW/Women's Empowerment Principles</li> <li>• Not Met: Child Rights Convention/Business Principles</li> <li>• Not Met: Convention on migrant workers</li> <li>• Not Met: Expecting suppliers to respect these rights</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: The Company commits to remedy: The Human Rights &amp; Labor Practices Policy indicates: 'We know how important it is to have a comprehensive strategy when it comes to successfully managing and remediating both actual and potential human rights issues. Our efforts are focused on providing all stakeholders a confidential mechanism to raise concerns and grievances to enable appropriate remediation, and to establish a thorough supplier due diligence process'. However, although the Company acknowledges the importance of remediation, no explicit commitment found to remedy the adverse impacts on individuals and workers and communities that it has caused or contributed to. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Company expect suppliers to make this commitment: The Human Rights &amp; Labor Practices Policy indicates: 'We know how important it is to have a comprehensive strategy when it comes to successfully managing and remediating both actual and potential human rights issues. Our efforts are focused on providing all stakeholders a confidential mechanism to raise concerns and grievances to enable appropriate remediation, and to establish a thorough supplier due diligence process'. Also: 'We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices'. However, as indicated above, although it acknowledges the importance of remediation, no explicit commitment found to remedy. Finally, 'Our suppliers have always been subject to assessments, audits and inspections, including unannounced visits, to verify compliance with our Supplier Code of Conduct and the terms of their contract. Violations and evidence of noncompliance leads to a range of corrective and potentially disciplinary actions, including termination of the supplier relationship if warranted based on the severity of the finding'. However, it is not clear the Company expect suppliers to commit to remedy, [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Collaborating with other remedy initiatives</li> <li>• Not Met: Work with suppliers to remedy impact</li> </ul>
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Zero tolerance attacks on HRs Defenders (HRDs): The Company has provided comments to CHRB regarding this indicator. However, no explicit commitment to neither tolerate nor contribute to threats, intimidation and attacks (both physical and legal) against human rights defenders found.</li> <li>• Not Met: Company expect suppliers to make this commitment</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Work with HRD to create safe and enabling environment</li> </ul>

## A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board level responsibility for HRs: The Human Rights &amp; Labor Practices Policy indicates: 'Our commitments and policies on human rights provide a robust foundation for our global system to align on and are periodically reviewed by our board of directors and executive leadership team'. The 2021 Proxy Statement outlines the board role in the Company's global sustainability initiatives: 'The Company has an integrated, Board and executive-level governance structure to oversee its global sustainability initiatives. Oversight for environmental, social and governance issues ultimately resides with the Board of Directors. The Board receives regular updates on these matters from management through the Audit Committee'. The Audit committee: 'Advises the Board with respect to Company policies and procedures regarding compliance with applicable laws and regulations and the Company's Global Code of Conduct and Policy on Conflicts of Interest. Discusses with management the Company's policies with respect to risk assessment and risk management'. The Code contains some of the Company's provisions on human rights. However, it is not clear a board member or board committee is tasked with specific governance oversight of respect for human rights. No further evidence found. [2021 Proxy Statement, 08/04/2022: <a href="http://d18rn0p25nwr6d.cloudfront.net">d18rn0p25nwr6d.cloudfront.net</a>] &amp; [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Describe HR expertise of Board member</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Speeches/letters by Board members or CEO</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board/Committee review HRs strategy: The Human Rights &amp; Labor Practices Policy indicates: 'Our commitments and policies on human rights provide a robust foundation for our global system to align on and are periodically reviewed by our board of directors and executive leadership team'. Also, 'We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures'. The 2021 Proxy notes: 'The Company has an integrated, Board and executive-level governance structure to oversee its global sustainability initiatives. Oversight for environmental, social and governance issues ultimately resides with the Board of Directors. The Board receives regular updates on these matters from management through the Audit Committee'. The Audit committee: 'Advises the Board with respect to Company policies and procedures regarding compliance with applicable laws and regulations and the Company's Global Code of Conduct and Policy on Conflicts of Interest. Discusses with management the Company's policies with respect to risk assessment and risk management'. The Company discloses its materiality matrix, in its 2020 Global Citizenship &amp; Sustainability Report. However, it is not clear the processes it has in place to discuss and regularly review its human rights strategy or policy or management processes at board level or a board committee. CHRB expects a description of this process. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [2021 Proxy Statement, 08/04/2022: <a href="http://d18rn0p25nwr6d.cloudfront.net">d18rn0p25nwr6d.cloudfront.net</a>]</li> <li>• Not Met: Examples/trends re HR discussion in the last reporting period [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How affected stakeholders/HR experts informed discussions</li> </ul>
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Incentives for at least one board member</li> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other board performance criteria</li> </ul>
A.2.4	Business model strategy and risks	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board process to review bussiness model and strategy: The Human Rights &amp; Labor Practices Policy indicates: 'Our commitments and policies on human rights provide a robust foundation for our global system to align on and are periodically reviewed by our board of directors and executive leadership team'. Also, 'We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures'. The 2021 Proxy notes: 'The Company has an integrated, Board and executive-level governance structure to oversee its global sustainability initiatives. Oversight for environmental, social and governance issues ultimately resides with the Board of Directors. The Board receives regular updates on these matters from management through the Audit Committee'. The Audit committee: 'Advises the Board with respect to Company policies and procedures regarding compliance with applicable laws and regulations and the Company's Global Code of Conduct and Policy on Conflicts of Interest. Discusses with management the Company's policies with respect to risk assessment and risk management'. The Company discloses its materiality matrix, in its 2020 Global Citizenship &amp; Sustainability Report. However, it is not clear the processes it has in place to discuss and review its business model and strategy for inherent risks to human rights at board level or a board committee. CHRB expects a description of this process. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [2021 Proxy Statement, 08/04/2022: <a href="http://d18rn0p25nwr6d.cloudfront.net">d18rn0p25nwr6d.cloudfront.net</a>]</li> <li>• Not Met: Describe frequency and triggers for reviewing</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Example of actions decided</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a</li> <li>• Met: Senior responsibility for HR implementation and decision making: The Company states that, At the operational level, the chief communications &amp; public affairs officer oversees Yum!'s global reputation, assesses and manages ESG risks and shapes the Global Citizenship &amp; Sustainability strategy in partnership with the chief sustainability officer &amp; vice president of Global Government Affairs and other senior leaders who comprise our ESG Council, including: Chief Operating Officer &amp; Chief People Officer, Chief Financial Officer, Chief Communications &amp; Public Affairs Officer, Chief Sustainability Officer &amp; Vice President of Global Government Affairs, Chief Strategy Officer, Chief Food Safety Officer, Chief Equity &amp; Inclusion Officer, Chief Legal &amp; Franchise Officer &amp; Corporate Secretary, Chief Food Innovation Officer, Chief Development Officer, Vice President, Supply Chain. The ESG Council plays a key role in championing and governing our overall citizenship and sustainability strategy and priorities. ESG includes human rights. [2020 Annual Report, 01/04/2021: <a href="https://s2.g4cdn.com">s2.g4cdn.com</a>] &amp; [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How it assigns Day-to-day responsibility: In addition, it indicates that 'We also convene cross functional working groups that meet regularly throughout the year and include employees from food safety, human resources, supply chain, development, sustainability, communications and legal teams at the corporate and brand division levels to advance priority-area agendas. This includes an ESG Working Group that helps manage ongoing efforts such as our materiality assessment, disclosures to sustainability ratings and rankings agencies and our Global Citizenship &amp; Sustainability Report'. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: Day-to-day resources and expertise allocation in own ops</li> <li>• Not Met: Resources and expertise allocation in the supply chain</li> </ul>
B.1.2	Incentives and performance management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Senior manager incentives for human rights: The CEO performance goals included: 'Developing and implementing new policies and additional operational safeguards to protect employee health'. [2020 Annual Report, 01/04/2021: <a href="https://s2.g4cdn.com">s2.g4cdn.com</a>]</li> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S: As it is stated above the CEO performance goals included: 'Developing and implementing new policies and additional operational safeguards to protect employee health'. According to CHRB standards that one risk is health and safety, then it must include the health and safety of local communities, or workers in the supply chain. No further evidence found. In its 2021 Proxy, the Company indicates executive compensation individual performance factors: 'Each NEO's individual performance factor is determined by the Committee based upon its subjective determination of the NEO's individual performance for the year, including consideration of specific objective individual performance goals set at the beginning of the year. Performance categories considered by the Committee include the NEO's performance in: Fostering Unrivaled Culture and Talent; Driving Bold Restaurant Development and Returns; Building Relevant, Easy and Distinctive Brands; Developing Unmatched Operating Capability; Implementation of our Recipe for Good –focusing on People, Food and Planet; and Delivering on Shareholder Promises'. It details CEO performance summary factors, including: 'Driving our Recipe for Good – including fostering the Company's Unlocking Opportunity Initiative supporting equity and inclusion and social justice. Accomplished through the development of governance and brand strategies, the establishment of the Yum! Center for Global Franchise Excellence with the University of Louisville and a joint M.B.A. Accelerator Program between Howard University and the University of Louisville, as well as the launching of social impact programs in the U.S. and in various international markets. Achieved meaningful progress towards commitment to eliminate non-recyclable or non-recoverable plastics from customer-facing packaging by 2025 and continued innovations and expansion of plant-based offerings'. However, no evidence found of an incentive or performance management scheme that covers at least one of the key sector risks that the</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>company considers salient. The Company has provided an additional source to this indicator, however, no material evidence was found as it was its materiality matrix. [2021 Proxy Statement, 08/04/2022: <a href="https://d18rn0p25nwr6d.cloudfront.net">d18rn0p25nwr6d.cloudfront.net</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other senior management performance</li> </ul>
B.1.3	Integration with enterprise risk management	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR risks is integrated as part of enterprise risk system: The Company states that 'We assess both direct and indirect human rights risks throughout our value chain through our materiality assessment, which is conducted every two to three years, and our annual internal enterprise risk management procedures'. The Company describes in the Annual report the main risks that it faces as a company, and that are included in risk management systems 'Our success depends in large part upon our ability and our Concepts' franchisees' ability to maintain and enhance our corporate reputation and the value and perception of our brands. [...] entities in our supply chain may engage in conduct, including alleged human rights abuses or environmental wrongdoing, and any such conduct could damage our or our Concepts' brands' reputations. Any such incidents (even if resulting from actions of a competitor or franchisee) could cause a decline directly or indirectly in consumer confidence in, or the perception of, our Concepts' brands and/or our products and reduce consumer demand for our products, which would likely result in lower revenues and profits'. [2020 Annual Report, 01/04/2021: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>] &amp; [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: Provides an example</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Audit Ctte or independent risk assessment: The Company indicates that: 'Oversight for ESG issues ultimately resides with the Yum! board of directors. The board is briefed at least annually on current issues and focus areas through its Audit Committee and is updated on a weekly basis through broader business updates'. However, it is not clear how it assesses the adequacy of the enterprise risk management system(s) in managing human rights during the company's last reporting year. The assessment was either overseen by the Board Audit Committee or conducted by an independent third party. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Not Met: Communicates its policy to all workers in own operations: The Human Rights &amp; Labor Practices policy indicates: 'Our human rights commitments are included within our Global Code of Conduct and Supplier Code of Conduct, which all employees and suppliers, respectively, are required to confirm their compliance on an annual basis'. The Global Code of Conduct states that employees should: 'Understand and comply with the policies and standards that apply to your job and our Company; participate in required and voluntary ethics and compliance training sessions; and work with your colleagues to help others become familiar with the applicable requirements'. However, it is not clear these training cover human rights as no further details of the trainings found. The Human Rights &amp; Labor Practices policy also indicates 'Access to the helpline is available through the organization's intranet, posted throughout our corporate offices and communicated to all corporate employees via email annually'. However, it is not clear how it communicates its policy commitment to all its workers, including in local languages where necessary. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>] &amp; [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Communication of policy commitments to stakeholder: The Human Rights &amp; Labor Practices policy notes: 'We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices'. However, it is not clear how it communicates its policy commitments to affected stakeholders, including local communities. Suppliers are evaluated in the following indicator. [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a</li> <li>• Met: Requires suppliers to communicate policy requirements: The Supplier Code of Conduct states: 'In the event that a Supplier desires to utilize subcontractors for</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	to business relationships		<p>the manufacture, processing or development of products for Yum, [...] such subcontracts are subject to the provisions of the Code. Suppliers must take appropriate steps to ensure that the provisions of this Code are communicated to its employees, subcontractors and agents, including the prominent posting of a copy of these provisions in the local language and in a place readily accessible to its employees at all times. Suppliers must have a policy in place protecting employees from any form of retaliation for making a good faith report of any violation of this Code'. The Supplier Code of Conduct contains the human rights expectations for suppliers. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: The Human Rights &amp; Labor Practices policy indicates 'Our human rights commitments are included within our Global Code of Conduct and Supplier Code of Conduct [...]. We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices. [...] Our Supplier Code of Conduct is a mandatory, annual declaration for all suppliers seeking to work with Yum! Brands, and clearly articulates our expectations on operational standards and human rights'. [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> <li>• Met: Company requires suppliers to cascade down to their suppliers: The Company indicates in the supplier code of conduct that 'in the event that a supplier desires to utilize subcontractors for the manufacture, processing, or development of products for Yum, that supplier must obtain Yum's consent prior to utilizing such subcontractors and such subcontractors are subject to the provisions of the Code'. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul>
B.1.5	Training on Human Rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Not Met: How workers are trained on HR policy commitments: The 2020 Global Citizen and Sustainability Report states: 'Ireland is developing training for restaurant teams and suppliers to help them understand new guidelines and address issues. This training will teach people not only to recognize forced labor in their own workforces, but also to identify and speak up about trafficking that could potentially occur among visitors to our restaurants'. However, it is not clear this training to workers in general, beyond its Irish employees. The Human Rights &amp; Labor Practices policy indicates: 'Our human rights commitments are included within our Global Code of Conduct and Supplier Code of Conduct, which all employees and suppliers, respectively, are required to confirm their compliance on an annual basis. In addition, our board of directors and more than 2,000 senior leaders are required to complete an annual conflict of interest questionnaire'. The Global Code of Conduct employees should: 'Understand and comply with the policies and standards that apply to your job and our Company; participate in required and voluntary ethics and compliance training sessions; and work with your colleagues to help others become familiar with the applicable requirements'. However, it is not clear these trainings cover human rights as no further details of the trainings found. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>] &amp; [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: Trains relevant managers including procurement</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Trains suppliers to meet company's HR commitment</li> <li>• Not Met: Disclose % trained</li> </ul>
B.1.6	Monitoring and corrective actions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a: See indicator A.1.2.a</li> <li>• Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The Human Rights &amp; Labor Practices policy indicates: 'Our suppliers have always been subject to assessments, audits and inspections, including unannounced visits, to verify compliance with our Supplier Code of Conduct and the terms of their contract. Violations and evidence of noncompliance leads to a range of corrective and potentially disciplinary actions, including termination of the supplier relationship if warranted based on the severity of the finding. [...] While responding to identified issues is important, we are committed to building a more proactive response to managing ethical risks within our supply chain. In 2020, Yum! established a global membership with Sedex, one of the world's leading ethical trade membership organizations that works with businesses to create more responsible and sustainable business practices. Sedex enables the</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>assessment of risk at each supplier site, across four main areas – labor standards, health and safety, business ethics and environment – and uses a combination of self-assessment and third party, ethical audits, to determine both potential and actual exposure. Gaining this additional visibility further strengthens our existing supply chain auditing capabilities, adding increased focus on human rights and labor practices, within responsible sourcing more broadly’. However, it is not clear how the Company monitors the implementation of its human rights policy commitment in specific, across its own global operations. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Proportion of supply chain monitored</li> <li>• Not Met: Describe how workers are involved in monitoring</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a</li> <li>• Not Met: Describes corrective action process: According to the Supplier Code of Conduct: 'Violations of, nor non-cooperation with Yum in its enforcement of, the Code may lead to disciplinary action, which may include, among other things, corrective action or termination of the Supplier relationship'. However, no further description of its corrective action process found. [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Disclose findings and number of corrective action</li> </ul>
B.1.7	Engaging and terminating business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR affects selection of suppliers: The Company states in its Human Rights and Labour Practices Policy that 'Our Supplier Code of Conduct is a mandatory, annual declaration for all suppliers seeking to work with Yum! Brands, and clearly articulates our expectations on operational standards and human rights'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>] &amp; [Supplier Code of Conduct, 02/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Met: HR affects on-going supplier relationships: The Company states that 'Our suppliers have always been subject to assessments, audits and inspections, including unannounced visits, to verify compliance with our Supplier Code of Conduct and the terms of their contract. Violations and evidence of noncompliance leads to a range of corrective and potentially disciplinary actions, including termination of the supplier relationship if warranted based on the severity of the finding. Preference, however, is given to engaging with suppliers and working collaboratively to address areas of concern and effect real change'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe positive incentives offered to respect human rights</li> <li>• Not Met: Working with suppliers to meet HR requirements</li> </ul>
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company states that 'Our key stakeholders include employees, customers, franchisees, shareholders, suppliers, NGOs and communities. We follow a process for identifying, prioritizing and engaging with stakeholders on a range of issues. To conduct our 2021 materiality assessment, our company held interviews with internal and external stakeholders to understand their perspectives on key topics. Interviewees shared input based on their experience and areas of expertise. Through other types of engagement ranging from one-time discussions to regular interaction on joint projects and annual surveys, we aim to be as inclusive as possible, listening to many points of view from both supportive and critical voices'. However, it is not clear how it identified and engaged with affected stakeholders, including workers or local communities in its supply chain (including in human rights). [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Discloses stakeholders that HRs may be affected: It indicates: 'Our key stakeholders include employees, customers, franchisees, shareholders, suppliers, NGOs and communities'. However, it is not clear these are the categories of stakeholders whose human rights have been or may be affected by its activities. NO further evidence found. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Provides two examples of engagement with stakeholders: It indicates: 'To conduct our 2021 materiality assessment, our company held interviews with internal and external stakeholders to understand their perspectives on key topics'. However, CHRB is looking for two examples of its engagement with stakeholders whose human rights have been or may be affected by its activities (or their</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>legitimate representatives or multi-stakeholder initiatives) in the last two years. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Analysis of stakeholder views on company's HR issues</li> <li>• Not Met: Describe how views influenced company's HR approach</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Identifying risks in own operations: It indicates: 'We strive to maintain a work environment that respects and supports human rights for all employees around the world, as well as those of our suppliers. To this end, our company has further invested in human rights due diligence'. However, no further evidence found of the processes it uses to identify its human rights risks and impacts in specific locations or activities, covering its own operations'. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> <li>• Met: Identifying risks through relevant business relationships: The Human Rights &amp; Labor Practices policy states: 'While responding to identified issues is important, we are committed to building a more proactive response to managing ethical risks within our supply chain. In 2020, Yum! established a global membership with Sedex [...]. Sedex enables the assessment of risk at each supplier site, across four main areas – labor standards, health and safety, business ethics and environment – and uses a combination of self-assessment and third party, ethical audits, to determine both potential and actual exposure. Gaining this additional visibility further strengthens our existing supply chain auditing capabilities, adding increased focus on human rights and labor practices, within responsible sourcing more broadly. [...] Yum! continues to strengthen our existing risk assessment and remediation process to enable better supplier development and engagement. Our global implementation plan for Sedex first focuses on engagement with core, direct food suppliers within select key markets. Specifically, our strategy is guided by inherent risk assessments that use suppliers' industry types and locations to help inform the sequencing of markets and in-scope suppliers' (integrating supplier monitoring in a broader identification process). [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: It indicates: 'In 2020, we established a global membership with Sedex, a leading ethical trade organization that works with businesses to improve working conditions in global supply chains. Sedex simplifies the auditing process for suppliers, allowing them to undergo a single audit for multiple customers. Becoming a member of Sedex will strengthen our risk assessment and remediation processes, particularly around human rights and labor practices, enabling better supplier development and engagement. We aim to have all suppliers globally on the Sedex platform by 2023'. However, it is not clear it is a global system to identify its human rights risks and impacts on a regular basis across its activities involving consultation with affected stakeholders. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Triggered by new circumstances</li> <li>• Not Met: Describes risks identified</li> </ul>
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describe process for assessment of HR risks and discloses salient HR issues</li> <li>• Not Met: How process applies to supply chain: The Human Rights &amp; Labor Practices policy states: 'While responding to identified issues is important, we are committed to building a more proactive response to managing ethical risks within our supply chain. In 2020, Yum! established a global membership with Sedex. [...] Sedex enables the assessment of risk at each supplier site, across four main areas – labor standards, health and safety, business ethics and environment – and uses a combination of self-assessment and third party, ethical audits, to determine both potential and actual exposure. [...] Our global implementation plan for Sedex first focuses on engagement with core, direct food suppliers within select key markets. Specifically, our strategy is guided by inherent risk assessments that use suppliers' industry types and locations to help inform the sequencing of markets and in-scope suppliers'. However, although it indicates that it uses 'risk assessments that use suppliers' industry types and locations', it is not clear how relevant factors are</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			taken into account, such as geographical, economic, social and other factors. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a> ] <ul style="list-style-type: none"> <li>• Not Met: Public disclosure of the results of HR assessment</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: How it involved affected stakeholders in the assessment</li> </ul>
B.2.3	Integrating and acting on human rights risks and impact assessments	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Action Plans to mitigate risks</li> <li>• Not Met: Description of how global system applies to supply chain: The Company indicates: 'Yum! continues to strengthen our existing risk assessment and remediation process to enable better supplier development and engagement'. It indicates its Risk Assessment and Remediation Process: map supply chain, review high level risks, understand supplier profile, assess and prioritize, suppliers follow-up and develop action plan. However, no further description found on its system to prevent, mitigate or remediate its salient human rights issues in its supply chain. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Example of actions decided on at least 1 salient HR issues</li> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Involve stakeholders in decisions about actions</li> </ul>
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: System for tracking or monitor if actions taken are effective: Although the Company indicates that tracking and monitoring is part of its 'Human Rights Due Diligence Approach', no description found of its system for tracking or monitoring the actions taken in response to human rights risks and impacts and for evaluating whether the actions have been effective or have missed key issues or not produced the desired results. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Lessons learnt from checking system effectiveness</li> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Involve stakeholders in evaluation of actions taken</li> </ul>
B.2.5	Communicating on human rights impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Provides two examples of comms with stakeholders</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Describe challenges to effective comms and how it is working to address them</li> </ul>

### C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The Company indicates that 'When it comes to grievance mechanisms, any employee who has ethical or other concerns relating to the Company is encouraged to report them safely and anonymously to The Speak Up helpline, an independent third party, via a 24/7 ethics hotline [...] or online'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Channel is available in all appropriate languages and workers aware: Regarding its grievance mechanisms: 'Translation services in nine languages are available to all users'. Moreover, 'Access to the helpline is available through the organization's intranet, posted throughout our corporate offices and communicated to all corporate employees via email annually'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Describe how workers in the supply chain have access to grievance mechanism: The Supplier Code of Conduct indicates: 'Suppliers must have a policy in place protecting employees from any form of retaliation for making a good faith report of any violation of this Code'. However, it is not clear if suppliers' employees can file complaints in relation to suppliers' behaviour in the first place. [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Expect Suppliers to convey expectation to their own suppliers</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Grievance mechanism for community: It indicates: 'When it comes to grievance mechanisms, any person, employee or not, who has ethical concerns in regards to our Environmental, Social and Governance (ESG) work is encouraged to report them safely and anonymously to The Speak Up helpline, an independent third party that operates a 24/7 ethics hotline on our behalf'. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes accessibility and local languages and stakeholder awareness: It states: 'The Speak Up Helpline is available 24/7 globally, with translation services available to handle grievances in more than 15 languages'. However, it is not clear how it ensures that all affected external stakeholders at its own operations are aware of it. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Communities access mechanism direct or through suppliers: It indicates: 'When it comes to grievance mechanisms, any person, employee or not, who has ethical concerns in regards to our Environmental, Social and Governance (ESG) work is encouraged to report them safely and anonymously to The Speak Up helpline, an independent third party that operates a 24/7 ethics hotline on our behalf'. However, it is not clear if suppliers' external stakeholders can file complaints in relation to suppliers' behaviour. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> <li>• Not Met: Expect supplier to convey expectation to their own suppliers</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engages users to create or assess system</li> <li>• Not Met: Examples (at least two) of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Engages with potential or actual users on the improvement of the mechanism</li> <li>• Not Met: Provides user engagement example (at least two) on improvement</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Response timescales and how complainants will be informed: It indicates: 'If you choose to remain anonymous, it is important to provide as much detail as you can about the situation and to check regularly for status updates or information requests from the team assigned to investigate your concern. You will be assigned a unique case number so that you can remain anonymous but also stay in touch in the future, as needed'. However, no details on timescales for addressing the complaints or concerns and for informing the complainant found. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Describe support (technical, financial, etc) available for equal access by complainants</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe types of outcome to complainant through use of mechanism</li> <li>• Not Met: Escalation to senior/independent level</li> </ul>
C.5	Prohibition of retaliation for raising complaints or concerns	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public statement prohibiting retaliation: It indicates: 'Yum! has policies and procedures in place to prevent retaliation against anyone who, in good faith, reports a concern or participates in an investigation, even if the allegation ultimately is not substantiated'. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Met: Practical measures to prevent retaliation: It also indicates: 'Anyone, regardless of position or tenure, found to have engaged in retaliatory conduct against someone who has raised a compliance or ethics-related concern in good faith will be subject to disciplinary action, which may include termination. If you feel you have been subjected to retaliation, contact the Speak Up helpline or any member of management for assistance'. Moreover, 'If you contact the Speak Up helpline, you have the option to remain anonymous'. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company indicate it will not retaliate against workers/stakeholders</li> <li>• Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders</li> </ul>
C.6	Company involvement with state-based judicial	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Complainants not asked to waive rights</li> <li>• Not Met: Company does not require confidentiality provisions</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	and non-judicial grievance mechanisms		Score 2 <ul style="list-style-type: none"> <li>• Not Met: Will work with state based non judicial mechanisms</li> <li>• Not Met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Describes how remedy has been provided</li> <li>• Not Met: Says how it would provide remedy for victims if no adverse impact identified: Regarding its approach to remedy, the Company indicates: 'In 2020, Yum! established a global membership with Sedex, one of the world's leading ethical trade membership organizations that works with businesses to improve working conditions in global supply chains, to further strengthen our existing supply chain auditing capabilities across our ESG efforts with focus on human rights and labor practices. Key elements include: (...) Strengthened responsible and sustainable supply chain management through continuous improvement that includes corrective action and robust remediation plans'. However, no further description of the approach it would take to provide or enable timely remedy for victims found. [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Changes to systems, processes and practices to stop similar impact</li> <li>• Not Met: Describe approach to monitoring implementation of agreed remedy</li> <li>• Not Met: Approach to learning from incident to prevent future impacts</li> </ul>
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Number grievances filed, addressed or resolved and outcome achieved</li> <li>• Not Met: How lessons from mechanism improve management system</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Evaluation of the channel/mechanism and changes made as result</li> <li>• Not Met: Describes procedures to address delays of outcomes agreed with stakeholders</li> </ul>

### D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Pays living wage or sets target date: It indicates: 'Yum! is committed to complying with all laws pertaining to (...) wages'. However, it is not clear the Company has a bound target for paying all workers a living wage or the company indicates that pays all workers a living wage. A living wage should include basic needs plus some discretionary for employees and his/her family and/or depends. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Describes how living wage determined</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Achieved paying a living wage</li> <li>• Not Met: Definition of living wage reviewed with unions</li> </ul>
D.1.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Discloses timebound target for suppliers to pay living wage or include in code or contracts: Regarding compensations, it indicates in its Supplier Code of Conduct: 'Suppliers must comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, commissions, bonuses, piece rates and other elements of compensation and provide legally mandated benefits.' However, no evidence found in relation to living wages that includes basic needs for employee and family plus some discretionary income. [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Improving living wage practices of suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by payment below living wage</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Avoids business model pressure on HRs (purchasing practices): While the Company states that it is 'committed to conducting its business in an ethical, legal and socially responsible manner' and that its 'Supplier Code of Conduct [...] is to encourage legal, social and ethical business practices by Yum's suppliers and vendors and their respective suppliers, vendors, subcontractors, agents and employees' and that all suppliers 'must comply and ensure compliance with [...] Human rights' no evidence found in relation to practices to avoid price or short notice requirements or other business considerations undermining human rights or positive incentives via purchasing practices to encourage good performance in relation to human rights. No further evidence found in the latest reports. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Practices adopted to pay suppliers in line with agreed timeframes</li> <li>• Not Met: Review own operations to mitigate negative impact</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Examples of how it assessed, addressed and change purchasing practices</li> </ul>
D.1.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): The Company indicates that map supply chain is the first step of its Risk Assessment and Remediation Process. However, it is not clear it identifies its suppliers, including direct and indirect suppliers. This needs to include the product source (e.g. farm, fishery, factories, manufacturing sites for components, mills, etc.). [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses names and locations of significant parts of SP and why: The Company discloses it mill list of palm suppliers with the mill name and geographic coordinate of each mill. However, the Company is expected to disclose the names and specific locations of the direct and indirect suppliers who make up the most significant parts of its supply chain and explains how it has defined what are the most significant parts of its supply chain. [Palm Disclosure, 19/07/2022: <a href="https://rspo.my.salesforce.com">rspo.my.salesforce.com</a>]</li> <li>• Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities</li> </ul>
D.1.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Does not use child labour: The Company indicates, in its Code of Conduct, that it prohibits child labor. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Age verification of workers recruited: No evidence</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Remediation if children identified: No evidence</li> </ul>
D.1.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Child Labour rules in codes or contracts: The Supplier Code of Conduct indicates: 'Suppliers must not utilize labor under the legal minimum age of employment and must follow all child labor laws applicable to the jurisdiction in which they operate. In addition, persons younger than eighteen (18) are not permitted to perform hazardous work under any circumstances'. However no specific required found to verify the age of job applicants and workers and providing remediation programmes. The Company has provided comments to CHRB regarding this indicator. However, key content was already in use. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: How working with suppliers on child labour</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by child labour in supply chain</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.a	Prohibition of forced labour: recruitment fees and costs (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Job seekers and workers do not pay recruitment fee: The Code of Conduct advises employees to: 'Speak up if You See Anyone: (...) Including excessive recruitment fees or penalties for terminating employment in labor agreements'. However, no evidence found that job seekers and workers do not pay any recruitment fees or related costs to secure a job. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Commits to fully reimbursing if they have paid</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul>
D.1.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Debt and fees rules in codes or contracts: The Supplier Code of Conduct indicates: 'Suppliers (...) must not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise. Suppliers may be required to produce a "slavery and human trafficking statement" each financial year to ensure slavery, servitude or forced labor does not exist in any part of their business or supply chain'. However, no evidence found that the company prohibits suppliers and any third-party recruitment intermediaries from imposing financial burdens on job seekers and workers by collecting recruitment fees or related costs. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: How working with suppliers on debt &amp; fees: The Company indicates: 'Ireland is developing training for restaurant teams and suppliers to help them understand new guidelines and address issues. This training will teach people not only to recognize forced labor in their own workforces, but also to identify and speak up about trafficking that could potentially occur among visitors to our restaurants'. However, it is not clear how the company works with suppliers to eliminate recruitment fees and related costs, including by ensuring full reimbursement to workers where relevant. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by payment of recruitment fees</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>
D.1.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Pays workers in full and on time: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: 'We require compliance with all local labor laws in every market where we operate, to ensure safe working conditions, and fair working practices including [...] on time and in full remuneration'. [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: Payslips show any legitimate deductions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How these practices are monitored for agencies, labour brokers or recruiters</li> </ul>
D.1.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Suppliers to pay workers in full and on time in codes or contracts: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: 'We require compliance with all local labor laws in every market where we operate, to ensure safe working conditions, and fair working practices including [...] on time and in full remuneration'. It also indicates: 'We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices'. Although the Company indicates that suppliers should abide by the same ethical practices, it is not clear that these standards are reflected on its contractual arrangements with suppliers or supplier code of conduct. The Supplier Code of Conduct indicates: 'Suppliers must comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, commissions, bonuses, piece rates and other elements of compensation and provide legally mandated benefits'. However, no evidence found that the company requires the suppliers to pay workers in full and on time. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: How working with supply chain to pay workers regularly and on time: The Company indicates: 'Ireland is developing training for restaurant teams and suppliers to help them understand new guidelines and address issues. This training will teach people not only to recognize forced labor in their own workforces, but also to identify and speak up about trafficking that could potentially occur among visitors to our restaurants'. However, it is not clear how it works with supply chain to pay workers in full and on time. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by failure to pay directly</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Does not retain documents or restrict movement: The Code of Conduct advises employees to: 'Speak up if You See Anyone: (...) Holding an employee's original government-issued identification, passport or work permit without written consent'. However, although the Company makes a call to workers to speak up if facing this situation, no evidence found that it does not retain workers' personal documents. Alternatively, no evidence found that it does not restrict workers' freedom of movement or require workers to use company provided accommodation. [Global Code of Conduct, N/A: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How these practices are monitored for agencies, labour brokers or recruiters</li> </ul>
D.1.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Free movement rules in codes or contracts: The Company states in its Global Supplier Code of Conduct 'Suppliers [...] must not use any forced or involuntary labor, whether prison, bonded, indentured or otherwise. [...] servitude or forced labor does not exist in any part of their business or supply chain.' However, no evidence found that the Company prohibits suppliers from retaining workers' personal documents or restricting workers' freedom of movement or requiring workers to use company provided accommodation. [Supplier Code of Conduct, 06/2019: <a href="http://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on free movement: The Company indicates: 'Ireland is developing training for restaurant teams and suppliers to help them understand new guidelines and address issues. This training will teach people not only to recognize forced labor in their own workforces, but also to identify and speak up about trafficking that could potentially occur among visitors to our restaurants'. However, it is not clear how it works with suppliers to eliminate retention of worker's documents or other actions to physically restrict movement.</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by retaining docs or restricting movement</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.6.a	Freedom of association and collective bargaining (in own production or manufacturing operation)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: 'We respect the right of all employees to form and join a trade union of their choice (or equivalent worker bodies where the rights to freedom of association and collective bargaining are restricted under law) and to bargain collectively, as permitted by applicable laws and regulations'. Also, 'We prohibit physical punishment, abuse, intimidation, or coercion of any kind'. However, it is not clear what measures it puts in place to prohibit any form of intimidation, harassment, retaliation or violence specifically against workers seeking to exercise the right to form and join a trade union of their choice (or equivalent worker bodies where the right to freedom of association and collective bargaining is restricted under law). [Human Rights and Labor Practices Policy, 06/2022: <a href="http://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Discloses % total direct operations covered by collective CB agreements</li> <li>• Not Met: Meets both requirements under score 1</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: FoA &amp; CB rules in codes or contracts: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: ‘We respect the right of all employees to form and join a trade union of their choice (or equivalent worker bodies where the rights to freedom of association and collective bargaining are restricted under law) and to bargain collectively, as permitted by applicable laws and regulations’. Also, ‘We prohibit physical punishment, abuse, intimidation, or coercion of any kind’. It also indicates: ‘We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices’. Although the Company indicates that suppliers should abide by the same ethical practices, it is not clear that these standards are reflected on its contractual arrangements with suppliers or supplier code of conduct. The Supplier Code of Conduct states ‘Association: Suppliers must respect the rights of workers to associate, organize and bargain collectively in a lawful and peaceful manner without penalty or interference.’ However, there no evidence of prohibition of intimidation, harassment, retaliation and violence specifically against union members and union representatives, and requirement to support alternative mechanisms or equivalent worker bodies in locations where these rights are restricted under local law. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>] &amp; [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: How working with suppliers on FoA and CB</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes process to identify H&amp;S risks and impacts: It indicates: ‘Yum! is committed to providing safe and healthy work environments for all employees. Workplace injuries and illnesses are often preventable. No activity is so important that it cannot be done safely, and we will not compromise an individual’s safety in anything we do. This means we are dedicated to designing, constructing, maintaining and operating facilities that protect our people. Threats, bullying, physical intimidation and violence have no place within Yum! and will not be tolerated’. However, no description found of the process it has in place to identify its health and safety risks and impacts. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: Although Code of Conduct includes a ‘Employee Health and Safety’ section stating that the Company ‘is committed to providing safe and healthy work environments’ no evidence found for quantitative information on health and safety for its workers related to injury rates or lost days (or near miss frequency rate) and fatalities. [Global Code of Conduct, N/A: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Fatalities for lasting reporting period: See above</li> <li>• Not Met: Occupational disease rate for last reporting period</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Set targets for H&amp;S performance: It indicates: ‘In 2020, the health and well-being of our employees was our number one priority. We focused on providing support for physical and mental health, family care and work-life balance opposed to conducting an overarching employee engagement survey’. However, it is not clear the Company has also set targets related to injury rates or lost days (or near miss frequency rate) and fatalities and occupational disease rates for the last reporting period. [2020 Global Citizenship &amp; Sustainability Report, 2021: <a href="https://yum.com">yum.com</a>]</li> <li>• Not Met: Met targets or explains why not or how improve management systems</li> </ul>
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Sets out clear Health and Safety requirements: The Supplier Code of Conduct includes a ‘Health and Safety’ section where it states that ‘suppliers must provide workers with a safe and healthy workplace (and housing, if applicable) in compliance with all applicable laws and regulations’ which is then fleshed out with information about ventilation, lighting, water access, licenses and permits and machine safety, etc. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> <li>• Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period</li> <li>• Not Met: Fatalities rate for lasting reporting period</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Occupation disease rate for last reporting period</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on H&amp;S</li> <li>• Not Met: Assessment of the number affected by H&amp;S issues in the SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.8.a	Land rights: Land acquisition (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Approach to identification of land tenure rights holders</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How valuation and compensation works</li> <li>• Not Met: Follows IFC PS 5 in any state land deals</li> </ul>
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Rules on land &amp; owners in codes or contracts</li> <li>• Not Met: How working with suppliers on land issues</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Includes resettlement requirements that the supplier provides financial compensation</li> <li>• Not Met: Assessment of the number affected by land rights issues in its SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.9.a	Water and sanitation (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Action to prevent water and sanitation risks: Although the Company states in its Supplier Code of Conduct in the 'Health and Safety' section that 'suppliers must also ensure reasonable access to potable water, sanitary facilities, proper ventilation' no evidence for the Company's own operations found. No evidence found in any of the publicly accessible documents. The Company has provided an additional source to this indicator, however, no material evidence was found. This indicators looks for evidence of action plants to tackle risk to the right to water and sanitation (safe access to water for local communities). [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Water targets considering local factors</li> <li>• Not Met: Reports progress and shows trends in progress made</li> </ul>
D.1.9.b	Water and sanitation (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Rules on water stewardship in codes or contracts: Although the Company states in its Supplier Code of Conduct in the 'Health and Safety' section that 'suppliers must also ensure reasonable access to potable water, sanitary facilities, proper ventilation' no evidence found of a statement refraining from negatively affecting access to safe water. No further evidence found. The Company has provided an additional source to this indicator, however, no material evidence was found. [Supplier Code of Conduct, 06/2019: <a href="https://s2.q4cdn.com">s2.q4cdn.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on water stewardship issues</li> <li>• Not Met: Assessment on the number affected by lack of access to water and sanitation</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.1.10.a	Women's rights (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Process to stop harassment and violence against women: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: 'We promote, protect and respect the equal rights of all persons, including minorities, migrant workers, women, those with disabilities and other vulnerable groups'. It also states: 'We prohibit physical punishment, abuse, intimidation, or coercion of any kind'. However, no evidence found of the processes it has in place to prohibit and address harassment, intimidation and violence against women. Alternatively, the Company could describe how it takes into account differential impacts on women and men of working conditions, including to reproductive health. [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Working conditions take account of gender</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Measures and steps to address gender pay gap at all levels of employment: The Code of Conduct indicates: ‘Yum! recruits, hires, compensates, develops, promotes, disciplines and terminates individuals based upon merit and without regard to a person’s (...) sex (including pregnancy, childbirth, and medical conditions related to pregnancy, childbirth and breastfeeding), (...) gender, gender identity, gender expression, sex stereotyping, or other legally protected status’. However, it is not clear how it measures and takes steps to address any gender pay gap throughout all levels of employment. [Global Code of Conduct, N/A: <a href="https://s2.g4cdn.com">s2.g4cdn.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Provides analysis of trends demonstrating closing gender pay gap</li> </ul>
D.1.10.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Women's rights in codes or contracts: The Human Rights &amp; Labor Practices Policy, under Basic tenets of our human rights practices, states: ‘We promote, protect and respect the equal rights of all persons, including minorities, migrant workers, women, those with disabilities and other vulnerable groups’. It also states: ‘We prohibit physical punishment, abuse, intimidation, or coercion of any kind’. It also indicates: ‘We view our suppliers as key stakeholders within our wider system and expect them to abide by the same ethical, legal and socially responsible business practices’. Although the Company indicates that suppliers should abide by the same ethical practices, it is not clear that these standards are reflected on its contractual arrangements with suppliers or supplier code of conduct. The Supplier Code of Conduct indicates: ‘Suppliers must treat all workers with dignity and respect. Disrespectful, inappropriate behavior, unfair treatment or retaliation of any kind will never be tolerated. Actions such as corporal punishment, threats of violence and/or other forms of physical, sexual, psychological, verbal abuse and/or harassment will never be allowed or condoned.’ However, no evidence found of specific mention of supplier requirement to provide equal pay for equal work, introduce measures to ensure equal opportunities throughout all levels of employment and to eliminate health and safety concerns that are particularly prevalent among women workers. [Supplier Code of Conduct, 06/2019: <a href="https://s2.g4cdn.com">s2.g4cdn.com</a>] &amp; [Human Rights and Labor Practices Policy, 06/2022: <a href="https://yum.com">yum.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on women's rights</li> <li>• Not Met: Assessment on the number affected by discrimination or unsafe working conditions</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 7.77 out of 80 points scored in themes A-D has been applied to produce a score of 1.94 out of 20 points for theme E.

### Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.

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