

HUMAN RIGHTS POLICY

Introduction

Westlife Foodworld Limited (WFL), formerly known as Westlife Development Ltd (WDL), focuses on setting up and operating Quick Service Restaurants (QSR) in India through its subsidiary Hardcastle Restaurants Pvt. Ltd. (HRPL). The Company operates a chain of McDonald's restaurants in West and South India having a master franchisee relationship with McDonald's Corporation USA, through the latter's subsidiary. We recognize that respect for human rights is fundamental to our values and integral to our business operations. We are committed to fostering a culture of dignity, respect, and equality.

Purpose and Scope

At WFL we take seriously our responsibility to respect and promote human rights and to act with due diligence to avoid infringing on the human rights of others and addressing any impacts on human rights if they occur. WFL is committed to respecting human rights as set out in the Universal Declaration of Human Rights. Our Human Rights Policy ("Policy") is also guided by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

This Policy applies to WFL and its majority-owned subsidiaries. This Policy should be read in conjunction with all relevant WFL policies and guidance. Our Standards of Business Conduct contain our commitment to respect human rights in our workplaces and applies to all WFL employees. Our Supplier Code of Conduct contains our human rights requirements for suppliers.

Policy Elements

Labour Practices

We have a zero-tolerance approach towards all forms of compulsory and forced labor, including human trafficking and child labor. We ensure that employment is freely chosen and that employees are not coerced to work through threats, force, or any other forms of intimidation. Where WFL may impact the human rights of particularly vulnerable groups, such as migrant laborers, indigenous peoples, women, or children, we are also guided by other international standards that elaborate on their rights.

Freedom of Association and Right to Collective Bargaining

We respect the rights and freedom of employees to associate (or not associate) and collectively bargain. We engage in constructive dialogue with employee representatives and uphold the principles of freedom of association and collective bargaining.

Equal remuneration and equal opportunities

We commit to equal pay and ensure full compliance with applicable local laws and industry practices relating to work hours and overtime. We seek to provide equal opportunities to all employees across the organization. We ensure that employees receive fair wages and benefits that meet or exceed legal standards and industry benchmarks.

Non-Discrimination & Harassment

We promote a diverse and inclusive workplace where all individuals are treated with respect and dignity. We provide equal treatment and equal employment opportunity irrespective of race, ethnicity, color, religion, gender, age, national origin or ancestry, physical or mental disability, sexual orientation, military status or any other basis protected by law and have zero tolerance towards any kind of discrimination or harassment at workplace. We have a strict approach that prohibits any harassment, verbal, non-verbal, sexual, non-sexual and ensures effective protection of the person against any form of retaliation.

Requirements for our suppliers and partners

WFL considers the respect for human rights across our supply chain to be crucial. Non-compliance of the same by partners or suppliers might result in termination of conducting business with them. Their conduct must also be in tune with our human rights policy as well as comply with other recognized laws and regulations. Suppliers must comply with all guidelines as outlined in our Supplier Code of Conduct in addition to all the applicable local, national, and international laws and regulations regarding human rights. Partners must share our commitment to upholding human rights and ethical business practices as outlined in this policy and our business agreements and shall adhere to the same in their dealings.

Grievance Mechanism and Redressal

We shall conduct regular trainings on human rights in the workplace and have a defined escalation process for reporting such cases. We provide accessible, effective, and transparent grievance mechanisms for employees, communities, and other stakeholders to raise concerns about human rights impacts. We ensure that grievances

are addressed in a timely and fair manner. Where conflicts exist between national and international standards, we adhere to the applicable national or local law, while seeking ways to respect international human rights principles. Aggrieved persons can mail to PAL@mcdonaldsindia.com or contact Human Resources Department. Corrective or Disciplinary actions are strictly taken for any such cases reported. We will not tolerate any retaliation of any kind directed against anyone who reports an issue concerning compliance with this Policy.

Policy review

We review and update our human rights practices and policies on an annual basis (or as need be) to ensure their continued relevance and effectiveness.

Conclusion

WFL is committed to creating a business environment that prioritizes and advances human rights. We consider our dedication to human rights essential for our long-term success and sustainability. We encourage all stakeholders to support this commitment and hold us to the highest standards of human rights practices.