



Corporate Animal Welfare Policy

Committed to the Humane Treatment of Animals

Papa John's International ("Papa Johns") is built on a commitment to "BETTER INGREDIENTS. BETTER PIZZA." and we are committed to improving animal welfare throughout our supply chain.

We have identified that all our menus include products from dairy animals (predominantly cows, but also extending to goats), egg laying and meat producing chickens, pigs and beef cattle. Regional product variations, aimed at meeting local customer expectations, include veal, sheep, turkey, salmon and shrimp.

Supplier Engagement

We value our relationship with suppliers and our shared commitment to animal welfare. Although Papa Johns does not breed, process, transport, own or raise animals, we expect our suppliers to have the highest standards commercially available with respect to animal welfare. Papa Johns specifies that proper and humane animal welfare practices should be followed during every step of processing. These expectations are outlined in our supplier agreements and specifications, including compliance with United States Department of Agriculture (USDA) regulations on the humane treatment of animals. Many of Papa Johns suppliers do not directly own, raise or transport live animals; therefore, we mandate that all suppliers to Papa Johns require that their suppliers also comply with USDA regulations.

It is also important that the safety and quality of the product not be affected by evidence of stress from poor handling, stunning or production practices. These expectations are outlined in our supplier agreements and specifications, irrespective of what animal-derived product is being supplied.

In addition, we encourage our suppliers to go beyond these requirements and investigate alternatives to current farming, transporting and processing practices that would result in a higher quality of animal care.

Antibiotics

In 2015, Papa Johns became the first national pizza chain to pledge to remove antibiotics from our grilled chicken pizza toppings and chicken Poppers.

In 2016, we transitioned our chicken toppings and Poppers to a 'No Antibiotics Ever' standard. Due to ongoing global supply chain disruptions in recent years, we have experienced challenges sourcing chicken in the US that meets this standard. As of 2021, these items have been sourced from supply chains that do not use antibiotics important to human medicine (NAIHM) to ensure we can keep serving these menu items to our customers.

Cage-free Eggs

Papa Johns is committed to transition to 100% of eggs and egg ingredients for Papa Johns proprietary menu items coming exclusively from cage-free suppliers by 2030. To inform and develop this goal, we engaged with [Lever Foundation](#), a non-profit organization working with companies to advance more humane and sustainable supply chains.

In 2016, we began using cage-free eggs across our menu in North America; currently more than 90% of the eggs we purchase are from cage-free sources. In our UK market, we've used only cage-free eggs since 2018.

In some regions, limited or no supply of cage-free eggs exists, and there is no current pathway for a commercially viable supply. We plan to work with suppliers and key partners in these regions to increase the availability of cage-free egg sources.

Sow Housing

In 2013, restaurant companies across the industry, including Papa Johns, announced commitments related to alternative housing for sows (pregnant pigs). At the time, Papa Johns aligned with these commitments with the expectation that the pork industry would also move in this direction. However, the industries did not develop as expected. Further, we have limited influence to dictate terms to our suppliers given our size. The volume of pork we purchased in 2021 for company-owned and franchised restaurants in the U.S. represented less than 0.4% of total U.S. pork consumption.

In 2022, we surveyed our suppliers to assess their readiness to supply pork raised in supply chains that use alternative housing; currently a significant source of such product is not yet available, and we expect to adjust our goal as we work with suppliers on evaluating best practices and availability for the industry.

We continue working with our suppliers to identify—and encourage the creation of—more sources of pork raised in alternative housing options. Ultimately, our aim is to ensure our strategy moving forward is aligned with the evolution of the pork industry and with best practices for animal care, while also being commercially viable.

Broiler Chicken Welfare

We support industry-wide efforts focused on broiler chicken welfare across the supply chain, including responsible breeding, improved living conditions and enrichments, additional space per bird and more humane processing methods. Global supply chain disruptions and shortages across our restaurants and the wider industry in recent years have presented challenges in advancing these commitments.

We are surveying our poultry suppliers to understand their readiness to supply commercially available chicken that is aligned with these commitments and other best practices.

Stakeholder Engagement

We recognize that customers, team members, investors, NGOs and other stakeholders have diverse perspectives on a variety of animal welfare topics. We are committed to engaging with stakeholders about our progress and challenges as we continue to evolve our animal welfare policy.

Governance

Animal welfare is a key component of our Responsible Sourcing strategy and Environmental, Social and Governance (ESG) framework. The Corporate Governance and Nominating Committee of the Papa Johns Board of Directors provides oversight for our ESG strategy (for further details visit <https://ir.papajohns.com/corporate-governance-0>). Papa Johns Quality Assurance and Supply Chain Management teams have day-to-day responsibility for fulfilling our animal welfare commitments.

Papa Johns is committed to reviewing our animal welfare policy regularly. As new information becomes available through scientific research, industry standards, and regulations, we will update our policy and work with our suppliers to ensure the highest standards commercially available are in place with respect to animal welfare.

In our UK business segment, we have expanded our animal welfare policy to meet local customer expectations. Details of these animal welfare policies can be found here: <https://www.papajohns.co.uk/about-us/animal-welfare.aspx>.

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