



Supplier Code of Conduct

El Pollo Loco, Inc. (EPL) is committed to providing accessible menu items sourced from partners who share our core values. This Supplier Code of Conduct outlines our expectations for all food, manufacturing, and vendor partners (Suppliers). Suppliers must confirm compliance with this Supplier Code of Conduct standards upon supply qualification and annually after that. This Code can and will continue to evolve depending on changes in applicable laws and industry standards.

Compliance with Laws and EPL's Strict Quality Assurance Standards

All Suppliers shall comply with EPL's Quality Assurance standards, and all applicable federal, state, local, and international laws, regulations, and industry standards related to:

- Food safety
- Animal welfare
- Environmental protection
- Employment and labor practices
- Human/civil rights

Animal Welfare

EPL is committed to the Five Freedoms for all animal products and ingredients:

1. Freedom from hunger or thirst
2. Freedom from discomfort
3. Freedom from pain, injury, or disease
4. Freedom to express normal behavior
5. Freedom from fear and distress

- **Broiler Chicken:** Suppliers must comply with the National Chicken Council's Animal Welfare Guidelines, USDA requirements, and a zero-tolerance policy for animal abuse. Annual audits by PAACO-certified auditors are mandatory.
- **Whole-Shell/Liquid Eggs:** EPL does not use whole-shell or liquid eggs in its menu items.
- **Antibiotics:** Suppliers must responsibly use antibiotics approved for poultry health and well-being, strictly adhering to FDA and USDA guidelines. Suppliers must be process verified for NAIHM (No Antibiotics Important for Human Medicine).

Product Safety and Traceability

Suppliers must adhere to strict FDA and USDA food safety standards and regulations. Products must be traceable, including point of origin, growing, harvesting, and handling, and any other EPL Quality Assurance traceability requirements.

Human Rights & Labor Practices

Suppliers must comply with all applicable labor, employment, wage, and hour laws. This includes providing wages, benefits, overtime, and premium pay that meets or exceeds legal requirements. International operators must adhere to the United Nations' Universal Declaration of Human Rights and the International Labour Organization (ILO) standards in alignment with local laws.

- **Child Labor:** Suppliers must not employ individuals under the legal working age. Suppliers must adhere to all laws regulating their working hours and conditions if employing minors. If local laws do not define a minimum working age, EPL's minimum age is 15.
- **Forced Labor:** Forced labor in any form is strictly prohibited.
- **Violence Against Workers:** Suppliers must prohibit and actively prevent all forms of abuse, including physical, psychological, sexual, verbal, or other harassment of workers.
- **Immigration Compliance:** Suppliers must comply with all immigration laws and regulations. U.S. Suppliers must verify employee work eligibility, including age, and take appropriate action if an employee lacks proper authorization. EPL will not tolerate reckless or willful failure to enforce these requirements.

Health & Safety

Suppliers must provide a safe and healthy work environment, complying with all legal requirements. This includes access to potable water, ventilation, fire exits, clean restrooms, protective gear, adequate lighting, first aid, and emergency medical care. Facilities must comply with all building and maintenance codes.

Non-Discrimination

EPL expects Suppliers to uphold the principles of Diversity, Equity, and Inclusion. Suppliers must comply with local, state and federal laws prohibiting discrimination based on age, race, national origin, color, gender, gender identity, sexual orientation, pregnancy, religion, ethnic or cultural beliefs, or any other prohibited basis.

Environment & Sustainability

Suppliers must comply with all local, state and federal environmental laws and regulations. Operations should conserve natural resources, including water and energy, and responsibly source materials and use sustainable packaging.

Ethical Business Practice

Bribery, kickbacks, corruption, document falsification, price fixing, unfair trade practices, and collusive bidding are strictly prohibited. Suppliers must comply with the Foreign Corrupt Practices Act and related regulations.

Monitoring and Enforcement

EPL reserves the right to monitor Supplier compliance with this Code of Conduct. Non-compliance may result in corrective action, up to and including termination of the business relationship.

SUPPLIER: _____

By: _____

Name: _____

Title: _____

Date: _____