

CREATIVE DINING SERVICES®

— Complete Hospitality Management —

GROW™ Animal Welfare Policy

Responsible sourcing is deeply important to Creative Dining Services and central to our mission of operating with integrity. We recognize that responsible sourcing includes humanely produced animal products. The following commitments and goals are intended to address a range of animal welfare issues affecting egg, dairy, and meat production, including confinement, painful procedures, and rapid growth. Creative Dining Services continues to assess industry progress in building supply availability and is working with our supply partners to achieve our animal welfare goals.

Creative Dining Service also recognizes the health, environmental and economic benefits of vegetable-centric cuisine to support our animal welfare goals. Central to our animal welfare policy is our promotion of plant-based and plant forward cuisine. Creative Dining Services is working with the Humane Society of the United States and has signed the Forward Food Pledge to expand and measure our programming in the menuing of non-animal products.

Creative has committed to 50% of all our entrees to be plant-based by 2025.

Additionally, Creative's current animal welfare goals consists of the following:

Eggs: We purchase only cage-free shell and liquid, pre-cracked eggs.

Pork: Creative Dining is committed to eliminate all pork from animals bred using gestation crates. We have not yet identified an adequate pork supply source that demonstrates supplier livestock management practices that require both company-owned and supplier-owner farms to transition from conventional gestation crate housing for sows to group sow housing. We continue to regularly communicate to suppliers the importance of meeting this goal.

Veal: Creative Dining is committed to purchasing all veal from animals free of crate confinement, in alignment with the American Veal Association's 2007 resolution. We have received confirmation and documentation from veal suppliers that all domestic and imported veal products are produced from animals raised without the use of crates or tethers.

Dairy/Beef: All milk purchased by Creative Dining is free of added hormones, and we work with suppliers to ensure the responsible use of feed additives, and strive toward eliminating the use of recombinant bovine growth hormone (rBGH or rBST) in beef cattle and other dairy products.

Ducks and Geese: Creative Dining Services has eliminated the purchase of foie gras.

Broiler Chickens: As a signer of the Better Chicken Commitment, Creative is working with our suppliers to take the following actions by 2024, or sooner:

- Meet the Global Animal Partnership (GAP) maximum stocking density standard of ≤6 pounds per square feet.
- Providing chickens with enriched environments including lighting controls, litter, hay bales and perches that meet GAP standards.
- Use GAP approved genetic strains for slower-growing chickens
- Rendering chickens unconscious prior to shackling using Controlled or Low Atmospheric Stunning.
- Demonstrate compliance with all standards via third-party auditing and annual public reporting on progress towards this commitment.
- We look forward to publishing a detailed roadmap with meaningful incremental goals by the end of 2024.

A link to the Better Chicken Commitment policy <https://betterchickencommitment.com/policy/>

Turkeys: We continue to work with our suppliers to address animal welfare issues associated with genetic selection for fast growth and support vendors that use Controlled or Low Atmospheric Stunning.

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