



McDonald's Global Workplace Violence Statement of Principles

At McDonald's, each of us is responsible for promoting a culture that results in a safe, respectful, diverse and inclusive work environment where people can flourish. To support this, we strive to create a work environment that is safe and free of physical threats and violence of any type. This Statement of Principles applies to staff and company-owned restaurant employees of McDonald's Corporation and our majority-owned subsidiaries (the "Company").

In the workplace and at work-related events, we treat everyone, including employees, customers, and visitors, in a safe, non-threatening, and nonviolent manner. Any remark or conduct that is abusive, threatening or violent will not be tolerated.

We expect everyone, including customers and visitors, to treat our people with respect and we do not tolerate any abusive, threatening or violent behavior in our restaurants or offices.

We reserve the right to report to the proper legal authorities, any abusive, threatening or violent acts on the Company's premises or at work-related events.

Incidents of abuse, threats or violence in the workplace and at work-related events can be reported internally to your immediate supervisor and/or using the Market approved incident reporting mechanism.

We do not tolerate any form of retaliation against individuals who report a safety concern or who cooperate in the Company's investigation of such reports.

Each McDonald's majority-owned Market must have a workplace violence prevention policy that applies to the company staff and company-owned restaurant employees. As a minimum, the policy must incorporate these Principles and meet the requirements of the McDonald's Workplace Violence Prevention Brand Standard, while adhering to applicable local laws.