

Yum China Holdings, Inc.

Occupational Health and Safety Policy

OUR VISION

- We are committed to creating a safe and healthy working environment.

OUR PRINCIPLE

- **Safety Mania:** Providing a safe and healthy working environment for our employees is considered one of the Company's primary responsibilities.
- **People First:** Listening to voices of employees is a key step for us to continuously improve our performance in OH&S management.
- **Collaborate to Win:** Working closely with our customers and partners to create a safe and healthy environment lays the foundation for us to achieve excellence in business.

Protecting health and safety of employees is the Company's top priority. We have established the Yum China Occupational Health and Safety (OH&S) Management System. It provides the necessary education, training, equipment and resource to ensure that our employees, customers and partners fully understand and abide by our related policies and guidelines. We have also clearly defined the structure and accountabilities for the effective management of OH&S in Yum China.

We have established an OH&S Management Committee, together with representation of management, employees and the project team members. The structure ensures that every member of Yum China will have a sense of ownership to participate in the Company's OH&S management.

The Company actively promotes continuous improvement in OH&S management. We make every effort to provide our employees, customers and partners with a safe and healthy environment while serving safe and delicious food. To this end, we commit to:

- **Compliant Operations:** Yum China strictly abides by relevant local laws and regulations. Leveraging ISO45001, the international standard for OH&S, the Company has established a compliant OH&S management system that will continue to evolve to ensure safe operations.
- **Prevention First:** Yum China identifies the sources of OH&S-related risks in our business premises, and takes proactive measures to manage those risks in order to reduce accident rates. Prevention is better than cure.
- **Continuous Improvement:** Yum China has established an OH&S Management Committee to monitor and track the progress against established goals to promote the continuous improvement of the system and its targeted performance. The goals include employees' physical examination coverage, lost-time injury frequency rate per million hours worked and OH&S training rate.



- **Culture Building:** Yum China regularly carries out various forms of activities to build awareness of occupational health and safety hazards, and offer necessary training to all employees, so that they can consciously avoid risks in production and other business activities and thus reduce work-related injuries.
- **Proactive Listening:** Yum China believes that safety management is everyone's job and everyone should take ownership in it. We will proactively listen to suggestions and feedback through different channels from employees, customers and partners on OH&S management.
- **Setting up prioritization and action plans:** Yum China conducts incident report analysis to define risk prioritization and action plans. We identify the most frequently occurring risks from the past year and create Safety Posters that are distributed to all employees through mobile channels.
- **Procedures to investigate work-related incidents:** Understand causes of the incidents by looking into descriptions of each incident report submitted from the markets. Conduct telephone interviews with RGM/AM or field HR, as needed, for additional details on significant incidents to understand why and how the reported injury occurred, and to further assess and provide appropriate safety precautions against recurrence.
- **Targets for improving OHS performance:** 100% of annual physical examination coverage of restaurant management team and office employees. 100% of health certificate coverage of restaurant employees.
- **Evaluation of progress in preventing health issues/risks:** Conduct quarterly reviews with brand teams on work injury trends and progress made quarter over quarter, focusing on the risks that most frequently occur. In addition, the Company provides mobile channel education on occupational health topics to our restaurant employees. These resources can be easily accessed by employees for self-learning, and the completion rate is periodically tracked by brand teams.

The principle applies to all business premises of Yum China. It should be cascaded to other parties such as regulators, employees, customers and partners. All key suppliers are required to sign the Supplier Code of Conduct and undergo a CSR audit, which includes an evaluation of OHS criteria. We are committed to fostering a safe working environment for all.

