



California Transparency in Supply

When it comes to Shake Shack's supply chain, we lead with excellence, integrity and strong values every day. We're committed to our mission to "Stand For Something Good" to ensure that Shake Shack and our business partners are held to the highest standards of conduct through lawful, ethical and fair business practices.

We readily enforce the policies below to ensure accountability and oversight with international labor and human rights throughout our supply chain:

- We conduct business in accordance with the highest ethical standards and require our partners to pledge the same. We do not knowingly employ slaves or trafficked individuals. We comply with all local, state, federal and international laws regarding labor and human rights.
- As part of every Purchasing Agreement, we require our suppliers to execute a Shake Shack Code of Conduct. In that Code of Conduct, each supplier pledges to adhere to the highest ethical and legal employment standards. This means that we routinely visit our suppliers' facilities to ensure compliance so that we're not only on a first-name basis with our farmers and ranchers, but we're also holding them in-check with what we expect. All Shake Shack suppliers are subject to inspections — announced or unannounced — because we care that much and that's how we roll.
- All Shake Shack employees are required to comply with all applicable laws and the Shake Shack Code of Conduct. We reserve the right to terminate any employee or supplier that violates our Code of Conduct, including any laws on human trafficking and slavery.
- We're committed to further developing our accountability standards and procedures as it relates to the California Transparency in Supply Chain Acts. Our company employees and management, who have direct responsibility for supply chain management, are dedicated to holding ourselves and our partners to the utmost compliance in order to eradicate human trafficking and slavery.

