

ENVIRONMENT, HEALTH AND SAFETY POLICY

At Cracker Barrel, we are committed to conducting our operations in a manner that promotes a healthy and safe workplace. This policy applies to all prospective and current employees of the company as well as volunteers, contractors and consultants. Suppliers are expected to abide by these same values, which are covered separately in our Supplier Code of Conduct. Oversight of this policy is provided by Cracker Barrel's Board of Directors through its Public Responsibility Committee. Responsibility for implementing the policy is held by the Corporate Responsibility Steering Committee, the senior executive team responsible for ensuring corporate responsibility issues and integrated into all business decision-making functions.

ENVIRONMENTAL IMPACT

We manage the environmental impact of our operations to support long-term business resilience.

- We comply with all applicable environmental regulations.
- We implement systems to reduce pollution, including greenhouse gas (GHG) emissions, in alignment with science-based targets.
- We conserve natural resources through careful planning and efficient use of water, energy and materials.
- We minimize waste to the extent possible through source reduction, reuse and recycling.
- We carefully handle and dispose of chemicals and hazardous materials, including wastewater and solid waste generated from operations.

Our approach considers environmental thresholds, recognizing that some issues require additional context to quantify our “fair share” of impact. For example, we take into consideration localized water stress when determining what responsible water use looks like at a particular facility.



HEALTH AND SAFETY

Every employee has a right to feel safe at work. In addition to following all legal requirements, Cracker Barrel is committed to reducing hazards in the workplace whenever feasible. Our health and safety priorities are divided into three areas: preventative action, emergency management and additional measures.

PREVENTATIVE ACTION

- We comply with all applicable occupational health and safety regulations.
- We take preventative measures to reduce safety hazards, with periodic assessments and job hazard analysis to minimize risk.
- We hold employee training sessions regarding health and safety standards and procedures.
- When employees work in dangerous contexts or locations, we make sure there are safety precautions in place.
- We provide protective gear, where and to the extent appropriate.
- We have inspectors and quality control employees inspect equipment and infrastructure regularly.

EMERGENCY MANAGEMENT

- Technicians (external or internal) are available to repair leaks, damages and blackouts quickly.
- Fire extinguishers and other fire detection and protection equipment are automatized or easily accessible.
- An evacuation plan is posted on the walls of each floor in every building.
- Fire escapes and safety exits are clearly indicated and safe.
- Fully-stocked first-aid kits are available at appropriate locations.

ADDITIONAL MEASURES

- We periodically review our policies and procedures to respond to changing best practices and new occupational health and safety legislation and regulation.
- We analyze past incidents to discover what went wrong and how to prevent recurrence.
- We have clear procedures for accident reporting to ensure accountability and accurate and timely health and safety tracking.
- We consult experts to ensure our health and safety practices comply with relevant laws and regulations.

