

Chipotle Mexican Grill Canada Corp. owns and operates fast casual restaurants across Canada. We prepare and serve food for dine in and take out.

Our current practices to help ensure there is no Forced or Child Labour within our own business operations and supply chains for the calendar year of 2023 are outlined below.

Hiring and Employment

At Chipotle our policy is all employees must be a minimum of 16 years old. Our hiring process includes screening that will not allow an applicant to move through the process unless they confirm they at least 16 years of age.

Members of HR and restaurant leadership are trained on all aspects of eligibility for employment.

A link to our [Employment Eligibility Questionnaire](#) and an excerpt from the questionnaire are provided below.

[WELCOME \(taleo.net\)](#)

Employment Eligibility Questionnaire

Order	Question	Answer	Result
1	Are you at least age 16?	→ Yes	✓ The Candidate Passes
		No	

Supply Chain

Measures taken with respect to Chipotle's requirements of our supplier partners to abide by our Supplier Code of Conduct and ensure their affiliates, subcontractors, employees, and agents abide by them as well. All suppliers are provided with our Code of Conduct in document form and are required to sign their agreement to comply with it on an annual basis.

Supply chain leadership and teams are trained on the requirements for suppliers to agree to our code of conduct and the internal processes to keep signed Supplier Codes of Conduct up to date.

Excerpts from the sections in our Supplier Code of Conduct pertaining to Forced and Child Labour are provided below. Our Supplier Code of Conduct is available online at <https://ir.chipotle.com/corporate-governance>

FORCED LABOR & VIOLENCE AGAINST WORKERS

Supplier shall not use forced labor in any form, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons which is prohibited under any circumstances. Physical punishment, confinement, use of weapons, threats of violence, or other forms of physical, sexual, psychological, or verbal harassment or abuse is strictly prohibited.

CHILD LABOR

Suppliers must not use workers who are under the applicable legal minimum age of employment of the jurisdiction in which they are working and must follow all applicable child labor laws. If the jurisdiction in which the Supplier is doing business does not have a minimum age of employment, the minimum age shall be 15 years of age or, if greater, the age for completing compulsory education. In addition, persons younger than 18 years of age shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

VALIDATION BY CHIPOTLE

Chipotle may conduct inspections, audits, and evaluations of suppliers and their business practices, records, facilities, and, where provided, housing accommodations. Chipotle may also conduct inspections, audits, and evaluations of suppliers' subcontractors, affiliates, and agents. Suppliers shall preserve all information necessary to demonstrate and document compliance with the Supplier Code of Conduct. Chipotle follows a continuous improvement philosophy and will work with Suppliers on corrective action plans to address any negative audit findings.

Attestation to this Report, in accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Chipotle Mexican Grill Canada Corp.

Neil Creighton
Senior Director of Canadian Supply Chain
May 31, 2024