



VILLAIRE ORGANIZATION

Responsible and Ethical Recruitment Policy

About This Policy

The VILLAIRE ORGANIZATION is committed to the principles of responsible and ethical recruitment in our employment practices. The VILLAIRE ORGANIZATION independently owns and operates this McDonald's-brand restaurant and is alone responsible for determining the employment and recruitment policies and practices in effect for its restaurants and staff.

This Policy applies (without limitation) to:

- all restaurant employees and staff employees of the VILLAIRE ORGANIZATION.
- all third parties recruiting and/ or managing migrant labor on behalf of the VILLAIRE ORGANIZATION.

VILLAIRE ORGANIZATION commitments

Villaire Organization is committed to the principles of responsible and ethical recruitment in relation to all our employees, interns, temporary workers, independent contractors and require the same of our third-party recruiting agencies and companies who manage labor on our behalf. We make our Responsible and Ethical Recruitment Principles available to other third-party contractors to educate them on our responsible recruitment standards and encourage them to develop similar policies and procedures for their own business operations.

We are committed to eliminating the practice of migrant workers paying recruitment fees and related costs to secure their employment.

The VILLAIRE ORGANIZATION condemns all forms of slavery, forced labor, human trafficking, or exploitation, and we prohibit such practices across our business.

All the VILLAIRE ORGANIZATION restaurant employees and staff when engaging in the recruitment of migrant workers are expected to implement the following standards:

- Workers do not pay recruitment fees —whether to a private labor broker/ employment agent or to the employer itself;
- Workers are provided contracts in a language fully understandable by the workers at the point of recruitment and prior to deployment;
- The VILLAIRE ORGANIZATION do not keep or withhold any government-issued identification, monetary deposits, bonding, or other collateral as a condition of employment; and
- If workers reside in employer-provided housing, there must be a plan for management of safe housing and accommodation, including that it is structurally sound and in good repair.

How we Help Ensure Responsible and Ethical Recruitment of Migrant Workers

We encourage open and honest communication among our employees and our business partners. Employees may raise recruitment-related issues, or report potential or actual responsible recruitment violations through a number of reporting channels, including contacting their manager, a designated Human Resources representative, or another designated representative of the VILLAIRE ORGANIZATION at (810) 606-0885/or office@jacsmcd.com. Reports received by the VILLAIRE ORGANIZATION] of violations of our policies, including this Responsible and Ethical Recruitment Policy, are reviewed and addressed as appropriate.

DISCLAIMER: This is an optional resource for independent franchisees (who choose to use it). Franchisees are independent employers and each franchisee restaurant is unique. Therefore, Franchisees may choose to use all, some, or none of this resource in operating their own McDonald's restaurant(s) and businesses.

v. October 2022