

Wendy's®



DOING THE
RIGHT THING

**FOR OUR
COMMUNITIES**

WE'RE GOOD WITH GOOD DONE RIGHT

Giving back and taking care of people in the communities we serve is a core part of what Wendy's was founded on — and something we continue to prioritize more than 50 years later. Whether you're helping out at a local fundraiser, mentoring a student or joining a neighborhood cleanup, our communities are stronger when everyone gets involved.



THINGS YOU MIGHT BE ASKING

- Can I represent Wendy's at my local community event?
- Does Wendy's support employee volunteer efforts?
- How can I explore support from the Community Giving Program?

This section explains how to get involved in your community while keeping a clear line between personal efforts and Company representation, and how Wendy's supports causes that matter to our people.

Our corporate responsibility strategy, Good Done Right, is integral to how we advance work across our Food, Footprint and People pillars to drive growth and strengthen our business.

To learn more about Good Done Right, including how it guides our approach to community giving, visit www.wendys.com/csr-what-we-value

MAINTAIN WORK/LIFE SEPARATION

We appreciate it when employees give back to the community but want to emphasize that your personal community involvement is just that — personal. That means you should support your community on your own time, with your own resources and as a private citizen, not as a representative of Wendy's.

Unless you've been specifically asked by management to speak or act on the Company's behalf, don't imply or claim that your community efforts are connected to Wendy's. When Wendy's chooses to support a community project with Company time or resources, management will confirm that it's an official, Company-sponsored initiative.



SCENARIO

Q. I volunteer at a local annual event to raise money for my community children's hospital, but I want to do more. Does Wendy's provide support for something like this?

A. Employees can nominate organizations that align with our four categories of charitable support. Hospital volunteer efforts are one of the many examples of community organizations and charities that might be eligible for grants within our Community Giving Program. To learn more, log onto WeConnect under "Community Giving Program."