

Global Human Rights Statement

INTRODUCTION

Starbucks Mission includes the commitment to treat its employees with respect and dignity, and to be a force for positive action in the community in which it does business. To this end, Starbucks is committed to support and uphold the provision of basic human rights and to eliminate discriminatory practices. Starbucks respects the inherent dignity of all persons, and seeks to enable all employees to do their best work by embracing and valuing the unique combination of talents, experiences and perspectives of each employee.

PURPOSE AND SCOPE

Starbucks Global Human Rights Policy emphasizes Starbucks commitment to basic human rights as a core component of the way Starbucks does business and how Starbucks engages its employees. The Policy supports the company's Mission Statement by guiding employees toward the fundamental principles and requirements for upholding basic human rights in the workplace. The Policy supports employees in creating and maintaining a work culture that protects the unique rights of children to pursue basic education as a priority over work, prohibits forced labor, supports the rights of employees to engage in free association, and supports the provision of equal human rights to all persons.

This Policy provides direction and guidance to employees to ensure that all practices and processes support the fundamental principles of basic human rights, and are developed and implemented in a manner that complies with Starbucks core values around human rights and respects the inherent value of each individual. This Policy helps ensure that employees engaged in company business understand their responsibility for upholding human rights and equality in the workplace. Starbucks goal is to maintain an environment that fosters open and direct communication between managers and employees as the most effective way to work together and resolve differences, and respects its employees' rights to participate in a collective bargaining process should they so choose.

The Global Human Rights Policy applies to all Starbucks employees. Starbucks expects any parties who do business on Starbucks behalf to conduct business in ways that uphold the principles of this Policy.

DEFINITIONS

Child Labor

The economic exploitation of children under the age of 18 or their employment in work that is harmful to their health, safety or morals

Forced or Compulsory Labor

Work or service that is coerced or imposed with little or no freedom of choice and deprives a worker of a genuine possibility of terminating his or her employment without penalty or the threat of penalty, including deliberate withholding or non-payment of wages

Free Association

Free formation and joining of groups by workers and employers for the promotion and defense of occupational interests, and to influence matters that directly concern them

Collective Bargaining

A process through which employers or their organizations, and representatives designated by the workers, discuss and negotiate their relations, particularly the terms and conditions of work, to reach mutually acceptable collective agreements

REQUIREMENTS

Starbucks is committed to maintaining a work environment that respects and supports the provision of basic human rights to all of its employees around the world, regardless of the country in which they work, to the full extent permitted by law. To this end:

- Starbucks strictly prohibits all forms of labor in the workplace that are detrimental to the health or safety of children,
- Starbucks strictly prohibits forced or compulsory labor for any employees,
- Starbucks respects employees' rights to engage in free association and to participate in a collective bargaining process should they so choose, and
- Starbucks promotes, protects and helps ensure the full and equal enjoyment of human rights by all persons, including those with disabilities.

Starbucks will not tolerate any behavior or actions prohibited by the requirements herein. Starbucks does not consider such behaviors or actions within the core values of the company, nor is such conduct authorized by Starbucks employees, including managers.

Complaint

Employees should immediately report any conduct engaged in or endured by a Starbucks partner, or any individual conducting business on Starbucks behalf, that is a potential violation of the Global Human Rights Policy or may compromise the company's values around the provision of basic human rights. Such a report, preferably in writing, can be made by following the company's Anti-Harassment / Anti-Retaliation Compliant Procedure or the Standards of Business Conduct.

Child Labor Restrictions

Starbucks prohibits all forms of child labor as defined in this Policy. When employing employees under the age of 18, managers must comply with all Starbucks-established or legally required limitations on minimum hiring age, hours and tasks performed by these employees to ensure any work performed does not hamper the child's education, health, safety, and mental or physical development.

Starbucks will gather and maintain data on the age of employees for auditing and reporting purposes. Additionally, Starbucks requires employees under the age of 18 to provide a current work permit where legally required.

Equality and Non-Discriminatory Practices

Starbucks embraces and values the unique combination of talents, experiences and perspectives of each partner. It is expected that all employees are offered equal opportunities to develop knowledge, skills and competencies relevant to the company's mission through inclusion, equality and accessibility.

Starbucks employees are required to uphold the elimination of discriminatory practices in the workplace as outlined in its Equal Employment Opportunity Policy and related governance tools. Additionally, Starbucks employees are expected to uphold practices that focus on merit and the ability to perform work, rather than practices that are based on irrelevant characteristics that may lead to exclusions.

Prohibition of Forced or Compulsory Labor

Starbucks will not make use of any form of forced or compulsory labor at any time for any purpose.

Wages will be paid regularly and according to all Starbucks requirements and applicable laws. It is prohibited for any employees to instruct or permit any other partner or individual doing work on Starbucks behalf to work any amount of time for which the partner is deliberately not compensated.

Right to Free Association

It is every partner's responsibility to uphold employees' basic rights to engage in free association.

Participation in Collective Bargaining

Managers and employees are expected to engage in active and direct dialog to solve joint problems and deal with mutual challenges. Starbucks also respects its employees' rights to participate in a collective bargaining process should they so choose.

Partner Responsibilities

All employees are responsible for supporting human rights in the work environment. It is every partner's responsibility to:

 Understand Starbucks Global Human Rights Policy concerning basic human rights and uphold the provision of these rights in the workplace

- Contribute to a positive experience at Starbucks, offering inclusion, equity and accessibility to employees and customers
- Treat each other with respect and dignity
- Foster free, direct and open communication among all employees
- Raise awareness of any behaviors or business situations involving Starbucks that may compromise the company's values around the provision of basic human rights
- Report potential violations of the Policy directly to the person involved, or if not comfortable speaking directly to that person, report such concerns to his/her manager, Partner Resources representative, or Business Ethics and Compliance