



EMPLOYEE CODE OF CONDUCT

For purposes of this Code of Conduct (“Code”) and all related policies, procedures, and agreements, the term "the Company" refers collectively to any and all of the following entities, whether referenced individually or jointly: Meauxmentum Strategies and Investments, LLC, North Texas Bells, LLC, North Texas Wings, LLC, Memphis Wings Operations, LLC, Southern Wings Enterprises, LLC, Oklahoma Chicks Management, LLC, Austin Chicks Management, LLC, Indy Chicks Management, LLC, and any affiliated, parent, or subsidiary entities now existing or hereafter established.

All rights, responsibilities, policies, and expectations set forth by the Company apply to the entity or entities by which the employee is employed, and that references to the Company include the applicable operating entity or entities as outlined above.

The Company is committed to creating a respectful, safe, and high-performing work environment that serves both our employees and our guests. Our goal is to hire and retain people who love the restaurant industry, enjoy working with others, and demonstrate professionalism, integrity, and teamwork.

We expect all team members to embody and act in alignment with our values of **Positive Energy, Accountability, and Servant Leadership** in every interaction. It also means showing **Recognition** for others that do the same. The following Code outlines expectations that apply to all employees while working, on break, visiting company property, or representing the Company in any capacity. Some behaviors, especially those related to integrity and safety, apply both on and off the job.

Nothing in this Code of Conduct is intended to interfere with, restrain, or prevent employee communications regarding wages, hours, or other terms and conditions of employment, or to otherwise violate any rights protected under the National Labor Relations Act (NLRA). The Company complies with all applicable federal, state, and local laws in implementing and enforcing these standards. If you have questions regarding this Code of Conduct, contact your manager, skip-level manager (your manager’s manager or above), or Human Resources.

Our “Golden Rule”: Always treat others the way you want to be treated - with honesty, respect, and kindness.

Equal Opportunity Employment: We are an equal opportunity employer. We apply our work rules fairly, without bias, and without regard to race, color, religion, national origin, age, disability, sexual orientation, marital status, gender identity, or veteran status. We comply with all applicable federal, state, and local employment laws. If you believe you’ve experienced or witnessed a violation of this policy, report it immediately to your manager, skip-level manager (your manager’s manager or above), Human Resources, or call the Business Abuse Hotline at 1-888-751-8326.

Zero Tolerance for Harassment or Discrimination: We are committed to a workplace free from any form of harassment or discrimination. Do not engage in inappropriate or unwelcome touching, sexual jokes or gestures, or offensive comments based on race, ethnicity, religion, age, gender, disability, sexual orientation, marital status, veteran status, or any other protected category. Your managers are strictly prohibited from requesting or requiring

that you submit to a sexual relationship and may not discipline you for refusing such advances. Retaliation for reporting is strictly prohibited. The Company will follow all applicable laws when responding to such complaints.

Support an Outstanding Guest Experience: Delivering a consistently exceptional guest experience is our top priority. Treat every guest with kindness, urgency, and professionalism. Greet them warmly, serve with care, and resolve any concerns quickly and respectfully. If you're not serving a guest, you're supporting someone who is.

Stay “Cool” Under Pressure: Control your emotions, even in stressful situations. Never use profanity, threats, or aggressive language or behavior toward co-workers, managers, or guests. Step away to cool off and ask for support if needed.

Dependability & Attendance: Be on time and ready to work every scheduled shift. Notify your manager at least two hours in advance if you'll be late or absent. If you're opening, continue calling until you reach a manager. Leaving early requires advance approval from the Manager in Charge (MIC). Consistent attendance is a critical expectation of your job.

Confidentiality: Protect company and employee information. Do not share information about our food, sales or performance data, business plans, company records, or a co-worker's personal information (such as work schedule, phone numbers, addresses, or other personal information).

Substance-Free Workplace: Report to work free from the effects of drugs or alcohol. The use, possession, or sale of illegal drugs or alcohol on company property is strictly prohibited. Notify your manager in advance if a prescription medication may affect your performance or pose a safety hazard to you or others. The Company complies with applicable state laws regarding legal medication use.

Employment of Relatives: We hope you to tell your friends and family members how much you enjoy working here and encourage them to come work with us too. However, the Company does not believe that a manager should supervise their family members including husband, wife, brother, sister, son, or daughter, or parent or grandparent. If you are in a direct reporting relationship with a relative (supervising or being supervised), contact your Above Store Leader (Area Coach, Director of Operations, or Vice President) or Human Resources immediately for resolution.

Accuracy in Company Records: Be accurate and honest when completing all company documents, applications, timecards, financial or cash handling records, etc. Verify the accuracy of your pay when you receive your paycheck. Immediately report any payroll discrepancies to your manager.

Criminal Conduct: The Company may take disciplinary action—including termination—if you are charged with or convicted of a felony or a crime involving dishonesty, violence, or safety risk. All employment decisions will be made in accordance with applicable laws.

Follow Directions and Ask Questions: Always follow reasonable instructions from your manager or the MIC. If you are unable to perform the task for a valid reason or if you have concerns about safety or fairness, express them calmly and professionally. If necessary, escalate concerns to the next level of leadership.

Respect Company Property & Time: Use company resources including time, people resources, financial resources, property, equipment, and food respectfully and with integrity. Only use company resources for their intended business purpose. Take only authorized breaks, be honest in your dealings with guests, follow the meal

policies, do not give food away, and follow all cash-handling procedures. Do not damage or misuse company property, equipment, or resources.

Tobacco, Vaping, and Gum: Smoking, vaping, or chewing tobacco is only permitted during approved breaks and only in designated areas. Gum is never permitted while working in the restaurant.

No Solicitation During Work Hours: Solicitation or distribution of literature by persons not employed by the Company is always prohibited on company property. Employees may not solicit their co-workers or distribute literature for any purpose during working time. Working time includes the working time of the co-worker doing the soliciting or distributing and the co-worker to whom the soliciting or distributing is being directed. Employees are also prohibited from distributing written materials, handbills, or any other type of literature during working time and, at all times, in “working areas,” which include all office areas. Nonemployees may not trespass or solicit or distribute materials anywhere on company property at any time. All posting requests for restaurant locations must be approved by the RGM in advance. All posting requests for the RSC or other non-restaurant locations must be approved in advance by Human Resources.

Dress Code & Grooming Standards: Arrive clean, well-groomed, wrinkle-free, and in full uniform, including hat, belt, and proper footwear for every shift. Tattoos and piercings must meet company guidelines and may not include offensive or explicit imagery. The determination of whether tattoos or piercings are offensive/explicit is subject to the discretion of management. Avoid excessive fragrances. Wear only approved jewelry. Piercings are limited to ear (including gauges, can be no larger than 1/4” stud) or nostril studs (must be securely fastened). No hoops can be worn by any position, no matter the size. No cell phones may be visible or used while working unless approved by management. For questions regarding dress code & grooming standards, review your specific brand standards or the Personal Appearance & Hygiene policy in the company handbook, or contact your manager or Human Resources.

Safety and Security: All employees are expected to help maintain a safe workplace by:

- Always following opening, closing, and backdoor policies. The backdoor should **never** be used after dark.
- Following all company safety procedures including using safety and other company equipment as designed, following proper lifting techniques, avoiding horseplay and wearing appropriate safety gear.
- Never bringing weapons on company property. The Company complies with all applicable federal and state laws and regulations.

Reporting Issues or Concerns: If you witness unsafe behavior, misconduct, or policy violations, report it immediately to your manager, skip-level manager (your manager’s manager or above), Human Resources, or call the Business Abuse Hotline at 1-888-751-8326. Cooperate fully during investigations. The Company will not retaliate against employees who raise concerns in good faith or participate in investigations.

Food Safety & Cleanliness: Follow all sanitation, hygiene, and food-handling procedures. Help others stay compliant and always prioritize guest safety. The Company adheres to all applicable food safety regulations.

By following the Employee Code of Conduct, you help us create a workplace where employees and guests feel **respected, safe, and valued**. These standards matter to all of us. Failure to meet them may result in disciplinary action, up to and including termination.

EMPLOYEE ACKNOWLEDGMENT:

I have read and understand the **Employee Code of Conduct**. I understand that it is my responsibility to follow these guidelines and that any violation of them may result in disciplinary action, up to and including termination.

Printed Name: _____

Employee Signature: _____

Date: _____