Darden’s Diversity and Inclusion Philosophy

**Principle 1** – Diversity is the right thing to do.

**Principle 2** – Diversity will allow our people and our business to grow.

**Principle 3** – We must manage diversity well so that our business is not at risk.

**Darden Restaurants’ Diversity and Inclusion Vision**
Darden Restaurants values, embraces, leverages and celebrates diversity to excel in an increasingly dynamic and diverse marketplace.

**Darden Restaurants’ Diversity and Inclusion Statement**
Darden Restaurants and each of its business units recognizes the value of a business environment that embraces individual differences, including those among our guests, employees, business partners and all others in the communities in which we operate, and we are committed to creating and maintaining such an environment. This commitment is based upon the recognition and belief that diversity is critical to our ability to excel in an increasingly diverse and dynamic marketplace.

**Darden’s Multi-Faceted Approach**

**Darden Restaurants’ Diversity Leaders’ Commitments**

**Commitment #1**
We will grow an organization rich in all facets of diversity, including racial, ethnic, gender, sexual orientation, and age diversity, as well as diversity in physical ability and disability, geography, ancestry, socioeconomic background, and social outlook and perspective.

**Commitment #2**
We will achieve minority and female representation at all levels to ensure we are a world-class employer of choice.

**Commitment #3**
We will nourish and delight our diverse guests by fulfilling and exceeding their needs and expectations.

**Commitment #4**
We will increase supplier diversity.

**Commitment #5**
We will leverage community involvement in the communities from which we draw employees and guests.

**Commitment #6**
We will evaluate leaders’ performance against diversity objectives, ensure accountability, provide effective feedback, and celebrate success.