

BJ's RESTAURANTS, INC.
VENDOR PARTNER CODE OF INTEGRITY, ETHICS, AND CONDUCT

At BJ's, our key values and culture encourage a relationship of trust, loyalty, respect, dignity, honesty, accountability and responsibility among team members and among our vendors, suppliers, contractors, consultants, business affiliates, and other providers of outside services to our Company, whether current or prospective (collectively, "vendor partners") at all levels. In furtherance of these values, we have developed a Code of Integrity, Ethics and Conduct (the "Code") to communicate the high ethical standards that we want to follow as we conduct our restaurant and business engagements. We expect these same commitments to be shared by all suppliers and business affiliates of BJ's.

All suppliers must conduct business with the upmost ethical standards and have protocols and controls that detect and prohibit misuse of company assets, corruption, bribery, improper gifts, extortion, embezzlement and conflicts of interest.

General Standard of Conduct

We believe that all BJ's team members, guests, and suppliers deserve to be treated with dignity and respect. We are committed to celebrating the diversity of our workforce, our guests, and our business affiliates and respecting those relationships as we work together to achieve excellence in our restaurant operations. Every team member and affiliate has a responsibility to know and follow our Code in order to uphold BJ's best interests at all times.

Child Labor

As BJ's encourages relationships based on trust, integrity and accountability and expect our suppliers to follow the same creed. We will not tolerate any form of child labor within any aspect of our supply chain. We expect that our vendor partners ban child labor not only in their operations, but within their supply chain too. This means that children are not hired under the age of 15, or the age of 14 where local law allows, or under the legal minimum age of employment within the country, whichever is greatest, and that vendor partners act consistently with ILO Convention No. 138 and 182.

No Human Trafficking and/or Forced Labor

BJ's will not tolerate any type of abusive or illegal labor in our supply chain, which includes human trafficking or any type of forced labor.

Diversity and Non-Discrimination

BJ's is strongly committed to diversity in the workplace, whether it is in our restaurants, breweries, Restaurant Support Center or at our vendor partners. Any type of discrimination based on an individual's race, color, gender, gender identity or expression, sexual orientation, age,

religion, national origin, marital status, physical status, pregnancy, physical or mental disability, veteran status or genetics will not be tolerated. All employment decisions including hiring, terminating, promoting, demoting, compensation, and disciplinary action must be solely based on the individual's skill, performance, ability and experience.

Compliance with Laws

BJ's vendor partners are expected to follow all federal, state and local laws, regulations, rules and regulatory orders at all times. No BJ's team member has the authority to direct another team member or vendor to break any law or to conduct business in a manner that is counter to our Code.

BJ's will not tolerate any form of harassment, including sexual harassment or any other harassment on the basis of a protected category, by a team member or vendor partner representative. Vendor partners must abide by our established policies with respect to non-discrimination, non-harassment and non-retaliation.

Conflicts of Interest and the Appearance of Conflicts

All team members of BJ's have responsibilities to uphold the best interests of the Company. Accordingly, our vendor partners must take part in avoiding situations that create a conflict of interest or the appearance of a conflict of interest with BJ's team members. A conflict of interest often arises when a team member's or supplier's personal interests conflict with ethical business dealings.

Supplier Selection Process

All vendor partners will be chosen in a fair manner, based on quality, price, performance and suitability. Competitive bidding practices will always be used except when there is a clear business reason or advantage to buy goods and services from only one vendor partner.

Gifts, Favors and Payments

As a rule, BJ's team members may not accept gifts, favors, payments, or loans from vendor partners. Occasional participation in business-related activities (for example, business lunches and dinners) and reasonable, ordinary business entertainment activities (for example, occasional golf outings and occasional tickets to sporting or public entertainment events) sponsored by our vendor partners may be acceptable.

Confidential Information

Vendor partners may, during the course of business, have access to and acquire knowledge regarding materials, data, systems and other information of or with respect to BJ's or its Affiliates which may not be accessible or known to the general public ("Confidential Information"). Vendor partners must not use any Confidential Information, or publish or divulge any Confidential Information to any other person or entity in any advertising or promotion regarding vendor

partners or their business, or in any other manner or connection whatsoever without the prior written consent of BJ's, which consent BJ's may withhold in its sole discretion.

Securities Trading

It is illegal to buy or sell Company or other securities using material information not available to the public. This is called "inside" information. Persons who give such undisclosed "inside" information to others may be as liable as persons who trade securities while possessing such information. Securities laws may be violated if there is trade in securities of the Company while possessing "inside" information.

Supply Chain Audits

All vendors are required to submit an annual approved third party food safety audit by registering their facilities in the TraQtion web portal and uploading the audit documents. Audit submission includes animal welfare (if applicable), environmental and any other supply chain audits performed.

Environmental

BJ's Restaurants recognizes that each one of our vendor partners affects the environment, and we are committed to reducing our environmental impact across our supply chain and support sustainable operational and agricultural production. We encourage our vendor partners to care for our planet and to reduce their environmental impact and continually identify and maintain sustainable practices. We work with our critical vendor partners to responsibly source ingredients, packaging materials, goods, and services to mitigate our impact on land, air and water.

Vendor partners must support our environmental commitments through continuous improvement and performance measurements throughout their supply chain. Activities may include, but are not limited to, implementing best practices or sustainability initiatives related to manufacturing operations, implementing sustainable agricultural practices, obtaining all required permits, and complying with all federal and local environmental laws including those related to waste disposal, hazardous waste and greenhouse gas emissions. Vendor partners must strive to reduce and/or optimize their use of energy, water, and agricultural inputs, reduce greenhouse gas emissions, minimize water pollution, and waste, including food waste and landfill usage. We expect our vendor partners to continually improve their environmental impact programs and audit their program annually.

Violations of the Code

We take our Code very seriously. Suppliers who violate our Code will be subject to termination.