

THE CHEESECAKE FACTORY INCORPORATED

Statement of Equal Opportunity Employment and Non-Discrimination

(As of October 27, 2015)

Policy Statement

Our policy is to provide employment, promotional opportunities, training, compensation, benefits, and all other conditions of employment, without regard to race, sex, sexual orientation, color, religion, national origin, age, medical condition, marital status, citizenship, ancestry, military status, disability, familial status, gender identity, gender expression or any other protected class. We strive to hire and develop the best-qualified people, basing our judgment on job-related criteria.

Scope

This policy applies to all staff members in the U.S.A., including Puerto Rico.

Procedures

We have a strong commitment to maintain a positive, productive and professional work environment. We believe all staff members should be treated with respect. Our policies do not condone and will not tolerate conduct that abuses dignity through ethnic, sexual, racial, religious or other discriminatory slurs, jokes or comments, or any other forms of verbal or physical discrimination or harassment. Staff members are responsible for immediately communicating any perceived discrimination or harassment to a member of their management team and/or the Staff Relations Department at the Corporate Support Center so that appropriate action may be taken. Concerns also may be reported to our toll free staff member Careline. or on the Careline websiteThe Company is an E-Verify employer. Federal law requires us to verify each new staff member's identity and legal authority to work in the U.S.A., including Puerto Rico. All offers of employment are conditioned upon the receipt of satisfactory evidence of identity and such legal authority to work.

Responsibilities and Consequences

Our Staff Relations and Legal departments are responsible for compliance to this policy. Any forms of harassment or discrimination in violation of this Policy will result in appropriate investigation and, when warranted, appropriate corrective action, up to and including discharge.