

## STATEMENT OF AFFIRMATIVE ACTION POLICY

*In accordance with 41 C.F.R. § 60-741.44(a), 41 C.F.R. § 60-300.44(a)  
(for legacy Valley Proteins, Inc. employees)*

It is Darling Ingredient's policy not to discriminate on the basis of an individual's disability, Protected Veteran<sup>1</sup> status, sex, race, national origin, religion, age, sexual orientation, gender identity or any other protected status. The Company does and will take affirmative action to employ and advance in employment, qualified minorities, females, individuals with disabilities and Protected Veterans, as explained more specifically below. Any applicant or employee with a disability may request this statement of policy in a form that is accessible and understandable to him or her. In order to make such a request, please contact the Human Resources office.

Employment decisions at the Company are based only on valid job-related criteria. All personnel actions or programs, such as recruitment, advertising, hiring, promotion, demotion, transfer, termination, compensation, and selection for training, will be made without discrimination based upon the individual's disability, Protected Veteran status, sex, race, national origin, religion, age, or any other protected status. The Company makes, and will continue to make, reasonable accommodations to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the Company's business. In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, or any other applicable Federal, State or local law requiring equal opportunity for individuals with disabilities, Protected Veterans, or persons with any other protected status; or exercising any other right protected by the aforementioned laws.

The Company has assigned primary management responsibility and accountability for ensuring full compliance with its Affirmative Action Program ("AAP") to Richard Hedrick (the "Affirmative Action Officer"). The Affirmative Action Officer has the authority, resources, support of and access to top management, including the Chief Executive Officer who supports the AAP, necessary to ensure the effective implementation of the AAP. The AAP includes an audit and reporting system, which, among other things, measures the effectiveness of the AAP. All managers and supervisors, as appropriate, will take an active part in the Company's AAP to ensure that all qualified employees with disabilities and Protected Veterans and prospective employees are considered and treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, the Company hereby solicits the cooperation and support of all employees for the Company's EEO policy and AAP. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action for individuals with disabilities and Protected Veterans. In accordance with the law, certain portions of the Company's AAP for individuals with disabilities and Protected Veterans is available for inspection in the Human Resources office during regular business hours upon request.



Richard Hedrick  
Affirmative Action Officer and  
Director of Human Resources

6/14/2022  
Date

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<sup>1</sup> For purposes of this policy, the term "Protected Veteran" means disabled veterans, recently separated veterans, Armed Forces service medal veterans, or active duty wartime or campaign badge veterans.