

EQUAL OPPORTUNITY EMPLOYMENT POLICY

Purpose:

Dairy Farmers of America, Inc. has been and remains committed to the principle of Equal Employment Opportunity for all persons.

1. Policy:

Dairy Farmers of America, Inc., its subsidiary, allied, affiliated, and associated companies provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, Dairy Farmers of America, Inc. complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Dairy Farmers of America, Inc. expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or even veteran status. Improper interference with the ability of Dairy Farmers of America, Inc.'s employees to perform their job duties may result in discipline up to and including discharge.

Additional information for the "EEO Is The Law" can be found:

<http://www1.eeoc.gov/employers/poster.cfm>