

TO: All Employees  
FROM: Dennis Rodenbaugh, President and Chief Executive Officer  
SUBJECT: Equal Employment Opportunity and Affirmative Action Statement

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Dairy Farmers of America, Inc. and its family of companies (“DFA”) is committed to providing equal employment opportunities and access regarding all of its employment-related activities, including hiring, placement, transfer, promotion, recruitment, advertising, employment, rates of pay and other forms of compensation, training, layoffs, recalls, terminations, and discipline. It is DFA’s policy to provide equal opportunity and access for all persons, without regard to race, color, religion, sex, sexual orientation, gender, gender identity, national origin, age, disability, or status as a disabled veteran or other protected veteran, and any other classification protected by applicable federal, state, or local laws , as well as reasonable accommodations for qualified individuals with disabilities in accordance with applicable federal, state, and local law in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations.

Employees and applicants of DFA will not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Americans with Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation. Such rights include protection against discrimination based on a person’s relationship or association with a protected veteran.

If you believe that you have been discriminated against, harassed, or subject to any behavior or action that violates this statement in any manner as described above, you should notify a member of DFA’s Human Resources, Internal Audit, Legal, or Ethics and Compliance Departments. All matters related to behavior or actions that are contrary to this statement will be investigated and appropriate disciplinary action will be taken, up to and including termination. Retaliation against anyone who complains of, or participates in investigations related to, behavior or actions contrary to this statement is also prohibited.

DFA requires cooperation from its contractors, vendors, and suppliers regarding equal employment opportunity and affirmative action with respect to veteran and disability status. Their cooperation may include adoption of related policies and guidelines.

As a federal contractor and as required by law, DFA maintains an Affirmative Action Program for individuals with disabilities and protected veterans. Employees or applicants who wish to review the full narrative portion of this Affirmative Action Program may direct such requests to human resources. The Bullying, Harassment, and Discrimination Policy is available on the Parlor HUB, The Parlor, and at [dfamilk.ethicspoint.com](http://dfamilk.ethicspoint.com).

Date: April 21, 2025

Signed: \_\_\_\_\_

