

MEMO

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

DFA and its family of companies (the “Cooperative”) is committed to providing equal employment opportunities and affirmative action regarding hiring, placement, transfer, promotion, recruitment, advertising, employment, rates of pay and other forms of compensation, selection for training, layoffs, recalls, terminations, and discipline. It is the Cooperative’s policy to provide equal opportunity and access for all persons, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or status as a disabled veteran or other protected veteran, in all phases of the employment process and in compliance with applicable federal, state, and local laws and regulations.

The Cooperative will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the Cooperative’s legal duty to furnish information.

Employees and applicants of the Cooperative 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, Executive Order 11246, 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 on the basis of a person’s relationship or association with a protected veteran.

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

The Cooperative requires cooperation from its contractors, vendors, and suppliers regarding equal employment opportunity and affirmative action. Their cooperation may include adoption of related policies and guidelines.

The Cooperative maintains an Affirmative Action Program to implement our equal employment opportunity policy for individuals with disabilities and protected veterans. Employees or applicants who wish to review the full narrative portion of the Cooperative’s Affirmative Action Program for individuals with disabilities or protected veterans may direct such requests to human resources during regular business hours. The Bullying, Harassment, and Discrimination Policy is available on DairyU, The Parlor, and at dfamilk.ethicspoint.com.

Date: January 1, 2023

Signed: _____

