	PERSONNEL POLICIES AND PROCEDURES	
	SUBJECT: <b>Equal Employment Opportunity</b>	EFFECTIVE DATE: 5/01/92  REVISION DATE: <b>2021</b>
	POLICY NO. <b>101</b>	Page 1 of 2
ALL REVISIONS ARE MARKED BY AN ASTERISK (*)		

*This Policy covers all non-union associates employed by Perdue Farms, Inc. and all its subsidiaries and, where required by law, applicants for these entities.*

**I. SUMMARY**

This policy defines the Perdue philosophy and guidelines for practice regarding equal employment opportunity to ensure all employment related decisions are based on job related standards and in compliance with the principles of equal opportunity.

**II. \* POLICY**


Perdue is committed to offering equal employment opportunity to all. It is the intent and resolve of Perdue to comply with the requirements of law in implementing all facets of equal employment opportunity. The company believes that it maximizes the value of its associates when it administers its policies fairly, uniformly, and impartially. Therefore, the company has committed itself to remain an equal opportunity employer.

It is our policy to recruit, hire, train, transfer, and promote individuals, as well as administer any and all personnel actions, without regard to race, color, creed, religion, age (40+), national origin, ancestry, citizenship status, sex, gender, gender identity or expression (including transgender status), sexual orientation, marital status, veteran status, disability, genetic information, or any other protected characteristic in accordance with applicable federal, state and local laws, rules or regulations. Perdue will not tolerate any discrimination based on any protected characteristic.

Employees with questions or concerns about equal employment opportunities in the workplace may bring these issues to the attention of the regional HR Director. We will not allow any form of retaliation against employees who in good faith raises issues of equal employment opportunities. To ensure our workplace is free of artificial barriers, violation of this policy may result in disciplinary action, up to and including discharge.

**III. \* RESPONSIBILITY**

Perdue considers compliance of this policy to be an important part of each leader's responsibility.

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The Vice President of Human Resources retains the authority and responsibility for this Policy. Questions concerning the meaning or interpretation of this Policy should be referred to the appropriate Director of Human Resources.