



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Southern States Cooperative, Inc., is an Affirmative Action Employer and ensures Equal Employment Opportunity for all employees and applicants regardless of race, color, religion or belief, national or ethnic origin, sex (including pregnancy), age, disability, sexual orientation, gender identity, veteran status, family medical history or genetic information, or any other status protected by federal, state or local laws or regulations.

This policy applies to hiring, placement, promotion, transfer, reclassification, recruitment, compensation, selection for training and all other aspects of employment.

Betsy Hill, Senior Vice President of Human Resources is responsible for implementing and monitoring this policy throughout the company. Joyce Manning is the Equal Employment Opportunity Administrative Officer.

Questions regarding our Equal Employment Opportunity Policy and our Affirmative Action Program should be directed to Betsy Hill or Joyce Manning.

A handwritten signature in black ink, reading 'Jeff Stroburg', is written in a cursive style.

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Jeffrey B. Stroburg

President and Chief Executive Officer