



**AFFIRMATIVE ACTION & EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

It is the policy of Darling Ingredients to treat all employees and applicants on a non-discriminatory basis without regard to actual or perceived race, color, creed, religion, age, national origin, ancestry, citizenship status, sex or gender, gender identity or expression, sexual orientation, marital status, military service and veteran status, disability, protected medical condition as defined by applicable state or local law, genetic information, or any other characteristic or status protected by applicable federal, state or local laws and ordinances, so as to further the principles of equal employment opportunity.

In furtherance of our policy regarding Affirmative Action and Equal Employment Opportunity, Darling Ingredients has developed written Affirmative Action Programs for protected veterans and individuals with disabilities which sets forth the policies, practices and procedures that Darling Ingredients is committed to in order to ensure that its policy is accomplished.

This includes, but is not limited to, the following:

- Hiring, placement, upgrading, transfer, demotion, or promotion,
- Recruitment, advertisement, or solicitation for employment,
- Treatment during employment,
- Rates of pay or other forms of compensation,
- Selection for training, including apprenticeship,
- Layoff or termination

Employees and applicants of Darling Ingredients will not be subject to harassment based on any protected characteristic, as harassment is strictly not tolerated. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged, or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited. Darling Ingredients' reporting system will provide a prompt, thorough, and impartial investigation to all harassment claims. Darling Ingredients will protect all individuals who submit a report, a witness who provides information regarding a report, or are the target of a complaint, by keeping their identity confidential to the extent possible consistent with a thorough and impartial investigation. Darling Ingredients will take immediate and proportionate corrective action if it determines that harassment has occurred. It is Darling Ingredients' policy that, any employee who retaliates against any individual who submits a report or provides information regarding a report will be disciplined appropriately.

Furthermore, the policy of Darling Ingredients is to fully cooperate with Title VII of the Civil Rights Act of 1964, as amended, and any other legislation relative to Equal Employment Opportunity and nondiscrimination in employment. If you need more information please contact Kimberly Hadley, Human Resources Compliance Manager, at Kimberly.Hadley@darlingii.com.

We request the cooperation of our subcontractors, vendors and suppliers in our equal opportunity and affirmative action efforts and expect them to put in place equal opportunity and affirmative action policies as required.

A handwritten signature in black ink, appearing to read "Randall C. Stuewe".

Randall C. Stuewe
Chairman and CEO
Darling Ingredients
January, 2026