



## 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 race, color, national origin, sex, disability, age, religion, genetic information, marital status, height, weight, gender, pregnancy, sexual orientation, gender identity or expression, veteran status, or any other legally protected category defined by applicable federal state or local laws and ordinances, so as to further the principles of equal employment opportunity.

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.

As CEO of Darling Ingredients, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of Equal Employment Opportunity and Affirmative Action throughout all levels of the company, I have selected Kimberly Hadley, as the Equal Employment Opportunity (EEO) Compliance Manager for Darling Ingredients. Darling Ingredients will establish and maintain internal audit and reporting systems to allow for effective measurement of Darling Ingredients' programs 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 a written Affirmative Action Program which sets forth the policies, practices and procedures that Darling Ingredients is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Kimberly Hadley for assistance.

Furthermore, the policy of Darling Ingredients is to fully cooperate with the applicable regulations of the Civil Rights Act and any legislation on Equal Employment Opportunity. 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, 2025**