



EQUAL EMPLOYMENT OPPORTUNITY

Rizo Lopez Foods, Inc. is an equal opportunity employer. It is our policy to make employment decisions based on merit, qualifications, potential and competency in order to have the best available person in every job. Company policy prohibits unlawful discrimination and associated retaliation based on race; color; sex; religion; national origin (includes an employee who holds or presents a California driver's license marked "DP" instead of "DL"); ancestry; gender; pregnancy; childbirth; breastfeeding and/or related medical conditions; citizenship status; gender identity; gender expression; sexual orientation; marital status; age; service member status; disability; medical conditions; genetic information; military and veteran status; unpaid intern and volunteer status, primary language; a reasonable accommodation request based on an employee's disability or religious beliefs; as well as any other category protected by federal, state, or local laws. Discrimination based on an individual's association with a member of a protected class is also prohibited. An applicant's or employee's immigration status will not be considered for any Company employment purpose except as necessary to comply with federal, state or local laws. An employee's gender will not be considered when determining the rate of pay for individuals who engage in substantially similar work.

This policy applies to all persons involved in the operations of Rizo Lopez Foods, Inc. and prohibits unlawful discrimination by any employee of the Company, including supervisors and co-workers.

This policy extends to all phases of employment including, but not limited to: recruitment, employment, placement, promotion, demotion, transfer, layoff, termination of employment, rates of pay, or other forms of compensation, benefits, selection for training, the use of all facilities, and participation in all company-sponsored employee activities.