Purpose

GreenPoint Ag is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion and free from discrimination, harassment, and retaliation.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, genetic information, gender identity or expression, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Our efforts include but are not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces respectful communication and cooperation between all employees. Teamwork and employee participation, permitting the representation of all groups and employee perspectives, is an important element of developing this desired work environment.

All employees of GreenPoint Ag have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored events. All employees are also required to attend and complete annual awareness training to enhance their knowledge to fulfill this responsibility.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a manager, supervisor, or an HR representative. There are several ways to bring forward concerns. Information for key contacts can be found at the end of this policy.

Commitment to Diversity

The diversity of our workforce is essential, and we are committed to diversity and inclusion throughout our company to ensure a wide range of experiences, perspectives, and skills to provide better solutions, drive innovation and creativity, and enhance decision making.

We are continuously focusing on creating a culture of inclusion that values each individual and promotes collaboration and fairness. We strive to create a culture that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential, feel valued, and supported.

Ensuring a diverse and inclusive workforce enables our company to be more responsive to our customers and better equipped to fulfill our mission. This is a team effort. Together, we support a

workplace that offers every individual the opportunity to attain professional goals and contribute to accomplishing our mission.

Equal Employment Opportunity

Equal employment opportunity is a fundamental principle at GreenPoint Ag. As such, every individual has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. GreenPoint Ag expects that all relationships among employees will be professional and free of bias, prejudice, and harassment. It is our policy to ensure that all employment decisions, including hiring, termination, promotion, compensation, hours worked, lay-off and participation in benefit programs will be administered without regard to an employee or applicant's age, color, disability, ethnicity, family or marital status, genetic information, gender identity or expression, national origin, , political affiliation, race, religion, sexual orientation, socio-economic status, veteran status or any other characteristic or classification protected by law. GreenPoint Ag expressly prohibits any such discrimination or harassment.

Discrimination and Harassment

GreenPoint Ag believes in respecting the dignity of every employee and expects every employee to show respect for all our fellow employees, customers, and vendors. Respectful, professional conduct furthers the Company's mission, promotes productivity, and enhances our reputation. Accordingly, this policy prohibits any discrimination or harassment that is based on an individual's characteristic or classification protected by law.

Disability Discrimination

GreenPoint Ag is committed to complying with all applicable provisions of the Americans with Disabilities Act (ADA). It is GreenPoint Ag's policy to not discriminate against any employee or applicant with regard to any terms or conditions of employment because of such individual's disability, perceived disability, history of a disability, or association with a person with a disability as long as the employee can perform the essential functions of the job, with or without reasonable accommodations. Consistent with this policy of nondiscrimination, GreenPoint Ag will provide reasonable accommodation(s) to a qualified individual with a disability, as defined by the ADA, with respect to any known disability, provided that such accommodation does not constitute an undue hardship on GreenPoint Ag.

Discrimination on the basis of disability against any applicant or employee who is a qualified individual with a disability is not condoned and will not be tolerated. This policy applies to the job application process and all terms and conditions of employment including but not limited to hiring, training, promotion, compensation, transfer, layoff, reinstatement, benefits, education, and termination.

Any retaliation against a person filing or participating in a discrimination or harassment charge, making a discrimination or harassment complaint, or supporting a person who makes a complaint is prohibited.

Any employee found to have exhibited any inappropriate conduct or behavior in violation of our policies prohibiting disability discrimination and retaliation, may be subject to disciplinary action up to and including termination.
“Disability” means a physical or mental impairment that substantially limits one or more major life activities of an individual.

"Qualified Individual" means an applicant or employee who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.

“Essential Functions” means the fundamental job duties of the employment position the individual with a disability holds or desires. The term “essential functions” does not include the marginal functions of the position.

"Disability Discrimination" means treating a qualified individual less favorably with respect to terms or conditions of employment because he or she suffers from a disability, is perceived to suffer from a disability, suffered from a disability at one time but no longer does, or is associated with a person (for example, a family member) with a disability. It is also disability discrimination to fail to make a reasonable accommodation so that a qualified individual can perform the essential functions of the job he or she holds or desires, or so that an applicant, whether or not already employed, can apply for the job that he or she desires. The following are some examples of disability discrimination:

- Refusing to hire or promote a qualified individual because he or she suffers from a disability, such as a missing limb, paralysis, epilepsy, etc.
- Refusing to hire or promote a qualified individual because he or she is wrongly perceived as having a disability. For example, refusing to hire or promote an individual with a malformed arm which in no way effects his or her activities, because the employer views the malformed arm as a disability.
- Refusing to hire or promote a qualified individual because he or she once suffered from a disability - for example, cancer – but no longer does.
- Refusing to hire or promote a qualified individual because he or she has a family member, significant other, or other close associate with a disability, and the employer is concerned that the needs of the disabled person will interfere with the employee's attendance or performance.
- Refusing to provide a qualified individual with a reasonable accommodation – for example, an extended handle on a machine, a desk used with a wheelchair, etc. – so that he or she can perform the essential functions of the job he or she holds or desires.
- Refusing to provide reasonable accommodation – for example, modifying or providing assistance with the application process, or modifying a test-taking procedure – to allow an employee or applicant with a disability to apply for a position he or she desires.

If you have questions about disability discrimination, please contact Human Resources.

If you believe you need an accommodation to perform the essential functions of your current job, you should take the matter up with your manager or supervisor. If it is not promptly resolved, you are

required to report your need for accommodation to your HR representative or the Senior Director of Human Resources, so GreenPoint Ag can make sure your need is properly addressed.

If you want to apply for a position at GreenPoint Ag but believe you will require a reasonable accommodation to perform its essential functions, please apply for the position. Questions relating to accommodation will be addressed at a later stage of the process.

If you are employed by GreenPoint Ag and need an accommodation in order to apply for a job you desire, please notify your HR representative or the Senior Director of Human Resources.

If you are an outside applicant for a position at GreenPoint Ag and need an accommodation in order to apply for a job you desire, you may make your request in advance to the Senior Director of Human Resources, or you may direct your request to any GreenPoint Ag employee you have been in contact with during the application process. Contact the Senior Director of Human Resources if your request is not promptly resolved to your complete satisfaction.

Prohibition Against Sexual Harassment

Sexual harassment will not be tolerated by Greenpoint Ag in any form. Sexual harassment is any form of unwelcome conduct, of a sexual nature or otherwise, based on the sex, sexual orientation, or gender identity of the victim. It includes making unwelcome sexual advances—whether they involve physical touching or not; requests for sexual favors in exchange for actual or promised job benefits such favorable reviews, salary increases, promotions, increased benefits, or continued employment; or other verbal; or physical conduct of a sexual nature. It also includes making submission or rejection of such unwelcome conduct the basis for employment decisions affecting the employee-partner. Sexual harassment can occur in a variety of circumstances – in the workplace, while on company business elsewhere, or at company events. It can occur during non-business hours through the use of social media, email, texts or other messaging systems, phone calls, etc.

The following is a non-exhaustive list of conduct that may constitute sexual harassment and is strictly prohibited under this policy when it occurs on duty or in any other circumstances described above:

- Demands for sexual favors in exchange for favorable treatment
- Discussing sexual activity
- Inquiries into one's sexual experiences
- Physical conduct of a sexual nature such as kissing, pinching, grabbing, patting, or brushing unnecessarily against another person's body
- Unwanted sexual advances, flirtations, or propositions, including repeated requests for dates
- Sexually oriented jokes, remarks, or other communications, whether oral or in printed or form, including but not limited to viewing such information or images on the internet while on duty.
- Use, display, or sharing of sexually suggestive objects, pictures, images, posters or reading material while on duty or in a harassing manner.
- Leering, whistling or gestures of a sexual nature
- Verbal abuse of a sexual nature
- Verbal commentary about an individual's body (including inappropriate comments about a person's attire), sexual prowess or deficiency

- Any other conduct which tends to create an intimidating, hostile, or offensive working environment for a person based on their sex, sexual orientation, or gender identity

Prohibitions Against Other Forms of Discriminatory Harassment

GreenPoint Ag also prohibits harassment based on a person's age, color, disability, ethnicity, family or marital status, genetic information, gender identity or expression, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or any other characteristic protected by applicable federal, state, or local laws. This policy refers to these areas as Prohibited Factors. This policy prohibits a wide range of conduct. Like sexual harassment, harassment based on a Prohibited Factor can occur in a variety of circumstances – in the workplace, while on company business elsewhere, or at company events. It can occur during non-business hours through the use of social media, email, texts or other messaging systems, phone calls, etc.

The following is a non-exhaustive list of conduct that may constitute harassment based on a Prohibited Factor, and which is strictly prohibited under this policy when it occurs on duty or in any of the other circumstances described above.

- Epithets, slurs, negative stereotyping, derogatory comments or gestures, or jokes based on or relating to a Prohibited Factor.
- Threatening, intimidating, or hostile acts based on or relating to a Prohibited Factor.
- Displaying, distributing, circulating, or communicating written or graphic material that denigrates or shows hostility toward an individual or group based on a Prohibited Factor.
- Any other conduct which tends to create an intimidating, hostile, or offensive working environment for an individual or group based on a Prohibited Factor.

Other Prohibited Discrimination

In addition to prohibiting discrimination on the basis of disability, GreenPoint Ag also is committed to complying with all provisions of all other laws prohibiting discrimination. Therefore, GreenPoint Ag also prohibits discrimination in employment opportunities or practices on the basis of age, color, disability, ethnicity, family or marital status, genetic information, gender identity or expression, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, or any other characteristic protected by applicable federal, state, or local laws. In other words, GreenPoint Ag employees may not consider any of the foregoing factors in making any decision regarding the terms and conditions of employment of any employee or applicant. This policy governs all aspects of employment, including hiring, selection, promotion, job assignment, compensation, discipline, termination, access to benefits and training, and all other terms and conditions of employment.

Retaliation

Any form of retaliation against someone who has expressed concern about any form of discrimination or harassment, refused to partake in discriminating or harassing behavior, made a discrimination or harassment complaint, supported a person who made a complaint, or cooperated in a discrimination or harassment investigation, is strictly prohibited. A complaint made in good faith will under no

circumstances be grounds for disciplinary action. Individuals who make complaints that they know to be false may be subject to disciplinary action, up to and including termination.

Reporting Procedures

If you feel you have experienced or witnessed any conduct that is inconsistent with this policy, including ADA-related discrimination and retaliation, you are required to notify your manager or Human Resources representative. There are several avenues for making reports, either orally or in writing. Information for key contacts can be found at the end of this policy.

In addition to the internal contacts, GreenPoint Ag provides a hotline that allows anonymous communication with the highest levels of governance within the company. The hotline can be contacted at 1-877-288-3815.

Any manager, supervisor, or Human Resources employee who observes or otherwise obtains information regarding violations of this policy, including ADA-related discrimination, is required to report such information immediately to the Senior Director of Human Resources.

Employees can raise concerns and make reports without fear of retaliation. Early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of harassment or discrimination. Where appropriate, disciplinary action will be taken against any employee violating this policy up to and including termination. Confidentiality will be maintained, to the extent possible, when investigating and imposing any discipline related to a concern or report.

Individuals and Related Conduct

This policy protects all applicants and employees, and prohibits harassment, discrimination and retaliation whether engaged in by fellow employees, by a supervisor, manager or by someone not directly connected to GreenPoint Ag (e.g., an outside vendor, consultant, or customer). This policy prohibits harassment by non-employees with whom GreenPoint Ag does business, such as vendors or customers. The victim and harasser may be of the same or different sex, sexual orientation, gender identity, race, ethnic, or other group. Also, the victim does not have to be the person to whom, for example, a racial or ethnic slur is directed; the victim could be any employee affected by the inappropriate conduct. All employees, officers, directors, managers, and Human Resources employees are required to be trained on this policy, including requirements of the ADA, on an annual basis.

Conduct prohibited by these policies is unacceptable in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings, and business-related social events, or when directed toward an employee by telephone, written communication, mail, e-mail, text message, social media, or similar electronic means of communication, or other internet posting.

This policy will be provided to each employee upon its inception, either by email or in person, and will be available on The Turnrow under the Human Resources Department. It will also be posted on GreenPoint Ag's website. Additionally, it will be posted on location bulletin boards, in prominent locations frequented by employees at each worksite, and in the area of each location where

employment applications are taken. Each new employee will receive this policy as a part of his or her onboarding.

Manager and Supervisor Responsibilities

All managers and supervisors are responsible for:

- Implementing GreenPoint Ag's committment to equal employment opportunities;
- Ensuring that all employees they supervise have knowledge of and understand the company policy;
- Reporting any complaints of misconduct to the designated company representative so they may be investigated and resolved;
- Taking and/or assisting in prompt and appropriate corrective action when necessary to ensure compliance with the policy; and
- Conducting themselves in a manner consistent with the policy.

We thank every employee for ensuring that we continue to foster a culture that supports diversity, equity, and inclusion for anyone who comes in contact with GreenPoint Ag.

Key Company Contacts

Amanda Foss	Senior Director of Human Resources amanda.foss@greenpointag.com hr@greenpointag.com (256) 560-2823 212 Lee St NE, Decatur, AL 35601
Employee Hotline	(877) 288-3815, allows anonymous communication
Managers	Contact information for managers can be found in Outlook through the Active Directory as well as on The Turnrow under 'Who To Call'

I acknowledge receipt of the Equal Employment Opportunity Policy. I further acknowledge that I am responsible for reading, understanding, and abiding by the principles of this policy.

I understand that if I have any questions regarding this policy, it is my responsibility to seek clarification from my manager or Human Resources.

_____ _____

Location Name **Date**

_____ _____

Employee Printed Name **Employee Signature**