

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the employment policy and practices of Harvesters, The Community Food Network, to recruit and to hire employees regardless of race, color, religion, national origin, sex, handicap, sexual orientation or because such applicant is forty (40) years of age or older, and to treat all employees equally with respect to compensation; opportunities for advancement, including upgrading, promotion and transfer, and all other terms and conditions of employment.

In furtherance of these policies and practices, Harvesters has designed and agreed to implement an Affirmative Action Program in accordance with the provisions of Civil Rights Ordinance, Code of General Ordinances, City of Kansas City, Missouri.

Harvesters has agreed to assert leadership within the community and to put forth the maximum effort to achieve full employment plus the utilization and development of the capabilities and productivity of all our citizens.

Harvesters further recognizes that the effective application of policy of merit employment, involves more than just a policy statement and will, therefore, implement this Affirmative Action Program in a positive and aggressive manner and will make known our commitment to this effort and that equal opportunities are available within our company on the basis of individual merit. We will solicit and encourage all persons to seek opportunities within this company, and to take advancement possibilities.