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POLICY OF NON-DISCRIMINATION (AMENDED AND RESTATED BYLAWS AS OF APRIL 21, 2021)

Section 10.1 Non-Discrimination.

The Corporation shall not discriminate on the basis of race, color, sex, sexual orientation or gender expression, including but not limited to heterosexuality, homosexuality, bisexuality, or transgender status, age, national and ethnic origin, ancestry, physical or mental disabilities, medical condition, marital status, pregnancy status, veteran status, or religion, genetic information, and/or any other characteristic or status protected by national, federal, state, or local law in the conduct and administration of its programs and activities, including but not limited to: the recruitment or interaction with persons to serve for the Corporation including volunteers, clients or others; the persons served by the Corporation; the hiring, assignment or promotion of employees of the Corporation; the membership of the Corporation or the Board of Directors; or any other endeavor or action of the Corporation.

Section 10.2 Equal Opportunity Employment.

The Corporation shall engage in positive action to achieve equal employment opportunity for all persons in the filling of its staff positions.