

JBS International
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

JBS International (JBS) embraces equal employment opportunity (EEO) and inclusiveness and maintains a continuing policy of nondiscrimination in employment. JBS's policy is to provide equal employment opportunities to all people, including employees and applicants, without regard to age, race, ethnicity, color, national origin, citizenship status, religion, sex (including pregnancy or related conditions, sexual orientation or gender identity or expression), marital status, physical or mental disability, family responsibilities, creed, personal appearance, political affiliation, matriculation, genetic information (including family medical history), veteran status, disabled veteran or a veteran of the Vietnam Era or any other classification protected by applicable local, state, or federal laws.

JBS provides equal opportunity in all phases of employment including hiring, promotions, demotions or transfers, layoffs, terminations, rates of pay or other forms of compensation, selection for training, and recruitment or recruitment advertising.

I am, personally, committed to fostering an inclusive workforce that reflects diversity through effective outreach, recruitment, hiring, and employee development. JBS will continue to identify and eliminate barriers to equal employment opportunities.

Equal opportunity to work and advance based upon merit is the law and not optional. I expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognitions, and other applicable benefits and privileges of employment.

JBS prohibits harassment of employees and applicants. JBS International also prohibits retaliation against employees and applicants who file a complaint, oppose any discriminatory act or practice, assist, or participate in any manner in a review, investigation, or hearing or otherwise seek to obtain their legal rights under federal, state, and local EEO law. We seek to resolve workplace conflicts in a prompt, impartial, confidential, nondiscriminatory, and constructive manner, without fear of reprisal.

As a federal contractor, JBS also maintains an Affirmative Action Program (AAP) to promote employment opportunities for minorities, females, individuals with a disability, and protected veterans. JBS supports the Affirmative Action Program to ensure equal opportunity in every aspect of the employment process, and we use the Affirmative Action Program to monitor and examine our employment decisions, compensation, and their impact on minorities, females, individuals with a disability, and protected veterans. The Affirmative Action Program is available for inspection by any employee or applicant for employment between 8 am and 5 pm from JBS Human Resources.

Any questions regarding JBS equal employment practices should be directed to Chris Grancagnolo, Director, Human Resources.



Jennifer Kasten
President
JBS International
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