



## HUMAN RESOURCES POLICY: *Equal Employment Opportunity*

### **SCOPE**

This policy applies to all persons involved in the operation of WhiteWave Foods, including, but not limited to, employees, vendors, customers and their employees, contract and temporary workers and anyone else on the Company's property.

### **PURPOSE**

This policy outlines WhiteWave Foods commitment to being an Equal Opportunity Employer.

### **POLICY/DESCRIPTION**

WhiteWave Foods is proud to be an Equal Opportunity Employer. It is our policy to give equal employment opportunities to all qualified persons without regard to race, color, creed, religion, gender, genetic testing information, sexual orientation, gender identity and expression, marital status, national origin, ancestry, age, disability, military service, status as a disabled veteran or Vietnam-era veteran, disability or any other consideration made unlawful by state, federal or local law. All employment practices and personnel actions, including hiring, termination, job assignment, compensation, discipline, and access to benefits and training are made without regard to any status protected under applicable law. It is our policy to select the most qualified person for each position in the organization, whether that is a new hire, a transfer to another position, or a promotion.

We are committed to creating an atmosphere free from discrimination and harassment. Your cooperation is required to fully ensure the fulfillment of this commitment to the practice and spirit of the equal employment opportunity laws.

WhiteWave Foods is committed to providing reasonable accommodations to qualified individuals with a disability so that they can perform the essential functions of a job, unless doing so causes a direct threat to the health, safety or well-being of the individual or others in the workplace and/or if the accommodation creates an undue hardship to the Company.

Employees who violate the Company's Equal Employment Opportunity Policy may be subject to disciplinary action up to and including termination of employment.

***Please note: At all times, The WhiteWave Foods Company reserves the right to terminate or alter this policy. State or local law, local policies and collective bargaining agreements may supersede this policy. Nothing in this policy or handbook should constitute an employment contract or change the employment at will status.***



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***Equal Employment Opportunity***

We all have a responsibility to promote equal employment opportunities. We expect everyone to share this commitment. If you believe you have been subjected to any form of discrimination or harassment, you must immediately report your complaint to your supervisor or manager, department head, the Human Resources Department or call the Code of Ethics Hotline at 855.827.4954, so that the conduct can be investigated and corrective action provided as warranted. You are encouraged to be specific in your complaint by including dates, times, specific incidents or examples, names of individuals involved and names of any potential witnesses.

The Company will not retaliate against you for filing a complaint in good faith and does not permit retaliation by management, employees or co-workers. You must report acts of retaliation just as you must report acts of discrimination or harassment.

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4/20/2015