

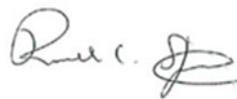
## **AFFIRMATIVE ACTION & EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Darling Ingredients not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. It is also the policy of Darling Ingredients to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or protected veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of Darling Ingredients will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability or because he or she is a protected veteran. Additionally, retaliation, including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or have otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As CEO of Darling Ingredients, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In furtherance of Darling Ingredients' policy regarding Affirmative Action and Equal Employment Opportunity, Darling Ingredients has developed a written Affirmative Action Program which sets forth the policies, practices and procedures that Darling Ingredients is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished.

We request the support of all employees in accomplishing Equal Employment Opportunity.

A handwritten signature in black ink, appearing to read "Randall C. Stuewe".

**Randall C. Stuewe**  
**Chairman and CEO**  
**Darling Ingredients Inc.**  
**January 2020**