

I. Policy Statement

- a. CHS is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws.
- b. CHS strictly prohibits and does not tolerate discrimination against employees, applicants or any other covered persons because of race, religion, sex, pregnancy, national origin or ancestry, age, gender, sexual orientation, gender identity or expression, physical or mental disability, citizenship, genetic information, familial status, veteran status, or characteristics protected under any applicable laws of any work location in which CHS operates.

II. Applicability

This policy applies to all CHS directors, officers, employees, and others who represent CHS and all subsidiaries, business units, partnerships, and joint ventures where CHS exercises control.

III. Purpose

- a. The purposes of this Equal Employment Opportunity Policy include, but are not limited to:
 - i. Entitling each individual to courteous, fair, and dignified treatment during the hiring process, while employed, and through the end of employment.
 - ii. CHS takes all appropriate measures to ensure the rights of individuals within the company are protected.

IV. Requirements

- a. Equal Employment Opportunity (EEO):
 - i. All CHS employees, other workers and representatives are prohibited from engaging in unlawful discrimination. This applies to all terms and conditions of employment, including but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.
 - ii. CHS will select, place, train, and promote individuals based upon legitimate business and job-related factors such as work quality, qualifications, and experience, to provide equal employment opportunities for all its employees.
 - iii. CHS will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship.
 - iv. Any employee, regardless of position or title, who violates this policy will be subject to discipline, up to and including termination of employment.

V. Responsibility

- a. Employees
 - i. If an employee is subjected to any conduct that violates this policy, the employee must promptly speak to, write, or otherwise contact his/her direct supervisor, business unit management, the designated Human Resources representative as soon as possible following the offending conduct. If you have not received a satisfactory response within five (5) days after reporting any incident of the perceived discriminatory conduct, please contact Compliance and Integrity, the CHS Helpline or Legal. Compliance and Integrity or Legal will ensure that a prompt investigation is conducted.

- b. Management
 - i. Managers and supervisors who either observe discriminatory conduct or receive reports of discrimination must immediately inform Human Resources, Compliance and Integrity, or Legal for appropriate action.
- c. No Retaliation
 - i. No one will be subject to, and CHS prohibits, any form of discipline, reprisal, intimidation, or retaliation for good faith reports or complaints of incidents of discrimination of any kind, pursuing any discrimination claim, For more information on CHS's policy prohibiting retaliation, please refer to CHS's Speaking Up and Non-Retaliation Policy or contact Compliance and Integrity.

VI. Contact for Questions

- a. Managers must coordinate with Human Resources, Compliance and Integrity, or Legal in relation to any concerns employees bring forth.
- b. All employees must reach out to Compliance and Integrity, Legal, or Human Resources if they have questions or are unable to comply with any aspect of a Policy.
- c. All Employees are encouraged to utilize the CHS Helpline to ask a question or report a concern. Anonymity will be respected when possible. The Helpline can be accessed by all employees at:
 - i. U.S. and International employees: www.chsinc.ethicspoint.com or
 - ii. U.S. and Canada: 888-264-0995
 - iii. Employees outside the U.S. and Canada: [Dial your AT&T Direct Access Code](#). After the tone and the "AT&T" recording, dial 888-264-0995 to report your concern.

VII. References and Related Documents

Name	Description	Location
CHS Corporate Policies	Listing of CHS Corporate Policies	https://www.chssource.com/our-company/policies
Employment with CHS Program	Procedures, processes, education, documentation, and standards for Employment with CHS Program	TBD

VIII. Document Information

Document Status:	Final
Document Number	
Document Owner:	Director, Compliance and Integrity
Document Storage location:	

IX. Document History

Revision	Date	Editor(s)	Additions / Modifications
1.0	January 2018		Document written and approved
1.1	April 2018		Modified "employee" to "individual" in Purpose section



X. Approvals

Effective Date	Approved by
January 2018	Compliance and Integrity and CHS Legal Departments