

## **DIVERSITY AND INCLUSION POLICY/STATEMENT**

### **Purpose and Statement on Diversity and Inclusion**

Diversity and inclusion are fundamental values of Lancaster Colony Corporation and its subsidiaries (collectively, the “Company”). We strive to *Nourish Growth With All That We Do* and believe that our potential for growth is maximized by a strong organizational culture that values diversity as a necessary component for long-term success in business. We value a corporate culture that nourishes growth in people and community; a culture where people are free to be their authentic self and where dignity is a daily experience for everyone.

As part of this policy, we are committed to a workplace culture that values and promotes diversity, inclusion, and equal employment opportunities. This includes:

- Applying principles of equity to achieve equal employment opportunities for qualified individuals of all backgrounds.
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse team members.
- Promoting respectfulness, cultural awareness, and inclusivity by:
  - Fostering a collaborative work environment in which all team members participate and contribute;
  - Empowering and providing a safe space for all team members to express themselves, exchange ideas, and feel heard; and
  - Encouraging team members to be respectful and have an open mind when hearing others’ experiences and perspectives.

Diversity and inclusion are related and equally important concepts. Diversity includes, but is not limited to, differences in race, color, national origin, citizenship, ancestry, religion, gender, pregnancy, age, physical or mental disability, genetic information, military or veteran status, or any other classes or characteristics protected by applicable federal, state, or local law. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally. While the Company strives for equitable representation of team members, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups. We recognize the potential for bias in the human heart and believe it is necessary to monitor, educate, discipline, and train against this potential.

### **Diversity and Inclusion Goals**

We are committed to developing and implementing programs and initiatives to promote diversity and inclusion. To learn more about and participate in our diversity and inclusion initiatives and opportunities, please contact the Vice President of Corporate Affairs and ESG.

**Conduct Not Prohibited by This Policy**

This policy is not intended to preclude or dissuade team members from engaging in activities protected by state or federal law, such as discussing wages, benefits, or terms and conditions of employment, forming, joining, or supporting labor unions, bargaining collectively through representatives of their choosing, raising complaints about working conditions for their and their fellow employees' mutual aid or protection, or legally required activities.

**Administration of This Policy**

The Vice President of Corporate Affairs and ESG is responsible for the administration of this policy and works with the Diversity and Inclusion Committee to coordinate and implement plans and programs regarding diversity and inclusion. The Diversity and Inclusion Committee is comprised of our Vice President of Corporate Affairs and ESG, our General Counsel, and our Chief Human Resources Officer, and it reports to our Chief Executive Officer. All team members are expected to play a role in making the Company a diverse and inclusive place to work for everyone. Violations of this policy should be reported to the Legal Department. We prohibit retaliation against team members for making good faith suggestions or complaints regarding our diversity and inclusion efforts.

**Employees Covered Under a Collective Bargaining Agreement**

The employment terms set out in this policy work in conjunction with, and do not replace, amend, or supplement any terms or conditions of employment stated in any applicable collective bargaining agreement. Wherever employment terms in this policy differ from the terms expressed in the applicable collective bargaining agreement with the Company, team members should refer to the specific terms of the collective bargaining agreement, which will control.