

# Pay Transparency Policy Statement

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Version 2

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FUNCTION: Human Resources

POLICY OWNER:

Becky Berger

POLICY APPROVER:

Katie Larson

Hormel Foods Corporation conducts business with the federal government and therefore is considered a federal contractor. As a federal contractor, Hormel Foods is subject to certain equal employment and affirmative action laws. To remain in compliance with these laws we are displaying the below postings to satisfy the requirements set forth in Executive Order 13665.

## Pay Transparency Policy Statement

The contractor will not discharge or in any other manner discriminate against team members or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another team member or applicant. However, team members who have access to the compensation information of other team members or applicants as a part of their essential job functions cannot disclose the pay of other team members or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c). See attachment for full poster.

