



EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION

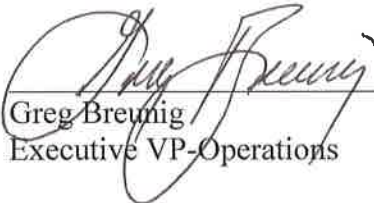
POLICY STATEMENT

Clasen Quality Chocolate, Inc. has been, and will continue to be, an equal opportunity employer. To assure full implementation of our equal opportunity policy, we monitor our employment practices to ensure that:

- All recruiting, hiring, training, promotion, compensation, etc., programs are granted fairly to all persons on an equal opportunity basis without regard to race, creed, color, religion, sex, sexual orientation, gender identity, age, national origin, disability or veteran status, or other protected characteristic.
- Employment decisions are based on the principles of equal opportunity and affirmative action, and
- All personnel actions, such as compensation, benefits, transfers, training, social and recreational programs, etc. are administered without regard to race, creed, color, religion, sex, sexual orientation, gender identity, age, national origin, disability or veteran status, or other protected characteristic.

It is the policy of Clasen Quality Chocolate to take affirmative action in the employment of qualified minorities, women, individuals with disabilities and veterans. We have made a strong commitment to equal opportunity and affirmative action and all employees are expected to support this commitment.

Responsibility for the development of Affirmative Action Plans has been assigned to Abby Bender, Human Resources Manager. Anyone wishing to view the Affirmative Action Plans covering individuals with disabilities and veterans should contact Abby at the Madison office during normal working hours (608-467-1130 or hr@clasen.us). If you are an individual with a disability or a veteran and would like to be included under the company's affirmative action program, please tell us. You may inform us of this now or at any time in the future.


Greg Breunig
Executive VP-Operations