



Equal Employment Opportunity Policy - US

General Mills Policy

Scope: U.S.

Equal Employment Opportunity

General Mills is an equal opportunity employer. We comply with all applicable laws, directives and regulations of federal, state and local governing bodies or agencies. The company strictly prohibits and does not tolerate discrimination against or harassment of employees or applicants because of age, race, color, creed, religion, sex, national origin, marital status, familial status, disability, pregnancy, citizenship, sexual orientation, gender identity, veteran status, genetic information, membership or activity in a local human rights commission, status with regard to public assistance, or any other basis prohibited by law. We will take affirmative steps to ensure that all of our company's employment practices are free of discrimination. Such employment practices include, but are not limited to hiring, training, selection for training, including apprenticeship, upgrading, promotion, demotion, transfer, recruitment or recruitment for advertising, layoff, disciplinary action, rates of pay or other forms of compensation, benefits and termination of employment. General Mills will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

General Mills will evaluate the performance of its management and supervisory personnel based on their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all employees are expected to perform their job responsibilities in a manner that supports equal employment opportunities.

The effectiveness of this policy depends on employees telling us about inappropriate workplace conduct. If you believe that you or someone else may have been subjected to conduct that violates this policy, you should report it immediately to your manager, HR representative or any other management representative. The company will take immediate action to investigate and address allegations of discrimination or harassment confidentially and promptly.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

In furtherance of this policy, and in compliance with federal and state contractor compliance requirements, General Mills develops and maintains affirmative action programs to foster equal opportunity in the hiring and advancement of qualified women, minorities, individuals with disabilities and veterans. General Mills' employment decisions are based only on valid job requirements. The HR manager for each company location is responsible for the implementation and auditing of the program applicable to that location. The affirmative action program provides for an audit and reporting system which enables General Mills to measure the effectiveness of the program, indicate any need for remedial action, determine the degree to which objectives have been attained, determine whether protected veterans and individuals with disabilities have had the opportunity to participate in company-sponsored activities, measure compliance with the program's specific obligations, and document actions taken to comply with these obligations.

This commitment to equal employment opportunity and affirmative action has the full support of the company's Chief Executive Officer ("CEO"). The CEO has appointed Courtney Schroeder to manage the company's Equal Employment Opportunity ("EEO") program. Her responsibilities include monitoring all EEO activities and reporting the effectiveness of the company's affirmative action programs as required by law. The CEO will receive and review reports on the progress of the program. Any employee or applicant may inspect our Affirmative Action



Plan and information related to our EEO program during normal business hours. Please contact Courtney Schroeder for further information.

APPROVED BY

Jeff Harmening, Chairman of the Board and CEO