

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of Seaboard to provide equal employment opportunity to all persons consistent with employment requirements and qualifications, and to insure that there shall be no discrimination because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status.

If an individual believes that he or she is being discriminated against for any reason, it is essential that it be immediately reported to his or her supervisor, department manager or to the Human Resources department, so that management will be aware of the situation and may conduct an immediate investigation and take appropriate corrective action.

HARASSMENT POLICY

All employees of Seaboard are expected to treat others with dignity and respect. Sexual harassment or harassment based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status will not be tolerated.

Sexual Harassment

Sexual harassment of any form or nature will not be tolerated.

Unwelcome sexual advances, requests for sexual favors, and other verbal, written or physical conduct of a sexual nature constitute sexual harassment when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual;
- such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Examples of sexual harassment include such things as:

- verbal harassment, including sexual remarks and sexually derogatory comments or slurs;
- visual harassment, including sexually offensive posters, cartoons, drawings, etc.;
- physical interference with normal work or movement;
- unwelcome sexual touching or advances.

Other Forms of Harassment

Harassment based on other factors such as race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or veteran status will also not be tolerated.

Employment Consequences

Any individual found to have engaged in any prohibited form of harassment, either directly or indirectly, may be subject to appropriate disciplinary action, up to and including termination of employment.

Reporting Procedure

If any individual believes that he or she is being harassed or discriminated against due to any of the above reasons, the incident(s) should be immediately reported to his or her supervisor, department manager or to the Human Resources department. Alternatively, the matter may be reported online by visiting www.seaboard.ethicspoint.com or by calling the Company's dedicated toll free number, 866-676-8886. Matters may also be emailed to SBD_Ethics@seaboardcorp.com. The Company will not allow any retaliation against an employee who acts in good faith in reporting any such violation or suspected violation.

Employees are urged to use this procedure to report any harassment claims so that management will be aware of the situation and may conduct an immediate investigation and take appropriate corrective action.

This harassment reporting procedure should also be used to report claims of harassment involving agents and supervisory employees of Seaboard Corporation, fellow employees and non-employees, such as individuals employed by service and supply companies, and any other person dealt with in the workplace. Reports may be made without fear of reprisal and, where practicable, confidentiality will be maintained.

EQUAL EMPLOYMENT OPPORTUNITY POLICY
and HARASSMENT POLICY
EMPLOYEE ACKNOWLEDGEMENT

By checking the acknowledgment box on the following screen, I certify that I have received, read and understand, have abided by, and will continue to abide by, the Equal Employment Opportunity Policy and the Harassment Policy (the "*Policies*") of Seaboard Corporation. I understand that any questions about the Policies should be directed to the applicable Human Resources Office, Division General Counsel or the Company's General Counsel.

Please close this screen to continue.