



## Legal Disclaimer

### **Drug Free Workplace**

In order to ensure a drug-free work environment, Belstra Milling Company, the Belstra Group Farm, BMC Transport and Heinold Feed companies take a firm and positive stand against substance abuse. We conduct pre-employment drug screening as well as quarterly random drug screens.

### **Equal Employment Opportunity Statement**

Belstra Milling Company and the companies of Belstra Group Farm, BMC Transport and Heinold Feed provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, these companies comply with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

### **Anti-Discrimination**

Belstra Milling Company and the companies of Belstra Group Farm, BMC Transport and Heinold Feed expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of Belstra Milling Company and the companies of Belstra Group Farms employees to perform their job duties may result in discipline up to and including discharge.

### **Data protection**

We follow the Data Protection Act at all times when asking for or handling your information including: Personal data shall be processed fairly and lawfully. Data is processed only for the purpose(s) for which it was collected.

### **Background checks**

All offers of employment at Belstra Milling Company are contingent upon clear results of a thorough background check. Background checks will be conducted on all final candidates and on all employees who are promoted, as deemed necessary.