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## EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

Gallo's policy is to afford equal employment opportunity to all applicants and employees and not to discriminate on the basis of race, traits historically associated with race, including but not limited to, hair texture and protective hairstyles (such as braids, locks, and twists), color, national origin, ancestry, creed, religion, physical disability, mental disability, medical condition as defined by applicable state law (including cancer and predisposing genetic characteristics in California), genetic information, marital status, familial status, sex, gender, gender identity, gender expression, pregnancy, childbirth or related medical conditions, sexual orientation (actual or perceived), transgender status, sex stereotyping, age, military or veteran status, domestic violence or sexual assault victim status, or any other basis protected by applicable law. Nor will Gallo discriminate based on a perception that an individual has any of the foregoing characteristics or is associated with a person who has, or is perceived to have, any of those characteristics. Gallo's commitment to equal opportunity and an inclusive, diverse workplace is applied through every aspect of the employment relationship, including, but not limited to, recruitment, selection, placement, training, compensation, promotion, transfer, disciplinary action, and all other matters of employment.

We are completely committed to these principles—not only because of the various federal, state, and local laws that address these subjects—but because they are the right thing to do.

Gallo will not tolerate discrimination, harassment, or retaliation. Those who engage in such conduct or permit others to engage in it by failing to promptly report it as provided in this Handbook (or failing to stop it where possible), will be subject to appropriate disciplinary action, up to and including termination.

To assure that our equal opportunity policy is properly implemented, we have appointed Michelle Lewis, Vice President Global Human Resources, as Equal Employment Opportunity Officer for the Company.

A handwritten signature in blue ink that reads "E J Gallo".

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Ernest J. Gallo  
President/CEO