

FRESHPET DIVERSITY AND INCLUSION POLICY



Freshpet aims to foster, cultivate and preserve a culture of diversity, equity and inclusion. Our employees are our most valuable assets. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, sex, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Freshpet's diversity initiatives are applicable - but not limited - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; and the ongoing nurturing of a work environment that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, enabling the representation of all groups and employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Freshpet have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

Employees who believe they have been subjected to any kind of discrimination or harassment that conflicts with the company's diversity policy and initiatives should seek assistance from their immediate manager or an HR representative. Anonymous complaints can be made to the whistleblower hotline at: www.lighthouse-services.com/freshpet

I am proud to be apart of a company that truly cares about quality. Quality of life for pets AND people, quality of the product we make and the quality of the environment we work in. Freshpet takes good care of us and working here gives you the feeling of being at home – comfortable, belonging, and safe.

Eva, Front Sanitation Operator



I joined Freshpet in August of 2020 and felt like a valued member of the team from the first day. I can see that my contribution and ideas are valued and that there is a match between my career interests, aspirations, and the needs of our business. To be a part of a company growing so fast is exciting and inspiring.

J.T., Plant Controller



I am a pet parent and at Freshpet I get to design and make the best and healthiest food for my little one. At Freshpet we don't just innovate, we do what is right for our pets, our families and our planet.

Diana, R&D Project Lead

