

Diversity and Inclusion

Sponsor: Senior VP, Chief Human Resources Officer	Policy ID: COM-DIV-EN
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I. Purpose

At Ingredion, we believe that growth and innovation depend on a company culture that values and promotes diversity and inclusion. We embrace diversity and strive to create an inclusive work environment where all can feel valued and inspired to contribute their best.

II. Scope

This Policy applies to all employees, customers, vendors, agents and all third parties conducting business with Ingredion.

III. Definitions

Term	Definition
Diversity	The variety of personal characteristics in our corporate environment, such as race, ethnicity, gender, gender identity, gender expression, sexual orientation, age, socio-economic status, physical ability, religion, national origin, political beliefs, experiences, education, and work styles.
Inclusion	The way we embrace and leverage diversity.

IV. Statement

A diverse and inclusive workforce helps to fuel a high-performance culture, attract and retain top talent, and sustain competitive advantage. Fostering a culture of diversity and inclusion is a strategic priority for Ingredion and essential to our growth and competitive advantage.

- We strive to create a positive and inclusive culture, where differences among people are valued and celebrated.
- We will drive growth and innovation by integrating our diversity and inclusion strategies into our business practices.

Our goal is to continuously improve our efforts to create an open, collaborative, and inclusive work environment, so that we can fully realize the talent and capabilities of all employees.

V. Speaking Up and Retaliation

We do not tolerate retaliation against anyone who reports good-faith concerns or asks questions about possible violations of law or Company policy. Employees, officers, and directors are prohibited from retaliating against anyone who reports good-faith concerns of suspected violation of this Policy, and from retaliating against anyone who cooperates in Company investigations regarding suspected violations of this Policy.

Ingredion expects all employees, officers, and directors to report good-faith concerns of suspected violations of this Policy or applicable law. Concerns may be reported to

- Your manager or supervisor
- Local Human Resources
- The Legal Department or Corporate Compliance Officer
- [The Business Ethics Line](#) by phone or via ingredion.businessethics.ethicspoint.com