



JOHN B. SANFILIPPO & SON, INC.

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John B. Sanfilippo & Son, Inc. Position on Diversity and Inclusion

As adopted by the Diversity and Inclusion Council of John B. Sanfilippo & Son, Inc. (JBSS), the following is a summary of the policy statement of JBSS on diversity and inclusion.

John B. Sanfilippo & Son, Inc. strives for diversity and inclusion in everything we do. Diversity and inclusion are key guiding principles for our culture, along with the principles set forth in our codes of conduct. As we recruit, train, promote and develop our employees and interact with our shareholders, customers and suppliers, differences are celebrated. We strive to be the global source for nuts and we want our success to be reflective of and driven by these principles throughout the organization.

Adopted April 5, 2021