

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Monsanto Company views its Equal Employment Opportunity Policy as a major commitment and important business goal. No person will be discriminated against in any term, condition or privilege of employment because of race, color, religion, sex, age, national origin, status as a protected veteran or individual with disability, gender identity, gender expression, sexual orientation (real or perceived, as manifested by identity, acts, statements or associations), or any other characteristic protected by applicable federal or state law. We will make employment and promotional decisions by utilizing reasonable standards based on the individual's qualifications as they relate to a particular job vacancy and to the furtherance of equal employment opportunity. We will make a good faith effort to provide a reasonable accommodation if a person needs it to complete the application process or to do his or her job, because of a disability as defined by the Americans with Disabilities Act.

As Chief Executive Officer, I personally make my commitment to all of the objectives of equal employment opportunity and see it as the responsibility of all levels of management to follow this policy and implement our Affirmative Action Plans to achieve prompt and full utilization at all levels.

Melissa Harper, Director, Global Talent Acquisition, Diversity & Inclusion, & HR Compliance, has overall responsibility for administering and monitoring this policy. Day-to-day coordination of the responsibilities for implementing our Affirmative Action Programs will be handled and communicated at each site or by each function as appropriate.

Employees or applicants with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their Human Resource representative, the Affirmative Action Lead or immediate supervisor. Monsanto does not tolerate retaliation. Employees and applicants can (1) raise concerns; (2) file a complaint with Monsanto or with federal, state, or local agencies; (3) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state, or local equal employment opportunity or affirmative action statute; (4) oppose any act or practice made unlawful by federal, state, or local law requiring equal employment opportunity or affirmative action; or (5) exercise any other employment right protected by federal, state, or local law or its implementing regulations without fear of reprisal, harassment, intimidation, threats, coercion or discrimination.

I expect each of you to join in this company-wide policy commitment, not only in support of the principles of equal employment opportunity, but also in furtherance of our broader efforts to cultivate and maintain a diverse organization which attracts, respects and utilizes the talents of the most capable people available in the global market.

July 2014

Date



Hugh Grant, Chief Executive Officer