

LANCASTER COLONY CORPORATION  
380 POLARIS PARKWAY, SUITE 400  
WESTERVILLE, OHIO 43082

### Non-Employee Idea Submission Policy and Agreement

Lancaster Colony Corporation and its affiliated companies welcome ideas submitted by non-employees. But, prior to consideration and evaluation of any submitted idea, Lancaster Colony Corporation must be sure that neither it nor its affiliated companies will become obligated to the submitter solely by reason of such consideration and evaluation. Accordingly, with regard to ideas submitted by non-employees, Lancaster Colony has established a policy which includes the following terms and conditions:

All submitted ideas, including those relating to devices, plans or suggestions and any and all information-conveying materials disclosing the same are received with the understanding that the disclosure thereof is on a non-confidential basis. All materials utilized in submitting an idea may be retained by Lancaster Colony as deemed necessary to maintain a proper record of submissions.

Ideas which are not covered by patents or copyright will be considered only with the understanding that the use to be made of such ideas, including communication to other organizations for evaluation, are matters of discretion to be determined solely by Lancaster Colony. Patented or copyrighted ideas will be considered only with the understanding that the submitter will rely for his protection wholly on such rights as he may have under the patent and copyright laws. Pending applications for patent will be treated in the same manner as ideas not covered by a patent, unless and until a patent issues.

Lancaster Colony will notify the submitter of any decision not to seek an agreement with respect to any submitted idea, whether or not covered by patent or copyright, but does not assume any obligation to explain the reasons for such decision. Submission of an idea shall not constitute a license to Lancaster Colony or its affiliated companies, under any patents or copyrights the submitter may now or later own in the submitted idea. Compensation for use by Lancaster Colony or its affiliated companies of a submitted idea not covered by patent or copyright is a matter of discretion and governed solely by a separate agreement to be negotiated which neither the submitter nor Lancaster Colony shall be obligated in advance to enter into.

This policy states the terms and conditions under which Lancaster Colony will consider an idea submitted by a non-employee and may not be modified or abrogated except by written agreement signed by a duly authorized officer of Lancaster Colony. Any person desiring to submit an idea will indicate acceptance of these terms and conditions by returning a signed and dated copy of this document.

### ACCEPTANCE

I (We, jointly and severally) agree to and accept the terms and conditions of the above expressed Idea Submission Policy with respect to an idea herewith submitted by the attached or accompanying materials. Where the term Lancaster Colony appears in this policy statement, such terms shall include Lancaster Colony Corporation and its affiliated companies comprising subsidiaries, divisions and joint enterprises thereof.

This acceptance shall inure to the benefit of and shall be binding upon the successors, assigns and representatives of the submitter.

\_\_\_\_\_  
NAME

\_\_\_\_\_  
NAME

DATE:\_\_\_\_\_

\_\_\_\_\_

ADDRESS:\_\_\_\_\_

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Execute the above Policy and Agreement and send it with your idea submission to [legal@lancastercolony.com](mailto:legal@lancastercolony.com)