

FOCUS AREA
Workplace

Our Commitment

Enable our team members to reach their unique potential.



What We Do

- 1 Build a highly engaged team with a goal to increase retention by 10% annually.
- 2 Support hourly team members in the areas of workplace training, safety, compensation and benefits, and life skills. As part of this effort, we aspire to offer English as a second language and financial literacy training to all team members.
- 3 Offer fair and competitive wages and benefits, including health care coverage for all regular, full-time team members either through company-sponsored health plans or a family member's plan.
- 4 Recruit, develop and retain a diverse group of team members and ensure that all team members have an opportunity to grow and develop personally and professionally.
- 5 Improve the health and safety of our employees through reducing workplace injuries and illnesses by 10% year-over-year, building strategic communication and training systems, creating a safety culture and rewarding safety excellence.
- 6 Run our day-to-day operations in alignment with the highest ethical practices and standards.

What We've Done Recently

- 1 Reduced our total recordable incident rate by 15.7% compared to FY2018.
- 2 Grew the Upward Academy program to 23 new locations and expanded its impact with new courses on digital literacy.
- 3 Welcomed more than 18,000 team members to our family through recent acquisitions. We are steadily bringing these new team members on board and uniting our business as one Tyson Foods.
- 4 Launched maintenance and refrigeration technical school partnerships with 60 technical schools, which will allow us to both recruit externally and help our internal talent build new skills.
- 5 Expanded the We Care safety initiative by introducing the first group of Exposure Reduction Coaches dedicated to in-field coaching and one-on-one mentoring. Coaches focus on developing plant safety governance to identify when exposure changes and how to react.
- 6 Committed to the Valuable 500, a global movement to put disability on the business leadership agenda.

How We Measure Progress

56
PLANTS OFFERING ESL AND CITIZENSHIP CLASSES THROUGH UPWARD ACADEMY

40
TEAM MEMBERS PARTICIPATED IN FINANCIAL LITERACY PILOT PROGRAM

4,103
TOTAL NON-ENGLISH SPEAKING TEAM MEMBERS OFFERED ACCESS TO ESL

15.7%
REDUCTION IN TOTAL RECORDABLE INCIDENT RATE

5.42%
INCREASE IN RETENTION RATE