



REPORTING

DOCUMENT CONTACT NAME: KEN OPENGART

DOCUMENT CONTACT TITLE: VP ANIMAL WELFARE & INTERNATIONAL SUSTAINABILITY

BUSINESS AREA: ANIMAL WELFARE

PUBLICATION DATE: MARCH 31, 2022

1.0 Policy Overview

1.1. Tyson Foods is committed to the health and welfare of all the animals entrusted to our care. Tyson Foods also embraces our moral and ethical responsibility to treat animals in our care humanely and with respect. Abuse, cruelty and/or neglect, resulting from willful conduct or actions that are inconsistent with Tyson Foods' core values, standard operating procedures, or training, are unacceptable and will not be tolerated throughout our operations and supply chain. We expect any observed or suspected act of mistreatment, abuse, cruelty, or neglect to be reported to a member of management, the TellTysonFirst website or to the anonymous Help Line.

2.0 Scope

- 2.1. This Policy applies to all Tyson Team Members and entities, including domestic and international business units and wholly owned subsidiaries.
- 2.2. This Policy also extends to all suppliers and vendors of Tyson Foods, including suppliers of live animals and raw material.

3.0 Statements of Policy

3.1. In accordance with our Zero-Tolerance Policy, we expect all Tyson Foods Team Members, suppliers, and vendors will immediately report any observed or suspected animal abuse, cruelty, or neglect to a member of management, the TellTysonFirst website, or by contacting the anonymous Help Line. All reports can be made without fear of retaliation.

4.0 Responsibilities

- 4.1. All Team Members are responsible for following this policy.
- 4.1.1. All Team Members will be trained in orientation and annually on the Reporting Policy.
- 4.1.2. Any Team Member who violates this policy will be subject to discipline, up to and including termination.

- 4.2. All suppliers of live animals and raw materials are responsible for following this policy within their respective organizations.

5.0 Consequences for Failure to Comply

- 5.1. Team Members who witness an act of animal abuse, cruelty or neglect and fail to report the incident as required by this Policy will be subject to disciplinary action, **up to and including termination of employment.**
- 5.2. Tyson Foods will take appropriate action against any supplier or vendor found to have violated this policy, up to and including termination of any contractual relationship or appropriate civil action for breach of contract.
- 5.3. Individuals determined to have violated this Policy may be subject to potential civil or criminal penalties under applicable laws. Tyson Foods will, as appropriate, refer matters involving animal welfare to applicable governmental authorities for prosecution of potential civil and criminal liability.

6.0 Reporting Potential Violations

- 6.1. Anyone at Tyson Foods having information or knowledge of any potential animal abuse, cruelty or neglect or conduct or practice that is inconsistent with this Policy or Tyson Foods' standard operating procedures for animal welfare are obligated to promptly report such matter.
- 6.2. You should contact the Ethics & Compliance Department (ethics@tyson.com) or any member of management. The Help Line is operated by an independent third party and is available 24 hours a day, seven days a week in multiple languages with an option to remain anonymous. If you are calling from inside the United States dial 1-888-301-7304. If you are calling from outside the United States, refer to the [Contact section](#) of the Code of Conduct. You may also use the internet Help Line at tellysonfirst.com. It is the Company's policy that Team Members will suffer no retaliation for reporting potential compliance concerns. However, Tyson Foods reserves the right to assist law enforcement in any criminal investigation against any employee, current or former, as it relates to accusations of animal abuse or mistreatment, or violation of this or any other Company policy.

7.0 International Supply Chain Expectations

- 7.1 Animal welfare is a complex issue that is informed by varying cultural and societal traditions, norms, and viewpoints. As a result, external raw material suppliers in some areas of the world, like certain provinces in China, may not have fully adopted or implemented procedures

necessary to comply with this Zero Tolerance Policy. Tyson Foods continues to expect that all suppliers in its supply chain will comply with this Policy and to that end is educating external raw material suppliers on animal welfare and working to continuously improve international supplier procedures and policies relating to animal welfare.

8.0 Additional Policy Information

8.1. Related Documents (hyperlinked)

8.1.1. Anti-retaliation policy

<https://tyson.policytech.com/dotNet/documents/?docid=4129>

8.1.2. Tyson Supplier Code of Conduct

8.1.3. Animal Welfare Mission & Vision Statement

8.1.4. Zero Tolerance Policy

9.0 Revision Record

9.1. [10/15/2020/V1] – New

9.2. [03/31/22/V2] – Updated Policy