



ANIMAL WELFARE TRAINING

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. To ensure that our expectations are met, Tyson requires Team Members follow animal handling and welfare procedures that adhere to all applicable laws and best management practices. Team Members and suppliers must also complete documented animal welfare training.

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. Tyson Office of Animal Welfare-approved animal welfare training is required and documented for all new Team Members working in/around live animal area (all hourly and maintenance team members as well as management and management support) prior to performing their job assignment or entering live animal areas.
- 3.2. Only trained individuals are permitted to enter areas of Tyson Foods' operations where animals are located, handled, or cared for, unless exempted in accordance with this Policy. Special exemption may be made by the SVP or higher to allow untrained visitors into prohibited areas when accompanied by a trained Tyson Team Member at all times and for a limited purpose and duration.

3.3.

- 3.4. Retraining is required at least annually or per certification body requirements. Applicable PAACO certification or other Tyson-approved animal welfare training may be presented in lieu of Tyson conducted training when and where available.
- 3.5. These requirements extend to contract workers, external auditors and visitors.
- 3.6. All Team Members, contract workers, external auditors, and visitors are required to adhere to animal welfare training and follow Tyson Foods' standard operating procedures when working in or around live animal areas and performing their job assignment.

4.0 Responsibilities

- 4.1. All Team Members are responsible for following this policy.
- 4.2. All suppliers of live animal and raw material are responsible for following this policy within their respective organizations.

5.0 Consequences for Failure to Comply

- 5.1. Any Team Member who violates this policy will be subject to discipline, *up to and including termination*.
- 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 Animal Welfare Training Policy may be subject to potential civil or criminal penalties under applicable laws, if their conduct is also found to constitute mistreatment, abuse, cruelty, or neglect. 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 conduct or practice that is inconsistent with this Policy, 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.

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 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. Tyson Code of Conduct

8.1.2. Tyson Supplier Code of Conduct

8.1.3. Animal Welfare Mission & Vision Statement

8.1.4. Zero Tolerance Policy

8.1.5. Animal Welfare Reporting Policy

9.0 Revision Record

9.1. [10/15/2020/V1] – New

9.2. [03/31/2022/V2] – Updated Policy