



TYSON FOODS, INC.

Global Human Rights Policy Statement



Policy Overview

Our purpose – raising the world’s expectations for how much good food can do – reflects the time-honored principles we have lived by since the early days of Tyson Foods (Tyson) and gives us direction to positively impact the world. At Tyson we are committed to respecting and promoting human rights across the globe, particularly those of team members, members of our value chain and citizens in the communities in which we operate.

The requirements set forth in our Human Rights Policy align with our [Core Values](#), [Code of Conduct](#), [Supplier Code of Conduct](#) and [Team Member Promise](#). In addition, we maintain policies and practices that follow the human rights principles set forth in the [United Nations Universal Declaration of Human Rights](#) and the [International Labour Organization’s Declaration on Fundamental Principles and Rights at Work](#).

Scope

Our policy applies to all members of the Board of Directors, all team members and all joint venture employees in which Tyson has management control. Tyson also expects third parties, agents, business partners, suppliers, and other third-party representatives to follow the spirit of its policy and to comply with all applicable human rights laws and regulations.

OUR PURPOSE – RAISING THE WORLD’S
EXPECTATIONS FOR HOW MUCH
GOOD FOOD CAN DO

Statements of Policy

Tyson understands the importance of protecting and promoting fundamental human rights and maintains the following specific policy statements:

- **Child Labor:** Tyson does not tolerate any form of child labor in any operations or facilities, except as permitted by local law.
- **Forced Labor:** Tyson does not tolerate any form of forced or abusive labor, slavery, or involuntary servitude in any operations or facilities.
- **Human Trafficking:** Tyson does not permit or condone any form of human trafficking including sex trafficking and domestic servitude, in any operations or facilities.
- **Non-Discrimination in Employment:** Tyson supports equal rights and the elimination of employment discrimination.
- **Wage and Hour Practices:** Tyson is committed to complying with all applicable employment and wage and hour laws including minimum wage, overtime, and maximum hour rules.
- **Collective Bargaining:** Tyson respects a team members’ right to choose whether they want to unite for collective bargaining purposes.
- **Health, Safety and Environment:** Tyson is committed to providing team members with a safe and healthy workplace, and to protecting the environment.
- **Corporate Social Responsibility:** Tyson is committed to working with governments and communities in which we operate to improve the educational, cultural, economic, and social well-being of those communities.



In addition, Tyson strictly prohibits team members from engaging in any activities that may constitute human trafficking or forced labor including but not limited to:

- Requesting to keep, destroying, or otherwise denying access to any person's identity or immigration documents.
- Using misleading or fraudulent practices to recruit team members, such as failing to disclose key terms and conditions of employment.
- Using recruiters that do not comply with local labor laws.
- Charging prospective team members recruitment fees.
- Participating in any form of illegal debt bondage.
- Providing housing that fails to meet host country standards.
- Failing to provide an employment contract or work document where required by law.

Tyson will provide training on human rights topics to members of the Board of Directors and team members annually. Other team members may receive additional training on human rights topics based on their job responsibilities.

Additionally, failure to adhere to the above-mentioned policy statements intended to respect and protect the human rights of our team members may result in disciplinary action, up to and including termination of employment.

Reporting Potential Violations

Members of the Board of Directors and team members have a duty to promptly report possible human right violations occurring on Tyson property and/or by team members. Retaliation against a team member for reporting an issue in good faith is a violation of Tyson's Code of Conduct and Anti-Retaliation policy.

Violations of our policy or the law can be brought to the attention of a supervisor, a member of Tyson management, a local human resources representative or the Ethics and Compliance Department (ethics@tyson.com).

Tyson also maintains a Help Line that is operated by an independent third-party and is available 24-hours a day, seven days a week in multiple languages. Reports may be made anonymously through the Help Line and the Ethics and Compliance Department, except where restricted by local law. If placing a call from inside the United States of America, dial 1-888-301-7304. If placing a call from outside the United States of America, please refer to the [Contact Section](#) of Tyson's Code of Conduct. Also available is Tyson's internet Help Line at tellysonfirst.com.