



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

### Management and Commitment

#### 1. *Does the company acknowledge farm animal welfare as a business issue?*

Everything we do at Tyson Foods starts with our purpose – to raise the world’s expectations for how much good food can do. We don’t just try to meet expectations; we try to exceed them, every day, and then consistently challenge ourselves to improve even more. We want to make a difference in the environment, in our workplace and the communities in which we operate, and in animal welfare – so that we can sustainably feed the world, together.

Our approach to sustainability is multidimensional and holistic. We seek answers to improve outcomes across all of our focus areas, understanding that animal welfare, the environment and worker safety are all interconnected. This holistic approach allows us to drive improvements in all areas of sustainability at an accelerated pace.

We are committed to delivering excellence in animal health, animal handling and humane harvesting through leading-edge, third-party monitoring and continuous internal improvement through research and pilot projects

[ANIMAL WELFARE SUMMARY](#)

[ANIMAL WELFARE MISSION AND VISION STATEMENT](#)

#### 2. *Does the company publish an overarching corporate farm animal welfare policy (or equivalent)?*

Tyson Foods maintains an [Animal welfare mission and vision statement](#)

#### 3. *Does the policy statement provide a clear explanation of scope?*

[ANIMAL WELFARE MISSION AND VISION STATEMENT](#)

The Supplier Code of Conduct from Tyson Foods, Inc., together with its subsidiaries (collectively, “Tyson” or the “Company”) sets forth the principles and ethical standards we strive to achieve and describes our expectations for supplier adherence to the same standards. We are committed to operating our business with integrity, respect, accountability, and honor. Ethical business practices are expected every day at Tyson. Our Core Values define who we are, what we do, and how we do it and guide our actions and interactions each day. Accordingly, we choose to do business with suppliers who demonstrate a strong commitment to ethical behavior.

In accordance with our [Supplier Code of Conduct](#), we expect all suppliers to use humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals, in addition to complying with all applicable laws, regulations, and other standards.

We expect our suppliers who provide meat, eggs, dairy, oil or other animal products to operate in a manner that:

- Complies with all applicable federal, state and local animal welfare laws, regulations, and standards
- Trains and communicates regularly with their employees about animal welfare
- Makes continuous efforts to improve animal welfare compliance
- Maintains a production system that complies with an industry standard welfare program that includes third-party welfare audits

We have assessed all Tyson global operations and supply chains, with a goal of incorporating consistent expectations across our owned facilities and extending out through our suppliers into those operations.



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**4. Does the company have a clear position on the avoidance of close confinement and intensive systems for livestock?**

*20. Does the company report on the proportion of animals (or volume of fresh or frozen animal products and ingredients) for own-brand products in its global supply chain that are free from confinement?*

*28. What proportion of laying hens in the company's global supply chain is cage free?*

*29. What proportion of fresh/frozen pork products and ingredients in the company's global supply chain is sourced from pigs that are from sow stalls?*

*30. What proportion of fresh/frozen milk or milk products and ingredients in the company's global supply chain is sourced from cows that are free of tethering?*

Housing systems in use across our supply chain vary due to species, geography, capacity, production phase and animal age, key aspects across all operation types include good management, proper training, provision of quality animal care, veterinary oversight and facility maintenance. Within each system, specialized tools and equipment are used to ensure the delivery of nutritious food and clean water.

We work with thousands of independent farmers every day to ensure they are treating the animals responsibly and with respect, starting with where and how they are housed. Facility types vary across species and regions; however, all suppliers are expected to use systems designed with animal health and welfare, worker safety, and biosecurity in mind - utilizing best practices regarding stocking density and age appropriate space allocations and design. For more details on housing environments generally used within our direct supply chains, please visit: <https://www.tysonustainability.com/animal-welfare/dedicated-network>.

For suppliers of meat, eggs, dairy or other animal products, we expect each to maintain a production system that complies with an industry standard welfare program.

- Eggs are an important ingredient in many Tyson Foods' products, from breakfast items, to bakery items, to breeding used for items like chicken nuggets. We buy the eggs we use in our products from commercial egg companies. Many of our customers have declared a preference for buying cage-free eggs or products made with cage-free eggs, so we are working to match our supply with their demand. The egg industry is moving toward more production of cage-free eggs and we're working with them on their timelines and supplies.

**Performance Reporting:**

**Poultry:**

- One hundred percent of the poultry raised to support our global supply chain are kept in enclosed houses to protect them from bad weather, extreme temperatures, diseases and predators. In our global commercial supply chain, the majority of birds are raised cage-free. Stocking density, the number of birds within the available space in the barn, is carefully calculated to ensure that all birds can easily move to access feed and water, express normal behavior, and to comply with accepted standards. Under our Smart Chicken brand, a portion of birds are certified as USDA organic, which requires outdoor access.
- 100% of the raw chicken meat procured in the U.S., Malaysia and Thailand is from cage-free systems [based on raw material supplier insight survey]

**Cattle:**

- 100% of the cattle we source in the US are raised in open pens or lots that are maintained for proper drainage and dust control
- 100% of the raw beef material sourced in the US and Australia is from cattle raised in open pens or lots

**Swine:**



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- As part of the global supply chains from which we procure market hogs for our harvest operations, 100% are raised in open pen/group systems, and growers are expected to incorporate best management practices. In the US, these standards are provided through the National Pork Board’s Pork Quality Assurance Plus program.
- Globally, we also procure raw pork from suppliers who manage market hogs in group pen systems.
- For customers seeking pork derived from sows housed in open pen systems, we have dedicated supply chains and programs available to meet these needs.
- 100% of our company owned sow facilities utilize open pen gestation.
- When including our independent supply partners, 21 percent of our total U.S. pork supply is derived from sows housed in open pen systems, which encompasses independent supply partners, contract sow farms and company owned sow farms.
- 53% of all owned sows – including those raised by contract growers are managed in open pen systems
- Approximately 50% of the raw pork sourced for our operations in China is derived from sows housed in open pen gestation.
- Based on raw material supply chain insight data, 100% of the raw pork sourced for our US operations is derived from sows housed in open pen gestation

We do not own, raise, or manage animals within the dairy and egg supply chains, however based on supply chain insight surveys, can report the following:

- Based on raw material supply chain insight data, 25% or less of the laying hens that we source egg products are in cage free systems.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

### 5. *Does the company have a clear position on the provision of effective species-specific environmental enrichment?*

#### **21. Does the company report on the proportion of animals for own-brand products in its global supply chain that is provided with effective species-specific enriched environments?**

Across our supply chain, good animal welfare is heavily dependent upon the environments in which the animals are raised. Through years of learning, science and innovation, producers have been able to identify key practices of raising animals that are conducive to animal health and welfare. These good management practices are laid out within respective industry guidelines. While conversations and research are ongoing regarding the provision of species-specific environmental enrichments, we remain committed to understanding how such tools and practices can be effectively and efficiently implemented on farm to continuously improve the animals’ experience. In demonstration of this, we have embarked on various endeavors and implemented standards in parts of our business:

Poultry:

- Smart Chicken: Approximately 50% of the houses raising chickens under our Smart Chicken brand provide enrichments to the birds
- Tyson Welfare Research Farm: Our Welfare Research Farm is a testing ground for research on key aspects of broiler chicken welfare, such as lighting, enrichments and stocking density. This research is based on an approach that allows animal choice to guide our actions. Because chickens can’t tell us what types of housing they prefer, we create a variety of options within one environment and then observe animals’ behavior. We use a science-based approach to evaluate the impact of the different choices on measurable outcomes of animal welfare and health. <https://www.tysonustainability.com/animal-welfare/research-education>



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- Tyson Poultry Trials: through exploratory research within our poultry supply chain, we have implemented tee-pee enrichments across 100% of farms supplying one of our major complexes. This accounts for approximately 3% of our U.S. supply chain.
- Internationally, a portion of the birds raised for our operations in Thailand are provided environmental enrichments.

### Cattle:

- Beef Harvest Facility Enrichment: The process of transporting cattle and subsequent handling in yards is stressful and overwhelming to cattle. The animal's sensory perceptions of their new environment affect their behavior and ultimately, team member safety, humane slaughter and meat quality are all influenced by the behavior of the animals. The pilot project seeks to enrich the environment of our holding pens, while significantly reducing the stress to live cattle by utilizing grooming brushes.

### Swine:

- Environment Enrichment in Swine: <https://www.tysonustainability.com/animal-welfare/research-education>

We do not own, raise, or manage animals within the dairy and egg supply chains, however based on supply chain insight surveys, a portion of our raw material suppliers report the use of enrichments across their supply chains.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

### 6. Does the company have a clear position on the avoidance of products from farm animals subject to genetic engineering or cloning and/or their progeny or descendants throughout its products?

Our chickens and turkeys that are part of our global operations are not genetically modified or cloned. Moreover, we do not knowingly buy any genetically-engineered livestock for our beef and pork processing operations.

### 7. Does the company have a clear position on the avoidance of growth promoting substances?

All animals within our supply chain are expected to be raised and managed in a manner that promotes good health and welfare. Standards and practices through which this can be achieved are defined through respective industry programs (NCC, PQA, BQA). Approved animal health products are regulated by the FDA and the use of such can generally be guided through animal health plans with veterinary oversight. We rely on our farmers and our supply partners to comply with laws regulating the use of growth promoting substances. We support and adhere to FDA Guidance 209 & 213 – which set forth limitations on the use of medically important antibiotics by disallowing use for production or growth promotion purposes and mandating veterinary oversight for all other applications.

- U.S. and international law prohibit the use of added hormones or steroids in chicken or turkey. In accordance with those laws, we don't allow hormones or steroids to be administered within our supply chain. <https://www.tysonustainability.com/animal-welfare/dedicated-network>
  - GLOBALLY, WE DO NOT ADMINISTER GROWTH PROMOTING SUBSTANCES TO THE CHICKEN AND TURKEY WE RAISE.
- As of February 2020, the use of Ractopamine (beta-agonist) has ceased to be used across the supply chain that supports our U.S. pork harvest facilities. <https://www.tysonfoods.com/news/news-releases/2019/10/tyson-help-meet-growing-demand-us-pork-prohibiting-ractopamine-use>
- Hormones are not administered to swine for the purposes of growth promotion.
- For consumers who want beef or pork from farm animals that have never been given antibiotics or growth promotants of any kind, we offer a line of all natural (no artificial ingredients, vegetarian diet,



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minimally processed) beef and pork products through our *Open Prairie*® Natural Angus and Natural Pork brand. [CLICK HERE](#) to learn more.

- We are committed to providing our customers and global consumers with high-quality protein choices. Tyson is working with our customers and suppliers to plan for market demand for beef that originates from non-hormone treated cattle, never fed andrenergic agonist cattle and Global Animal Partnership certified no antibiotics ever/no added growth hormone cattle.
  - NHTC - All bovine meat exported to the European Union must originate from animals that have never been treated with hormonal growth promotants
  - GAP – No antibiotics ever, no added growth hormones
  - Beta Free - Cattle were Never Fed Adrenergic Agonists (including but not limited to ractopamine hydrochloride)

### 8. *Does the company have a clear position on the reduction or avoidance of antibiotics for prophylactic use?*

Tyson Foods is dedicated to preserving the health and welfare of the animals within our supply chain while protecting food safety and public health. To reduce the potential of the development of antibiotic resistance, the guidelines for responsible use of antibiotics that are defined in BQA, PQA and the American Association of Avian Pathologists (AAAP) and are based on judicious antibiotic use principles outlined by the World Health Organization (WHO), World Organization for Animal Health (OIE) and the American Veterinary Medical Association (AVMA). <https://www.tysonustainability.com/animal-welfare/dedicated-network>

We support recommendations regarding judicious use of antibiotics found within the above-mentioned guidelines, which include working closely with veterinarians to treat animals only when needed and limiting antibiotic use for prophylactic use to ill or at-risk animals, treating the fewest animals needed.

- For consumers who want pork/beef from farm animals that have never been given antibiotics, hormones or beta-agonists for any purpose, we offer a line of all natural (no artificial ingredients, vegetarian diet, minimally processed) pork products through our *Open Prairie*® Natural brands.
- Tyson is working with our customers and suppliers to plan for market demand for beef that originates from Global Animal Partnership certified no antibiotics ever/no added growth hormone cattle.
- Tyson Foods promotes responsible use of antibiotics to treat chickens and turkeys that become ill from bacterial disease. We do not use antibiotics to prevent diseases from occurring <https://www.tysonustainability.com/animal-welfare/dedicated-network> [Link to poultry ABX chart]
- To put our antibiotic use in further context, we are the world's largest producer of No Antibiotics Ever (NAE) chicken. This means these chickens are never given antibiotics in any phase of their lives, from egg to market age. All chickens raised for the Tyson® retail brand in the U.S. are considered NAE. Any flocks treated with antibiotics are segregated and sold through a different sales channel and not under the Tyson retail brand label.

### 9. *Does the company have a clear position on the avoidance of routine mutilations (castration, teeth clipping, tail docking, toe clipping, dehorning, desnooding, de-winging, disbudding, mulesing, beak trimming, fin clipping, etc.)?*

22. *Does the company report on the proportion of animals in its global supply chain that are free from routine mutilations?*



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**32. What proportion of laying hens in the company's global supply chain is free from beak trimming or tipping?**

**33. What proportion of pigs in the company's global supply chain is free from tail docking?**

**34. What proportion of dairy cows in the company's global supply chain is free from tail docking?**

Physical alterations of livestock and poultry are performed when necessary to mitigate future risk of injury to the animal, improve animal welfare, worker safety and meat quality. Necessary procedures are performed in accordance with industry best practices, closely monitored and carried out by trained personnel using specialized, well-maintained equipment.

We avoid physical alterations across our broiler chickens in the U.S., India, and China. For poultry kept on farms for longer periods, such as breeding chickens and turkeys, certain procedures which mitigate future risk of injury may be necessary.

Procedures for chicken breeding flocks may include beak conditioning and toenail trimming, which are performed in accordance with the best animal welfare practices. The goal of these procedures is to reduce injuries among birds and to promote health and welfare of the flocks. These procedures are closely monitored and performed by trained personnel using specialized equipment in the hatchery on day-old poultry.

We encourage our independent farmers and supply partners to use the National Cattlemen's Beef Association and National Pork Board Best Management Practices for age and weight when practices such as dehorning, tail docking and castration are performed. Following these guidelines, such procedures should only be performed when necessary.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

**Performance Reporting:**

**Poultry:**

100% of broiler chickens within our direct global supply chain are free from physical alterations.

- In the U.S. our roosters and hens may have special procedures applied to them as chicks to ensure a healthy life. Males may be toe-conditioned to remove the sharp nail that can injure hens during mating, and beaks of males are conditioned so they cannot use it to injure other birds.
- During the months of March through August, we request that trained staff at the turkey hatchery remove the small bud that would develop into their "snood". Removing the snood prevents potential injuries caused by these Tom Turkeys rough-housing during the summer months. Turkey poultts are also beak conditioned with microwave technology to reduce the risk of injury, but we do not practice toe conditioning. We are investigating management practices that would eliminate the need to perform these procedures.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

**10. Does the company have a clear position on the avoidance of meat from animals that have not been subjected to pre-slaughter stunning, or (in the case of finfish) meat from animals that have not been rendered insensible?**

**23. Does the company report on the proportion of animals in its global supply chain that are subject to pre-slaughter stunning?**

**36. What proportion of animals (excluding fin fish) in the company's global supply chain is pre-slaughter stunned?**



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All animals we harvest domestically and internationally are pre-slaughter stunned. In the U.S., our pork and beef plants comply with NAMI recommended animal handling guidelines to support compliance with the Humane Slaughter Act, a federal law designed to ensure animals are humanely stunned and insensible to pain prior to harvest. This is verified across every facility by a PHV assigned by the USDAFSIS. Our U.S. chicken and turkey plants comply with the U.S. Department of Agriculture’s Food Safety and Inspection Service Poultry Products Inspection Act, the National Chicken Council Animal Welfare Guidelines and the National Turkey Federation Animal Care Best Management Practices, which are designed to ensure the humane harvest of poultry. All international operations are expected to follow similar guidelines to include pre-slaughter stunning.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

All direct vendors and suppliers – domestically and internationally - to Tyson Foods are expected to use humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals, including pre-slaughter stunning. We do procure, however, a small percentage of Kosher beef products that would not fall under these general practices due to the differences with religious slaughter, and as such would be exempt.

**Performance Reporting:**

100% of the animals within our direct global supply chains are subject to pre-slaughter stunning.

Based on raw material supply chain insight data, and in accordance with our supplier expectations, 100% of the animals used to supply us with raw meat material are subject to pre-slaughter stunning.

**11. Does the company have a clear position on the avoidance of long distance live transportation?**

**25. Does the company report on the average, typical, or maximum permitted live transport times for the animals in its global supply chain?**

**37. What proportion of animals (excluding fin fish) in the company’s global supply chain is transported within specified maximum journey times?**

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

Safe and proper handling includes optimizing stocking densities and travel times, ensuring proper ventilation and protecting the animals from harsh weather conditions during loading, transport and unloading of animals.

Individuals responsible for transporting animals must participate in an applicable species-specific training programs which covers handling during loading and unloading, emergency action plans and extreme weather management for protection of the animals.

Our goal is to avoid the transport of live animals for more than eight hours during transport to the harvest facility. Due to the geographic profile of independent supply chains, along with the need to operate our harvest facilities in an efficient manner, we occasionally encounter longer transport times. Our processing plants maintain standard procedures for receiving live animals that require unloading animals as soon as possible, providing water in holding pens and feeding the animals if they are kept for longer than 24 hours. We also maintain emergency management plans for motor-vehicle accidents involving animals in transport.

**Performance Reporting:**

- Approximately 97% of cattle, 100% of hogs, 100% of turkeys harvested in the US and 100% of chicken we harvest globally are in transport to a processing facility less than eight-hours.



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**12. Has the company assigned management responsibility for farm animal welfare to an individual or specified committee?**

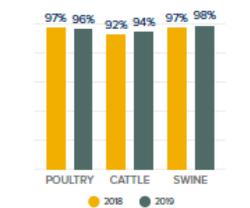
Our Corporate Office of Animal Welfare (OAW), led by Vice President of Welfare and International Sustainability, Ken Opengart DVM, PhD, is dedicated exclusively to animal welfare. The OAW is comprised of passionate team members who work diligently to guide and support our business units and supply partners in reinforcing our commitment to responsible animal care and handling while driving continuous improvement throughout our supply chain. Learn more at: <https://www.tysonustainability.com/animal-welfare/team>

**13. Has the company set objectives and targets for the management of farm animal welfare?**

We are committed to the welfare, proper handling and humane harvesting of all the animals we use to produce meat and poultry food products. This is a long-standing commitment grounded in continuous improvement, research, the use of outcome-based metrics and transparency.

**FY2019 By-the-Numbers**

**OVERALL AUDIT OUTCOMES BY SUPPLY CHAIN<sup>1</sup>**



<sup>1</sup>Percentages represent the average number of animal welfare audit elements that were found to be acceptable against their representative frameworks.

**KEY WELFARE INDICATORS<sup>1</sup>**

BROILERS	2018	2019
Transport Livability	99.8%	99.9%
Non-Damaged Wings	98.9%	98.8%
Acceptable Paw Scores	78.0%	81.0%
CATTLE AND HOGS	2018	2019
No Falls	99.2%	99.9%
Not Prodded	99.2%	99.3%
Acceptable Wait Times	94.0%	96.8%

<sup>1</sup>Metrics based on our U.S. operations. Percent acceptable as audited against NCC Welfare Guidelines for Broilers or NAMI Recommended Animal Handling Guidelines (September 2019 Rev. 2) for cattle and hogs.

- <https://www.tysonustainability.com/animal-welfare/>
- <https://www.tysonustainability.com/animal-welfare/approach>
- <https://www.tysonustainability.com/animal-welfare/research-education>
- <https://www.tysonustainability.com/animal-welfare/monitoring>

**14. Does the company report on its performance against its welfare policy and objectives?**

We are committed to transparently advancing animal welfare and experience.  
<https://www.tysonustainability.com/animal-welfare/>

**15. Does the company describe its internal processes for ensuring that its farm animal welfare policy is effectively implemented?**

In accordance with our Core Values, [Code of Conduct](#), and [Supplier Code of Conduct](#), we have a long-standing commitment to the well-being, proper handling, and humane harvest of all the animals used in our food products. We expect our global team members and supply partners to comply with laws regulating the humane treatment and harvest of animals, and to serve as stewards of the animals.

We've built an internal culture of caring about animals and delivering excellence in animal welfare is inherent to who we are as an organization. This applies not just to our team members who have daily interaction with animals, but extends all the way up to our senior leadership team. [CLICK HERE](#) for more information. Responsibly raising the number of animals within our supply chain takes thousands of independent grain farmers, livestock farmers, service technicians, transportation operators and Tyson Foods team members to care for, handle,



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transport and harvest animals. For this reason, we work across our supply chain to ensure best practices are followed at every step in the animal life cycle, from breeding through harvest.

As a part of our internal programs and supply chain expectations, we do not tolerate mistreatment of animals and immediately take correction actions for violations of our expectations for the proper care and humane handling of animals, which may include termination of employment or contract. We have a dedicated and anonymous reporting hotline – for both internal Team Members and external partners and stakeholders to report activities that are not in line with our expectations.

### **POLICIES & POSITIONS:** [ <https://www.tysonfoods.com/news/viewpoints>]

**Zero Tolerance:** Tyson Foods is committed to the welfare of all the animals entrusted to our care. Willful abuse, cruelty and/or neglect are unacceptable and will not be tolerated throughout our operations and supply chain. Any violation of this policy will result in disciplinary action, up to and including termination of employment or contract and possible prosecution.

**Whistleblower:** In accordance with our zero tolerance policy, we expect any observed or suspected act of willful abuse, cruelty and/or neglect to be reported to a member of management or to an anonymous hotline without fear of retribution. <https://tyson.policytech.com/dotNet/documents/?docid=4129>

Witnesses of an act of animal abuse, cruelty or neglect that fail to report an incident as outlined herein are subject to disciplinary action, up to and including termination of employment or contract and possible prosecution.

**Training:** Animal welfare training and certification is required for all new team members (all hourly and maintenance team members as well as management and management support) working in/around live animal area prior to performing their job assignment. Retraining is required at least annually. This requirement extends to contract workers, auditors and visitors. Applicable species specific PAACO certification may be presented in lieu of Tyson conducted training. Special exemption may be made by the BU President or Senior Vice President or Senior Vice President of Food Safety Quality Assurance to allow untrained visitors into prohibited areas if accompanied by a trained Tyson team member.

<https://www.tysonsustainability.com/animal-welfare/team>

<https://www.tysonsustainability.com/animal-welfare/dedicated-network>

**Physical alteration** – Physical alterations of livestock and poultry are performed when necessary to mitigate future risk of injury to the animal, improve animal welfare, worker safety and meat quality. Necessary procedures are performed in accordance with industry best practices, closely monitored and carried out by trained personnel using specialized, well-maintained equipment.

**Genetically-Modified Organisms** – Tyson Foods does not knowingly raise any genetically-modified animals or purchase genetically-modified animal products for our processing operations.

**Housing** - Housing systems in use across our supply chain vary due to species, geography, capacity, production phase and animal age, key aspects across all operation types include good management, proper training, provision of quality animal care, veterinary oversight and facility maintenance. Within each system, specialized tools and equipment are used to ensure the delivery of nutritious food and clean water.

**Animal Care** - All Tyson Foods Team Members, as well as the independent poultry, cattle and hog farmers who supply us, are expected to respect and serve as stewards of the animals they work with every day. We are committed to responsible management and proper handling and care of all animals within our supply chain. We expect our supplier partners to share this commitment.



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**Close confinement** - We support housing systems that are well managed and maintain good animal health and welfare. Tyson owns and raises less than ten percent of the pigs used in our pork business and we work hard to make sure they're as comfortable as possible in their housing environment. We support our farmer partners in continuous improvement of the housing they use for pregnant mother pigs, known as sows. We also verify good management practices by the independent farmers who supply us. We do this through our FarmCheck® program, which is an extensive audit process involving a third-party auditor that ensures pig farms are monitored for proper access to food and water, human-animal interaction and worker training.

**Transportation** – Individuals responsible for transporting animals must participate in an applicable species specific training programs which covers handling during loading and unloading, emergency action plans and extreme weather management for protection of the animals.

Additionally, our industry-leading third-party audit program helps to ensure that livestock and poultry farmers are monitored for proper animal welfare practices. Our Corporate Office of Animal Welfare oversees the implementation of the *FarmCheck*® program, through which third-party auditors check the livestock and poultry farms that supply us to ensure they meet a variety of animal welfare criteria.

<https://www.tysonsustainability.com/animal-welfare/monitoring> As a part of this program, observations on farms that do not meet the criteria established in the audit tool, no matter how minor, are noted as deficiencies. If possible, deficiencies are corrected on site prior to the completion of the audit. If not, then a corrective action plan is created with input from the farmer and our animal welfare, live operations and procurement teams.

### **16. Does the company describe how it implements its farm animal welfare policy (or equivalent) through its supply chain?**

We have a long-standing commitment to the welfare, proper handling, and humane treatment and care for animals in our supply chain. Through our [supplier code of conduct](#) and supplier agreements, we expect all suppliers – of both animals and raw animal materials - to use humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals. At the farm level, this is generally accomplished through participation in various industry recognized programs, such as NCC, NTF, PQA +, BQA

In the U.S., our industry-leading third-party audit program helps to ensure that our livestock and poultry supply partners are monitored for proper animal welfare practices. Our Corporate Office of Animal Welfare oversees the implementation of the *FarmCheck*® program, through which third-party auditors check the livestock and poultry farms that supply us to ensure they meet a variety of animal welfare criteria. [CLICK HERE](#) to learn more.

Tyson Foods' international operations and supply chain partners maintain animal welfare standards consistent with those of our U.S. operations. We have spent the last year evaluating welfare programs and potential opportunities for improvement. Over the next year, we will move to provide more cohesive governance and oversight across our entire global supply chain.

[Our Approach to Animal Welfare](#)

[Contract Farmer Bill of Rights](#)

### **17. Does the company assure its welfare scheme to a prescribed standard?**

Our industry-leading third-party audit program helps to ensure that livestock and poultry farmers are monitored for proper animal welfare practices. Our Corporate Office of Animal Welfare oversees the



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implementation of the *FarmCheck*® program, through which third-party auditors check the livestock and poultry farms that supply us to ensure they meet a variety of animal welfare criteria. The requirements of *FarmCheck*® are applicable to our U.S.-based direct supply chain and are based on best practices as recommended through Beef Quality Assurance, Pork Quality Assurance and National Chicken Council. And, in 2019, our *FarmCheck*® broiler chicken audit tools were certified by the Professional Animal Auditor Certification Organization. [CLICK HERE](#) to learn more.

In addition, we are the first beef processor to license the Progressive Beef™ program, a comprehensive quality management system designed for cattle feeding operations that sell to companies like Tyson Foods. Progressive Beef covers all aspects of day-to-day cattle care. Cattle feeding operators certified in the program follow best practices for animal welfare, food safety, responsible antibiotic use and environmental sustainability. These practices are verified twice per year through USDA-approved auditors. Each audit is like a report card, and the metrics involved help ranchers improve their operations. [CLICK HERE](#) to learn more.

Tyson Foods' international operations and supply chain partners maintain animal welfare standards consistent with those of our U.S. operations. We have spent the last year evaluating welfare programs and potential opportunities for improvement. Over the next year, we will move to provide more cohesive governance and oversight across our entire global supply chain.

Through our [supplier code of conduct](#), we expect all suppliers of raw animal materials to implement humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals. At the farm level, this is generally accomplished through participation in various industry recognized programs, such as NCC, NTF, PQA +, BQA

We have implemented specialty programs across certain supply chains to address the needs and preferences of some customers:

- SMART Chicken: Under our Smart Chicken brand, we offer options for authenticated free-range, USDA National Organic certified, and certified humane through the HFAC (Humane Farm Animal Care) program.
- Open Prairie Natural: For consumers who want pork/beef from farm animals that have never been given antibiotics, hormones or beta-agonists for any purpose, we offer a line of all natural (no artificial ingredients, vegetarian diet, minimally processed) pork products through our Open Prairie® Natural brands. <https://openprairienatural.com/>
- Tyson is working with our customers and suppliers to plan for market demand for beef that originates from Global Animal Partnership certified no antibiotics ever/no added growth hormone cattle.
- Progressive Beef <https://www.tysonfreshmeats.com/progressivebeef/>  
<https://www.beefmarketinggroup.com/progressive-beef>



# 2020 Responses to the Business Benchmark on Farm Animal Welfare

## Innovation and Leadership

18. Is the company currently investing in projects dedicated to advancing farm animal welfare practices within the industry?

We partner with a variety of professionals, academic institutions and industry groups to advance animal agricultural research and best practices for animal welfare throughout the industry.

- Industry Engagement: <https://www.tysonustainability.com/animal-welfare/approach>
- Research & Partnerships: <https://www.tysonustainability.com/animal-welfare/research-education>
- ICASA: We are a founding member of the International Consortium for Antimicrobial Stewardship in Agriculture (ICASA), a public-private collaboration led by the Foundation for Food and Agriculture Research. This group of global stakeholders will collaborate and support critical research to produce practical applications that address antimicrobial resistance. Collectively, members of the consortium have already committed \$15 million to support innovative research on antimicrobial stewardship and animal health. In addition to serving on ICASA’s Executive Steering Committee, Tyson Foods is represented on four of the organization’s five working groups.

<https://www.tysonustainability.com/animal-welfare/dedicated-network>

- US Roundtable for Sustainable Beef: <https://www.tysonustainability.com/animal-welfare/research-education>
- U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE)/International Poultry Welfare Alliance: Working in tandem to promote global awareness on the advancement of poultry welfare and sustainability, the International Poultry Welfare Alliance (IPWA) and the US Roundtable for Sustainable Poultry and Eggs (US-RSPE) are vital initiatives for which we are excited to be a part of. With leadership roles on both boards and multiple committee representation, we can work closely on the strategic missions of each.
- Foundation for Food and Agriculture Research (FFAR)/McDonald’s SMART Broiler Research Initiative <https://foundationfar.org/smart-broiler-research-initiative/>
- U.S. Poultry & Egg Association (USP&E)
- Global Coalition on Animal Welfare: In March, Tyson’s, membership application was accepted by the Global Coalition for Animal Welfare (GCAW). Launched in 2018, the group aims to establish a platform that enables business and animal welfare experts to work collaboratively on identifying objectives and improving animal welfare standards on a global scale. As several of the member companies are high profile customers, we believe that representation from Tyson will serve to provide balanced perspective and expertise from our segment of the industry.

We strive to be recognized by our internal and external customers as subject matter experts in welfare through leadership and participation in organizations that lead in welfare research and policy:

Various customer animal welfare committees	American College of Poultry Veterinarians
American Association of Avian Pathologists	National Turkey Federation
National Cattlemen’s Beef Association	National Chicken Council
Professional Animal Auditor Certification Organization	US Roundtable for Sustainable Poultry & Egg
North American Meat Institute	International Poultry Welfare Alliance
National Pork Board	Global Coalition for Sustainable Protein
Poultry Science Association	U.S. Roundtable for Sustainable Beef
American Veterinary Medical Association	Global Roundtable for Sustainable Beef
National Pork Producers Council	



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

### 19. *Does the company promote higher farm animal welfare to consumers through education and/or awareness raising activities?*

We advance animal welfare education by providing the use of our facilities and expertise in animal welfare auditing, in cooperation with our supply chain, as well as customers, academics and audit firms. This enables external stakeholders and individuals to gain professional animal auditor certification through the Professional Animal Auditor Certification Organization.

Additionally, our internal animal welfare experts serve on numerous committees and customer panels where they have the opportunity share knowledge and advancements that can assist with industry performance and education. They are also invited to speak at conferences and seminars supporting education and best practices in animal welfare.

We also open our doors to undergraduate and graduate students in animal science for educational opportunities, providing a place to evaluate welfare dynamics similar to those in the North American Meat Institute's recommended animal handling guidelines. Our facilities also serve as locations for various supply chain and customer educational events focused on animal welfare policies and practices, where the renowned Dr. Temple Grandin acts as a training partner.

<https://www.tysonsustainability.com/animal-welfare/team>

- In 2019, we also offered education on the ethics of animal welfare—not just what we do, but why it matters. Dr. Dorothy McKeegan, an animal welfare expert from the University of Glasgow and member of Tyson Foods' Animal Welfare Advisory Panel, gave a two-day course on animal welfare ethics. The intent of this course was not to persuade, but rather aid our animal welfare specialists, managers and OAW leadership team in understanding the fundamental beliefs about animals that shape thoughts and actions both personally and as an enterprise.
- Tyson Foods also advances animal welfare education beyond our community of team members. We provide access to our facilities and expertise in animal welfare auditing, in cooperation with our supply chain, as well as customers, academics and audit firms. This enables external stakeholders and individuals to gain professional animal auditor certification through PAACO. We open our doors to undergraduate and graduate students in animal science for educational opportunities, providing a place to evaluate welfare practices. Our facilities also serve as locations for various supply chain and customer educational events focused on animal welfare policies and practices

<https://www.tysonsustainability.com/animal-welfare/dedicated-network>

- One way we engage with our farmer partners is to share information on animal welfare topics they may need guidance on or have questions about. For example, we have participated in free educational seminars in collaboration with trusted industry experts providing information and resources on a variety of topics.
- Ongoing research conducted with academic partners, at the Tyson Foods Center for Sustainable Poultry Welfare Research informs the practices we follow in raising broiler chickens.
- our chicken and turkey specialists working in our U.S. operations are certified to teach the U.S. Poultry and Egg Association's Poultry Handling and Transportation (PHT) Certification Program.



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

20. Does the company report on the proportion of animals (or volume of fresh or frozen animal products and ingredients) for own-brand products in its global supply chain that are free from confinement?

**LINK TO 4**

21. Does the company report on the proportion of animals for own-brand products in its global supply chain that is provided with effective species-specific enriched environments?

**LINK TO 5**

22. Does the company report on the proportion of animals in its global supply chain that are free from routine mutilations?

**LINK to 9**

23. Does the company report on the proportion of animals in its global supply chain that are subject to pre-slaughter stunning?

**LINK to 10**

24. Does the company report on the proportion of animals in its global supply chain that is ineffectively stunned, i.e. are subject to back-up or repeat stunning?

Best-practice system assessments and animal-handling audits are implemented in all of our U.S. chicken, beef, pork and turkey plants, as well as in our chicken hatcheries. This includes a combination of daily, weekly and annual handling and welfare audits conducted by animal welfare specialists, OAW personnel, plant management, members of our Food Safety and Quality Assurance teams and third-party groups. Plants perform daily internal audits and take part in annual external third-party audits. We piloted unannounced audits in 2019 and will be rolling these out across our operations in 2020. In addition, all plants have animal welfare committees that conduct assessments and meet monthly to discuss animal welfare performance and areas for improvement.

Comprehensive training programs are in place to ensure team members know and follow proper animal welfare expectations and handling practices – including stunning – to mitigate risks associated with effective stunning.

<https://www.tysonsustainability.com/animal-welfare/dedicated-network>

<https://www.tysonsustainability.com/animal-welfare/monitoring>

25. Does the company report on the average, typical, or maximum permitted live transport times for the animals in its global supply chain?

**LINK TO 11**



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

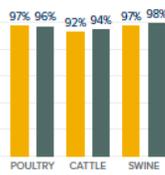
### 26. Does the company report on welfare outcome measures?

We are committed to transparently advancing animal welfare and experience.

<https://www.tysonustainability.com/animal-welfare/>

#### FY2019 By-the-Numbers

##### OVERALL AUDIT OUTCOMES BY SUPPLY CHAIN<sup>1</sup>



<sup>1</sup>Percentages represent the average number of animal welfare audit elements that were found to be acceptable against their representative frameworks.

##### KEY WELFARE INDICATORS<sup>1</sup>

BROILERS	2018	2019
Transport Livability	99.8%	99.9%
Non-Damaged Wings	98.9%	98.8%
Acceptable Paw Scores	78.0%	81.0%
CATTLE AND HOGS	2018	2019
No Falls	99.2%	99.9%
Not Prodded	99.2%	99.3%
Acceptable Wait Times	94.0%	96.8%

<sup>1</sup>Metrics based on our U.S. operations. Percent acceptable as audited against NCC Welfare Guidelines for Broilers or NAMI Recommended Animal Handling Guidelines (September 2019 Rev. 2) for cattle and hogs.

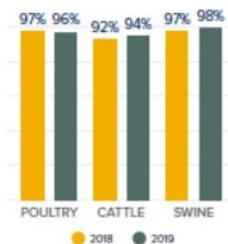
### 27. Does the company provide an explanation of progress and trends in performance?

We are committed to transparently advancing animal welfare and experience.

<https://www.tysonustainability.com/animal-welfare/>

#### FY2019 By-the-Numbers

##### OVERALL AUDIT OUTCOMES BY SUPPLY CHAIN<sup>1</sup>



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## Performance Reporting and Impact

### 28. What proportion of laying hens in the company's global supply chain is cage free?

**LINK TO 4**

### 29. What proportion of fresh/frozen pork products and ingredients in the company's global supply chain is sourced from pigs that are from sow stalls?

**LINK TO 4**

### 30. What proportion of fresh/frozen milk or milk products and ingredients in the company's global supply chain is sourced from cows that are free of tethering?

**LINK TO 4**



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

31. *What proportion of broiler chickens for own-brand fresh/frozen products and ingredients in the company's global supply chain is reared at lower stocking densities (specifically, 30 kg/m<sup>2</sup> or less)?*

Approximately 44% percent of our chickens in the U.S. are reared at a maximum stocking density equal to or less than 6.0 pounds per square foot.  
In our Thailand and Malaysia operations, 40% of our suppliers raise chickens at lower stocking densities (specifically, 30 kg/m<sup>2</sup> or less).

32. *What proportion of laying hens in the company's global supply chain is free from beak trimming or tipping?*

[LINK TO 9](#)

33. *What proportion of pigs in the company's global supply chain is free from tail docking?*

[LINK TO 9](#)

34. *What proportion of dairy cows in the company's global supply chain is free from tail docking?*

[LINK TO 9](#)

35. *What proportion of the company's supply of chicken meat (fresh/frozen/processed and ingredient) comes from strains of birds with improved welfare outcomes and with a slower growth potential (defined as <55g/d averaged over the growth cycle according to the breeding company specification)?*

The broiler chickens we raise at Tyson Foods originate from roosters and hens that are purchased as chicks from a poultry genetics company. This company uses an animal husbandry practice that has been well known for nearly 100 years—selective breeding. With this type of genetic selection, birds are chosen that express many important health and welfare traits, including leg strength, cardiovascular health, strong immune systems and production traits like appropriate growth rate, efficient conversion of feed to meat and white meat yield. We purchase day old turkeys, known as “poults” from an independent hatchery. These poults go straight to our independent contract farms to be raised as meat turkeys. <https://www.tysonustainability.com/animal-welfare/dedicated-network>

36. *What proportion of animals (excluding fin fish) in the company's global supply chain is pre-slaughter stunned?*

[LINK TO 10](#)

37. *What proportion of animals (excluding fin fish) in the company's global supply chain is transported within specified maximum journey times?*

[LINK TO 11](#)



## 2020 Responses to the Business Benchmark on Farm Animal Welfare

38. *We are interested to understand the role that food companies are playing in promoting sustainable lifecycle choices through the products they sell to customers.*

1. *Does the company have a position on promoting non-animal derived protein alongside animal protein?*
2. *Does the company have a stated commitment to reducing/substituting (at least in part) a proportion of the animal protein it sells?*

Consumers are changing the way they eat. Flexible diets are on the rise, fueled in part by consumers' desire for more creativity, flexibility and variety. This includes variety in where their protein comes from, with 75% of consumers saying they are open to diets that include both meat and plant-based proteins. Given growing awareness of protein's value as an essential nutrient and people's increased understanding of the connection between food and health, alternative protein is one of the fastest-growing categories in food.

Tyson Foods is ready to meet this demand. In 2019, we set out to reimagine protein by launching Raised & Rooted™ Nuggets made with plants, Raised & Rooted™ Blended Patties made with pea protein and Angus Beef, and Aidells® Whole Blends sausage links made with chicken plus a blend of plant ingredients. We are planning to grow the portfolio in 2020 to include Raised & Rooted™ Blended Steakhouse Patties, Whole Grain Nuggets and Spicy Nuggets. These products are available for retail and foodservice customers, and at the time of launch, made Tyson Foods the largest U.S. meat producer to enter the growing alternative protein segment with its own products.

Ultimately, our goal is to develop alternative protein not as a segment, but rather a capability that cuts across eating occasions, consumer demographics, geographies and brands. Tyson Foods is committed to developing alternative protein products that are more accessible, affordable, delicious and better for you as we bring about a future where plant protein is a staple in global diets. We have the capabilities to do this with our disruptive innovation model and our multidimensional approach to innovation, which includes creating food in flexible forms that fit into busy lifestyles.

Understanding the structure, functional ingredients and taste experience needed to create plant protein products sets Tyson Foods apart, where our R&D capabilities are second to none. This expertise, combined with our deep and long-standing customer relationships, uniquely enables Tyson Foods to meet the growing demand for foods developed with both convenience and conscience.

Additionally, as part of our corporate commitment to continually innovate, [Tyson Ventures](#) makes minority-stake investments in early-stage companies. The \$150 million fund invests in promising entrepreneurial food businesses that can benefit from our scale and align with Tyson Foods' corporate purpose to raise the world's expectations for how much good food can do. To date, this group has invested in nine companies, ranging from supply chain technology to plant-based products to cell-based meat research to food safety technologies. Four of those investments have been in alternative protein companies: Myco Technologies, New Wave Foods, Future Meat Technologies, and Memphis Meats.

We made two new investments in 2019, both related to alternative proteins. The first was in New Wave Foods, a San Francisco-based producer of plant-based shellfish products. The company plans to have a shrimp alternative ready for food service operators in 2020. We believe that the market for New Wave's products will be large. Shrimp is one of the most popular seafoods worldwide, and Tyson Ventures looks forward to learning from this disruptive company about how to meet global demand for all types of protein. Our second investment was in Big Idea Ventures, a new fund focused on alternative protein companies at the seed stage. Tyson Ventures' commitment will allow us to gain deeper insights into the emerging alternative protein industry both domestically and internationally.