



ZERO TOLERANCE

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DOCUMENT CONTACT TITLE: VP ANIMAL WELFARE & INTERNATIONAL SUSTAINABILITY

BUSINESS AREA: ANIMAL WELFARE

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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.

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 Foods considers animal welfare to include both physical and mental states and aims to minimize animals' negative experiences by providing them with the necessary elements to ensure their physical and mental health, as well as express their natural behavior.
- 3.2. Each Team Member, supplier, and vendor handling animals for Tyson Foods is required to make proper animal care and handling a top priority in the performance of their job. Some examples of required conduct, includes, but is not limited to:
- 3.2.1. Handling, transporting, and slaughtering animals using lower stress techniques, wherever possible, and humane handling methods.
- 3.2.2. Coordinating appropriate veterinarian care.
- 3.2.3. When possible, providing animals with the opportunity to have positive experiences, such as comfort (e.g., physical and thermal), satiety, engagement, and responsiveness.

- 3.3. Tyson Foods prohibits all forms of mistreatment, animal abuse, cruelty and neglect. Some examples of prohibited actions include, but are not limited to:
- 3.3.1. Making cuts on or skinning conscious animals
 - 3.3.2. Excessive beating or prodding of ambulatory or non-ambulatory disabled animals or dragging of conscious animals
 - 3.3.3. Driving animals off semi-trailers over a drop off without providing adequate unloading facilities (animals are falling to the ground)
 - 3.3.4. Running equipment over conscious animals
 - 3.3.5. Stunning animals and allowing them to regain consciousness
 - 3.3.6. Failing to immediately (or promptly) render an animal unconscious after a failed initial stunning attempt (e.g., no planned corrective actions)
 - 3.3.7. Multiple ineffective stun attempts (2+) that are due to one or more of the following establishment failures to properly handle or stun the animal
 - 3.3.8. Failure to immediately (or promptly) apply the corrective actions that demonstrates a blatant disregard for animal discomfort and excitement
 - 3.3.9. Failure to adequately restrain an animal
 - 3.3.10. Failure to use adequate stunning methods (inadequate air pressure, caliber, or electric current) for the size / species being stunned
 - 3.3.11. Poorly trained / untrained operator or inexperienced operator
 - 3.3.12. Prolonged discomfort and excitement of the animal due to the inability to render it insensible / unconscious after the application of immediate (or prompt) corrective actions.
 - 3.3.13. Dismembering conscious animals, for example, cutting off ears or feet
 - 3.3.14. Leaving disabled livestock exposed to adverse climate conditions while awaiting disposition
 - 3.3.15. Otherwise causing unnecessary pain and suffering to animals, including situations on trucks

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 Zero Tolerance Policy.
 - 4.1.2. Team Members that handle animals in performance of their job will also be trained on proper care and handling procedures to support full compliance with the Zero Tolerance Policy.

- 4.2. All suppliers of live animals 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 violation of this policy will result in 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 Zero Tolerance 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 conduct or practice that is inconsistent with this Zero Tolerance Policy; potential animal abuse, cruelty, or neglect or conduct that is inconsistent with Tyson Foods' standard operating procedures for animal welfare is 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 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. Tyson Code of Conduct

8.1.2. Animal Welfare Mission & Vision Statement

8.1.3. Animal Welfare Reporting Policy

9.0 Revision Record

9.1. [10/15/2020/V1] – New Policy

9.2. [03/31/22/V2] – Updated Policy