



ANIMAL WELFARE TRAINING

Contact Person	Barbara Masters
Business Area	Animal Welfare
Publication Date	May 1, 2024
Scope	This policy applies to all Tyson Foods' team members and entities, including wholly owned and operated subsidiaries and domestic and international business units.

1.0 Policy Overview

- 1.1. The purpose of the Animal Welfare Training ("Policy") is to communicate baseline training expectations for animal handling, care, and treatment.
- 1.2. 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.
- 1.3. Abuse, cruelty, and/or neglect, resulting from actions inconsistent with Tyson Foods core values, standard operating procedures and training are unacceptable and will not be tolerated within our operations and supply chain.
- 1.4. To ensure that our expectations are met, Tyson requires Team Members working in/around animals follow animal handling and welfare procedures that adhere to all applicable laws and best management practices. Team Members must also complete animal welfare training.
- 1.5. This Policy should be read in connection with the Zero Tolerance Policy.
- 1.6. This Policy is aligned with and supplements Tyson's Code of Conduct, Core Values, Zero Tolerance Policy, and RIGHT behaviors.

2.0 Statements of Policy

- 2.1. 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.

Note that Tyson Foods does not require government workers to complete Tyson Foods' conducted training however all government workers are required follow Tyson Foods' standard operating procedures when working in or around live animal areas.

- 2.2. Only trained and authorized 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 Business Unit 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.
- 2.3. 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.
- 2.4. These requirements extend to contract workers, external auditors and visitors.
- 2.5. 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.

3.0 Responsibilities

- 3.1. Team Members are responsible for knowing and following this policy.

4.0 Consequences for Failure to Comply

- 4.1. Any Team Member who violates this policy may be subject to disciplinary action, ***up to and including termination of employment.***
- 4.2. Individuals determined to have violated this Animal Welfare Training Policy can 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 may, as appropriate, refer matters involving animal welfare to applicable governmental authorities for prosecution of potential civil and criminal liability.

5.0 Reporting Potential Violations

- 5.1. Every individual is **100%** accountable or responsible for their actions and there are **0** excuses if things should not go as planned. **See it? Stop it!** builds on the 100/0 concept of individual accountability but takes it a step further to encompass not only the individual's actions but also hold each individual accountable for ensuring that the system and its participants are compliant with Tyson Food's animal welfare expectations. This is how we want every team member to approach their responsibility relative to welfare.
- 5.2. 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.

- 5.3. If you believe that this Policy may have been violated report the event directly to Ethics@tyson.com. You also have the option use the [Tell Tyson First web portal](#) by clicking the button below or use the Ethics Line by dialing 1-888-301-7304. If you are calling from outside the United States, refer to the Contact section of the Code of Conduct. It is the Company's policy that team members will suffer no retaliation for reporting potential compliance concerns.

[Tell Tyson First](#)

6.0 Additional Policy Information

- 6.1. Related Documents (hyperlinked)
- Tyson Code of Conduct
 - Animal Welfare Mission & Vision Statement
 - Zero Tolerance Policy

7.0 Revision Record

- 7.1. [10/15/2020/V1] – New
- 7.2. [03/31/2022/V2] – Updated Policy
- 7.3. [05/18/2023/V3] – Updated Policy
- 7.4. [7/6/2023/V4] – Updated Policy
- 7.5. [1/31/2024/V5] – Updated Policy
- 7.6. [05/01/2024/V6] – Updated Policy