

WAYNE-SANDERSON FARMS' HUMAN RIGHTS STATEMENT

Background

Respect for the inherent dignity, equality and worth of every human being is a core value of our company, and it is supplemented by our Code of Conduct, which holds our directors, officers and employees to the highest standards of lawful and ethical behavior. This Human Rights Statement and our Code of Conduct compel us to pursue the fair and equitable treatment of all people, including anyone associated with our company. The values they articulate are integral to our corporate culture, which we believe is a key reason for our success.

Our Commitment to Human Rights

We recognize our responsibility for, and are committed to, the total respect of internationally recognized human rights, including the right to freedom of association and collective bargaining. We have a responsibility to avoid causing or contributing to adverse human rights impacts through our activities; to seek to prevent or mitigate such impacts that are directly linked to our operations or products by our business relationships; and to take appropriate action, which may include remediation, when such impacts occur.

We expect every member of our team to respect these rights. We also expect our contract producers, suppliers and other business partners to adhere to the principles expressed in this Statement.

Our commitment to Human Rights includes a strict prohibition of any forced labor including child labor or human trafficking.

Our Human Rights Due Diligence and On-Going Assessment Processes

With the oversight of our board of directors, our officers continuously assess the human rights impact of our ongoing, day-to-day operations and activities. This ongoing assessment is part of our enterprise risk management and compliance functions.

The key risk areas we monitor include, among others:

- the safety of our products for all consumers
- a continuous evaluation of the effect of our operations and our contract farms on sustainable environmental practices, as it is a part of our corporate responsibility
- our steadfast commitment to diversity, equity, inclusion and belonging by regularly reviewing our policies, procedures and practices, with a yearning to be better each day, so we are able to ensure all persons are treated with humanity and dignity
- fair and equitable pay and benefits practices, including access to comprehensive, affordable health insurance and retirement planning

- the utmost importance placed on workplace safety and all that it encompasses, including continuous operational and situational training
- the recognition of, and constant focus on, our employees who do not speak the English language, and their right to be included and informed of all business practices and all information via our translation and interpretive services

In addition, we have undertaken the following initiatives, among others, in advancement of human rights:

- fair treatment of our contract farmers, with efforts including confidential reporting of concerns, farmer advisory panels, and generous on farm investment and reimbursement programs
- the creation of the Diversity & Inclusion Committee, made up of employees from the field, demonstrates our long-term, grassroots commitment to DEI&B
- dedication to the overall health, including mental health and well-being, of every employee through our health and wellness initiative programs
- opportunities for personal growth and development for all employees, including financial literacy training, DEI&B training and tuition reimbursement programs
- our trainee programs provide advancement opportunities for our employees to become future leaders within our company through operational and leadership training, where they are equipped with industry knowledge and are able to develop and strengthen leadership skills, behaviors and competencies in order to lead effectively
- an unwavering commitment to the employee that each employee is provided with information that promotes both their professional and personal safety, growth and development
- our comprehensive training program, delivered in-person, virtually or through technologically-enhanced learning, encompasses topics surrounding:
 - ongoing communication of our company's culture and expectations
 - leadership development topics focused on communication, trust and teamwork
 - personality and leadership assessments for self-awareness
 - diversity, equity, inclusion and belonging
 - workplace safety
 - job-specific training, including training on specialized equipment
 - compliance & regulatory
 - health & wellness, including seasonal informative training
 - non-harassment and non-discriminatory policies and practices
 - financial literacy

At Wayne-Sanderson Farms, every employee must maintain a work environment that reflects respect for human rights, aligned with this Human Rights Statement. Employees who believe that someone is violating the Human Rights Statement, are asked to report it immediately to their manager, Human Resources or Company legal counsel.