



WAYNE SANDERSON 

OUR COMMITMENT



Our Vision

**To be the AMAZING poultry company, recognized
as the partner of choice by our customers,
coworkers, farmers and communities.**

INTRODUCTION

As we strive to be the amazing poultry company recognized as a partner of choice by our customers, it is our responsibility to be transparent about our values and our compliance programs. As the nation's third largest poultry producer, we have extensive processes in place to protect not only our brands and reputation, but those of you as our customers as well. Our compliance programs and policy statements, as detailed in the following pages, are designed to address the most prominent reputational and operational risks that we face together. Ranging from our commitment to sustainable operations to our commitment to human rights, food safety and animal welfare, we strive to ensure that every aspect of our operation reflects positively upon our company and you as our customers. With over 26,000 team members and over 2,000 family farms across seven states, mistakes are always possible. However, you, our customers, can rest assured that our focus on every process will help minimize the risks inherent to our business, and address the issues that matter most to your consumers.



OUR COMMITMENT TO SUSTAINABILITY

PHILOSOPHY

Wayne-Sanderson Farms respects the impact we have on the planet and the natural resources that support life. As a company, we know we can make positive impacts globally through our commitments to reducing energy usage, waste, water usage and more. Through innovative technology and efficient processes, we can minimize the impact of our operations on the environment.

ASSESSMENT

As we continue to integrate the diverse operations of our new company, we will assess and align the sustainability reporting metrics of our two legacy companies over the next year and set new goals for sustainable operation for the coming years. Collecting and verifying data will be our primary short-term goal to ensure both legacy companies have complete and accurate environmental data to report for fiscal year 2024.

GOAL SETTING

Following the completion of data acquisition, greenhouse gas emissions, water consumption and landfill use will be calculated and evaluated, permitting the establishment of annual goals until a strategy for science-based targets is announced for subsequent years. In the interim period until those science-based targets are identified, we will continue to evaluate water usage and water reduction projects, biogas opportunities and electricity usage at all of our complexes.

COMPLIANCE AUDITING

Utility reductions, evaluations and sustainability success stories will be available for fiscal year 2024. Wayne-Sanderson Farms will also contract with a third party in fiscal year 2024 to perform a materiality assessment for the entire company, a water stress assessment for all complexes and a water stress assessment for our combined feed supply.



OUR COMMITMENT TO HUMAN RIGHTS

PHILOSOPHY

Wayne-Sanderson Farms recognizes our responsibility for, and is 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.

ON-GOING ASSESSMENT PROCESS

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:

- 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

INITIATIVES

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 and inclusion committee, made up of employees from the field, demonstrates our long-term, grassroots commitment to diversity, equity, inclusion and belonging.
- 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; diversity, equity, inclusion and belonging 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 by providing each employee 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 and regulatory
 - Health and wellness, including seasonal informative training
 - Non-harassment and non-discriminatory policies and practices
 - Financial literacy

HUMAN TRAFFICKING

Wayne-Sanderson Farms is committed to identifying and protecting against employment practices or policies that provide opportunities for forced labor exploitation or human trafficking whether such policies or practices exist internally or inside its supply chain or distribution vendors. Furthermore, Wayne-Sanderson Farms is committed to training human resources personnel to recognize the indicators of suspected human trafficking and report any suspicious activity to appropriate authorities.



FOOD SAFETY GUARANTEE

PHILOSOPHY

At Wayne-Sanderson Farms, we have a passion for every aspect of what we do and make continuous improvement a way of life. Through finding and implementing best practices, creatively engaging our employees and having open and honest communication both internally and externally, we will work together with our suppliers and customers to produce quality products under strict food safety policies and procedures that meet our customers' needs and requirements.

HAZARD ANALYSIS OF CRITICAL CONTROL POINTS (HACCP)

The quality and safety of the products produced and marketed by Wayne-Sanderson Farms are guaranteed. Indeed, we were a leader in the poultry industry in developing and implementing the principles of HACCP in our food processing facilities. All of our food processing facilities are in compliance with all U.S. Department of Agriculture (USDA) regulations and are operating under a fully implemented HACCP Plan that meets or exceeds all requirements set forth in 9 CFR 417. Wayne-Sanderson Farms has identified validated critical control points (CCP) through conducting a hazard analysis for biological, chemical and physical hazards for each of our processes. Each facility's HACCP plan is available for review by the customer at any time while at the facility.

Wayne-Sanderson Farms facilities have in place sanitation standard operating procedures (SSOPs) that meet all requirements of 9 CFR 416. Furthermore, Wayne-Sanderson Farms' facilities have in place written supporting programs encompassing:

- Good manufacturing practices (GMPs)
- Traceability procedures for all raw materials, packaging, ingredients and finished products to ensure proper identification for all products coming into and through the system and leaving the system.
- Recall procedures are in place at each production facility such that if necessary, all products that are produced can be traced by product codes and volumes shipped to the first level of distribution and back to ingredients, packaging and farms. A mock recall will be held at each facility location a minimum of one time per year.

- Pest Control Program
- Food Defense Program
- Facilities are access controlled and guarded. All visitors/contractors must show a valid photo ID and must be authorized by plant management. Annual security audits are conducted at all locations. All incoming and outgoing trucks/trailer doors, including the vent door, must be locked (padlocked) or sealed, and the seal number(s) recorded on the shipping documents.
- Bioterrorism
 - All Wayne-Sanderson Farms processing facilities are registered with the FDA to meet the requirements of the Bioterrorism Act.
- Allergen Control Program
 - Allergens have been considered in the hazard analysis for each Wayne-Sanderson Farms facility. In those facilities where allergens are present, programs have been established and validated through testing for the handling and control of any ingredient containing allergens.
- Foreign Material Control
 - Each facility has foreign material control procedures in place that include a glass/brittle plastic policy with monitoring, metal detectors (where applicable), and monthly foreign material blitzes to identify potential foreign material threats.

AUDITS

The programs above as well as many other aspects of HACCP, sanitation and GMP's are audited at each facility annually, both internally, as well as by a third-party certifying body under the Global Food Safety Initiative (GFSI) standard of Safe Quality Foods (SQF) Food Safety Code or BRCGS. All of these programs and associated documents are available and open for review at the facility by the customer at any time.

COUNTRY OF ORIGIN

Wayne-Sanderson Farms is a fully integrated poultry producer. All birds are hatched in facilities and raised on domestic farms located in the United States. All poultry products sold by Wayne-Sanderson Farms are derived exclusively from poultry that have passed ante- and post-mortem inspection by USDA/FSIS at federally registered slaughter and processing facilities. All products sold by Wayne-Sanderson Farms will bear the official FSIS mark of inspection (USDA inspection seal) on the shipping containers for clear identification, and containers are labeled "Product of USA." This meets the requirements of the Country of Origin Labeling (COOL) regulation as listed in 7 CFR Part 65.



ANIMAL WELFARE, ANTIBIOTIC & HORMONE USE COMMITMENT

PHILOSOPHY

Wayne-Sanderson Farms recognizes an ethical obligation to provide for the health and humane care of our chickens. Though many product choices help our customers build their own businesses, one aspect remains constant across all of our offerings: Wayne-Sanderson Farms communicates and expects that we treat our chickens with dignity and respect; and we do not tolerate deliberate abuse or mistreatment of any kind. This is our promise to you, and we use a variety of tools available to ensure this.

All chickens deserve a basic level of dignified, humane care.

Our animal welfare commitment starts with the recognition that chickens are sentient beings that depend on us for every aspect of their care. While chicks need food and water to survive, their well-being and ability to thrive also depends on quality nutrition, reliable shelter, companionship, avoidance of pain and the ability to freely move about and explore, which further supports natural instincts and behaviors. Most importantly, we recognize that animal welfare is everyone's job, as we actively manage our program on an hourly, daily, weekly, monthly and yearly basis. We count on everyone, at every level, to serve as eyes, ears and advocates for our chickens.

With these considerations at the forefront, we take numerous steps throughout our processes to ensure humane care from hatching, raising, harvesting and transporting to processing.

COMPLIANCE

Wayne-Sanderson Farms has committed to an animal welfare program in compliance with the National Chicken Council animal welfare guidelines to ensure the proper handling, treatment and well-being of poultry during the production process. It includes

a documented training and development program focused on educating and reinforcing the best practices outlined in our animal welfare program. Focused training is provided to ensure that all parties have the ability to successfully perform their jobs with respect to animal welfare. The Wayne-Sanderson Farms Animal Welfare Program also has a comprehensive auditing program supported by both internal and third-party auditing that focuses on all aspects of our production system. Each Wayne-Sanderson Farms slaughter facility receives at least one third-party audit and one internal audit annually. Our internal and third-party audits are performed by PAACO-certified auditors.

Wayne-Sanderson Farms places personal responsibility and accountability on all employees, growers and persons associated with the company to fully adhere to and follow the animal welfare program. Individuals who fail to do so will be subject to disciplinary action up to and including termination of employment, termination of agreements or termination of grower contracts. Wayne-Sanderson Farms has an employee hotline where incidents of animal welfare violations can be reported anonymously for follow-up by corporate senior management.

ANIMAL CARE ADVISORY COMMITTEE

Wayne-Sanderson Farms' animal care advisory committee (ACAC) was formed in November of 2017 to help improve our animal welfare practices, based on scientific findings. The committee is made-up of external members who are poultry and animal behavior experts who advise and provide input, as well as Wayne-Sanderson Farms team members who are responsible for managing animal care and communications programs. The committee is ongoing and meets at least semi-annually to determine next steps and recommendations for improvement.

ANTIBIOTICS AND ANTIMICROBIALS

Our goal is to use antibiotics to the minimum level required to ensure flock health. We see antibiotics as an important tool in animal health management but continually strive to minimize their use including those which have been classified as medically important. All antibiotic use is overseen by a licensed and USDA-accredited veterinarian, who is board-certified by the American College of Poultry Veterinarians. No antibiotic is administered without veterinarian assessment, approval, and day-to-day flock oversight. Wayne-Sanderson Farms does not routinely use antibiotics considered medically important to humans, according to the FDA. We fully support the use of FDA-approved antimicrobial compounds whenever necessary to treat disease and prevent animal suffering and mortality, and to potentially minimize foodborne pathogens. Most importantly, 100% of our chicken products are free of antibiotic residue because of extensive oversight and adherence to FDA-approved withdrawal times prior to processing.

HORMONE USE

No matter the product line offered by Wayne-Sanderson Farms, hormone use is strictly prohibited by federal regulations for poultry production. Therefore, no growth hormones of any kind are used to raise our chickens.

ANTIBIOTIC USAGE ALTERNATIVES

In addition to the humane care assurances already outlined, Wayne-Sanderson Farms also offers other product lines for those customers and consumers who want chicken products that have come from flocks that have never been given antibiotics, and those which carry humane care certification.

These offerings include:

- No antibiotics ever (NAE) and vegetable and grain diet with no animal by-products. This means that no antibiotics, including medically important antibiotics, have been used at any point of the process, from hatching to raising to harvesting to transporting and processing chickens. Essential nutrients are provided in chickens' diets through the inclusion of vegetable sources versus animal by-products.
- Global Animal Partnership (GAP) step 2 rated, NAKED TRUTH® Premium Chicken. Verified by an independent third-party certifier, "Where Food Comes From®, Inc.," chicken products eligible for this program have met GAP-approved requirements. These include, but are not limited to, reduced stocking density; increased light intensity; at least six continuous hours of darkness for rest; and added enrichments in chicken houses to help further support natural behavior. In addition, since 2019, controlled atmosphere stunning (CAS) has been used to render chickens unconscious prior to processing.

RESIDUE TESTING

Wayne-Sanderson Farms conducts comprehensive pesticide residue monitoring on each flock before slaughter as part of its pesticide residue testing program.

Wayne-Sanderson Farms fully supports the use of FDA-approved antimicrobial compounds when necessary to treat disease in order to prevent animal suffering and mortality. All antibiotic use is supported by evaluation of poultry health conditions, including use of diagnostic tests. We adhere to all Food and Drug Administration (FDA) regulations regarding the withdrawal of antibiotics from feed and water. These FDA withdrawal regulations ensure that all edible animal and poultry products when ready-to-eat are free from antibiotic residues.

AVIAN INFLUENZA MONITORING

Wayne-Sanderson Farms is a registered participant in the national poultry improvement plan (NPIP) and is testing birds for Avian Influenza from each flock according to this plan.



For more information about Wayne-Sanderson Farms,
please contact your sales representative or
email customercare@waynesanderson.com.