



A YEAR OF **AMAZING**



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A MESSAGE FROM OUR PRESIDENT AND CEO



I am incredibly proud to present the 2024 Wayne-Sanderson Farms Corporate Responsibility Report. This year marks a significant milestone for our company – our first full fiscal year as a unified force following the merger of Wayne Farms and Sanderson Farms. It has been an amazing journey fueled by the dedication and talent of our incredible team of 26,000 team members and over 2,000 family farmers across the country.



From the outset, Wayne-Sanderson Farms has been built on our legacy companies' strong operating cultures and industry-leading expertise. This foundation, coupled with our unwavering commitment to “doing what’s right” for all our stakeholders, defines us as an AMAZING Company. This commitment extends far beyond just financial success. It encompasses our people’s well-being, our planet’s health, the responsible care of our animals, and ultimately, the delivery of safe, fresh, and delicious food to millions of families worldwide.

This report serves as a testament to that commitment. We’ll dive deep into the four pillars guiding our AMAZING approach: People, Planet, Animals, and Food. Each pillar represents a critical piece of the puzzle, and together, they paint a comprehensive picture of how Wayne-Sanderson Farms strives to be a responsible leader in the poultry industry.

We have a tremendous responsibility to provide safe, high-quality food for millions of Americans and take it very seriously. In these pages, you’ll see how we’re working hard to uphold and continuously improve that responsibility. We’re committed to transparency, continuous learning, and a relentless pursuit of excellence in every area of our operations.

So, join us on this journey as we explore the AMAZING world of Wayne-Sanderson Farms, and discover how we’re working to positively impact our people, planet, animals, and the food on your table.

– Clint Rivers
President and Chief Executive Officer

PEOPLE



Our Amazing Team: Investing in People and Communities

At Wayne-Sanderson Farms, we recognize that our success hinges on the dedication and well-being of our amazing team members – all 26,000 of them! We are firmly committed to fostering a supportive work environment that empowers our team to thrive both professionally and personally.

HERE'S HOW WE'RE DELIVERING ON THAT PROMISE:

Investing in Health and Financial Security

One of the most significant outcomes of our company merger was the successful harmonization of our benefit plans. This resulted in a more comprehensive and accessible suite of healthcare options for all team members. The impact is clear: participation in our medical plans soared, particularly among our Legacy Sanderson Farms team members, with **a remarkable 29% increase in enrollment**. Encouragingly, the average age of new medical plan enrollees is ten years younger than the existing pool, indicating a focus on preventative care amongst our newer team members.

To help our team members stay healthy, we provide convenient and affordable on-site healthcare services to hourly and salaried employees and their dependents who are enrolled in a Wayne-Sanderson Farms Medical Place at select locations via a third-party health vendor at little to no cost. These clinics offer preventive care, urgent care, mental health, and chronic disease management designed to keep our team healthy and thriving. **In the past year alone, these clinics saw over 7,600 visits**, highlighting their value to our team members' well-being. **Wayne-Sanderson Farms invested a significant \$2.6 million in our 2023 plan year to subsidize these on-site healthcare services**, making them readily accessible to all who need them.

OTHER ROBUST HEALTH BENEFITS OFFERED TO OUR TEAM MEMBERS INCLUDE:



Specialty drug administration program: Our participating employees have a **\$0 cost share for purchasing their specialty drugs** using manufacturer co-pay assistance programs. The co-pay assistance program in our 2023 plan year allowed Wayne-Sanderson Farms employees to save \$5.7M.



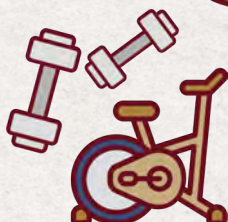
Telemedicine: We provide telemedicine support to hourly and salaried employees and their dependents who are enrolled in a Wayne-Sanderson Farms Medical Plan at little to no cost. In 2023, **we covered the cost of approximately 279 medical and mental telehealth visits**. Those visits would have resulted in plan participants utilizing more costly and likely delayed care options, such as an ER, urgent care, doctor's office, or alternative clinic. Based on visits in our 2023 plan year, **telehealth visits saved team members an average of \$113K annually** when compared to traditional care options.



Long- and Short-Term Disability: All team members are eligible for these two benefits. Legacy Sanderson Farms hourly employees are now eligible for Short-Term Disability benefits, which are 100 % covered by Wayne-Sanderson Farms. This is the first year that all hourly employees are eligible for Long-Term Disability benefits, which are covered by Wayne-Sanderson Farms at a company cost of \$7.4M.



Health Care Savings: Wayne-Sanderson Farms funds a Health Care Savings account for those participating in our high-deductible health plan. In the 2023 plan year, Wayne-Sanderson Farms **contributed \$600 to employees with single coverage and \$1,200 to those with coverage in other tiers**.



Fitness Reimbursement: We reimburse eligible fitness expenses, such as memberships to pools, gyms, health clubs, virtual fitness classes, or weight loss classes, for full-time hourly and salaried employees up to **\$250 per year**. Last year, that totaled an estimated \$60K.

We also recognize that well-being extends beyond the physical. That's why we partner with a third-party vendor to provide spiritual and emotional support to our team members. **With 175 chaplains serving our workforce, these dedicated individuals provided over 10,000 worksite visits in 2023, offered over 200,000 personal care activities, and referred employees to more than 32,000 resources to address personal challenges.** Team members can easily connect with chaplains via text, phone, email, or video chat, ensuring they can access confidential support whenever needed.

When it comes to financial health and security, Wayne-Sanderson Farms has its employees covered by providing a company match of up to 4%. With the synchronization of our 401(k) plan, we now **have an incredible 94% participation rate in our 401(k) plan, with an average balance of \$18,000. In the 2023 plan year, our contribution/company match to the 401(k) plan was an amazing \$7.9M.**

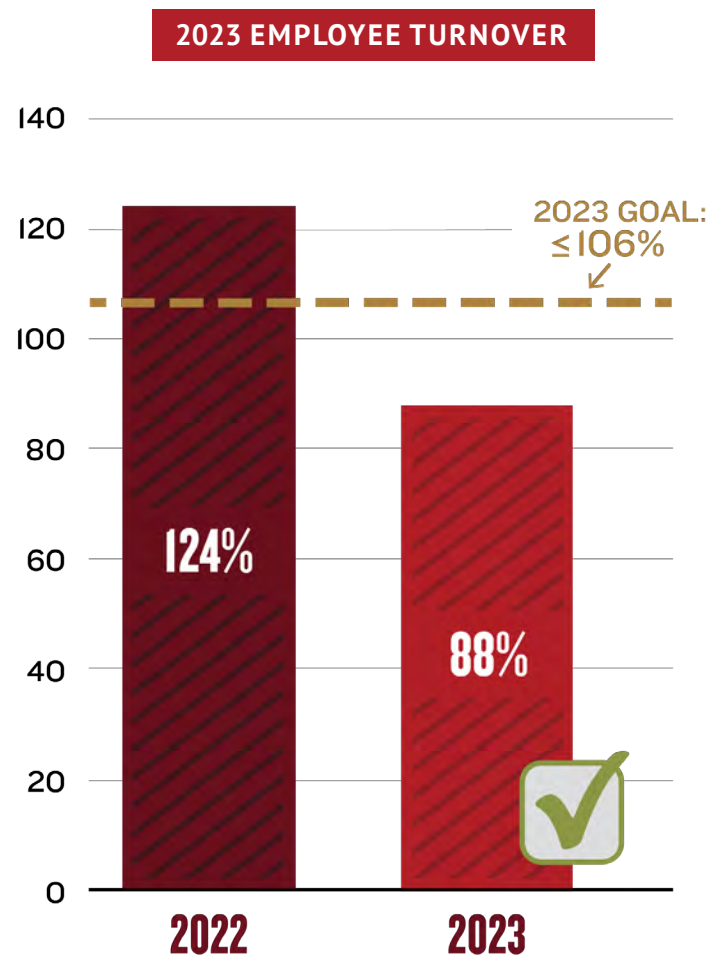
Additionally, providing financial assistance to our team members for their higher education goals is a new program we are proud to offer. Our educational reimbursement policy encompasses a broad range of learning programs, including accredited courses, certifications, and degree programs to provide employees with opportunities to enhance their abilities to perform current or future job responsibilities. Eligible full-time salaried employees who have completed at least one year of service with the Company can apply to receive financial assistance towards their educational pursuits. Undergraduate employees may now enroll in a maximum of two courses per semester, and graduate students are limited to one course per semester. The maximum reimbursement for certificate programs has been set at \$5,000 per year, allowing employees to invest in relevant certifications to enhance their skills and expertise.

Beyond Benefits: Compensation and Retention

High team member retention is critical to our success. That's why we conduct regular market analyses to ensure our compensation packages remain competitive for both salaried and hourly positions. We believe in rewarding our amazing team members for their hard work and dedication, fostering a sense of loyalty and shared purpose.

Retaining our amazing team members is critical to our success at Wayne-Sanderson Farms. High turnover can be disruptive and costly, but we're proud to announce that we made significant strides in this area last year. **Employee turnover decreased by an impressive 36%**, going from 124% to 88%. This achievement surpasses our initial goal of an annualized turnover rate of 106%, demonstrating our commitment to creating a positive work environment that fosters loyalty and engagement.

The impact is not just cultural – **by reducing turnover, we needed to fill 7,200 fewer positions in FY24** compared to the prior year, resulting in \$60 million in annualized cost avoidance. This translates to a stronger financial foundation and a more experienced workforce, allowing us to better serve our customers and deliver high-quality products.





Safety First: A Core Value at Wayne-Sanderson Farms

The safety of our team members is paramount, and we are committed to fostering a culture of safety where everyone feels empowered to prioritize their well-being and the well-being of their colleagues.

We maintain a zero-tolerance approach to safety breaches. Our team members are encouraged to report any unsafe conditions or practices they encounter without fear of retribution. This open communication is vital in preventing accidents and creating a truly safe work environment for all.

Furthermore, we are relentless in our pursuit of continuous improvement. We actively research and implement new safety technologies across all aspects of our operations. From innovative machinery in our processing facilities to advanced slip-resistant flooring in our chicken houses, we invest in cutting-edge solutions to minimize risks.

Our industry-leading Days Away, Restricted, or Transferred (DART) rate reflects this unwavering commitment to safety. **While the industry average sits at a concerning 4.60, Wayne-Sanderson Farms boasts a significantly lower rate of 1.68, surpassing our FY24 goal of 2.60.** However, we are never satisfied and constantly strive to improve as we refine our safety protocols to reach that target and ultimately achieve zero accidents.

By investing in the health, safety, and well-being of our amazing team members, Wayne-Sanderson Farms strengthens our company and the communities we call home. We take great pride in supporting our team members and their families and are committed to building a future where everyone can thrive.

DART RATE



4.60

**INDUSTRY
AVERAGE**

1.68



**WAYNE-SANDERSON FARMS
CURRENT RATE**

2.60

**WAYNE-SANDERSON FARMS
FY24 GOAL**

In a time of crisis, a chaplain's presence can be the difference between despair and hope. The ability to confidentially discuss personal struggles and receive guidance from a caring chaplain offers tremendous peace of mind and allows our team members to navigate life's challenges with greater resilience. Last year alone, chaplains provided over 200,000 personal care activities and connected employees with essential resources for challenges ranging from marital issues to child suicide attempts.

HERE ARE JUST A FEW EXAMPLES OF THE TREMENDOUS BENEFITS OUR CHAPLAIN SERVICES PROVIDED TEAM MEMBERS IN 2024:



Crisis Intervention: A chaplain received a call from an employee whose 14-year-old daughter was struggling with suicidal thoughts. The chaplain met with the family, established there was no immediate threat, and connected them with lifesaving counseling services.



Grief Support: Following the sudden death of a long-term employee, chaplains provided comfort and support to the grieving family, coordinated funeral arrangements, and offered ongoing grief counseling to both the family and impacted colleagues at the plant.



Marriage Counseling: A chaplain built a rapport with an employee facing marital struggles due to her husband's addiction. Through intervention and guidance, the chaplain helped the couple reconcile, potentially saving their marriage.



Long-Distance Support: A truck driver received a call about his son being rushed to the emergency room in another state. The chaplain connected him with local chaplains who rushed to the hospital, providing emotional support to the driver's son while he was miles away.

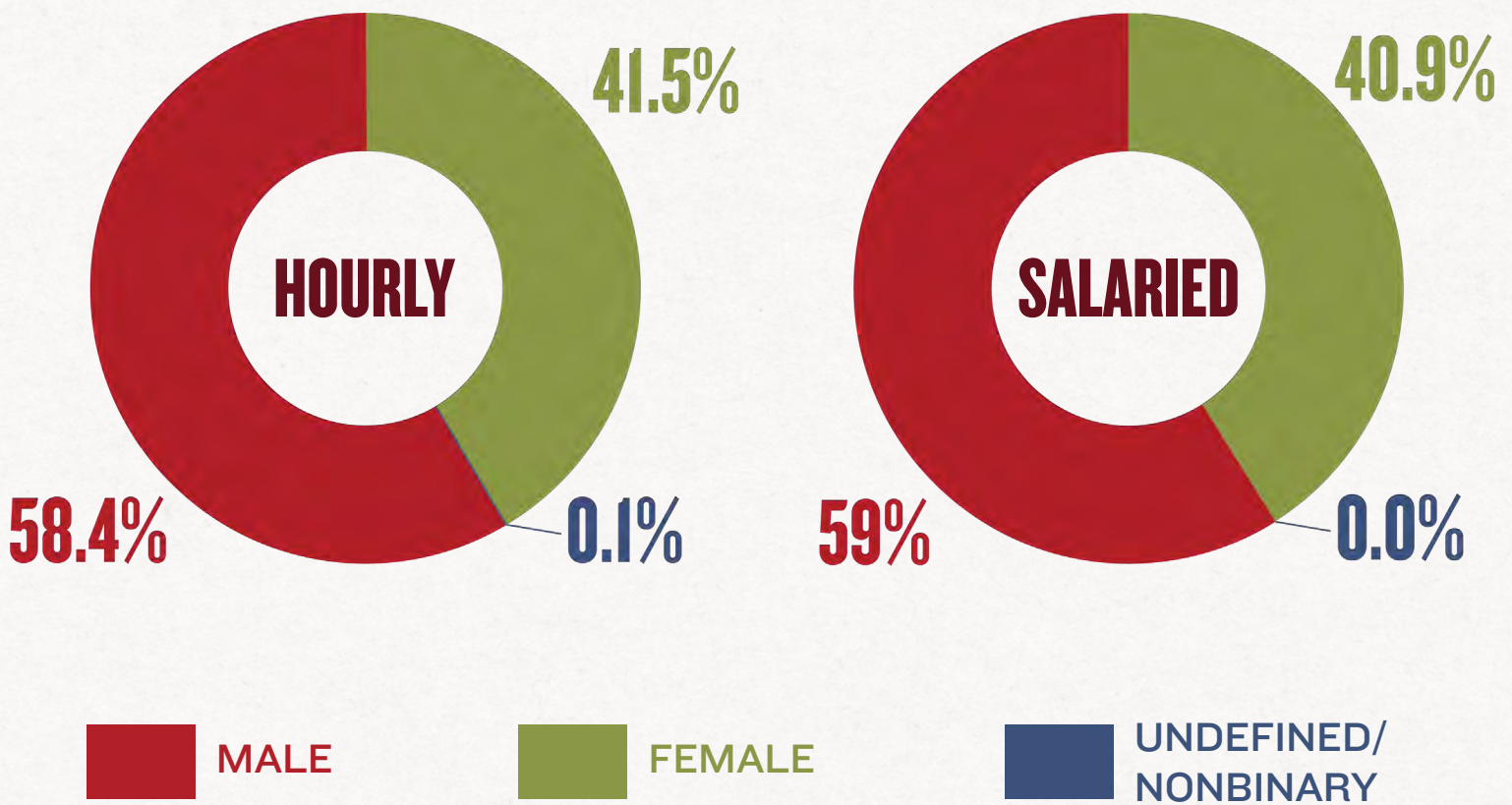


EMPLOYEE DIVERSITY DATA FOR FY 2024:

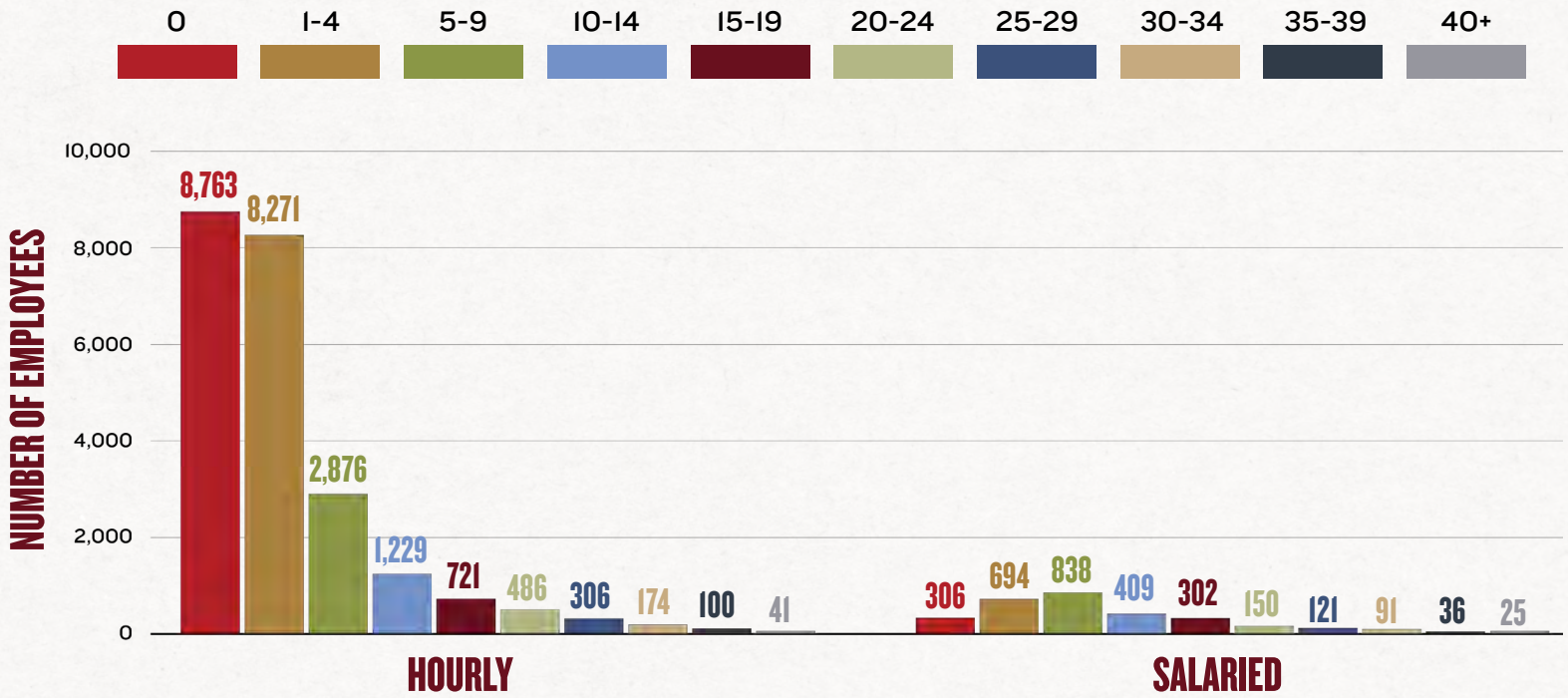
TOTAL HEADCOUNT



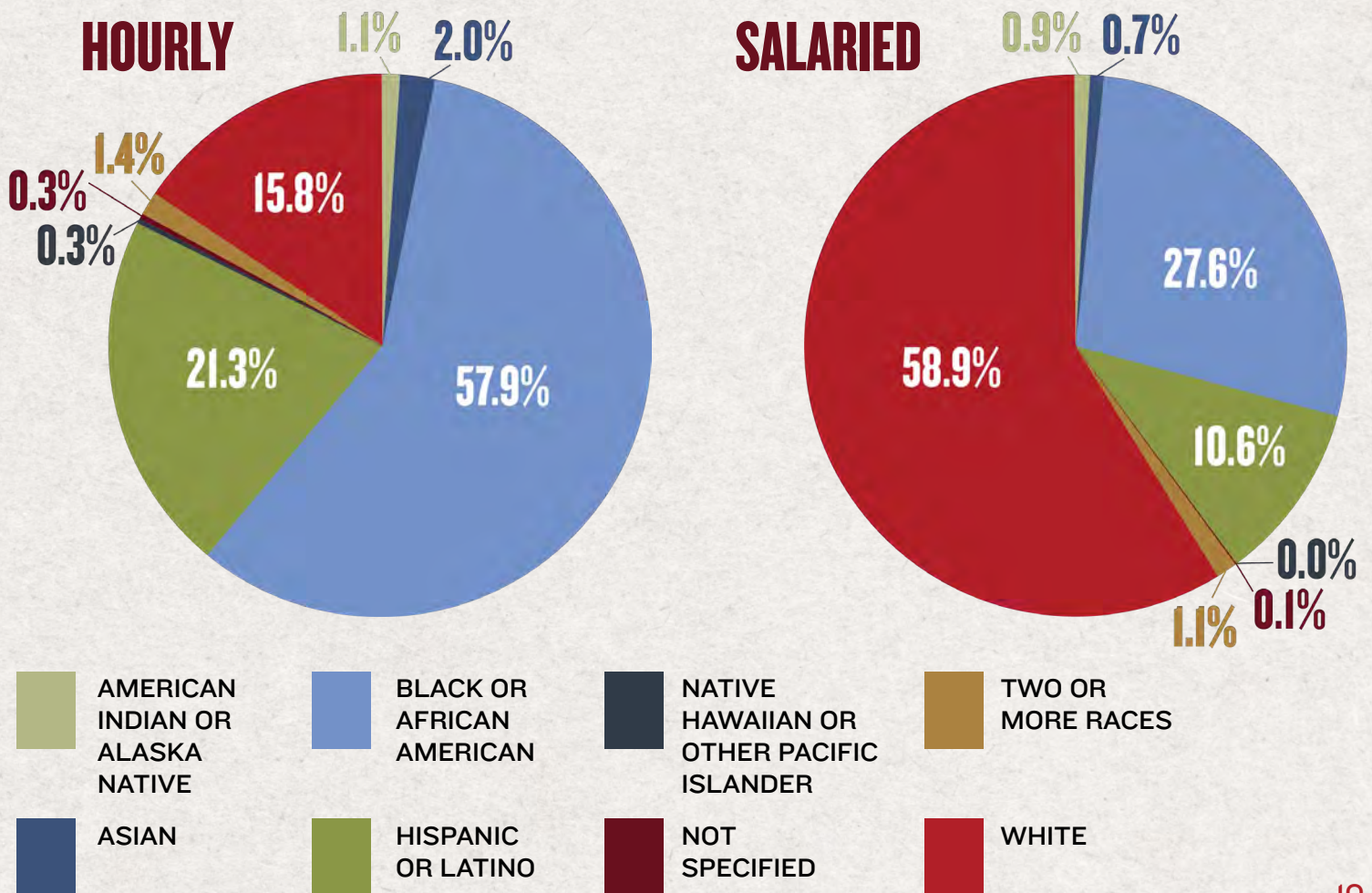
GENDER



YEARS OF SERVICE



RACE/ETHNICITY



PLANET



Doing Right by Planet Earth

At Wayne-Sanderson Farms, raising chickens responsibly goes hand-in-hand with doing what's right for the planet and its inhabitants. We understand the critical role clean air, healthy water sources, and sustainable land use play in a healthy planet. This commitment extends beyond simply reducing environmental risks inherent to our business. We actively pursue ambitious goals to conserve resources, implement innovative recycling and reuse programs, and utilize technology to generate renewable energy within our facilities.

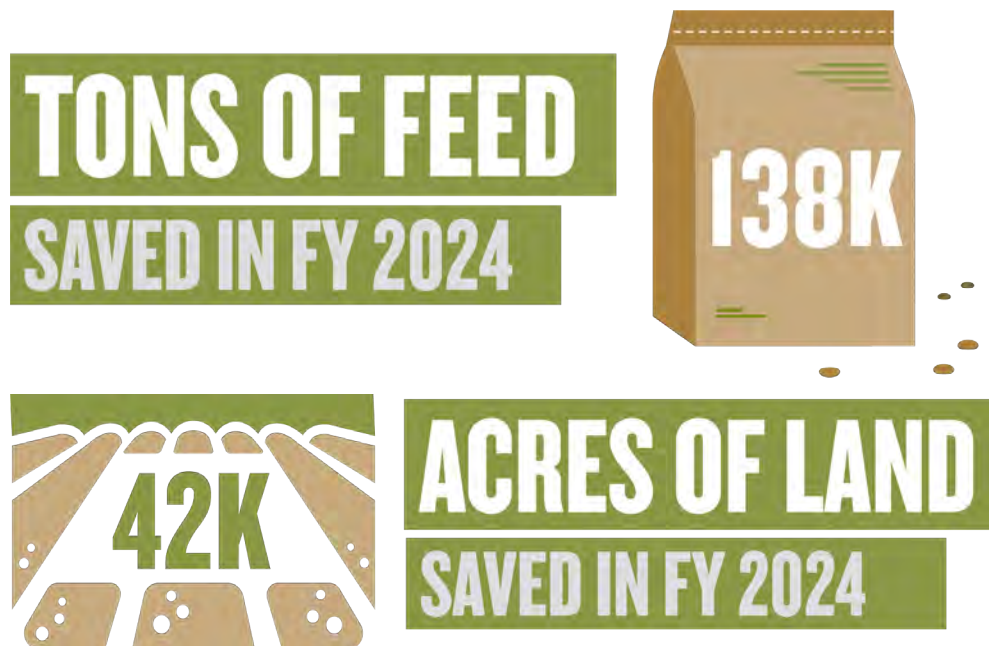
As stewards of the environment, we continuously seek ways to reduce our footprint further. This includes ongoing initiatives in waste reduction, water conservation, energy efficiency, and minimizing greenhouse gas emissions. We believe in balancing environmental leadership and responsible business practices while always searching for new opportunities to be a force for good.

In FY 2024, we spent a significant amount of resources on aligning data, ensuring accurate sources of data, reporting procedures, and integrating sustainability information from our legacy companies into one platform to accurately establish our company's baseline carbon footprint.

Feed Conversion: Smarter Chickens Means Smaller Footprint

Feed conversion is the measure of how many pounds of feed an individual chicken needs to gain a pound of body weight. How we feed, raise and house our flocks impacts feed conversion. Using less feed to reach the same market weight is good for our planet, because we are lowering our demand for corn and soy beans, the largest components of chicken feed. This, in turn, reduces the overall row crop acreage required to sustain our operations.

As a result of the work our team of nutritionists, and the work of our farmers, the improvements in feed efficiency we saw during the FY 2024 reduced our company-wide feed usage by 138,000 tons, in turn reducing the acres of needed crop land by approximately 42,000 acres as compared to the previous fiscal year (based on an average corn yield of 177 bushels per acre, and average soy bean yield of 55 per acre).



Greenhouse Gas Emissions

We know a healthy planet, including clean air, is essential for a healthy future. We actively track and monitor emissions from every aspect of our operations, from fuel used in processing plants to the electricity powering our facilities. We even track emissions from company vehicles to ensure a holistic view of our impact.

Looking ahead, the next two years will be pivotal for Wayne-Sanderson Farms’ environmental leadership. We’re committed to taking the next step by establishing ambitious company-wide goals for reducing greenhouse gas emissions across all Scopes – 1, 2, and 3. This comprehensive approach will encompass our direct operations and purchased electricity (Scopes 1 and 2) and extend to emissions generated throughout our supply chain (Scope 3).

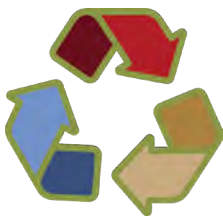
To ensure the most robust and transparent reporting, we’ll evaluate and select a leading greenhouse gas reporting standard during this time. This commitment to accountability will empower us to track progress, measure success, and continually refine our strategies for minimizing our environmental footprint while positioning us as a leader in sustainable poultry production.

Minimizing Waste

Environmental stewardship extends beyond responsible chicken production. We are dedicated to minimizing waste generation and maximizing resource efficiency. This commitment translates into a multi-pronged approach aimed at diverting valuable materials from landfills.



Energy-Efficiency Savings: Many of our facilities and family farms have been converted over to LED lighting, which helps to reduce the company's electricity consumption. **We saved over 226,000 kWhs of electricity** during 2023 due to utilizing this energy-efficient lighting in select processing facilities.



Established Recycling and Repurposing Programs: We actively promote resource recovery through established recycling and repurposing programs. These programs encompass various materials, including metals, wood, plastics, cardboard, and even chicken by-products. **During fiscal year 2024, we recycled over 1,146,000 US tons**, ensuring their diversion from landfills and reintroduction into the resource stream for a valuable second life.



Continuous Improvement through Waste Management Innovation: Our commitment to waste reduction is ongoing. We encourage a culture of continuous improvement by actively seeking innovative solutions and alternative waste management strategies. This dedication to minimizing landfill use ensures responsible resource management and furthers our commitment to environmental sustainability.

Wayne-Sanderson Farms recently implemented a breeding reuse and waste diversion program to capture breeding remnants and other processing byproducts at our Flowood, Mississippi facility, highlighting our commitment to diverting resources from landfills.

The company invested **\$200,000 in a 75-foot auger system in Flowood to efficiently filter breeding for contaminants and test for moisture content to subsequently sort into usable remnants.** Traditionally discarded as waste, the company has devised a way to collect and repurpose this breeding into a nutrient-rich feed supplement for dairy cattle.

In just the first three months of use, our facility has **successfully diverted over 1,400 tons of product to farms, reducing waste sent to landfills by approximately 65-percent.** As a long-term objective, the Flowood complex is committed to achieving an 80-percent diversion rate of repurposed breeding remnants, redirecting them from landfills to local farms.

By finding a beneficial reuse for these materials, we not only reduce our environmental impact but also contribute to the sustainability of the dairy industry. This exemplifies our dedication to continuous improvement and creating a more circular economy within our operations.

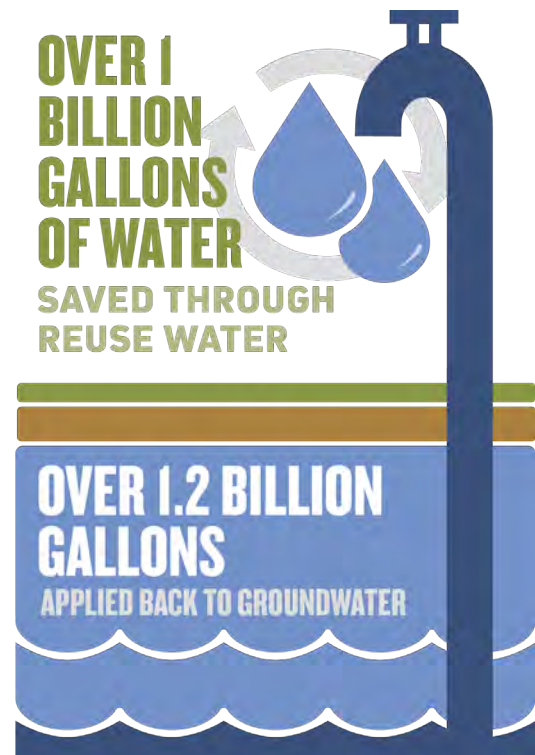


Every Drop Counts

We recognize water as a precious and finite resource. The poultry industry, by its nature, has a high water demand. We understand the importance of responsible water use and are committed to minimizing our impact on sensitive ecosystems.

That's why we've implemented a comprehensive water conservation strategy. A key element is our investment in innovative wastewater treatment and state-of-the-art water renovation systems. These advanced technologies allow us to meticulously treat wastewater and return clean, thoroughly tested water back to the environment. Over 1.0 billion gallons of water were saved through reuse water in 2023, and over 1.247 billion gallons were applied back to groundwater by land treatment during the year.

Furthermore, we actively pursue water reuse and reduction projects across all our facilities. This focus is particularly strong in water-stressed areas. By implementing these initiatives, we ensure responsible water use and minimize our environmental footprint.



INVESTING IN OUR COMMUNITY: PARTNERING FOR A SECURE WATER FUTURE

At Wayne-Sanderson Farms, we believe a strong community is essential to a thriving business. That's why we were proud to partner with the city of Danville and Yell County, Arkansas, to upgrade their critical water infrastructure. Frequent power outages threatened the reliability of the local water supply, posing a risk to residents and businesses.

Recognizing the importance of a secure water source for the community and our Danville facility, **we provided a \$50,000 grant as a major portion of a new emergency backup generator for the county's primary water treatment facility, Cedar Piney.** This critical addition ensures uninterrupted water service during power outages, safeguarding the health and well-being of over 25,000 residents.

This project exemplifies our commitment to being a good neighbor. As a major water user and employer in the area, we understand the interconnectedness of our community's success. By partnering with local officials, we made a meaningful contribution to a more resilient and sustainable water future for Danville and Yell County.



Powering our Future

We recognize that our operations require significant energy resources. However, we are committed to minimizing our environmental footprint and continuously seek ways to reduce energy consumption.

Our approach to energy conservation is two-pronged:



Efficiency First: We prioritize using energy-efficient equipment and implement best practices across all our facilities, particularly in our high-energy-consuming plant and feed mill operations. These efforts ensure we minimize energy waste and maximize operational efficiency.



Biogas - A Renewable Powerhouse: We are proud to be at the forefront of innovation in renewable energy generation. By capturing and refining biogas during our wastewater treatment process, we utilize Pressure Swing Adsorption (PSA) systems to convert it into pipeline-quality natural gas. This biogas is then reused within our facilities, significantly reducing our reliance on traditional natural gas sources.

In the last year alone, Wayne-Sanderson Farms produced over 290,563 MMBTUs of biogas, a remarkable achievement that provided enough clean energy to power our Hazlehurst and Laurel complexes, and Decatur Processing and Hatchery facilities for an entire year. This commitment to energy conservation and innovation in renewable energy sources demonstrates our dedication to a sustainable future.

Building a Sustainable Future: Collaboration and Innovation

At Wayne-Sanderson Farms, we recognize that true progress on environmental challenges requires collaboration. That's why we actively partner with leading universities, such as the Georgia Institute of Technology and the University of Georgia, to invest in research and development initiatives focused on sustainable poultry production. These partnerships allow us to explore innovative solutions that minimize our environmental footprint while ensuring the well-being of our flocks.

Furthermore, we believe in industry leadership. Our team members actively participate on environmental committees within leading organizations like the U.S. Poultry & Egg Association and its state-level affiliates. Through this engagement, we share best practices, advocate for sound environmental policies, and work collectively to shape a more sustainable future for the poultry industry. By fostering collaboration and actively engaging in industry leadership, we are confident that we can make significant strides towards a healthier planet for generations to come.



ANIMALS



A Commitment to Our Flocks

At Wayne-Sanderson Farms, the health and well-being of our chickens are a top priority. We are deeply committed to providing them with a humane and healthy life, which is reflected in our strict welfare standards, the dedicated teams that ensure these guidelines are followed, and the fact that a significant portion of our resources – a quarter to be exact – is dedicated to the care and treatment of our flocks. This commitment to animal welfare is not just a policy, but a sincere dedication that we uphold every day.

We firmly believe that our commitment to animal welfare extends to everyone involved in raising our chickens. When these commitments are not maintained, clear processes are in place to address situations, including ending a relationship with the employee or farm.

Wayne-Sanderson Farms established the Animal Care Advisory Committee (ACAC) in 2017 to ensure the highest standards for the care of our chickens. This committee, consisting of a team of external poultry experts, academic researchers, and members of our own leadership team, plays a crucial role in continuously elevating our animal welfare practices. Their work in developing best practices, identifying opportunities for improvement through research, and ensuring we meet evolving public and social responsibility expectations, instills confidence in our commitment to animal welfare and the continuous improvement of our practices.

At Wayne-Sanderson Farms, we are a strong advocate for external audits. These audits, which we consider as a tool for transparency and accountability, play a significant role in ensuring our chickens' proper care and humane treatment. In years past, we partnered with Farm Animal Care Training and Auditing (FACTA), a nationally accredited auditor that measures practices in multiple categories, to regularly assess our animal welfare programs on partner farms. In FY 2024, we transferred the assessment of our animal welfare programs to the National Chicken Council Animal Welfare Guidelines, which have been widely adopted as a baseline to ensure that all U.S. chickens are being properly cared for and treated humanely.

In addition to these external audits, Wayne-Sanderson Farms actively tracks and assesses several key welfare outcomes to ensure consistent implementation of our animal welfare standards across all operations. These provide valuable insights into the overall well-being of our chickens.

KEY WELFARE METRICS:



Livability: We monitor the percentage of live chickens arriving at the processing plant compared to the number initially placed on the farm. Livability rates are tracked by farm and complex, with adjustments made for the differing lifespans of various chicken sizes. Despite industry-wide disease challenges, Wayne-Sanderson Farms consistently achieves livability rates exceeding industry averages.



Transportation Mortality Rate: This metric reflects the number of chickens lost during transit per 1,000 chickens caught and transported. As severe weather events can influence this rate, we have implemented special handling procedures for hot and cold weather to minimize these losses. We are proud to maintain lower transportation mortality rates than the industry average across all chicken size categories.



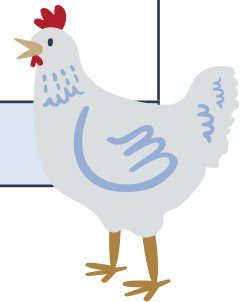
Transportation Injury Rate: Our processing facilities conduct daily checks for injuries, recording the percentage of chickens that arrive at the processing facility with broken wings. Injuries during transit are an indicator of how chickens are handled during catch at the farm, transport, or unloading at the facility. For example, a 1% result indicates that one out of every 100 chickens sampled arrived with an injury. We continuously implement actions to improve safe handling practices based on these findings.



Paw Score: Chickens' feet, specifically the center pad, can be susceptible to ammonia burns if litter management is inadequate. Paw scores are recorded as a "ready-to-sell percentage." For instance, a score of 90 indicates that 90% of the paws are in good condition for packaging and sale. We monitor paw scores by flock, allowing for targeted interventions on specific farms as needed. Corrective actions may include improved ventilation in chicken houses, adjustments to drinker management, or using litter amendments.

WAYNE-SANDERSON FARMS LIVE OPERATIONS GOALS FY 2024:

GOALS	BIG BIRD	SMALL BIRD	TRAY PACK
Livability	94.5%	96.0%	95.0%
Transportation Mortality Rate (per 1,000 birds)	<1.75	<1.0	<1.25
Transportation Injury Rate	<1.70%	<1.0%	<1.4%
Paw Score	88	92	90



Supporting Our Amazing Farm Partners

At Wayne-Sanderson Farms, we recognize that the well-being of our chickens is directly linked to the success of our independent farm partners, also known as growers. That’s why we offer a comprehensive suite of programs designed to support their operations and prioritize bird health.

Our industry-leading New House Incentive (NHI) program is a cornerstone of this commitment. NHI provides growers with interest-free funding for constructing new chicken houses or other essential upgrades. The program is designed to empower our partners, providing flexibility as to how and when they would receive these funds, depending on their individual needs and circumstances.

This program offers significant advantages for our farm partners:



Improved Bird Health: Modern chicken houses incorporate advancements in ventilation, biosecurity, and climate control, all of which contribute to a healthier flock environment.



Enhanced Farm Equity: NHI funding allows growers to invest in their farms without incurring high-interest debt, building immediate equity in their operations.

The success of NHI is evident in the numbers. **In fiscal year 2024, we invested a substantial \$25 million through NHI programs, supporting 56 grower families.**

Furthermore, we provide interest-free loans for more minor upgrades and projects. Last year, this program provided **an additional \$1.1 million to 84 growers**, enabling them to make targeted farm improvements.

By investing in our farm partners’ success, we are ultimately investing in the health and well-being of our chickens. The NHI program and our commitment to interest-free loans exemplify our dedication to fostering strong partnerships with our farm partners and ensuring a sustainable future for the poultry industry.

Wayne-Sanderson Farms' heart beats with the tireless spirit of our independent family farmers who grow chickens for us across the Southern United States. These dedicated families are the backbone of our company, raising healthy chickens with care and commitment.

Their expertise and hard work are essential to the U.S. food supply system, ensuring high-quality poultry reaches tables across the nation. Meet some of the remarkable families who are part of the Wayne-Sanderson Farms legacy – stewards of the land, providers for our communities, and partners in our mission to deliver wholesome chicken for every family.



“ Raising chickens has always been in my blood, I reckon, and it’s something I’ve always wanted to do. Just knowing that we’re doing our part and that we’re doing what we can to help feed everybody is very rewarding. ”

— **Scott Shelley, Dothan, AL**
Beaver Creek Farm

“ We are so proud to be growers for Wayne-Sanderson Farms. Every season we learn so much more because the production team for Wayne-Sanderson Farms is amazing. Everyone in the Waco division has been helpful. We are a community working together. ”

— **Cindy Hoang, Waco, TX**
Cindy Hoang Farm, LLC



“ When I go into a grocery store and purchase Sanderson Farms brand chicken, I can feel confident that I’m purchasing a high-quality product to feed my family. I feel proud to help produce high-quality products to feed America’s families. ”

— Bryan Horten, Adel, GA
Bryan Horten Farms



“ With three young boys, I want to be able to pass down this way of life to them. From waterways to the soil we stand on to the air we breathe, it all needs protecting. Not just for our farm’s vitality, but for the health of others in communities around the world. ”

— Tyler Bass, Kinston, NC
Cane Creek Farms

“ I am so in tune with the birds so I can make sure they are 100% comfortable. People laugh at me when I say that, but I want them to be happy. I really enjoy what I do, I thoroughly enjoy it. I wish I had done it years and years ago. It isn’t glamorous, but it’s fun to me and something I hope to be able to continue for a long time. ”

— Paige Watson, Dothan, AL
Chattahoochee Poultry Farm



“ Farming means pretty much the world to me. I wanted to be a farmer from the time I was a little kid, and it’s just a dream come true. We take pride in our work and aim to provide a good product to everyone. ”

— **Jim Davis, Laurel, MS**
Jimmy Davis Farm



“ Chicken matters because as a family, we grew up learning to take care of America and to take care of what it gives us. It helps to let my kids see that everything we do is for a purpose and it’s to feed America and feed other children like them. ”

— **Justin Hammond, Waco, TX**
Justin Hammond Farm

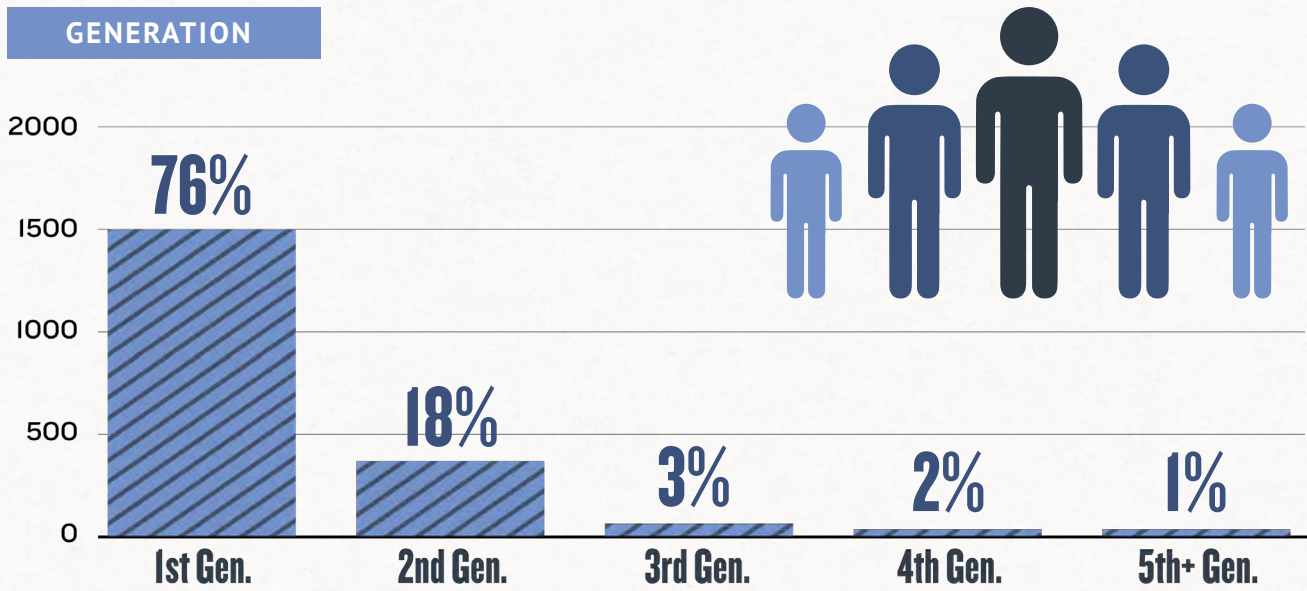
“ Having talked to growers who work with other poultry integrators, I have quickly learned that Wayne-Sanderson Farms treats their growers much better than the competition. The bottom line is, Wayne-Sanderson Farms will take care of us as growers if we simply take care of their chickens. ”

— **John Clearman, Collins, MS**
John Clearman Farm

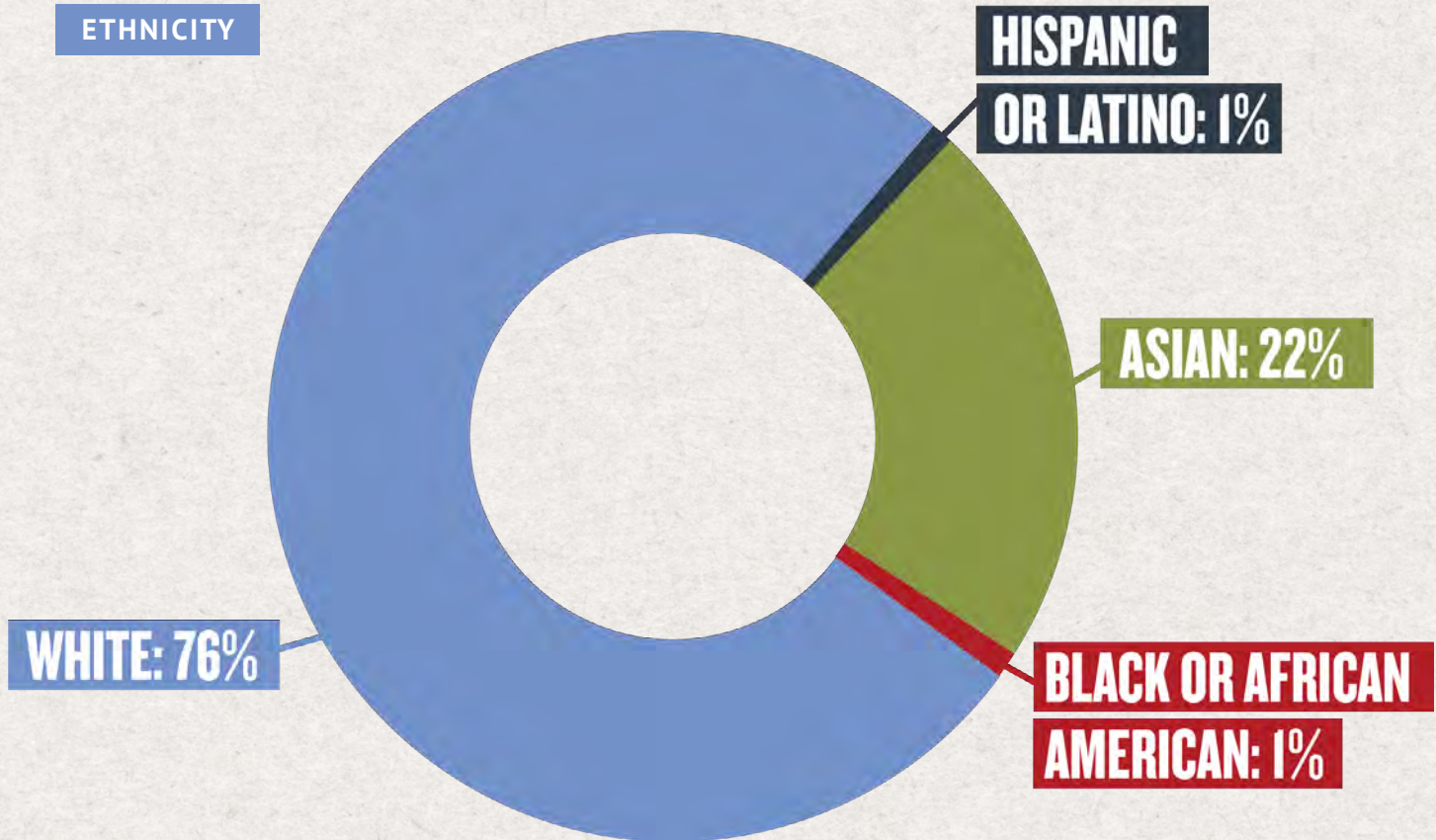


FARMER DEMOGRAPHIC DATA FOR FY 2024:

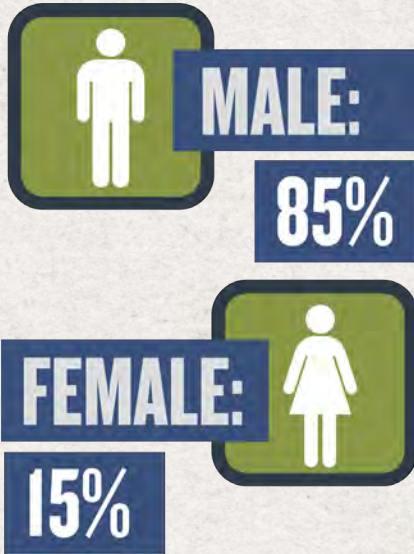
GENERATION



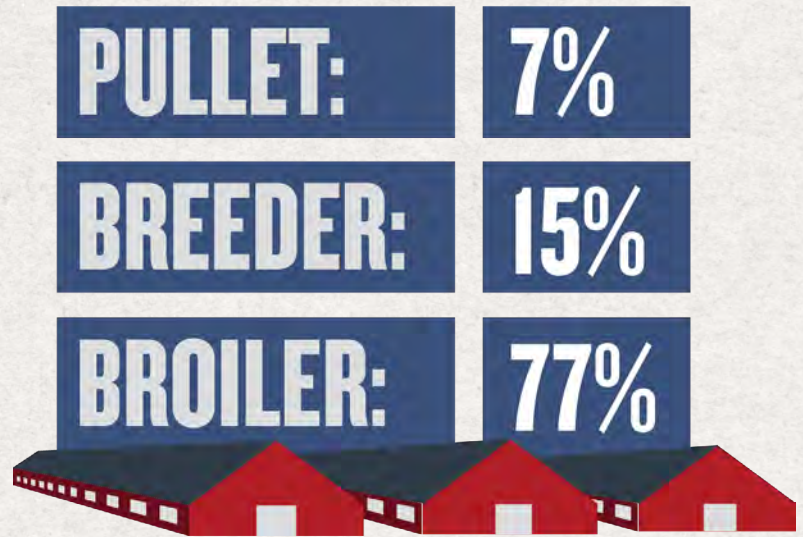
ETHNICITY



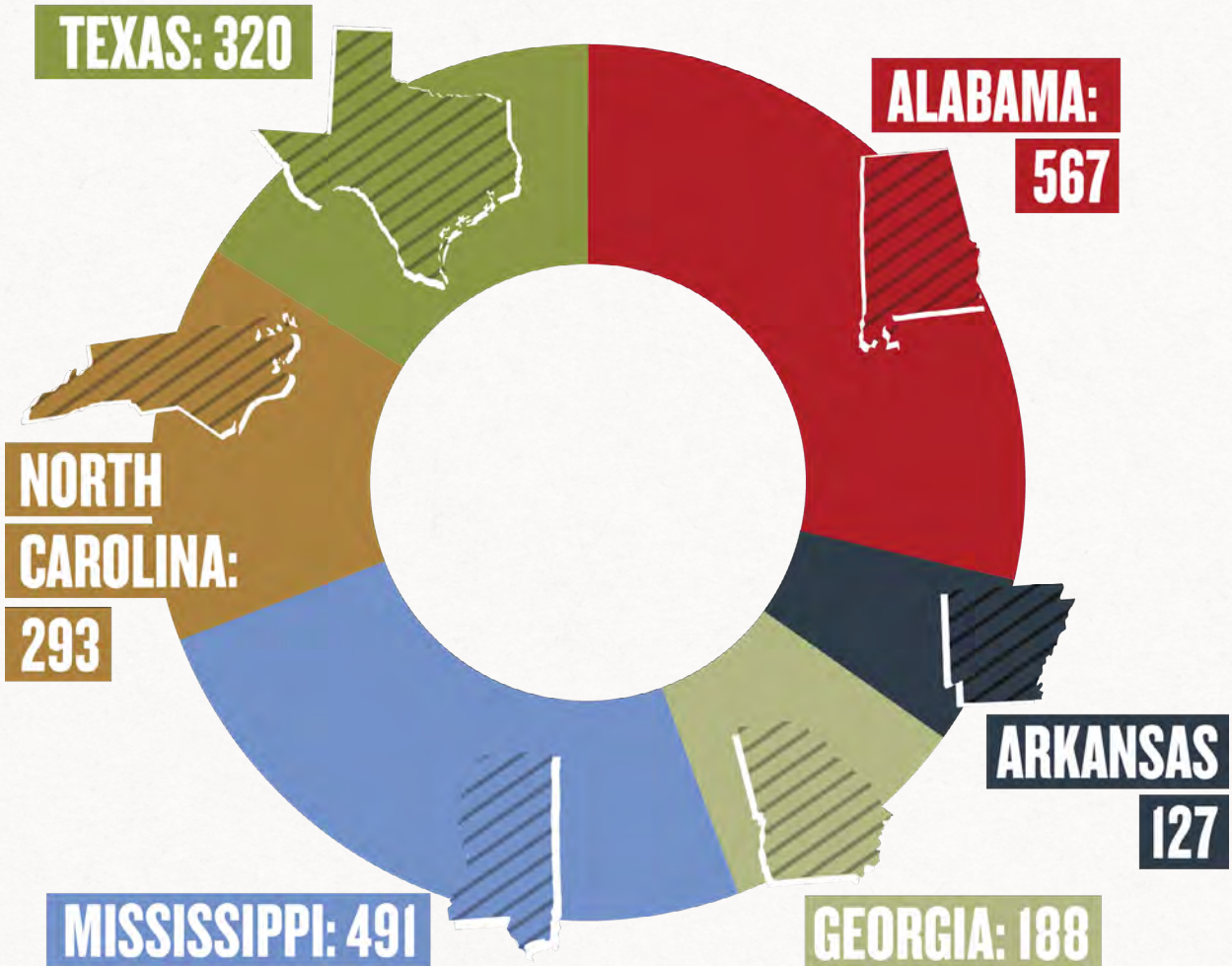
GENDER



HOUSE TYPE



BY STATE



Safeguarding Flock Health: Our Veterinary Team and Farm Partner Education

We understand that healthy chickens are essential to a successful and sustainable poultry operation at Wayne-Sanderson Farms. That's why we have assembled a dedicated team of five board-certified poultry veterinarians who are laser-focused on one primary mission: ensuring the well-being of our birds and maximizing livability rates.

These highly skilled professionals travel extensively throughout the Southeast United States, visiting our independent partner farms and meticulously checking on the health and living conditions of our 250 million chickens. Our veterinarians can identify potential issues early through regular on-site visits and work collaboratively with our farm partners to implement corrective actions.

Furthermore, our veterinary team plays a vital role in grower education. They develop and deliver comprehensive training programs that equip our partners with the knowledge and skills necessary to provide their flocks with the highest standard of care. These programs cover many topics, including biosecurity protocols, proper nutrition, and optimal flock management practices.

By combining proactive veterinary oversight with ongoing grower education, Wayne-Sanderson Farms is committed to achieving a vital goal: getting 100% of our chickens to processing plants healthy and strong. This unwavering commitment to animal welfare is a cornerstone of our responsibility as a leading poultry producer.



HOW I MAKE CHICKEN AMAZING

WITH DR. MARK BURLESON, SENIOR VETERINARY SERVICES DIRECTOR

As the senior veterinarian at Wayne-Sanderson Farms, Dr. Mark Burleson's dedication goes beyond the coop. He has championed our feathered friends for over a decade, ensuring their health and well-being.



Dr. Burleson's days are anything but routine. Some days, he's investigating chick quality at a hatchery, overseeing the latest vaccination protocols, or leading conference calls with state officials to discuss disease control. On others, he's analyzing data from research farm trials or performing necropsies to assess bird health. No matter the task, Dr. Burleson's focus is laser-sharp: exceptional animal welfare.

And his passion is contagious. Dr. Burleson thrives on collaboration, working alongside a talented team at Wayne-Sanderson Farms. ***Together, they've achieved remarkable successes, like preventing the spread of Highly Pathogenic Avian Influenza in North Alabama. Through swift action and collaboration with state and federal officials, as well as neighboring poultry companies, Dr. Burleson and his team safeguarded the health of countless chickens.***

To stay at the forefront of animal welfare, Dr. Burleson and his team are lifelong learners. They constantly participate in educational programs and remain updated on the latest research, integrating cutting-edge advancements to improve our chickens' lives.

Dr. Burleson's journey in the poultry industry began at Mississippi State University, and his path led him to Sanderson Farms as a Corporate Veterinarian in 2007. He then joined Wayne Farms in 2010 as the Senior Veterinary Services Director. When Wayne Farms merged with Sanderson Farms in 2022, Dr. Burleson was beyond thrilled and saw it as an exciting opportunity to unite the two best workforces in the poultry industry. ***But what truly makes Wayne-Sanderson Farms special for Dr. Burleson? The people. In his own words, the company's genuine and supportive work environment makes Wayne-Sanderson Farms truly AMAZING.***

Dr. Mark Burleson's dedication and expertise are invaluable assets to Wayne-Sanderson Farms. He plays a vital role in upholding our high standards of animal welfare, which are the foundation of our company's success and reputation for quality.



FOOD

A Promise on Every Plate

Wayne-Sanderson Farms understands the immense responsibility entrusted to us – raising chickens for millions of families across the globe. We are unwavering in our commitment to delivering safe, high-quality, nutritious chicken products that nourish communities worldwide. Food safety and quality are paramount; we hold ourselves to the industry’s most rigorous standards.



Leading the Way in Food Safety

We are proud to be a recognized leader in the poultry industry for our food safety practices. Our team members are passionate about upholding the strictest protocols at every stage of production. And unlike in many other industries, collaboration is key – we believe in sharing best practices with our competitors, and many of our internal procedures and protocols have been mandated industry-wide. After all, the food safety of the entire U.S. poultry supply chain is our shared responsibility.

Food Safety begins at our facilities. Our processing facilities undergo annual internal and third-party audits against the strict Global Food Safety Initiative (GFSI) standards, a globally recognized food safety certification program. We also implemented a comprehensive Hazard Analysis of Critical Control Points (HACCP) plan, meeting and exceeding all requirements set forth in 9 CFR 417, and compliance with all USDA-FSIS regulations company-wide. This ensures our processes are constantly evaluated and refined to prioritize food safety above all else.

As part of our commitment to food safety, we actively embrace technological advancements to elevate our quality control measures. For instance, state-of-the-art X-ray technology allows us to enhance the validity of our bone reduction program, detecting the presence of bones, both on the surface and internally, in boneless products. This innovative technology ensures that only the highest-quality chicken reaches our customers.

As a trusted partner to restaurants, retailers, and individual consumers, we believe our work extends beyond simply raising chickens and remain steadfast in providing safe, nutritious, and healthy food for families nationwide. Our amazing combination of team members and cutting-edge technology work together to deliver safe, healthy, and nutritious chicken. The responsibility of delivering safe food every day is one we take seriously and fulfill with immense pride.



Wayne-Sanderson Farms Facility Salmonella Scoring

USDA FSIS assigns category performance for Salmonella based on a percentage of whole birds and parts samples that are positive for Salmonella spp, utilizing a three-category classification system. The goal of USDA-FSIS is to reduce human foodborne illness due to Salmonellosis, and one way they attempt to achieve this is to communicate an establishment's category status based on USDA-FSIS's sampling results. Our goal is to meet or exceed the USDA-FSIS Salmonella performance standards for both whole birds and parts for all of our plants in an effort to minimize the impact our products have on the overall human Salmonellosis levels, which comes from many sources, not just poultry.

WAYNE-SANDERSON FARMS FACILITY SALMONELLA SCORING FY 2024*

	CATEGORY 1	CATEGORY 2	CATEGORY 3
Whole Birds	15	5	0
Parts	15	5	0
Status	Exceeding Performance Standards	Meeting Performance Standards	Not Meeting Performance Standards

*Indicates the number of Wayne-Sanderson Farms facilities in each category, according to USDA FSIS posting on May 5, 2024 (covering April 30, 2023 - April 27, 2024)





HOW I MAKE CHICKEN AMAZING

**WITH ALICIA WALKER,
SENIOR DIRECTOR OF QUALITY ASSURANCE
AND FOOD SAFETY – RETAIL**



At Wayne-Sanderson Farms, delivering safe, high-quality poultry products to millions of families is a mission taken to heart. Alicia Walker, Senior Director of Quality Assurance and Food Safety, is a leader in this crucial endeavor. Alicia's expertise and dedication ensure that every piece of chicken that reaches consumers meets the highest standards.



Alicia and her colleagues are the guardians of food safety at Wayne-Sanderson Farms. They conduct quality checks at least hourly, every day, to ensure every product meets strict regulatory guidelines and is safe for consumption. This commitment to constant monitoring is what keeps Wayne-Sanderson Farms' chicken at the top of the food safety game.

With a collective wealth of experience spanning over 150 years in poultry, beef, scientific research, and regulatory expertise, the Quality Assurance team at Wayne-Sanderson Farms are recognized as industry leaders who are always ahead of the curve. For example, one of the most significant emerging trends in food safety is the implementation of the Salmonella Framework, a regulatory approach aimed at reducing the prevalence of Salmonella infections that may cause foodborne illnesses. In anticipation of these changes, Alicia's team has taken a proactive stance by developing scenarios to anticipate potential impacts, conducting research to gain a deeper understanding of the framework, and holding in-depth discussions to ensure a comprehensive understanding of the changes and their implications.

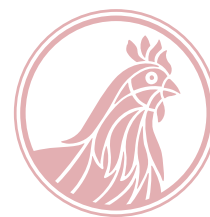
Alicia's path to Wayne-Sanderson Farms began with a lifelong love of science. Initially drawn to dentistry, she discovered a new passion in 2005 when she joined Sanderson Farms as a Beginning Trainee. She has thrived in various roles throughout her tenure, including Corporate Microbiologist, Quality Control Auditor, and now Sr. Director of Quality Assurance and Food Safety. While excelling in each role, she also pursued a Master of Science in Hazardous Material Management and a Doctor of Philosophy in Poultry Science. This dedication to learning and growth fuels her passion for excellence.

When asked what makes Wayne-Sanderson Farms AMAZING, Alicia's answer is simple: the people. The company fosters a collaborative and supportive environment, which she believes is essential for delivering remarkable results.

Alicia Walker and her exceptional team are the backbone of Wayne-Sanderson Farms' commitment to quality and safety. Through their constant vigilance, innovative thinking, and unwavering dedication, they ensure that every piece of chicken that reaches consumers' tables is safe, delicious, and truly AMAZING.



OUR IMPACT



Nourishing Communities: Wayne-Sanderson Farms' Charitable Impact in FY24

At Wayne-Sanderson Farms, our commitment extends beyond delivering high-quality poultry products. We believe in giving back to the communities that have helped us grow and investing in initiatives that foster a brighter future.

IN FY24, WE PROUDLY CONTRIBUTED OVER \$1.6 MILLION, IN ADDITION TO MORE THAN \$450,000 WORTH OF POULTRY PRODUCT DONATIONS, TO CHARITABLE AND COMMUNITY ORGANIZATIONS NATIONWIDE.

These impactful donations supported various causes, from nurturing the next generation of agricultural leaders to strengthening local healthcare facilities.



We partnered with the University of Georgia's College of Agricultural and Environmental Sciences (CAES) Department of Poultry Science, **donating \$1 million to support the education and development of future poultry industry leaders.** This builds upon our previous commitment of \$1.1 million in 2021 supporting the construction of their Poultry Science Building, further solidifying our dedication to the future of poultry science.



Recognizing the importance of safety in our communities, we **funded a new K-9 Drug Detection Dog** in Dobson, North Carolina, empowering local law enforcement to serve the community better.



In Hall County, Georgia, Wayne-Sanderson Farms **donated to Good News Clinics and provided a matching grant for their new Family Medical Facility.** This collaboration ensures greater access to quality healthcare for residents.



We joined forces with the **"Battle of the Buffalo" Wing Festival in Huntsville, Alabama, donating 10,000 pounds of chicken wings** for their annual wing competition. Proceeds from this event, which has **raised over \$200,000 in the past two years, support vital cancer research** at local institutions.



Team members at our Decatur, Alabama processing facility **proudly participated in Decatur's local Relay for Life event, a key fundraising effort for the American Cancer Society (ACS).** As an annual "Relay Legacy" sponsor, **Wayne-Sanderson Farms has historically been one of the region's top ACS fundraising sponsors over the years, adding more than \$1.7 million to the chapter's local efforts** as a top-ten finisher for ten consecutive years, and helping Decatur ACS become the number one Relay for Life fundraiser in the nation.



As the **title sponsor of the Sanderson Farms Championship, a PGA TOUR event,** we are proud to contribute to the well-being of Mississippi. Since 2013, the tournament, through Century Club Charities, has **generated over \$17.2 million for Friends of Children's Hospital and other Mississippi charities.**

These are just a few examples of how Wayne-Sanderson Farms makes a positive difference in the lives of others. We are proud to contribute to the communities we call home.



WAYNE SANDERSON[®]
TOGETHER, WE MAKE CHICKEN AMAZING

