

# OUR AMAZING RISE



**2025**

CORPORATE  
RESPONSIBILITY  
REPORT

**WAYNE  
SANDERSON**



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# A MESSAGE FROM OUR PRESIDENT AND CEO



I am honored to present the 2025 Wayne-Sanderson Farms Corporate Responsibility Report. As we reflect on another year of progress and dedication, I am incredibly proud of the collective efforts of our 26,000 team members and over 2,000 family farmers across the country. Their commitment forms the foundation of our company and drives our ongoing journey as a unified organization.

At Wayne-Sanderson Farms, our purpose extends beyond delivering high-quality poultry products. It reflects a profound commitment to doing what's right for every individual and entity connected to our operations. This year, we are especially excited to highlight how our newly established core values – **RISE** – are woven into the fabric of everything we do.



## RESPECT

We believe our team, customers, vendors and partners are worthy of respect.



## INTEGRITY

We demonstrate open, honest and ethical behavior in every aspect of our business.



## STEWARDSHIP

We serve the needs of our communities, environment and animals.



## EXCELLENCE

We innovate processes, expect accountability, promote personal and professional growth, and provide superior products and services to our customers.

These RISE values are not just words; they are the guiding principles behind our actions across our four core pillars of corporate responsibility: **People, Planet, Animals, and Food**. Within these pages, you will see how our commitment to Respect drives our focus on team member well-being and development; how Integrity underpins our ethical business practices; how Stewardship shapes our environmental efforts and animal welfare programs; and how Excellence defines our commitment to providing safe, fresh, and delicious food to millions of families worldwide.

We acknowledge the immense responsibility we bear in providing food that nourishes and sustains. This report stands as a testament to our ongoing efforts to uphold and continually enhance this responsibility. We remain dedicated to transparency, continuous learning, and achieving the highest standards in every aspect of our operations.

Thank you for joining us as we share the story of how Wayne-Sanderson Farms is striving to make a positive impact on our people, our planet, our animals, and the food on your table. We look forward to building on our AMAZING foundation as we continue to RISE together.

*Kevin McDaniel*

President and Chief Executive Officer



# Rising Together: Investing in **OUR PEOPLE**

At Wayne-Sanderson Farms, our people are central to everything we do. We recognize that the strength and success of our organization comes from the dedication, talent, and well-being of our entire team, which exceeds 26,000. We are committed to creating a supportive and empowering work environment, helping every team member succeed both professionally and personally. This dedication is at the heart of our core values and guides us in building a workplace where everyone can RISE.





## Our Benefits

We are proud to offer a comprehensive and accessible range of healthcare options designed to support all our team members. This commitment has resulted in a significant increase in benefits plan participation, with 17% more employees electing coverage since 2023. Overall, 76% of our employees are enrolled in the benefits plan, and 98% of our employees acted on their 2024 elections.

To better support their health, we offer convenient and affordable on-site healthcare services at many of our locations to all employees and their dependents enrolled in a Wayne-Sanderson Farms health plan, including preventive care, urgent care, mental health support, and chronic disease management.

Over the past year, these clinics have managed more than 8,600 visits, highlighting their crucial role in our team members' well-being. Although employees incur little to no cost for these services, Wayne-Sanderson Farms invested \$2.6 million last year to offer on-site healthcare.

## Clinic Success Stories



At the Decatur, AL, Complex, a female patient presented with high blood pressure (150/100). During follow-up, the medical team discovered she was non-literate and struggled with numbers, which made managing her medications difficult. The care team worked with her daughter to create a visual system using pictures to help guide her medication intake. As a result, her blood pressure and kidney functions are now within normal limits, and she continues to visit the on-site clinic quarterly for preventive screenings.



At the Albertville, AL, Complex, a male patient's weight loss journey at the on-site clinic unexpectedly led to a significant discovery. During a routine check-in, a mass in the employee's groin was found. Further imaging and biopsy testing revealed B-cell lymphoma, a diagnosis that might have been missed without his participation in the weight loss program. The patient is now undergoing additional care and is expected to make a full recovery, highlighting how health coaching can detect critical health issues like cancer.



At the Pendergrass, GA, facility, a male patient's routine Department of Transportation physical revealed a childhood-diagnosed heart issue that had gone unevaluated for 41 years. Examination at the on-site clinic revealed an evident murmur, indicating a potentially advanced heart condition. He was referred to a cardiologist, and within four months, underwent open-chest surgery to repair a ventricular septal defect and replace his aortic valve. The patient made a full recovery, with his cardiologist remarking on the miracle of him reaching this age given the severity of his condition.



## Rising Above to Offer Robust Health Benefits



**Specialty Drug Administration Program:** Our co-pay assistance program provided significant relief during the 2024 plan year, helping employees save \$5.7 million. Through this program, plan participants paid \$0 out of pocket for their specialty medications.



**Telemedicine Accessibility:** In 2024, we covered the cost of about 955 medical and behavioral telehealth visits. These virtual consultations saved team members roughly \$387,000 annually compared to traditional care options.



**Disability Benefits:** The company continued to provide a 100% company-paid Short Term Disability benefit for all employees in 2024, covering costs of \$6.7 million to support them during difficult times. Additionally, for the first time, hourly employees gained access to a Long-Term Disability benefit option, with the company contributing \$200,000 in LTD benefits in 2024.



**Health Care Savings Contributions:** In the 2024 plan year, Wayne-Sanderson Farms contributed \$600 to employees with single coverage and \$1,200 to those in other coverage tiers. Total company contributions for health care savings reached \$1.3 million in 2024.



**Fitness Reimbursements:** We promote a healthy lifestyle by reimbursing eligible fitness expenses, such as memberships to pools, gyms, health clubs, virtual fitness classes, or weight loss programs, for full-time hourly and salaried employees up to \$250 annually. Last year, these reimbursements totaled about \$109,000.



**Market Place Chaplains:** Our team of 175 chaplains provides vital support to our workforce. In 2024, they conducted over 10,000 worksite visits, offered more than 200,000 personal care activities, and referred employees to over 32,000 resources to address personal challenges.



**401(k) Plan Success:** As the plan continues to grow, it now has an impressive 94% participation rate, with an average balance of \$20,110. For the 2024 plan year, the company's contribution and match to the 401(k) plan totaled a significant \$9.7 million.



**Tuition Reimbursement:** In May 2024, an updated educational reimbursement policy was implemented to give employees opportunities to improve their skills for current or future roles. This policy includes a wide range of accredited courses, certifications, and degree programs related to professional growth and company needs. Full-time salaried employees with at least one year of service who are eligible can apply for financial assistance. In Fiscal Year 2025, the company provided a total of \$134,867 in tuition support.



**Leadership Development:** The RISE Leadership Development Program is aimed at high-performing current leaders with exceptional potential, providing unique opportunities for professional growth. The program's goal is to empower leaders to **R**efine, **I**nfluence, and **S**teward **E**xcellence across the organization through gradual advancement, development, and leadership. It includes monthly facilitated meetings, online chat engagement for weekly insights, access to rich learning resources, and personalized coaching sessions. In Fiscal Year 2025, 40 participants successfully graduated from this impactful program.



## Recognized for Excellence: Our Award-Winning Retirement Plan:

Wayne-Sanderson Farms' strong commitment to the financial well-being and retirement success of its team members recently received notable national recognition as it was named the 2024 Plan Sponsor of the Year in the \$200-\$500 million corporate plan category by PLANSPONSOR, a leading financial and investment cooperative focused on employee benefits and retirement plans. This annual award honors retirement plan sponsors who show exceptional dedication to their participants.

This recognition followed the successful launch of a new, unified company-wide employee retirement plan, which involved merging multiple legacy plans into one provider that offered a consistent and comprehensive set of benefits for all 26,000 employees across the organization.

The award-winning retirement plan goes beyond traditional investment strategies. It is carefully crafted to reflect current economic conditions, providing essential emergency savings options and access to hardship withdrawals, creating a strong safety net for participants. Employees are automatically enrolled in the company's 401(k) plan, which offers a 100% employer match on the 4% percent of contributions, increasing by 1% each year up to a maximum of 10%.

To ensure every team member and their family understood the new plan's benefits and accessibility, Wayne-Sanderson Farms collaborated with Empower and OneDigital to deliver a series of translated, live educational sessions, along with a dedicated 1-800 number for further information.

As a direct result of these strategic changes and clear communication, the company achieved and continues to maintain a 94% participation rate in the retirement plan across the entire organization. This reflects a new beginning and a unified approach to retirement planning, building programs that are both sustainable and profoundly meaningful to its employees.



## Our Commitment to Team Member Retention

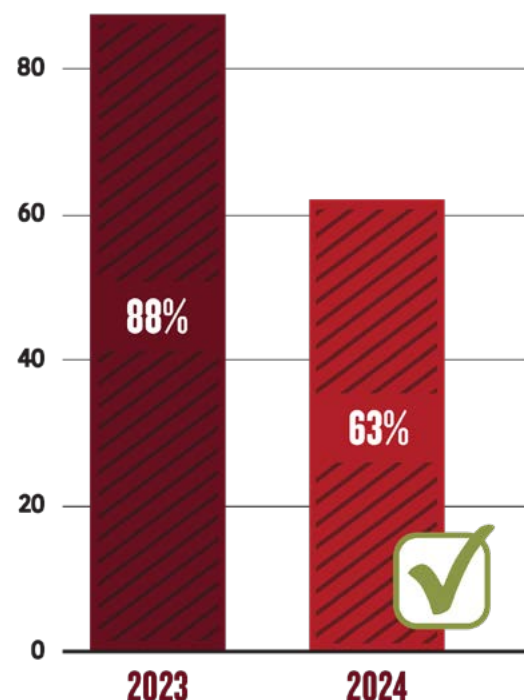
High team member retention is crucial to our success.

To achieve this, we regularly analyze the market to ensure our compensation packages stay highly competitive for both salaried and hourly roles. We strongly believe in recognizing and rewarding our team members for their hard work and commitment, which helps build loyalty and a shared sense of purpose within the company.

Retaining our valued team members is essential for our operational excellence at Wayne-Sanderson Farms. High turnover can be disruptive and costly, which is why we are proud of the significant improvements in this area over the past year. Employee turnover decreased by 25%, dropping from 88% to 63%. This achievement not only exceeds our initial goal of an annual turnover rate of 80% but also clearly shows our dedication to fostering a positive work environment that encourages loyalty and engagement among our employees.

The positive impact goes beyond cultural benefits; by significantly reducing turnover, we needed to fill fewer positions compared to the previous year, leading to an estimated \$60 million in annual cost savings. This directly strengthens the company's financial position and results in a more experienced and stable workforce, allowing us to better serve our customers and consistently deliver high-quality products.

### EMPLOYEE TURNOVER



## A Culture of Safety: Protecting Our People

Our team members' well-being is our highest priority, and we are dedicated to cultivating a strong safety culture where everyone is encouraged to look out for their own safety and that of their coworkers. This commitment makes safety an integral part of our daily work, not just a rule we follow.

We enforce a strict, zero-tolerance policy toward safety violations, creating an environment where team members are actively encouraged to report unsafe conditions or practices without hesitation or fear of retaliation. This transparency and honesty are key to preventing incidents and ensuring a truly secure workplace for everyone.

Our pursuit of continuous safety improvement is relentless. We actively research and adopt cutting-edge safety technologies across all aspects of our operations. From advanced machinery in our processing facilities to specialized slip-resistant flooring in our chicken houses, we consistently invest in innovative solutions that proactively reduce risks and enhance protection.

This dedication to safety is clearly shown in our industry-leading Days Away, Restricted, or Transferred (DART) rate. While the industry average is 1.7, Wayne-Sanderson Farms proudly maintains a lower rate of 1.49, surpassing our goal of <2.0. However, our commitment goes beyond just meeting targets; we continually work to improve by refining our safety protocols with the ultimate goal of achieving zero accidents.



### DART RATE

**1.70**  
**INDUSTRY**  
**AVERAGE**

**1.49** ✓  
**WAYNE-SANDERSON FARMS'**  
**CURRENT RATE**



Our commitment to safety excellence is consistently recognized nationwide. Wayne-Sanderson Farms earned 23 awards at the 2024 National Safety Conference for the Poultry Industry by the Joint Poultry Safety & Health Council, with nine facilities receiving the prestigious Award of Distinction. This strong recognition demonstrates the company's deep dedication to creating a safe and healthy workplace. The annual awards honor safety programs that effectively decrease workplace injuries and illnesses, and Wayne-Sanderson Farms has historically performed well, earning 13 awards in 2023 and 14 in 2022.

A major highlight of this year's recognition was the special honor given to Reggie McLee, our Vice President of Health and Safety, for his more than 33 years of dedicated leadership in the safety and health field. After joining the company 16 years ago, Reggie McLee played a key role in revamping the company's safety program from the ground up. Under his leadership, the program emphasizes a strong theme of a "Zero-Accident Culture," highlighting personal responsibility for safe work practices. This approach has fostered a sustainable culture of safety excellence, with a clear focus on prioritizing the well-being of all team members.

By prioritizing and investing in the health, safety, and overall well-being of our valued team members, Wayne-Sanderson Farms strengthens both our organization and the communities we proudly serve. We take great pride in supporting our team members and their families, and we are committed to building a future where everyone can thrive in a safe and secure environment.



## Meet Our On-Site Healthcare Heroes:

Wayne-Sanderson Farms is deeply committed to the health and well-being of our team members. A key part of this commitment is the availability of full-time nurses at many of our locations, ready to provide convenient, on-site care for minor medical needs. Here are four dedicated professionals, highlighting their vital role in supporting the health of our workforce every day.



### **ANDREW GARCIA,** Waco Complex in Texas

Andrew decided to change his career to nursing and describes it as one of the best decisions he's ever made. After joining his local fire department, he attended Emergency Management Technician (EMT) school, where he quickly found a passion for helping others and wanted to do more. Inspired by his family, Andrew continued his education to become a registered nurse.

***"I have always felt appreciated for the work I do here. The focus on procedures and mindfulness of the employees promotes a positive work environment. I enjoy the team I work with, not just health and safety, but everyone from management to the hourly employees."***



### **KYLA DIXON,** Hammond Complex in Louisiana

Kyla was inspired to pursue nursing by two women she deeply admires – her grandmother, who was diagnosed with cancer in the 1990s, and her mother, who worked in labor and delivery for more than 40 years before becoming a grief counselor. Their compassion and dedication to caring for others fueled Kyla's own calling to serve.

***"I get to connect with people of all nationalities, colors, ages, and creeds. Working here has helped me grow personally because these incredible humans I work with encourage me, and I encourage them."***



### **SUSAN HAYES,** Decatur Prepared Foods Complex in Alabama

Susan was drawn to nursing because she realized she could make a meaningful impact on people's lives and finds fulfillment in knowing her work affects the entire organization. She has built strong, trusting relationships with employees and has become the go-to resource for health questions, injury prevention, and chronic care education.

***"I get to see firsthand how my work helps people keep their livelihoods."***



### **PEGGY OWENS,** Dobson Complex in North Carolina

Peggy's passion for healthcare began early – first by caring for sick animals on her family's farm, then by becoming a candy striper at age 15, and later earning her Certified Nursing Assistant (CNA) certificate as a high school sophomore. When her father was diagnosed with terminal lung cancer in 1981, Peggy was inspired to pursue healthcare as a way to give back for the kindness and care he received.

***"I feel in my heart I was born to be a nurse."***



## Breaking Barriers: Women Leading the Way at Wayne-Sanderson Farms

*While the poultry industry has been traditionally dominated by men, women are rising through the ranks to become impactful leaders. This is especially evident at our Tyler, Texas Complex, where a talented team of women leaders is enhancing operations and redefining possibilities.*

**Ashley Van Natta**, Wayne-Sanderson Farms' first female Complex Manager, leads the way as an inspiring trailblazer. With more than 15 years at the company, she has steadily advanced, mastering every aspect of the business. From her early days as a Broiler Service Technician to key roles in developing the Palestine and Tyler complexes from the ground up, Ashley consistently sees challenges as opportunities for growth.

In her current role as Complex Manager, she confidently oversees live production, processing, and facility operations at a facility employing more than 1,700 team members and collaborating with over 70 farms. Ashley fosters an environment of unwavering support and open communication, encouraging her team to solve problems and develop as leaders themselves. Her goal is for the complex's top-tier performance to speak for itself, regardless of her gender. Ashley's pioneering spirit is amplified by the dynamic leadership team at Tyler, where accomplished women hold several of the top leadership positions. These leaders not only prove that women belong in agriculture but also demonstrate that they thrive, bringing unique strengths and perspectives.



**Ashley Van Natta**  
Complex Manager



**Kimberly Maddox**

Complex Health and Safety Manager

Among them is **Kimberly Maddox**, the Complex Health and Safety Manager. Kimberly's passion for safety developed early in her career. In her current role, she ensures strict adherence to regulatory agencies and corporate policies, emphasizing training so her team can work safely and return home to their families each day.

Kimberly believes that a workplace where people feel safe empowers them to excel, resulting in higher quality products. She emphasizes the respectful dynamic within the Tyler leadership, where each voice, regardless of gender, is valued and listened to, fostering a supportive environment.

**Shae King**, the Operations Manager, exemplifies growth from within. Starting as an hourly line associate 16 years ago, Shae's dedication has propelled her through various supervisory and management roles to her current position, where she oversees the entire processing facility.

Shae fosters strong, trusting relationships, emphasizing effective communication and valuing her team's opinions. She advocates for emotional intelligence as a key leadership strength, highlighting how it's often nurtured through women's daily experiences, and she inspires new hires by sharing her own career path, encouraging them to embrace continuous learning, avoid complacency, and always strive for greater achievements.



**Shae King**

Operations Manager





**Tierney Gregory**  
Quality Assurance Manager

Rounding out this impressive group is **Tierney Gregory**, the Quality Assurance Manager. Tierney started her career at Wayne-Sanderson Farms in 2014, helping with the startup of the Palestine complex. Her expertise led her to be part of a specialized team that transitioned complexes to a new inspection system, eventually guiding her to her current role in Quality Assurance.

Tierney ensures the Tyler complex complies with all United States Department of Agriculture (USDA) regulatory requirements and that products meet the highest quality and customer standards. She takes great pride in knowing her meticulous work, from establishing standards to mitigating risks, makes “chicken amazing.”

*Together, these leaders at the Tyler Complex are not just managing operations; they are charting a course for future generations of women in agriculture, demonstrating that talent, dedication, and collaborative leadership are the true keys to success in every facet of the poultry industry.*



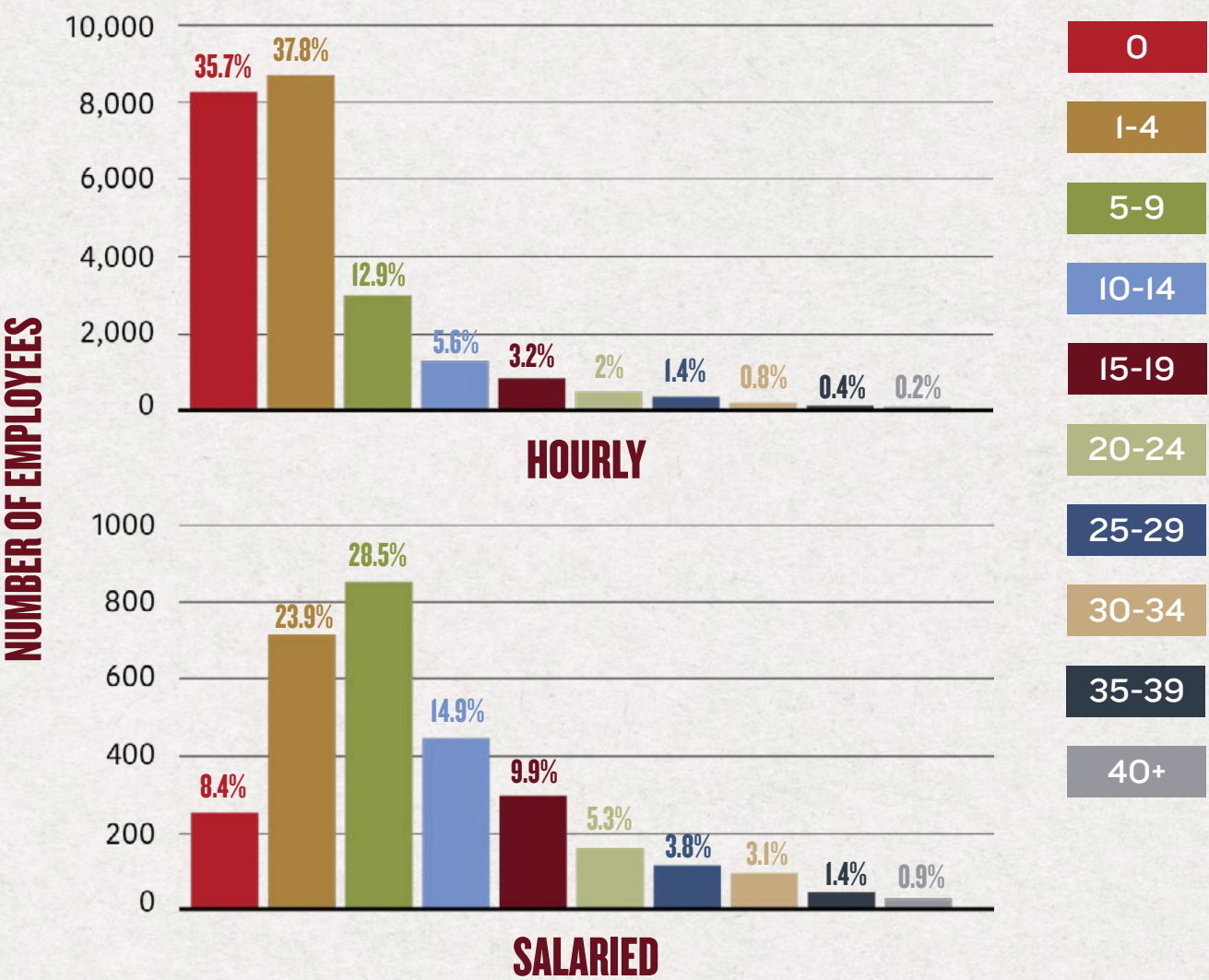


# EMPLOYEE DIVERSITY DATA FOR FISCAL YEAR 2025

## TOTAL HEADCOUNT

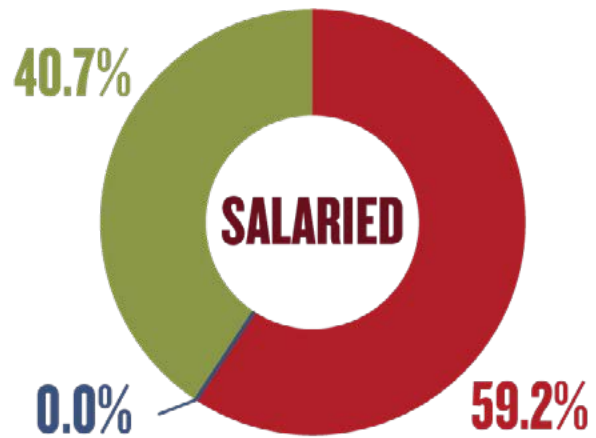
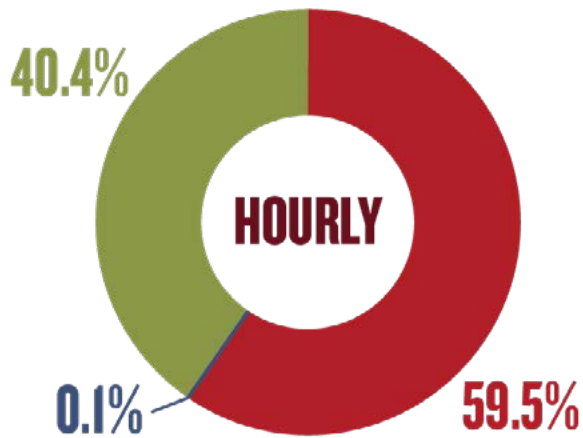


## YEARS OF SERVICE





GENDER

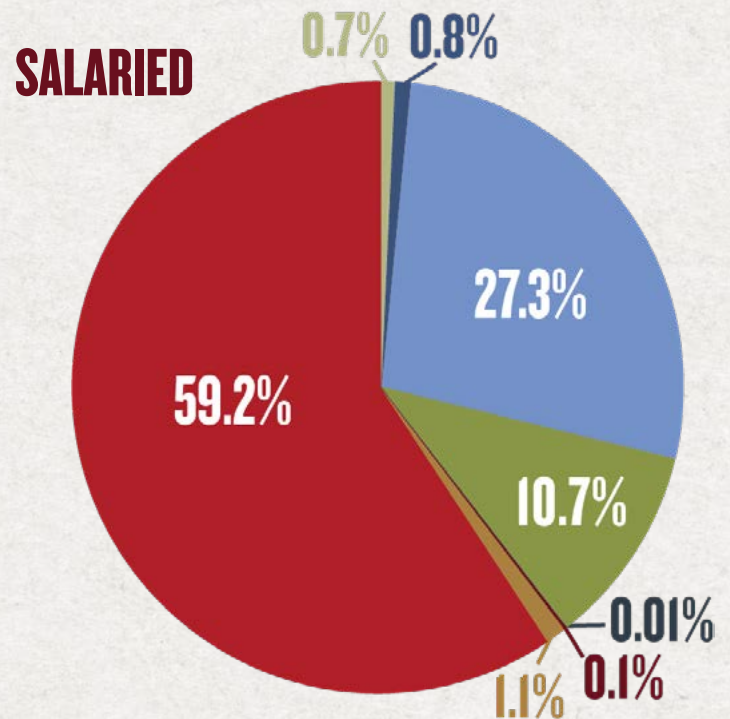
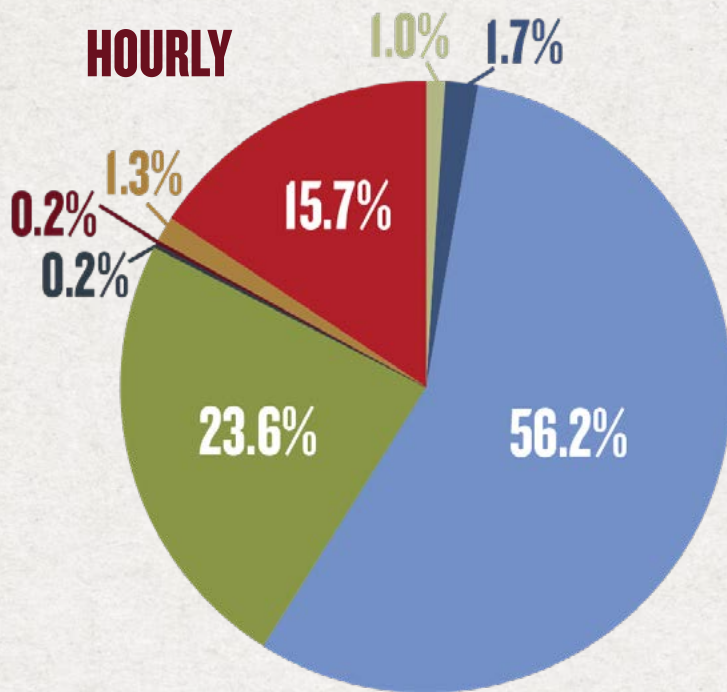


MALE

FEMALE

UNDEFINED/NONBINARY

RACE/ETHNICITY



AMERICAN INDIAN  
OR ALASKA NATIVE

ASIAN

BLACK OR AFRICAN  
AMERICAN

HISPANIC OR LATINO

NATIVE HAWAIIAN OR  
OTHER PACIFIC ISLANDER

NOT SPECIFIED

TWO OR MORE RACES

WHITE





# Stewarding **OUR PLANET**

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Wayne-Sanderson Farms is dedicated to responsible food production and the preservation of our planet's well-being. We recognize that healthy ecosystems, which include clean air, essential water resources, and sustainable land use, are crucial for our collective future. This conviction is central to our operations and embodies our core value of Stewardship, which involves addressing the needs of our communities, environment, and animals.



## A Balanced Approach

As a leading poultry producer, we embrace our critical role as environmental stewards, continuously striving to reduce our footprint and enhance our positive impact. This involves ambitious initiatives aimed at conserving resources, implementing innovative recycling and reuse programs, and leveraging technology to improve energy efficiency and minimize greenhouse gas emissions.

We're dedicated to a balanced approach, blending environmental leadership with responsible business practices, and consistently seeking new opportunities to be a force for good.

## Feed Conversion

We continually optimize every aspect of our operations to minimize our environmental impact, and feed conversion efficiency plays a crucial role. This metric measures the amount of feed required by an individual chicken to gain one pound of body weight. The way we feed, raise, and house our flocks has a direct impact on this efficiency.

Achieving better feed conversion allows our chickens to require less feed to reach their market weight. This is a significant win for our planet because it reduces the demand for corn and soybeans, which are the largest components of chicken feed. Consequently, this results in a decrease in the overall acreage of row crops required to sustain our operations.

Thanks to the dedicated work of our team of nutritionists and the tireless efforts of our farmers, the improvements in feed efficiency we saw during Fiscal Year 2024 continued into Fiscal Year 2025, further optimizing our overall feed usage. This progress is expected to save 12,719 acres, based on an average corn yield of 179 bushels per acre and average yield of 51 soybeans per acre.



## Greenhouse Gas Emissions and Goal Setting

We strongly believe that a healthy planet with clean air is essential for a prosperous future. Our dedication to environmental stewardship is shown through our proactive efforts to track and monitor emissions across all parts of our operations. This includes careful management of fuel use in our processing plants, the electricity powering our facilities, and emissions from company vehicles, ensuring we have a complete picture of our environmental impact.

Wayne-Sanderson Farms is now into its second year of a journey toward greater environmental leadership, and remains committed to establishing and advancing ambitious, company-wide goals for reducing greenhouse gas emissions across all scopes – 1, 2, and 3. Scope 1 refers to emissions from sources owned by the company, such as vehicles or buildings, and Scope 2 refers to indirect emissions from the consumption of electricity, steam, heat, etc., at our various locations. Our goal is to reduce emissions in these two Scopes by 2.5% by Fiscal Year 2026.

Scope 3 refers to other indirect emissions that occurs in both the upstream and downstream supply chain, and we are actively working on establishing goals for this Scope.





## Greenhouse Gas Emissions Summary

	FY24	FY25
Scope 1 Emissions	545,686 MTCO <sub>2</sub> e	494,409 MTCO <sub>2</sub> e
Scope 2 Emissions	323,943 MTCO <sub>2</sub> e	311,300 MTCO <sub>2</sub> e
Total Emissions	869,629 MTCO <sub>2</sub> e	805,709 MTCO <sub>2</sub> e
Saleable Product	7.92 billion lbs	7.74 billion lbs
Emissions Intensity	0.110 MTCO <sub>2</sub> e/l,000 lbs	0.103 MTCO <sub>2</sub> e/l,000 lbs

To ensure maximum robustness and transparency in our reporting, we continuously evaluate and improve our approach, using leading greenhouse gas reporting standards. This strong commitment to accountability enables us to carefully track our progress, measure success, and consistently refine our strategies for reducing our environmental impact, thereby solidifying our role as a leader in sustainable poultry production.



### Harnessing Renewable Energy

Our commitment to Stewardship guides our efforts to protect the environment and meet the needs of our communities. This dedication is exemplified by our strategic partnership with GreenGasUSA, a collaboration aimed at optimizing biogas production and significantly reducing methane emissions across our processing facilities.

This innovative partnership aims to transform our existing wastewater treatment and biogas assets into sources of pipeline-quality Renewable Natural Gas (RNG). By utilizing these resources, we are not only bringing clean energy to market but also actively reducing our environmental impact.

Looking ahead, we are committed to identifying and developing additional RNG facilities at various poultry processing sites within our portfolio. This targeted approach prioritizes locations with the highest potential for reducing methane emissions, further enhancing our environmental benefits.

This collaboration with GreenGasUSA highlights our proactive approach to environmental challenges, transforming waste into a valuable resource and reinforcing our steadfast commitment to a more sustainable future.





## Fiscal Year 2025 Environmental Impact at a Glance



### Materials Recycled:

In FY25, we recycled 10,361 tons of materials, including pallets, plastics, cardboard, and metal. When including rendered product, this figure rises to an impressive 1,329,157 tons, further increasing to 1,333,519 tons with the addition of recycled breeding.



### Biogas Production:

In Fiscal Year 2025, our operations used 267,679 MMBTUs of biogas. Additionally, since November 2024, we have sold 16,510 MMBTUs of biogas to a third party, showing our contribution to renewable energy.



### Water Stewardship:

In Fiscal Year 2025, our water reuse initiatives successfully reclaimed, reused, and recycled 967,634,175 gallons of water. Additionally, 1.385 billion gallons were responsibly returned to groundwater through land application.



### Breeding Recycling Program:

Our dedication to circularity is demonstrated through our breeding recycling efforts at two key facilities. Flowood recycled 2,763.54 tons of breeding in Fiscal Year 2025, while Decatur Prepared Foods recycled 1,598 tons, turning this material into animal feed.

## Packaging a Greener Tomorrow

Wayne-Sanderson Farms' dedication to excellence extends beyond the farm to every aspect of our operations, including how our fresh products reach your home. For nearly a decade, we've fostered a groundbreaking partnership with International Paper, collaborating on a shared vision to redefine sustainable packaging for the poultry industry. This long-term commitment has culminated in the development of the revolutionary Leak Resistant Bliss Box.

This proprietary packaging is completely wax-free and 100% recyclable, marking a significant stride in our journey towards a more sustainable future.

Underscoring our leadership in environmental responsibility, Wayne-Sanderson Farms is the sole poultry company currently employing International Paper's unique box design.

The adoption of the Leak Resistant Bliss Box isn't merely a project; it's a strategic, company-wide initiative. Throughout 2025 and into early 2026, we are installing specialized machinery across all our fresh product facilities to integrate this advanced packaging. This effort is a direct reflection of our commitment to embedding more sustainable practices throughout our entire packing and shipping processes.

Already, the positive impact of this partnership is being felt as the Leak Resistant Bliss Box is actively in use at six of our key facilities across five states.

This collaborative achievement with International Paper highlights our proactive approach to environmental stewardship. It's a powerful example of how sustained teamwork and a focus on long-term solutions, driven by our commitment to Excellence in innovating processes and providing superior products, can lead to meaningful progress for both our business and the health of our planet. Wayne-Sanderson Farms remains committed to driving forward sustainable practices, ensuring a brighter, greener future for generations to come.





# HOW I MAKE CHICKEN AMAZING

WITH STEPHANIE SHOEMAKER,  
SENIOR DIRECTOR OF ENVIRONMENTAL  
PERMITTING/REGULATORY

*We believe responsible environmental stewardship is crucial, and Stephanie Shoemaker plays a vital role in this important area. As the Senior Director of Environmental Permitting/Regulatory, her expertise ensures that the company operates in line with regulations, protecting our planet while producing the food millions depend on.*



Stephanie and her team are responsible for obtaining and renewing essential permits for all locations, covering wastewater, air, stormwater, and drinking water. She also manages all communications and required reports with local, state, and federal government environmental agencies. Stephanie leads a dedicated team that audits compliance and collects greenhouse gas data to calculate the company's carbon footprint. Together, they safeguard environmental integrity.

Stephanie has been with Wayne-Sanderson Farms for nearly 18 years, starting in Safety in 2008 and transitioning to Environmental in 2013. Her deep understanding of operations, along with specialized environmental knowledge, makes this role incredibly rewarding for her.

She is particularly proud of the consistently strong environmental record upheld by the department. The team, including the Complex Environmental Managers, takes great pride in managing their wastewater systems efficiently and always in compliance with regulations. They strive to "do the right thing" in their operations and reporting, ensuring they are good neighbors in the cities where they work.

What motivates Stephanie each day? She emphasizes the fantastic environmental and engineering department that collaborates to keep Wayne-Sanderson Farms at the forefront of the poultry industry. Each day presents something new and different, from addressing unique problems to assessing new technologies. Although some days are challenging, many rewarding projects are completed, and they enjoy the process!

For Stephanie, the people are what truly make Wayne-Sanderson Farms exceptional. She loves her job and the coworkers she collaborates with. This supportive and engaging culture inspires her and her team to achieve environmental excellence, making Wayne-Sanderson Farms an incredible place to contribute to the Planet Pillar.









# Caring for **OUR ANIMALS**

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The health and well-being of our chickens are central to our mission. Our commitment to providing a humane and healthy life for every bird is deeply ingrained in our operations. It is supported by rigorous welfare standards, dedicated teams, and a substantial investment of our time and resources toward the expert care and treatment of our flocks. This isn't just a guideline; it's a profound dedication we uphold every single day.



## Responsible Stewardship

Our responsibility for animal welfare extends across our entire network, involving every individual engaged in raising our chickens. Should these critical commitments ever be compromised, clear and decisive processes are in place to address the situation, including terminating relationships with employees or farms.

To consistently enhance our practices, the Animal Care Advisory Committee (ACAC) was established in 2017. This essential committee, composed of leading external poultry experts, academic researchers, and our own leadership team, plays a crucial role in developing best practices, identifying opportunities for continuous improvement through research, and ensuring we meet evolving expectations for public and social responsibility.

Transparency and accountability are the cornerstones of our approach, which is why Wayne-Sanderson Farms strongly advocates for external audits. These independent assessments serve as crucial tools for verifying the proper care and humane treatment of our chickens. We collaborate with nationally accredited auditors who meticulously evaluate practices across multiple categories on our partner farms. In addition to these external validations, we also rigorously track and assess numerous key welfare outcomes internally, ensuring the consistent implementation of our animal welfare standards throughout all our operations and providing invaluable 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 that exceed industry averages.



**Transportation Mortality Rates:** This metric indicates the number of chickens lost during transit per 1,000 chickens caught and transported. Because severe weather events can affect this rate, we have implemented special handling procedures for both 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 perform daily checks for injuries, recording the percentage of chickens with broken wings. Injuries during transit indicate how chickens are handled during catch at the farm, transport, or unloading at the facility. We continually implement actions to enhance safe handling practices based on these findings.



**Paw Score:** Chickens' feet, particularly the center pad, can be prone to ammonia burns if litter management is insufficient. We monitor paw scores by flock, allowing for targeted interventions on specific farms as needed. Corrective actions may include enhancing ventilation in chicken houses, adjusting drinker management, or using litter amendments.

## Live Operations Metrics for Fiscal Year 2025

METRIC	BIG BIRD	SMALL BIRD	TRAY PACK
Livability	91.6%	96.4%	94.4%
Transportation Mortality Rate (per 1,000 birds)	1.20	0.56	0.92
Transportation Injury Rate (per 100 birds)	1.69%	0.92%	1.67%
Paw Score (percent sellable)	88.4%	98.1%	86.2%

*\*Figures highlighted in green indicate performance exceeding fiscal year 2025 targets.*



## Supporting Our Farm Partners

The success of our independent farm partners, or growers, is directly linked to the well-being of our chickens. To foster this crucial relationship, we offer comprehensive programs designed to support their operations and prioritize flock health.

A key part of this commitment is our industry-leading **New House Incentive (NHI) program**. This initiative offers growers **interest-free funding** to build modern chicken houses or make essential upgrades.

NHI gives our partners flexible access to funds tailored to their needs. It provides significant benefits, such as improved bird health through enhanced ventilation, biosecurity, and climate control, while also promoting farm equity by enabling growers to invest without incurring high-interest debt.

In Fiscal Year 2025, we invested just over **\$21.7 million** through NHI, supporting 33 grower families.

Beyond NHI, we offer interest-free loans for smaller upgrades and projects. Last year, this program provided an additional \$331,150 for targeted farm improvements.

By investing in our farm partners' success, we also enhance the health and well-being of our chickens, demonstrating our commitment to strong partnerships and a sustainable future for the poultry industry.

*Here are some examples of how our grower partners have utilized their NHI funds:*



### **MCCOMB, MISSISSIPPI:** Cody Speaker (Breeder Farm)

For Cody and his family, the NHI Program was more than just a funding opportunity; it was a turning point. With this support, they built their very first breeder farm: a three-house operation that wouldn't have been possible without the program's incentive. The bank had made it clear; without it, the numbers simply wouldn't work. But with the backing of this program, their dream took root.

More importantly, the farm brought Cody home. After a decade on the road, working in the oil fields, on the railroad, and most recently building temporary roads for power companies, he was finally able to leave the road life behind. Now, he's home every day with his family, no longer chasing work across the country.

Farming runs deep in Cody's family. His uncle, aunt, and even his nephew all farm nearby. In fact, both his uncle, Matthew Stroud, and aunt, Terry Kelly, used the NHI Program to start anew. For Cody, the program didn't just build a farm; it reconnected him to his roots and to the people he loves.

***"The NHI Program changed everything for us. Without it, we couldn't have built the farm and I'd still be out on the road, missing time with my family. Now I get to wake up every day and work alongside the people I love, building something that's ours. It's more than a job—it's a way home."***

*— Cody*





## PENDERGRASS, GEORGIA: Ryan Allison (Broiler Farm)

When Ryan married into a farming family, he not only embraced a new way of life but also inherited a legacy that spans four generations. With deep roots in agriculture — his in-laws farmed for three generations before him — Ryan took on the responsibility of managing both chicken and cattle operations on their family farm.

Thanks to the NHI Program, Ryan was able to build two new poultry houses, increasing the farm's total to eight. This wasn't just about growth; it was about sustainability. The expansion significantly improved the farm's profitability, allowing Ryan to continue supporting his family while honoring the legacy he'd married into. For Ryan, the program didn't just help build houses — it helped build a future.

***"This program helped us take a big step forward. Building those two houses meant we could grow the farm enough to truly support our family. For me, it's about continuing a legacy —farming alongside my in-laws and raising the next generation on land that means something. The NHI Program didn't just grow our farm, it secured our future."***  
— Ryan



## KINSTON, NORTH CAROLINA: Debra Heath (Broiler Farm)

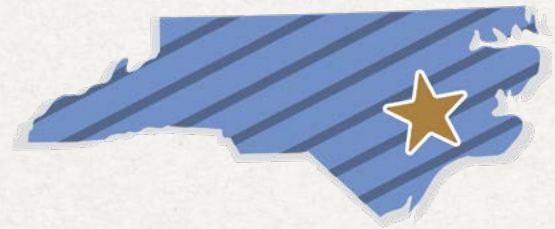
After 25 years as a critical care nurse, Debra made a bold move of swapping hospital halls for farm fields. With her retirement, she and her family decided to turn their existing turkey farm into a chicken operation, and the NHI Program made that possible.

Converting all six houses wasn't easy. It involved installing new fans, equipment, and extra rock outside to meet chicken farm standards, as well as adding another well. All sorts of farming details had to be adjusted, but with support from the program, Debra successfully made the switch.

Alongside their chicken farm, the family also raises hogs and works row crops — corn, soybeans, and occasionally wheat. The shift to chickens introduced a new rhythm to their lives: faster turn-arounds, improved cash flow, and simpler daily management.

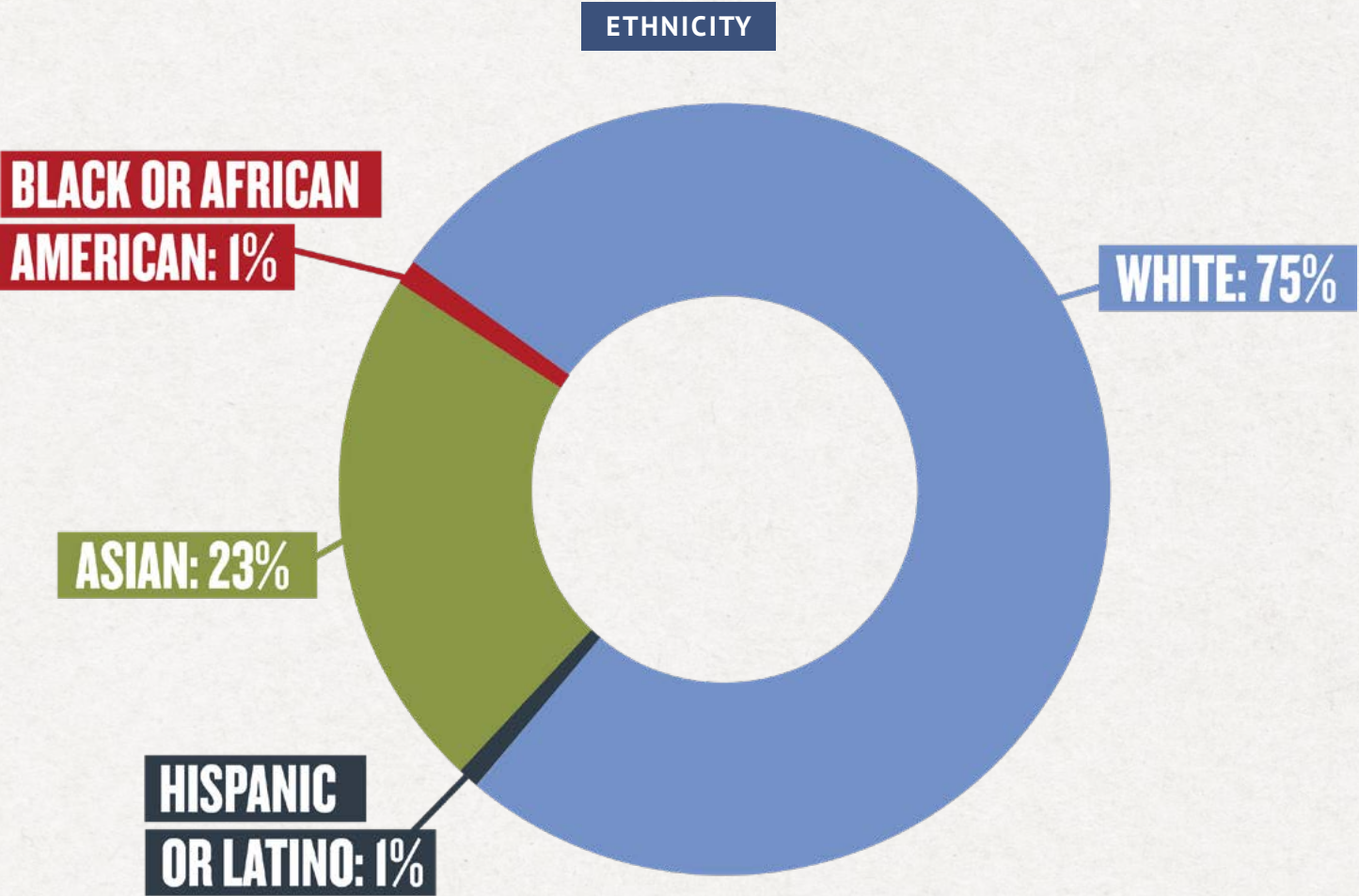
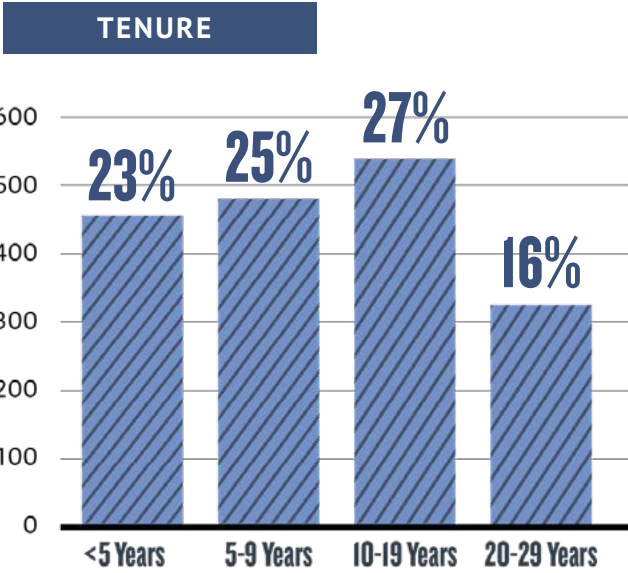
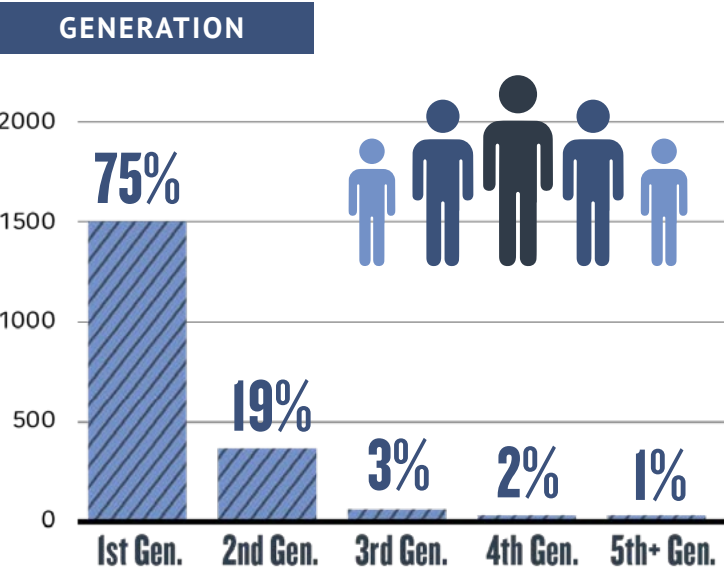
For Debra and her family, it's been more than just a business choice. The NHI Program didn't just help them upgrade a farm; it helped them build a better future and improve their quality of life.

***"After 25 years in nursing, I was ready for a new chapter—and the NHI Program helped make that possible. Converting our turkey farm to chickens was a big change, but it's been one of the best decisions we've made. The work is more manageable, the cash flow is better, and it's given our family a stronger, more sustainable way to farm together."***  
— Debra



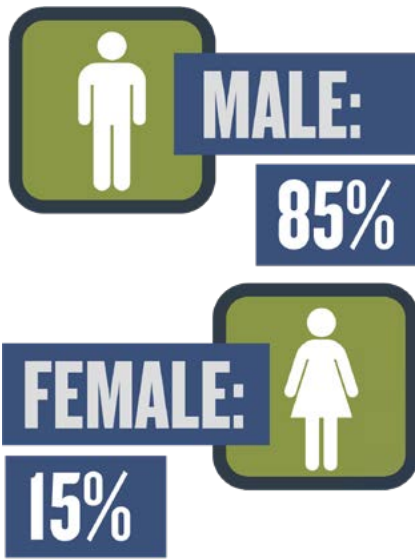


# FARMER DEMOGRAPHIC DATA FOR FISCAL YEAR 2025

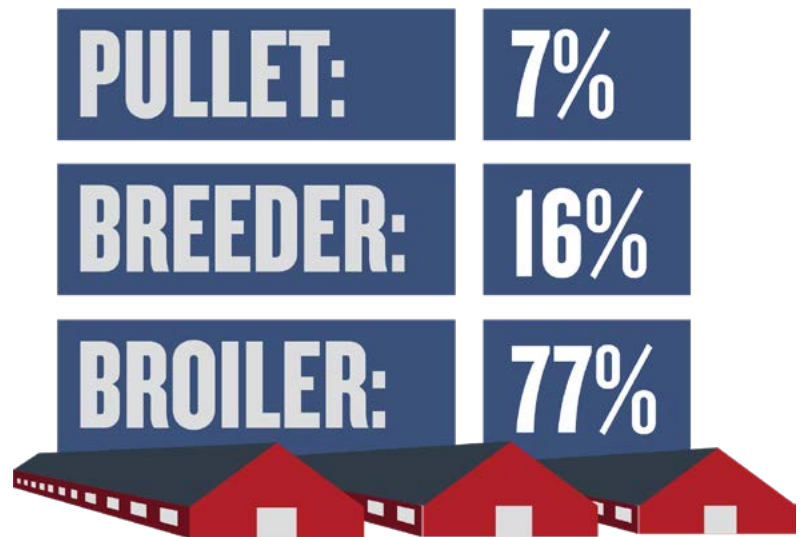




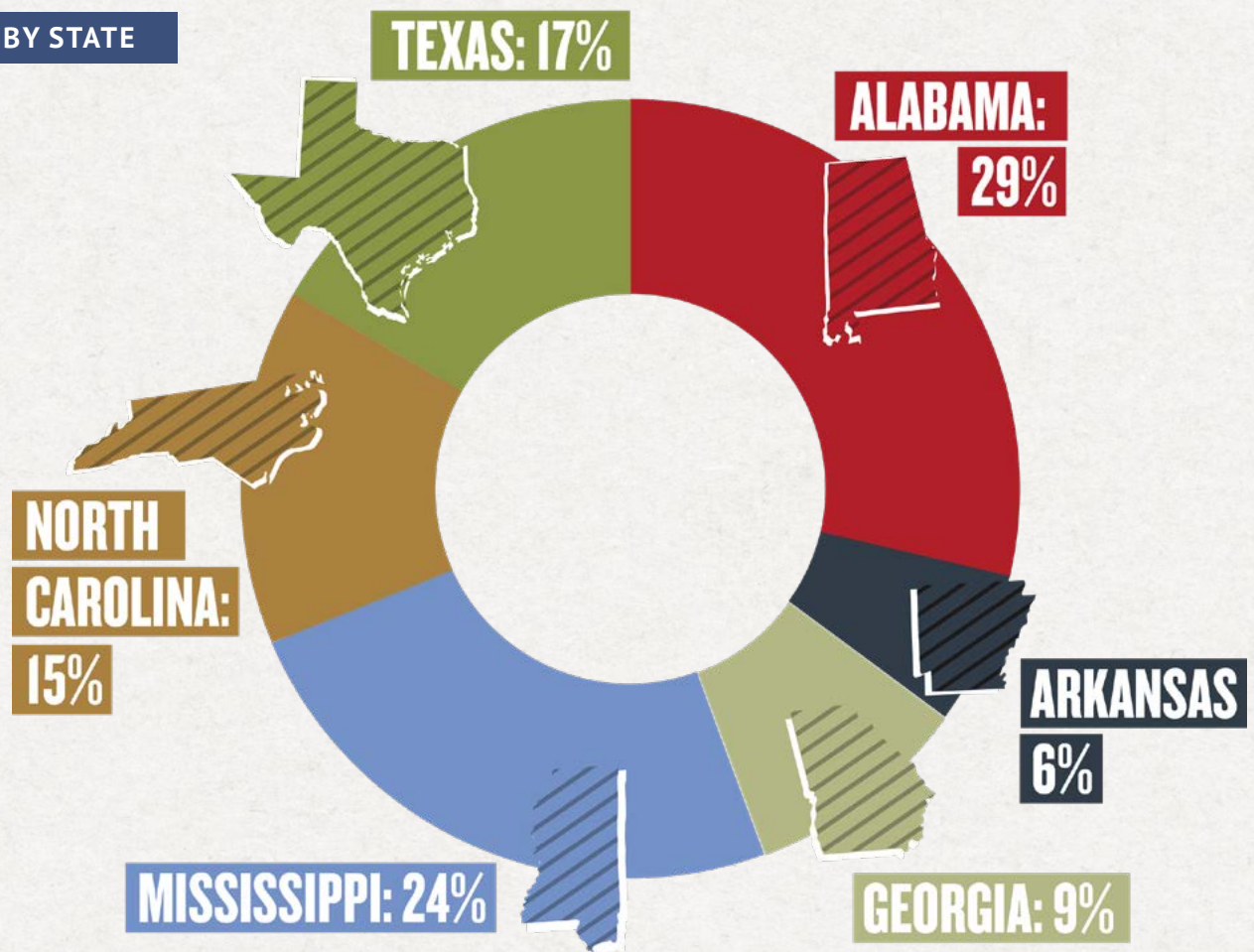
GENDER



HOUSE TYPE



BY STATE





# SAFEGUARDING OUR FLOCKS

## MEET OUR VETERINARIANS: DR. ROBIN GILBERT

***The health and well-being of the poultry flocks at Wayne-Sanderson Farms are managed by a dedicated team of experts, including Dr. Robin Gilbert. As one of five veterinarians overseeing our birds, Dr. Gilbert has served our four Texas complexes since 2018. Her main responsibilities include disease surveillance, diagnosis, treatment, and, most importantly, prevention, to maintain the health of our flocks.***



Dr. Gilbert's days involve carefully monitoring flocks through visual inspections and diagnostic tests, always on the lookout for both current and emerging disease threats. She also keeps a broad perspective on the industry by consulting with university professors/researchers and other poultry veterinarians so that when a disease appears, she can act quickly with the affected complex to confirm the diagnosis and develop effective treatment plans.

However, her true strength lies in prevention. As part of the Wayne-Sanderson Farms Veterinary Team, she carefully reviews, implements, and audits biosecurity programs designed to reduce disease exposure risks. If a specific disease risk arises, she collaborates with vaccine companies to develop effective vaccination strategies tailored to the region, aiming to protect the flocks from potential impacts.

One particularly challenging yet rewarding aspect of her recent work involved the unexpected emergence of Avian Metapneumovirus (aMPV) in Texas in early 2024. Prior to this, aMPV was rarely detected in the U.S. and mainly affected turkeys. When a breeder flock supervisor reported increased mortality with unusual lesions, Dr. Gilbert's vigilance immediately flagged a potential new threat.

Collaborating with colleagues and diagnostic laboratories, she quickly identified the Type A virus, a strain also found in California and Mexico. With no readily available vaccine or rapid diagnostic test in the U.S., Dr. Gilbert and her team started from scratch. She helped verify a rapid PCR test, established effective treatment plans focusing on aggressive water sanitation and targeted antibiotics for secondary infections, and then began the challenging search for a vaccine.

Despite initial difficulties in growing the field viruses for an autogenous vaccine, the team persisted. Through strategic on-farm management, modified vaccination programs for other diseases, and relentless effort, they managed the initial outbreak. By October 2024, the USDA allowed for the evaluation of a limited autogenous vaccine in Texas and North Carolina pullets, which has shown promising results.

Dr. Gilbert continues to evaluate new products and optimize their use, even securing USDA approval in March for a live metapneumovirus vaccine used in Europe, with hopes of full broiler protection by December 2025. This complex effort highlights her deep dedication and expertise in safeguarding poultry health on a large scale.

Looking ahead, Dr. Gilbert envisions a promising future for veterinary medicine in the poultry industry. With a growing global population, the industry's goal to provide safe and affordable chicken requires ongoing growth and efficiency. She firmly believes this can only be achieved through the steadfast teamwork of poultry management, geneticists, nutritionists, and, of course, dedicated veterinarians.





## GROWER PROFILE:

### Karen & Bryan Gautreau

In the tranquil rural landscape of Tylertown, Mississippi, a powerful partnership thrives: Karen and Bryan Gautreau, a formidable mother-son team, operate K & B Enterprises. This six-house broiler farm serves as a cornerstone of Wayne-Sanderson Farms' McComb Complex, and their journey into poultry farming began in 2014, marking a vibrant new chapter for both. Karen had just retired from her career in education, while Bryan, a long-haul truck driver wanting more family, discovered his calling.

Karen expertly manages the farm's daily finances and operations, while Bryan is the dedicated force overseeing the hands-on care of their chickens. His day often starts before dawn, reflecting the 24/7 nature of bird management. Their "Farm Alarm" system acts as their vigilant co-pilot; as Bryan straightforwardly puts it, "If it calls at midnight... you come down here." This constant readiness ensures the birds always have what they need.

At the heart of K & B Enterprises lies an unwavering commitment to animal welfare. The Gautreaus treat their chickens with profound dignity and respect, carefully ensuring they receive optimal food, water, ventilation, and temperature control. Bryan often quips, "Sometimes I say the birds live better than I do." This lighthearted jest highlights a serious truth: compassionate care isn't just a principle; it's fundamental to both the birds' thriving and the farm's success.

Beyond their daily routines, the Gautreaus continuously embrace sustainability. They recently upgraded their farm with LED lighting, a move that significantly improves energy efficiency. While Bryan humorously admits he's "not a fan of change," he readily welcomes innovations that enhance the farm's overall efficiency.

Despite the long hours, the passion for their work and the quality products they provide shine through. They proudly share that they eat the chicken they raise, ensuring that what they offer consumers meets their own high standards. Outside of farm life, they find joy in spending time with family, attending church, hunting, fishing, enjoying lively seafood boils, and cheering for their favorite football teams.

Bryan perfectly encapsulates their dedication:

***"Making Chicken Amazing... means providing a quality product for a decent price."***





## GROWER PROFILE:

### Peter & Hannah Bae

#### Raising Chickens, Fostering Dreams

In the rolling landscapes of North Georgia, Peter and Hannah Bae have spent more than ten years building their poultry farm, developing a strong partnership with Wayne-Sanderson Farms. Their steadfast dedication to raising top-quality chickens has not only provided their livelihood but also laid the groundwork for a remarkable family story.

Beyond the daily rhythms of farm life, Peter and Hannah are the proud parents of **Jenny Bae**, a rising star in the world of professional golf. Jenny captivated the collegiate circuit as a star student-athlete at the University of Georgia. Her impressive accolades include winning the 2023 Juli Inkster Award as the nation's top senior collegiate golfer, earning three All-American honors, and setting numerous school records, including the lowest stroke average in UGA history. She even achieved a runner-up finish in the 2023 Augusta National Women's Amateur.

Jenny's professional career took off with a bang in 2023 as she secured two tournament wins as a rookie on the Epson Tour, the official qualifying tour of the LPGA Tour. In 2025, Jenny has made the cut in more than half of the tournaments she has played in, with her best finish at the Mexico Riviera Maya Open at Mayakoba in May, where she finished second overall.

Her ascent has been swift and impressive, making her one of the leading players on the Epson Tour, with her sights firmly set on earning her LPGA Tour card for 2025.

Recognizing this extraordinary journey, Wayne-Sanderson Farms proudly announced its sponsorship of Jenny Bae in 2024. When it became known that a daughter of one of our long-time farming partners was on the challenging path to securing her LPGA Tour Card, we wanted to support her and her family in pursuing this dream. Wayne-Sanderson Farms noted that Jenny shares their commitment to being amazing as a rising star on the golf course, and we are proud to invest in her future. For Jenny, this partnership holds profound personal significance.

***"I am honored to have the support of Wayne-Sanderson Farms, and this partnership is especially meaningful to me as my parents have dedicated their lives to raising chickens to support me and my dream of being a professional golfer," said Jenny.***

The Bae family's story beautifully illustrates the deep connections and mutual support that define Wayne-Sanderson Farms' relationships with its grower partners, celebrating not just agricultural excellence but also the pursuit of personal dreams.





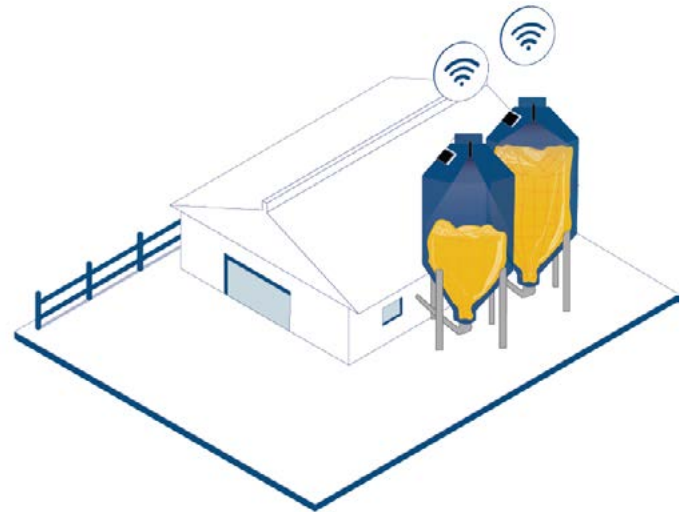
## Innovation in Action: The BinSentry Partnership

Wayne-Sanderson Farms continually seeks innovative solutions to enhance the well-being of our chickens and support our valued farm partners. For years, we have been searching for truly transformative technology that can revolutionize feed management. Now, that quest has led us to BinSentry, a system that is making a significant impact on our farms.

The BinSentry system offers remarkable benefits, particularly for farmers. It completely removes the need for them to climb tall feed bins to manually estimate feed levels – a process that was not only time-consuming and prone to inaccuracies but also inherently dangerous. With BinSentry's advanced sensors, a precise 3D view of the feed inside the bins is available instantly. This ensures that feed levels are always accurate, allowing our chickens to receive the right quantity of high-quality feed exactly when they need it, which directly contributes to their health and growth. Our growers can now monitor their bins remotely, confirming that the systems are functioning properly and that their flocks are consistently fed. This will significantly reduce feed outages at the farm by enabling direct, cloud-based communication between farms and feed mills, ensuring deliveries are accurate and timely.

This wasn't an overnight decision. After a year of successful testing at two locations, we were confident in BinSentry's ability to deliver. We are now conducting a comprehensive, company-wide rollout, installing these innovative sensors at all our facilities. This significant upgrade, costing Wayne-Sanderson Farms \$6 million, comes at no cost to our growers, reinforcing our commitment to their success and safety.

The BinSentry partnership perfectly illustrates how our investment in cutting-edge technology not only improves operations but also solidifies our role as a true partner of choice to our growers, fostering stronger, safer, and more efficient relationships.







# Our Commitment to **OUR FOOD**

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Wayne-Sanderson Farms holds the immense responsibility of providing safe, high-quality, and nutritious chicken products to millions of families worldwide sacred. Each plate we touch represents a promise — a promise of wholesome, nourishing food delivered with complete dedication to the industry's most rigorous standards. Our commitment to excellence in food safety and quality is at the heart of everything we do.



## Rigorous Standards and Advanced Technology

Food safety starts at our facilities. Our processing operations undergo annual internal audits and rigorous third-party evaluations based on the stringent Global Food Safety Initiative (GFSI) standards, which are part of a globally recognized food safety certification program. We take pride in ensuring that our facilities meet and adhere to Good Manufacturing Practices (GMPs), reinforcing our foundational commitment to food safety and quality.



In addition to this, we implement a comprehensive Food Safety program based on the Hazard Analysis and Critical Control Points (HACCP) principles, consistently meeting and exceeding all requirements outlined in 9 CFR 417 and maintaining full compliance with all USDA-FSIS regulations throughout the company. This ensures that our processes are continuously evaluated and refined, placing food safety as our top priority.

Embracing technological advancements is crucial for improving our quality assurance and food safety systems. **For example, our state-of-the-art X-ray technology is used as a validation tool to support our bone reduction program, allowing us to confirm the absence of bones both on the surface and internally in products that have already undergone bone removal and visual inspection. This innovative approach ensures the consistency and reliability of our process and helps us deliver only the highest-quality chicken to our customers.**

## USDA FSIS Salmonella Performance

Wayne-Sanderson Farms is committed to reducing the impact of its products on overall human Salmonellosis levels. USDA FSIS assigns category performance for Salmonella based on the prevalence of whole birds and parts samples that test positive for Salmonella using a three-category classification system. Although Salmonellosis can arise from numerous sources beyond poultry, our company's aim is to consistently meet or exceed the USDA-FSIS Salmonella performance standards for both whole birds and parts across all our facilities. This dedication reflects our steadfast focus on public health and the quality of our products.

### Wayne-Sanderson Farms Facility Salmonella Scoring Fiscal Year 2025\*

	CATEGORY 1	CATEGORY 2	CATEGORY 3
Whole Birds	16	4	0
Parts	17	3	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 June 20, 2025 (covering June 2, 2024 – May 31, 2025).



## A Paperless Approach to Efficiency and Sustainability

In our relentless pursuit of efficiency and environmental responsibility, our Food Safety and Quality Assurance department has adopted a nearly paperless operational model. This significant change not only streamlines our processes and enhances data accessibility but also significantly reduces our paper consumption, directly contributing to our sustainability objectives. It's another way we're innovating to be both more effective and more environmentally conscious.



## Leading with Expertise and Collaboration

We take immense pride in being a recognized leader in the food safety landscape of the poultry industry. Our team members are deeply passionate about maintaining the strictest protocols at every stage of production.

Real progress in food safety is a shared responsibility across the entire U.S. poultry supply chain. This belief drives our collaborative spirit; many of our internal procedures and protocols have not only set new benchmarks but have also been widely embraced throughout the industry.

Our commitment to leadership encompasses active participation in advancing scientific understanding. The team's high level of scientific competence is underscored by the employment of Doctors of Veterinary Medicine (DVMs) and PhDs specializing in Animal Science, Food Science, and Data Analytics who routinely share their expertise and contribute to industry knowledge at conferences and through collaborations with leading colleges and universities engaged in critical research. Examples of this leadership include co-leading wet labs to investigate disease conditions and co-presenting at conferences on non-compliance reports.

We also actively encourage our leaders to engage with key educational partners such as the Georgia Institute of Technology, the University of Georgia, Auburn University, Mississippi State University, and Texas Tech University, fostering a culture of continuous learning and shared progress in food safety.

Just one example of partnering with education partners was the 2024 Poultry Processor Meeting hosted by Auburn University and Mississippi State University at the Mississippi Veterinary Research and Diagnostic Laboratory in Pearl, Mississippi. Several of our Quality Assurance team members attended the program, which featured a closed panel discussion, a wet lab, and informational sessions addressing microbiological testing and management. In fact, Dr. Jonathan James, our Senior Director of Food Safety and Laboratory Services, served as both a panel speaker and lab leader for the wet lab, showcasing our team's expertise and commitment to industry leadership.





Internally, we strive to cultivate a culture where each team member understands their vital role in delivering safe, high-quality products to consumers. This commitment is strengthened through ongoing training, strict standards, and innovative programs designed to ensure excellence at every stage.

Our commitment to food safety excellence is regularly celebrated and reinforced, as demonstrated by the Complex Managers Meeting's Quality Assurance Excellence Awards. Marking the end of Fiscal Year 2025, operational leaders from across Wayne-Sanderson Farms gathered to align business priorities and share best practices. A highlight of this event was recognizing several complex managers with Quality Assurance Excellence Awards, presented by Senior Vice President of Quality Assurance and Food Safety Dr. Juanfra DeVillena.

These awards specifically recognize teams whose exceptional dedication to food safety and quality reflects Wayne-Sanderson Farms' core RISE values: Respect, Integrity, Stewardship, and Excellence. This recognition underscores how our values drive our ongoing commitment to the highest food safety standards.



Beyond leadership recognition, we actively engage our entire workforce in understanding and preventing bacterial contamination through initiatives like the “Maybe Got Bac?” internal employee engagement campaign. This quarter-long event featured bacteria detection-themed activities, with prizes and giveaways, all designed to remind our hourly employees at production facilities about the widespread presence of bacteria and the importance of prevention.



The campaign emphasized that “bacteria can be found anywhere, and we want you to know the germly truth!”. This straightforward and engaging approach equips every team member with the knowledge and vigilance necessary to prevent bacterial spread, reinforcing that food safety is a shared responsibility and a daily priority for everyone at Wayne-Sanderson Farms.





# LEADER PROFILE

## DR. JUANFRA DEVILLENA

### SENIOR VICE PRESIDENT OF QUALITY ASSURANCE AND FOOD SAFETY

***The relentless pursuit of food safety and quality at Wayne-Sanderson Farms is led by Dr. Juanfra DeVillena, Senior Vice President of Quality Assurance and Food Safety. Juanfra's leadership plays a crucial role in making sure the company not only meets but consistently exceeds the industry's strictest standards across all operations.***



Originally from Peru, Juanfra initially aspired to become a soccer player. However, a New Year's Eve party sparked an unexpected interest. A guest involved in a powdered milk manufacturing plant captured Juanfra's attention with descriptions of the food production process. This important encounter changed his direction, leading him to the University of Agriculture in Lima, Peru, where he earned degrees and certifications in food processing and food engineering. His academic journey continued with a Master of Science in food science and food microbiology from the University of Maryland and a Doctorate in animal science from Texas Tech University.

Juanfra started his career as a Quality Assurance Supervisor at a competitor before joining Wayne-Sanderson Farms in 2004. His tenure at this company has been marked by steady growth, initially as a QA Supervisor and then as a Manager. By 2010, he moved into a Plant Manager role, followed by Operations Manager in 2012. His skills and leadership were recognized at the corporate level in 2017 when he was appointed Director of Quality Assurance and Food Safety, and he subsequently rose to his current role as Senior Vice President.

Today, Juanfra is a nationally recognized expert in Quality Assurance and Food Safety in the poultry industry. His deep knowledge often leads to invitations to Washington, D.C., where he meets with federal officials to help shape industry regulations. He is a popular speaker, having recently shared his insights at the 2025 Latin American Poultry Summit, where he focused on food safety regulations and their impact on the national chicken supply.

Juanfra has witnessed a significant transformation in the poultry industry over the past decade. He notices a considerable rise in the educational and technical levels of those in leadership roles and a substantial shift towards advanced technology, including AI, data digitization, and dashboard development. He points to innovations like predictive analytics models that utilize data and weather forecasts to forecast pathogen risks and provide daily data-driven and science-based actions to mitigate these risks.

Driven by a forward-thinking mindset, Juanfra ensures his Quality Assurance department consistently leads the industry. He actively encourages his team to think creatively, propose new ideas, and continually develop their skills by attending seminars and conferences. His deep appreciation for Wayne-Sanderson Farms comes from its culture, which he believes genuinely allows employees to be themselves, in their own unique way.









# OUR IMPACT

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Our presence in the towns and communities where we operate extends far beyond our facilities. We recognize that our success is closely linked to the vitality of these communities, and we are deeply committed to being a positive and impactful neighbor.

The impact is significant, as it touches lives through various initiatives that demonstrate our commitment to giving back and supporting those around us. We provide nourishing food donations to local organizations, empower future generations through scholarships and grants, and equip local emergency response agencies with essential funding and equipment as we work to build stronger, more resilient communities.



**\$2.8 MILLION**

**in donations**



**\$328,000**

**in product donations**



Here are just a few examples:



**Educational Initiatives:** Wayne-Sanderson Farms is dedicated to promoting agricultural education and nurturing the next generation of farmers. This commitment features a **\$2 million donation to the University of Georgia's College of Agricultural and Environmental Sciences (CAES) Department of Poultry Science**, complementing an earlier **\$2.1 million** pledge for the new Poultry Science Building.

To further enhance academic excellence, the company made a lead gift of **\$250,000 to the University of North Georgia (UNG)** for the construction of the Abit Massey Poultry Instruction Center at its Gainesville campus. Additionally, several local operations proudly **support college scholarships** designated for high school-aged family members of Wayne-Sanderson Farms employees, underscoring their support for both community and employee welfare.



**Charitable Endeavors:** The company actively supports its communities by participating in various charitable events. Examples include the Tyler, Texas team raising nearly **\$120,000 for the 2024 Smith County United Way campaign**, and the 2024 Sanderson Farms Championship, a PGA Tour event, with its charitable contribution of **\$1,750,000 for Mississippi charities**.

The Decatur, Alabama team is deeply committed to supporting cancer research, raising over **\$100,000 during the 2024 Relay for Life** charity golf tournament benefiting their local chapter of the American Cancer Society (ACS). In its 22nd year, the event highlights Wayne-Sanderson Farms' longstanding legacy as one of the region's top ACS fundraising sponsors, having contributed more than **\$1.7 million** to the chapter's local efforts over the course of its history. Additionally, the team supported the "Battle of the Buffalo" Wing Festival in Huntsville, Alabama, by donating **10,000 pounds of chicken wings** for its annual competition, which has raised over **\$300,000 in the past three years for essential cancer research** at local institutions.



**Emergency Services Support:** Our St. Pauls, North Carolina Complex donated over **\$68,000 to the St. Pauls Fire Department**, allowing for the purchase of 20 new radios. This essential equipment will improve communication and safety for the department's firefighters.

Additionally, we recently stepped up to assist local firefighters from Jones County's M&M Volunteer Fire Department by **donating a specially outfitted Ford F350 truck to replace the department's aging rescue vehicle**. This support is vital for the small department, which responds to more than 300 emergency calls each year.



## Wayne-Sanderson Farms' Disaster Relief Efforts

In times of crisis, our commitment deepens, and we take great pride in providing rapid and meaningful assistance to communities affected by devastating hurricanes and tornadoes, helping them rebuild and recover.

In the aftermath of Hurricanes Helene and Milton, team members across the company rallied to mobilize extensive support efforts, including donations, volunteer hours, and critical food and supply drives for victims in Florida and North Carolina. Notably, our teams dedicated tremendous effort to distribute 22 truckloads of ice, totaling over 860,000 pounds, to areas in Florida severely affected by Hurricane Milton, providing essential relief through local retail partners.

Complementing these direct efforts, the company matched employee donations, generating a combined impact of over \$83,000 for the American Red Cross and Samaritan's Purse to aid hurricane relief.

When tornadoes struck the Collins, Mississippi area, causing significant losses for several team members, including damage or destruction of their homes, the spirit of mutual support shone brightly. The local HR team quickly organized a pop-up shop that supplied essential toiletries, household necessities, clothing, food, and water at no cost to the affected employees.

Additionally, the local Safety Team extended support by delivering donated goods to surrounding towns for both victims and cleanup crews. Following tornadoes in the McComb, Mississippi area, the Wayne-Sanderson Farms McComb Complex collaborated with the United Way of the Pine Belt Region to distribute disaster relief bags filled with hygiene items, blankets, and gift cards. Further underscoring the company's commitment, employee donations were matched, resulting in over \$30,000 contributed to the American Red Cross for tornado relief efforts.

This steadfast commitment emphasizes our belief in the strength of collaboration and our responsibility in nurturing vibrant communities across the country.











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