



Global Human Rights & Modern Slavery Statement

TYSON FOODS
FISCAL YEAR 2022

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I. Australian Modern Slavery Statement

This Modern Slavery Statement, which meets the requirements of the Australian Modern Slavery Act 2018 (Cth) (Act), describes the steps taken by Keystone Foods Pty Limited and its subsidiaries (collectively, Tyson) to comply with its obligations under the Act.

For the purpose of this Statement Tyson's reporting period is 1 January to 31 December 2022. This Statement is a joint statement comprising the following reporting entities under the Act (Reporting Entities):

- Keystone Foods Pty Limited (ABN 83 077 185 481);
- Australian Foods Corporation Pty Limited (ABN 20 077 256 430) as Trustee for Australian Foods Corporation Trust.

II. Introduction

Our purpose – raising the world's expectations for how much good food can do – reflects the time-honored principles we have lived by since the early days of Tyson Foods ("Tyson") and gives us direction to positively impact the world. For Tyson Foods, Inc. and its subsidiaries (collectively, the "Company," "we," "us," "our," "Tyson Foods" or "Tyson"), we are committed to respecting and promoting human rights across the globe, particularly those of team members, members of our supply chain, and people in the communities in which we operate.

This statement describes the (1) actions and activities that we have taken to address and prevent modern slavery risks related to our business, (2) steps we are taking to prevent slavery or human trafficking in our business or corresponding supply chain, and (3) mechanisms we use to investigate and remediate potential human rights violations. The statement has also been updated to include new steps taken during our most recent fiscal year, which ended on 31 December 2022.

We plan to conduct our own risk assessments with respect to human rights, work with our suppliers to help them better understand anti-slavery activities they should be undertaking, and provide awareness training, along with resources, to our employees on methods of identifying and taking appropriate action against suspected modern slavery², human trafficking, or human smuggling.

III. Organizational Structure and Supply Chains

Tyson is one of the world's largest food companies and a recognized leader in protein. Founded in 1935 by John W. Tyson and grown under four generations of family leadership, the Company has a broad portfolio of products and brands including Tyson®, Jimmy Dean®, Hillshire Farm®, Ball Park®, Wright®, Aidells®, ibp® and State Fair®. Headquartered in Springdale, Arkansas, the Company had approximately 142,000 employees ("team members") on October 1, 2022.

¹ "Modern Slavery" as used in this statement is consistent with the definitions and interpretations provided in Section 54 of the Modern Slavery Act 2015, The Trafficking Victims Protection Act of 2000 (Pub. L. 106-386), as amended (TVPA), and the *Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children*,

supplementing the United Nations Convention against Transnational Organized Crime (the Palermo Protocol).

We operate a fully vertically-integrated chicken production process consisting of breeding stock, contract farmers, feed production, processing, further-processing, marketing and transportation of chicken and related specialty products, including animal and pet food ingredients. Through our wholly-owned subsidiary, Cobb-Vantress, we are one of the leading global poultry genetics companies in the world.

We also process live fed cattle and hogs and fabricate dressed beef and pork carcasses into primal and sub-primal meat cuts, case ready beef and pork and fully-cooked meats. In addition, we derive value from specialty products such as hides and variety meats sold to further processors and others. We produce a wide range of fresh, value-added, frozen and refrigerated food products. Our products are marketed and sold primarily by our sales staff to grocery retailers, grocery wholesalers, meat distributors, warehouse club stores, military commissaries, industrial food processing companies, chain restaurants or their distributors, live markets, international export companies and domestic distributors who serve restaurants, foodservice operations such as plant and school cafeterias, convenience stores, hospitals and other vendors. Additionally, sales to the military and a portion of sales to international markets are made through independent brokers and trading companies. Finally, as part of our commitment to innovation and growth, we have a subsidiary, Tyson New Ventures, LLC. focused on investing in companies developing breakthrough technologies, business models and products.

Our supply chain is expansive with suppliers of commodity feed and agricultural inputs; livestock, including farmers, producers, ranchers, and feedlots; veterinary services; office and IT equipment; short-term and contract personnel; office cleaning and facilities services; transportation services; travel services; administrative and professional services such as accountants, office support and legal; and energy and utilities.

The majority of our operations are domiciled in the United States with production facilities and operations also in Europe, north and southeast Asia, China and Australia. As of October 1, 2022, we had 141,819 employees globally, with 123,420 employees based in the U.S. and 18,399 employees located outside of the U.S. We sell certain products in foreign markets, primarily Australia, Canada, Central America, Chile, China, the European Union, the United Kingdom, Japan, Mexico, Malaysia, the Middle East, Singapore, South Korea, Taiwan and Thailand.

With operations and supply chains spanning 140 countries, we have the potential to positively impact human rights around the world. We are committed to respecting and promoting human rights across the globe, particularly those of team members, members of our supply chain and people in the communities in which we operate. We also recognize the need to monitor for and address conditions that put workers at risk of modern slavery in our supply chain. More information about Tyson can be found in our most recent [Sustainability Report](#), [Annual Report](#), and our latest [Proxy Statement](#).

IV. Our Approach to Human Rights

Tyson has implemented a Global Human Rights Policy, which applies to all Tyson entities and team members. The requirements set forth in our Human Rights Policy align with our [Core Values](#), [Code of Conduct](#), [Supplier Code of Conduct](#) and [Team Member Promise](#). In addition, we maintain

policies and practices that follow the human rights principles set forth in the [United Nations Universal Declaration of Human Rights](#), [UN Guiding Principles on Business and Human Rights](#), and the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#).

Tyson periodically evaluates its operations to consider and respond to risks of modern slavery, trafficking, or other potential human rights concerns. Due to the nature of our industry and business, some of our operations are believed to contend with modern slavery risks, including (1) use of agency and temporary labor to cope with peak demands or labor shortages, (2) independent suppliers within our supply chain, who supply raw materials, ingredients, or other inputs, where we do not have direct oversight or management control, (3) sub-contractors working on our sites, who have been employed by a party we directly contract with, and (4) coordination with transportation and logistics companies.

We plan to conduct a more detailed human rights assessment across our enterprise to evaluate risks and implement due diligence and risk mitigation efforts in response. We nevertheless believe that any risks of modern slavery, human trafficking, and human smuggling in our operations and supply chain are mitigated through our current policies and procedures.

A. Commitments

We are committed to engaging in business based on a foundation of integrity and ethical conduct. We recognize the important role that the Company has in respecting and fostering the expansion of human rights through our business operations, and through our engagement with our employees, business partners, suppliers, and customers.

We do not tolerate any form of forced or abusive labor, modern forms of slavery, involuntary servitude, human smuggling, or human trafficking in our operations or facilities. We also do not tolerate any form of child labor or prison labor in any operations or facilities, except as permitted by local laws. We also aim to ensure that our supply chains are free from modern slavery, human trafficking, and human smuggling. We strive to be honorable and operate with integrity, be faith-friendly and inclusive, serve as stewards of the resources entrusted to us and provide a safe work environment.

B. Policies

We communicate our values and expectations to team members, members of our supply chain, local communities, and customers through our policies. Our [Supplier Code of Conduct](#) also sets forth the principles and ethical standards we strive to achieve and describes our expectations for supplier adherence to the same standards. The Supplier Code of Conduct is also linked in purchase order terms and conditions and applicable contracts.

1. Global Human Rights Policy and Principles

Our Global Human Rights Policy applies to all members of the Board of Directors, our Executive Leadership Team, Officers, all team members and employees of all joint ventures in which Tyson has management control. Tyson also expects third parties, agents, business partners, suppliers, and other third-party representatives to follow the spirit of its policy and to comply with all

applicable human rights laws and regulations. Our Global Human Rights Policy demonstrates our commitment to respecting human rights and the dignity of individuals connected to our business and supply chain, through incorporation of the following Human Rights Principles:

- Each Tyson Foods' majority-owned subsidiary implements specific local policies addressing human rights, making sure they are consistent with our principles and take into account the applicable local laws and customs.
- We respect our team members' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. We also respect team members' right to choose whether they want to engage in collective bargaining and are committed to bargaining in good faith with such representatives.
- We commit to providing team members a safe and healthy workplace in compliance with applicable safety and health laws and regulations, as well as internal requirements and standards. We are also committed to compliance with environmental laws, setting ambitious standards for managing identified environmental risks and are in pursuit of setting additional standards. We work to provide and maintain safe, healthy, productive, and sustainable operations, in consultation with our team members, leading experts, and stakeholders, and address and remediate any risks as they are identified.
- At all Tyson operations and facilities, we prohibit (i) forced or abusive labor, modern forms of slavery, and involuntary servitude; (ii) the hiring of individuals that are under 18 years of age; (iii) human smuggling, and (iv) human trafficking. The Company further does not tolerate any form of child labor or prison labor in any operations or facilities, except as permitted by local law. We further strictly prohibit team members from engaging in any activities that may constitute or relate to human smuggling, human trafficking, or forced labor.
- We commit to complying with all applicable employment and wage and hour laws to include minimum wage, overtime, benefits and maximum hour rules.
- We celebrate the diversity of our team members, customers, stakeholders and consumers and are proud to have built a culture where everyone is valued for their unique backgrounds, experience, thoughts and talents. We also welcome respectful religious expressions and are proud to be a faith-friendly workplace. We strive to maintain workplaces that are free from unlawful discrimination and harassment.
- We commit to providing transparent and accurate nutrition information and label our products clearly and in accordance with all applicable regulations and guidance. We are also committed to offering a wide range of accessible and affordable protein options to meet individual lifestyle needs and support our growing world.

2. Code of Conduct

Our [Code of Conduct](#) outlines expected behaviors for all members of the Board of Directors ("Directors"), our Executive Leadership Team (ELT), Officers and all team members. All actions and behaviors should be consistent with Tyson's Core Values. Tyson expects that all team

members, the ELT, Officers and Directors will conduct business fairly, ethically and in compliance with all applicable policies, laws and regulations. These Core Values are the cornerstone of all Tyson interactions with customers, suppliers, communities and each other. Tyson team members, the ELT, Officers and Directors must not engage in conduct that may raise questions as to Tyson's honesty, integrity, or otherwise cause embarrassment to the Company. Tyson team members, the ELT, Officers and Directors should also treat each other with dignity and respect and refrain from any type of harassment or discrimination.

All Tyson team members take mandatory compliance training, with information on the Code of Conduct, Anti-Bribery Compliance, and Workplace Harassment. Every team member and Director has the responsibility to ask questions and seek guidance. Team members and Directors are required to promptly report any known or suspected violation of Tyson's Code of Conduct, laws or unethical conduct. Team members can contact their supervisor, a member of management, an HR representative, the Help line at 1-888-301-7304, www.tellysonfirst.com or directly email the Ethics & Compliance Department at ethics@tyson.com. Retaliation against anyone who comes forward to raise genuine concerns is not tolerated.

3. Supplier Code of Conduct

We build long-lasting relationships based on integrity and trust with our growers, producers, suppliers, and customers. We are also committed to delivering safe, high quality food products. We compete legally and ethically to maintain and grow our business.

We expect our suppliers to follow the principles expressed in our [Supplier Code of Conduct](#), which include: (i) animal welfare, (ii) anti-corruptions laws, (iii) business practices, (iv) team member health and safety, (v) environmental protection, (vi) confidentiality and data privacy, (v) labor and human rights, (vi) safe and quality food products, and (vii) sustainable business practices. In support of our commitment to human rights, we expect our business partners and suppliers to treat their own employees fairly and in accordance with all applicable laws and regulations. We also expect those in our supply chain to follow the spirit of our Global Human Rights Policy and actively prohibit and prevent forced labor, human smuggling, and human trafficking in their operations and supply chains.

4. Team Member Promise

Our ethical conduct is guided by our Core Values, Code of Conduct, Team Behaviors (also known as our 5Cs) and [Team Member Promise](#), which outline team member rights, benefits and responsibilities. Policies and practices follow the human rights principles set forth in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Team member rights are further strengthened through regular communication, including annual compliance training, our Social Compliance auditing program, auditing programs of our customers, and our Ethics Help Line. As we grow our business internationally, we onboard new locations by ensuring key policies are disseminated and new team members are incorporated into our communications and training.

C. Governance

We are committed to respecting and promoting human rights across the globe, and work continuously to promote and follow basic principles of human rights and applicable law. Tyson's human rights initiatives are spearheaded by a cross-functional Human Rights Steering Committee, which is chaired by our Chief Compliance Officer and includes key input and participation from our business operations. Our Committee serves as a collaborative and engaging forum to, among other things, evaluate Tyson commitments, processes and procedures supporting human rights with the goal of continuous improvement.

D. Risk Assessment, Management, and Due Diligence

At Tyson, ensuring that people are treated with dignity and respect is essential to doing good business. We therefore continuously evaluate potential risks of modern slavery or human rights violations through ongoing research, supply chain mapping, supply chain management procedures, industry audits, and engagement with stakeholders.

One key component of our human rights initiatives is our Social Compliance Program. Our Social Compliance program began in 2015 and allows us to be proactive in our social compliance efforts. Our goal is to ensure our team members understand their rights, benefits and responsibilities while also providing our customers visibility into our workplace conditions, which include worker treatment, voice, compensation and safety, so they have reasonable assurance of our commitment to social responsibility. Key elements of the program include:

- Maintaining a Social Compliance Committee (SCC) to provide oversight.
- Responding to all self-assessment questionnaires.
- Maintaining memberships in EcoVadis, iEnable and Sedex, which are external customer-supplier data exchanges dedicated to empowering responsible supply chains.
- Using a reputable third-party firm to provide audit services.

In the United States, we use the Sedex Members Ethical Trade Audit (SMETA), a membership organization criteria, to audit our production facilities. SMETA auditors use global social compliance audit criteria to verify adherence to the four pillars of social compliance standards in labor, health and safety, environment and business integrity. Our comprehensive audit program is efficient and effective for us and our customers. For production locations outside the United States, we are audited routinely as a global supplier for a select customer using the Supplier Workplace Accountability ("SWA") Program. Additional information on our audits and program can be found on in our most recent [Sustainability Report](#) and on our [ESG Hub](#).

We are further planning to conduct an updated enterprise-wide human rights assessment to further understand, analyze, and implement mechanisms to prevent and address modern slavery risks.

E. Responsible Sourcing for Tyson Products

Tyson Foods works closely and proactively with our strategic procurement partners to leverage responsible practices in our commodities and ingredients supply chain. The commodities and ingredients needed to run our day-to-day operations include wheat, corn, rice, soy, dairy and vegetables. In addition, we buy ingredients that advance food safety, enhance flavor profiles and protect product integrity.

Our trusted ingredient suppliers are committed to the same high level of food safety as we are. Suppliers are required to comply with regulations and standards relevant to their operations, such as those set forth by the U.S. Department of Agriculture (USDA) and Food and Drug Administration (FDA), including compliance with Good Manufacturing Practice and implementation of Hazard Analysis and Critical Control Points programs, or international law equivalents. Our suppliers must also be certified by the Global Food Safety Initiative.

For the feed we produce for our chickens, turkeys, and pigs in the United States, we source grain from domestic suppliers, which supports U.S. farmers and businesses. There are some ingredients, such as vitamins, which are sourced from various locations across the globe. International suppliers are subject to the sourcing regulations and policies as applicable.

V. Our Progress on Addressing Human Rights

Tyson published our first Global Human Rights Policy Statement in 2021—which speaks to issues that include child and forced labor; human trafficking; nondiscrimination; wage and hour practices; collective bargaining; health, safety and environment; and corporate social responsibility—and signed on to the U.S. Department of Transportation’s Leaders Against Human Trafficking Pledge. We are also working to leverage technology to increase transparency and traceability of both our domestic and international supply chains.

In FY2022, approximately forty-six production facilities were audited as part of our Social Compliance Program, with the majority of facilities receiving zero or one finding. The limited findings were related to:

- Health and safety requirements such as electrical panels, emergency egress and fire extinguisher location and number.
- Labor that involved overtime hours and consecutive workdays. For these cases, we confirmed that our team members chose to work overtime hours in excess of 60 hours per week and were properly paid for all hours worked. Management continues to look for opportunities to reduce overtime and consecutive workdays.
- Environmental findings are based on historical noncompliance events.

Numerous other international production locations were audited under SWA criteria. While we are proud of our overall performance against the audit criteria, we recognize there are

opportunities for improvement. All findings were remediated, and management systems are reviewed to prevent similar future findings.

VI. Engagement with Strategic Stakeholders

At Tyson Foods, we are constantly striving for excellence and evolving to better meet the increasing demand for protein in responsible and sustainable ways. Through our sustainability initiatives, we engage with both internal and external stakeholders on ways we can improve, including considerations for human rights and our efforts to address modern slavery. We also form strategic partnerships with organizations on the ground in areas where we operate to support their efforts to provide immediate, direct support to potential victims.

VII. Approval and Signature

Tyson's Human Rights Steering Committee drafted this statement, with consultation at various points with internal stakeholders, to cover all activities undertaken by Tyson controlled entities.² Tyson will also continue to explore avenues for meaningful engagement with internal and external stakeholders on matters related to human rights.

This Statement was endorsed and approved by the Board of Keystone Foods Pty Limited in their capacity as the principal governing body of Keystone Foods Pty Limited on 18th June 2024. The Board of Keystone Foods Pty Limited approved this Statement on behalf of Keystone Foods Pty Limited and Australian Foods Corporation Pty Limited as Trustee for Australian Foods Corporation Trust.

This Statement is signed by Ms. Nicol Hingst, Director, Keystone Foods Pty Limited.



Ms. Nicol Hingst
21st June 2024

² This statement was reviewed and approved by Golden Quality Foods Industry, Ltd. for coverage of activities undertaken by Tyson's U.K. entities and Australian entities.