



Global Human Rights & Modern Slavery Statement

TYSON FOODS
FISCAL YEAR 2023

Contents

I. Australian Modern Slavery Statement	2
II. Introduction	2
III. Organizational Structure and Supply Chains	2
IV. Our Approach to Human Rights	3
A. Commitments	4
B. Policies	4
1. Global Human Rights Policy and Principles	4
2. Code of Conduct	5
3. Supplier Code of Conduct	6
4. Team Member Promise	6
C. Governance	6
D. Risk Assessment, Management, and Due Diligence	6
E. Responsible Sourcing for Tyson Products	7
V. Our Progress on Addressing Human Rights	7
VI. Engagement with Strategic Stakeholders	8
VII. Approval and Signature	8

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 2023. 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

At Tyson Foods ("Tyson"), we are a company of people engaged in the production of food, seeking to pursue truth and integrity, and committed to creating value for our shareholders, our customers, our team members, and our communities. For Tyson Foods, Inc. and its wholly-owned 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 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) processes we use to investigate and remediate potential human rights violations. The statement has also been updated to include new steps we took during our most recent fiscal year, which ended on December 31, 2023.

We plan to conduct 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 and resources to our employees on ways to identify and take 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, the Company has a broad portfolio of products and brands including Tyson®, Jimmy Dean®, Hillshire Farm®, Ball Park®, Wright®, Aidellis®, ibp® and State Fair®. Headquartered in Springdale, Arkansas, the Company had approximately 139,000 employees ("team members") on September 30, 2023.

In the United States, 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 poultry breeding stock suppliers in the world.

² "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 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, our subsidiary, Tyson New Ventures, LLC., invests in companies developing breakthrough technologies, business models, and products.

Our supply chain is expansive and includes a wide range of suppliers and supply chain partners who provide commodity feed, agriculture inputs, live animals, ingredients, raw materials, veterinary services, 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, but we also have a presence in Australia, China, Malaysia, Mexico, the Netherlands, South Korea, Thailand, and the Kingdom of Saudi Arabia. As of September 30, 2023, we had 139,000 employees globally, with 120,000 employees based in the U.S., of whom approximately 114,000 were employed at non-corporate sites such as production facilities, warehouses, and truck shops, hatcheries, and feed mills, and approximately 19,000 employees were employed in other countries, primarily Thailand and China.

With non-US operations and export of products in approximately 140 countries in fiscal year 2023, we have the potential to positively impact human rights around the world. We are committed to respecting, monitoring, and promoting human rights across the globe, particularly those of our team members, members of our supply chain, and people in the communities in which we operate. 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 our team members. The requirements outlined 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 consider 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 known risks of modern slavery, trafficking, and 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 use of (1) agency and temporary labor to cope with peak demands or labor shortages, (2) independent suppliers within our supply chain for 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) third party transportation and logistics companies.

We believe that any such 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 operations, and through our employees, business partners, suppliers, and customers.

We do not tolerate any form of forced or abusive labor, modern 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 that are not permitted by local laws. We also aim to ensure that our supply chain is 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 our team members, members of our supply chain, local communities, and customers through our policies and procedures. 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.

1. Global Human Rights Policy and Principles

Our Global Human Rights Policy applies to our Board of Directors, 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 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 the incorporation of the following Human Rights Principles:

- Each Tyson Foods' majority-owned subsidiary implements specific local policies addressing human rights, terms of employment, and wage and hour requirements, making sure they are consistent with our principles and taking into account the applicable local laws and customs.

- We respect our team members' right to join, form, or not 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 we commit to bargaining in good faith with such representatives.
- We commit to providing team members with a safe and healthy workplace in compliance with applicable environmental, health, and safety laws and regulations, as well as internal requirements and standards. We strive to provide and maintain safe, healthy, and productive 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 slavery, and involuntary servitude; (ii) human smuggling, and (iii) human trafficking. The Company further does not tolerate any form of child labor or prison labor in any operations or facilities that are not permitted by local law. We further strictly prohibit our team members from engaging in any activities that may constitute or relate to human smuggling, human trafficking, or forced labor.
 - 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, experiences, thoughts, and talents. We also welcome respectful religious expressions and are proud to have 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 following all applicable regulations and guidance. We also commit 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 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 team members. Tyson team members, the ELT, Officers and Directors must not engage in conduct that may raise questions as to Tyson's honesty, and 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 Ethics 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 also commit to delivering safe, accessible, and 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-corruption 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 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 [Team Member Promise](#), which outline team member rights, benefits and responsibilities. Our policies and practices consider 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 laws. 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. This Committee serves as a collaborative and engaging forum to, among other things, evaluate Tyson's 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 assessments, supply chain management procedures, industry audits, and engagement with stakeholders.

One key component of our human rights initiatives is our Social Compliance Program, which began in 2015. Our goal is to ensure our team members understand their rights, benefits, and responsibilities while also providing our customers visibility into our workplace, which includes 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 to provide oversight;
- Responding to all self-assessment questionnaires;
- Maintaining memberships in EcoVadis, RizePoint and Sedex, which are external customer-supplier data exchanges dedicated to empowering responsible supply chains; and
- Using a reputable third-party firm to provide audit services.

We use the Sedex Members Ethical Trade Audit (SMETA), a membership organization criteria, and Supplier Workplace Accountability (SWA), to audit our domestic and international production facilities. APSCA (Association of Professional Social Compliance Auditors) certified 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, using SMETA and SWA criteria, is efficient and effective for us and our customers. Additional information on our audits and program can be found on in our most recent [Sustainability Report](#) .

E. Responsible Sourcing for Tyson Products

Tyson Foods works closely and proactively with our strategic procurement partners to leverage responsible practices in our supply chain for commodities and ingredients. The commodities and ingredients needed to run our day-to-day operations include wheat, corn, rice, soy, dairy, and vegetables. In addition, we purchase 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 that are based in the U.S. are required to comply with regulations and standards relevant to their operations, such as those set forth by the U.S. Department of Agriculture and Food and Drug Administration, including compliance with Good Manufacturing Practices and implementation of Hazard Analysis and Critical Control Points programs. Suppliers based in non- US jurisdictions may similarly be required to comply with international law equivalents. Our food and food contact 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 international, national, and local sourcing regulations and policies as applicable.

V. Progress in Addressing Human Rights

Tyson published its 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 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 fiscal year 2023, approximately sixty-one SMETA and SWA audits were conducted at fifty-two domestic production facilities as part of our Social Compliance Program, with the majority of facilities receiving zero or few findings.

Numerous other international production locations were audited under SMETA and 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 food, in particular 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 locally 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.³ 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

³ 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.