

ESG Data Center

TOPIC	FY2017	FY2018	FY2019
Corporate Metrics			
FINANCIAL IMPACT			
Revenues (\$ billion)	\$38.30	\$40.10	\$42.41
Net Income (\$ billion)	\$1.778	\$3.027	\$2.035
Total Assets (\$ billion)	\$28.066	\$29.109	\$33.097
Research and Development Spending (\$ million)	\$113	\$114	\$97
PRODUCTION			
Beef (approx. avg. head per week) avg. capacity utilization 85%	130,000	133,000	155,000
Pork (approx. avg. head per week) avg. capacity utilization 90%	424,000	408,000	461,000
Chicken (approx. avg. head per week) avg. capacity utilization 87%	35,000,000	37,000,000	45,000,000
Prepared foods (approx. avg. pounds per week) avg. capacity utilization 86%	75,000,000	66,000,000	76,000,000
SUPPLIERS			
Total Farmers	9,331	9,248	9,247
Chicken Farmers	3,672	3,564	3,925
Cattle Farmers	3,790	3,775	3,607
Hog Farmers	1,774	1,811	1,617
Turkey Farmers	95	98	98
Food			
FOOD SAFETY & QUALITY ASSURANCE (FSQA)¹			
Certified Labs ²	16+	16	16
Global Food Safety Initiative (GFSI) Certified Plants	108	106	113
Safe Quality Food (SQF) Certified Plants	24	25	35
British Retail Consortium (BRC) Certified Plants	82	79	78
Food Safety System Certification (FSSC) 22000 Certified Plants	2	2	
Product Recalls	2 (Hot Wings®, Chicken Nuggets)	2 (Popcorn Chicken, Chicken Patties)	5 (Panko Chicken Nuggets, Chicken Strips (Expansion), Foodservice Chicken Fritters, Chicken Patties, Beef Patties)

TOPIC	FY2017	FY2018	FY2019
Animal Welfare			
TOTAL THIRD-PARTY FARMCHECK® PROGRAM AUDITS	539	538	509
KEY WELFARE INDICATORS¹			
Broiler Chickens			
Transport Liability	—	99.83%	99.9%
Non-Damaged Wings	—	98.88%	98.8%
Acceptable Paw Scores	—	78% ²	81.0%
Cattle & Hogs			
No Falls	—	99.15%	99.9%
Not Prodded	—	99.15%	99.3%
Acceptable Wait Time	—	94.02%	96.8%
Environment			
COMPLIANCE METRICS¹			
Notices of Violation (NOV)	75 ²	76	48
Penalties Per Fiscal Year	\$208,063 ²	\$2,064,503	\$36,323
Total Reportable Chemical Spills (e.g., chemicals, fats, oils, fuels)	9 ^{2,3}	43	38 ⁴
WATER¹			
Water Use Intensity at Production Facilities (gallons used to produce a pound of finished product)	1.03	1.00	0.96
Water Withdrawal* (billion gallons)	31.89	31.56	31.38
Water withdrawal by source			
Municipal Water	78%	80%	79%
Well Water	22%	20%	21%
Water Discharge by Destination			
Fresh Surface Water	46%	45%	45%
Irrigation	13%	11%	11%
Publicly Owned Treatment Facility	41%	44%	44%
Water Reused (billion gallons)	2+	2+	2+
Wastewater Nutrients Collected and Reused (pounds)	3+	4+	3

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ENERGY AND EMISSIONS¹			
Greenhouse Gas Emissions Intensity (metric tons CO ₂ e to produce 1,000 pounds of finished product)	0.19	0.19	0.18
Scope 1 GHG Emissions (Million Metric Tonnes CO ₂ e) ³	3.22	3.22	3.48
Scope 2 GHG Emissions (Million Metric Tonnes CO ₂ e) ²	2.53	2.63	2.25
Energy Use Intensity (Btu used to produce a pound of finished product)	1,614	1,635	1,808
Total Energy Use (Million mmBtu)	48.97	50.45	58.31
Non-renewable Fuel (Million mmBtu)	33.74	34.96	42.15
Electricity (Million mmBtu)	14.56	15.12	15.72
Renewable Fuel (Million mmBtu)	0.66	0.38	0.45

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WASTE GENERATION¹			
Waste Generated (million pounds)	2,980	4,315	6,045
Waste to Landfill (million pounds)	334	816	800
Waste Diverted from Landfill (million pounds)	2,646	3,500	5,244
Recycle & Beneficial Reuse ² Rate	89%	81%	87%
Landfill Waste Intensity (pounds landfilled to produce 100 pounds of finished product)	1.10	2.64	2.60

Workplace

WORKFORCE¹			
U.S.	117,000	116,000	122,000
Outside U.S.	5,000	5,000	19,000
Team Members by Gender¹			
Male	61%	61%	60%
Female	39%	39%	40%
Team Members by Category¹			
Full-Time Team Members	99%	99%	99%
Part-Time Team Members	1%	1%	1%
Salaried Team Members	11%	11%	11%
Hourly Team Members	89%	89%	89%
Retention Rate	66%	61.3%	64.6%

TOPIC	FY2017	FY2018	FY2019
COMPENSATION & BENEFITS			
Average Hourly Pay for U.S. Team Members	\$14.78	\$14.96	\$15.77
HEALTH AND SAFETY¹			
Total Recordable Incident Rate: Number of work-related injuries and illnesses per 100 team members.	5.08	3.94	3.32
Lost Time Incident Rate: Number of work-related injury and illnesses that result in one or more days away from work per 100 team members.	3.80	2.94	2.43
Days Away, Restricted and Transfer Rate: Number of work-related injuries and illnesses resulting in a team member missing work, having restricted work activity or being transferred from their regular work assignment per 100 team members.	0.73	0.76	0.74
ETHICS & COMPLIANCE			
Number of Facilities Audited	27	31	37
Average Score	95%	96%	N/A
Audit Findings			
Health & Safety	47%	51%	52%
Labor	46%	43%	38%
Environment	7%	6%	10%
Business Integrity	0%	0%	0%
Ethics Numbers			
Ethics Help Line Contacts Received	4,761	5,379	5,527
Help Line Contacts Investigated	3,927	4,337	3,718
Unsubstantiated After Investigation	78%	77%	75%
Calls Investigated and Resolved	22%	23%	25%
Help Line Contacts Referred to Other teams for Resolution	834	1,042	1,279
Ethics Help Line Compliant Areas			
Employment Practices (Employee Matters)	52%	53%	43%
Harassment & Discrimination	17%	26%	17%
Management Style	26%	17%	28%
Other	5%	4%	12%

ESG Data Center Endnotes

FOOD

¹This data includes our U.S. operations. These metrics do not include Keystone Foods.

²Our certifications include A2LA 17025 and ISO 9001-2015, as well as state-certified labs at some of our beef and pork plants.

ANIMAL WELFARE

¹Metrics based on our U.S. operations. Percent acceptable as audited against NCC Welfare Guidelines for Broilers or NAMI Recommended Animal Handling Guidelines [September 2019 Rev. 2] for cattle and hogs.

ENVIRONMENT

Compliance Metrics

¹These statistics are representative of all U.S.-based operations, excluding Cobb-Vantress.

²Excludes AdvancePierre, Original Philly, Tecumseh Poultry, American Proteins and Keystone Foods, since we did not own them in FY2017.

³Only spills reported to the Federal Government. Does not include spills reported to the State as FY2018 and FY2019 do.

⁴Details regarding these spills are available in the GRI Index.

Water

¹This footprint includes data from our U.S.-based operations. Information from our U.S.-based Cobb-Vantress, The Pork Group, hog buying stations and Keystone Foods are not included in this footprint. American Proteins, Inc. and Tecumseh Poultry are only included in FY2019.

Energy and Emissions

¹This footprint includes data from our U.S.-based operations, The Pork Group and hog buying stations. U.S.-based Cobb-Vantress and Keystone Foods are not included in this footprint. American Proteins, Inc. and Tecumseh Poultry are only included in FY2019.

²Our Scope 2 emissions have declined as emission factors have decreased as local energy providers have increased their use of renewable sources such as solar and wind.

³The increase in our Scope 1 emissions can be attributed to the acquisition of new facilities.

Waste Generation

¹This footprint includes data from our U.S.-based operations. Information from our U.S.-based Cobb-Vantress, The Pork Group, hog buying stations, Keystone Foods, American Proteins, Inc., and Tecumseh Poultry are not included in this footprint. The increase in waste generated can be attributed to improved data reporting with our waste vendors regarding the amount of waste generated and recycled in our operations.

²Beneficial reuse can include activities such as composting, land application and digestion.

WORKPLACE

Workforce

¹Includes U.S. team members as well as U.S. Cobb-Vantress team members. Excludes Keystone Foods.

Health and Safety

¹AdvancePierre Foods, American Proteins Inc. and Tecumseh Poultry are included in FY2018 and FY2019 (not FY2017). Keystone Foods and international facilities are not included in the data.