

Animal Welfare

Handling Animals Responsibly

Across our operations, all team members working with live animals, including those who transport our poultry,

- Receive annual training;
- Take tests to ensure their understanding of proper techniques;
- Sign an agreement to comply with animal welfare requirements.

Only trained and authorized team members are permitted to access live animal handling areas.

In our chicken, beef, pork and turkey plants, we use the CARE risk analysis program to manage humane handling policies and procedures. CARE provides a system for continuous improvement in these areas and has three main components. We begin by documenting each step in the animal handling process from live animal receiving through harvest. We then evaluate each step to identify potential incidents that could result in excessive excitement, discomfort or accidental injury to the animal. If an opportunity for a potential risk or incident exists, we implement changes to mitigate or minimize those risks.

Our chicken and turkey specialists were certified by the U.S. Poultry and Egg Association's [Poultry Handling and Transportation Certification Program](#) (PHT). This training is aimed at teaching poultry transportation and catch crews best practices and methods in biosecurity, disease recognition, emergency planning and the safe and humane handling of birds before, during and after transport. In addition, livestock



haulers are required to read and acknowledge their understanding of requirements and expectations in training materials from the National Cattlemen's Beef Association and the National Pork Board. On turkey farms, contractors that may be on farms or have contact with turkeys must take the training as well.