

# Workplace Conditions Assessment Report

Measured Results —Improved Performance



## TYSON FOODS - SAMPLE REPORT

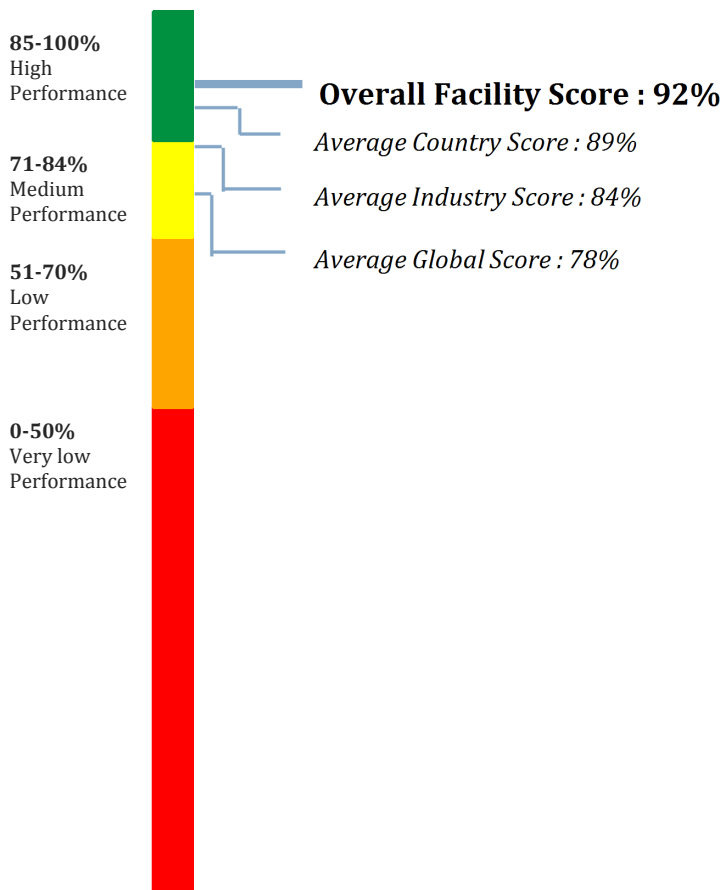
### GENERAL INFORMATION

Overall Facility Score : **92%**

Report No :	F_IAR_113174	City :	Springdale
Audit Date :	Jan 29 - Jan 31, 2018	Country :	United States
Last Audit :	NA	Auditors :	Primary: US UNITED STATES
Assessment Stage :	Initial		Secondary: None
Schedule Type :	Announced	Service Provider:	Intertek

### WORKPLACE PERFORMANCE INDEX AND SUMMARY

Participating facilities: 28887



Assessment area	Score results	Number of non-compliances by rating				
		Zero Tolerance	Major	Moderate	Minor	Notscored
<b>Overall</b>	<b>92%</b>	-	-	3	3	-
Labor	100%	-	-	-	-	-
Wages & Hours	85%	-	-	1	-	-
Health & Safety	90%	-	-	2	-	-
Management Systems	91%	-	-	-	3	-
Environment	100%	-	-	-	-	-
Business Practices	100%	-	-	-	-	-

**Note:** Business Practices score is not included in the overall result calculation.



## A. FACILITY PROFILE

### A1. FACILITY INFORMATION

<b>Facility Name:</b>	Tyson Foods - Sample Report	<b>Facility Legal Status:</b>	Other
<b>Facility Legal Name:</b>	Tyson Fresh Meats Inc.	<b>Year facility began operations:</b>	July 30, 1995
<b>Audit Location:</b>	123 Main Street	<b>Located in special economic zone:</b>	No
	Springdale, AR 72762	<b>Person responsible for overall social compliance issues:</b>	Jim Smith / HR Manager
<b>City:</b>	Springdale	<b>Valid certificate for social compliance certification program:</b>	None
<b>Country:</b>	United States	<b>Vendor Name:</b>	Tyson Foods
<b>Contact Name:</b>	John Doe	<b>Security systems in place:</b>	Yes <i>Security guards, CCTV's, fencing</i>
<b>Contact Title:</b>	Plant Manager		
<b>Industry:</b>	Food		
<b>Building Description:</b>	One building equipped with; Production (main plant) 217,100 FRZ/Dock - 42,000 Procurement(Stockyard0 - 55,180 Scale House - 1280 Waste Water - 2250 PBX - 1200 Security - 1500 Project Shopt - 4400		
<b>Special building type:</b>	NA		



## A2. PRODUCTION INFORMATION

<b>Products manufactured/ Services provided:</b>	Fresh Pork	<b>Time record system(s) used:</b>	Punch card system
<b>Production process/ Service elements:</b>	Harvest and Carcass Processing	<b>Chemicals or hazardous materials on-site:</b>	Yes Ammonia, Chlorine and SO2
<b>Production capacity a week:</b>	50,500 head	<b>Current production/ Services for client:</b>	Yes
<b>Total number of machines:</b>	500+		
<b>Main machine types:</b>	Pork Harvest - Maint Chain, Conveyors, Saws, Skinner, Whiz Knives, and many other machines that are standard in our industry		
<b>Shifts and Operating hours:</b>	Ham: 1st 05:45-14:30, 14:45-23:30 Cut Floor: 2nd 06:00-16:45 Kill: 3rd 07:15-18:00 Rendering: 05:00-13:30/ 13:30-21:00/ 21:00-04:30 Shipping: 06:00-16:45/ 16:45:02:00 Security (contractor): 24/7 Clean Up Service (contractor): 19:00-06:00		

## A3. EMPLOYEE INFORMATION

<b>Range of total number of employees at the facility:</b>	1001-5000 employees	<b>Female Employees:</b>	453
<b>Union name:</b>	None	<b>Male Employees:</b>	939
<b>Employs juvenile workers:</b>	None	<b>Mgmt Employees:</b>	159
<b>Hires through employment agent:</b>	No Agency workers are not utilized.	<b>Production (Non-Management) Employees:</b>	1233
<b>Employee nationalities/ provinces:</b>	English, French, Chin Burmese, Spanish, Swahili, Vietnamese	<b>Local Employees:</b>	1392
		<b>Foreign/Migrant Employees:</b>	0
		<b>Languages spoken in the facility:</b>	English, French, Chin Burmese, Spanish, Swahili, Vietnamese
		<b>Management and employees speak same language :</b>	Yes

## A4. SUBCONTRACTOR INFORMATION

No subcontractor information given



## A5. GENERAL INFORMATION

Attitude of management was positive and engaging, they were well prepared for the audit and addressed all questions promptly. Management ensured that all parties were available for the entire audit process. Employee interviews were also positive and appeared to enjoy working at the facility. Workers stated that they were treated very well, and the benefits were greatly appreciated. There were a few employees who suggested more flexibility in the process to request time off and more frequent incentives for years of service.

### Emergency Preparedness Summary

Emergency preparedness includes all required elements; program management, planning, risk assessments, resources, emergency contacts, what to do in case of emergency. Facility is well-prepared and conducts training for fire, ammonia and tornado evacuations etc. Worker interviews confirmed that they were well informed.

## A6. AUDIT PROCESS

### *Audit pay period provided for review*

Records	From	To
12 Months Payroll	31-January 2017	30-January 2018
12 Months Attendance	31-January 2017	30-January 2018
<b>Special Comments</b>	N/A	

### *Employee interview sampling*

Individual	30
Group	2 groups of 5
<b>Total interviewed</b>	<b>40</b>

### *Payroll and attendance records sampling*

Period	From	To	Peak Season	Records Reviewed
Current Period	January 14, 2018	January 20, 2018	No	40
Period 1	October 8, 2017	October 14, 2017	No	10
Period 2	January 22, 2017	January 28, 2017	No	10
<b>Total</b>				<b>60</b>

### *Other records reviewed*

Personnel records  
 Security log book  
 Non-Production records  
 Legal Permits  
 Employee leave register  
 Health examination records  
 Other : E-Verify

Machine maintenance records  
 Production records  
 Employment contracts  
 Social insurance documentation  
 Infirmary logs

Workplace Conditions Assessment Report  
Nr. F\_IAR\_113174

*Tyson Foods - Sample Report*

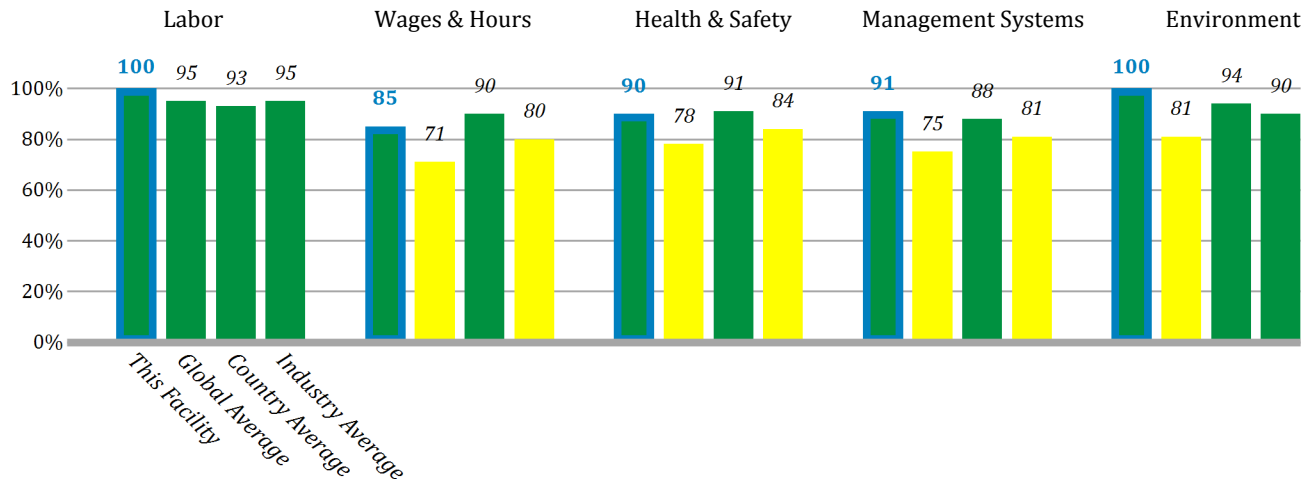




## B. KEY PERFORMANCE METRICS

### B1. COMPARISON BENCHMARK

Current performance — Global average, United States average, Food average

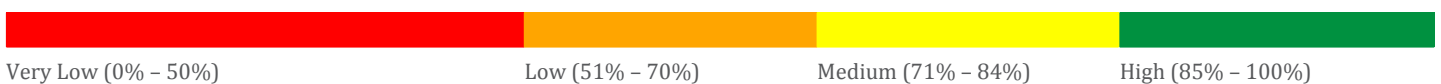


### B2. PERFORMANCE TREND ANALYSIS

Section Name	Current (29-Jan-2018)	Last (Not Applicable)	First (Not Applicable)	Change (Current-Last)	Change (Current-First)
Labor	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Wages & Hours	85	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Health & Safety	90	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Management Systems	91	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Environment	100	Not Applicable	Not Applicable	Not Applicable	Not Applicable
<b>Overall Score</b>	<b>92</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>	<b>Not Applicable</b>

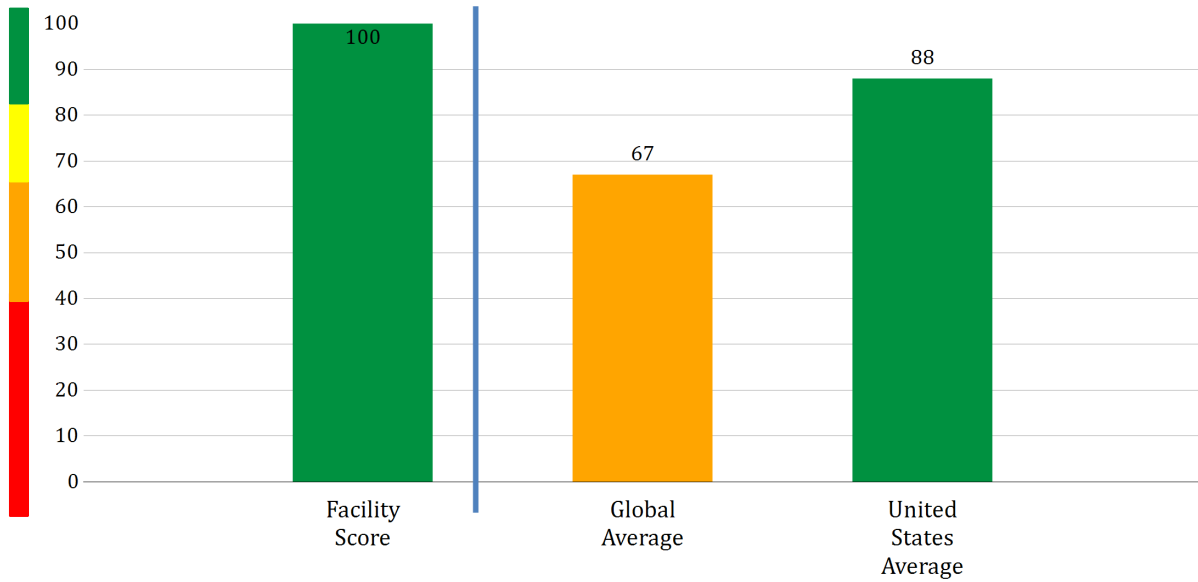
▲ Advancers    ■ Constant    ▼ Decliner

#### PERFORMANCE RATING

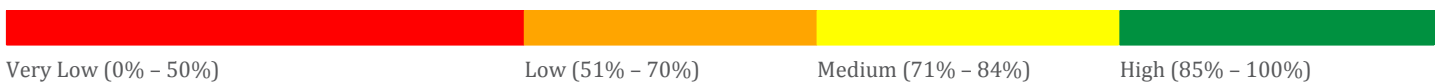




## B3. INTEGRITY

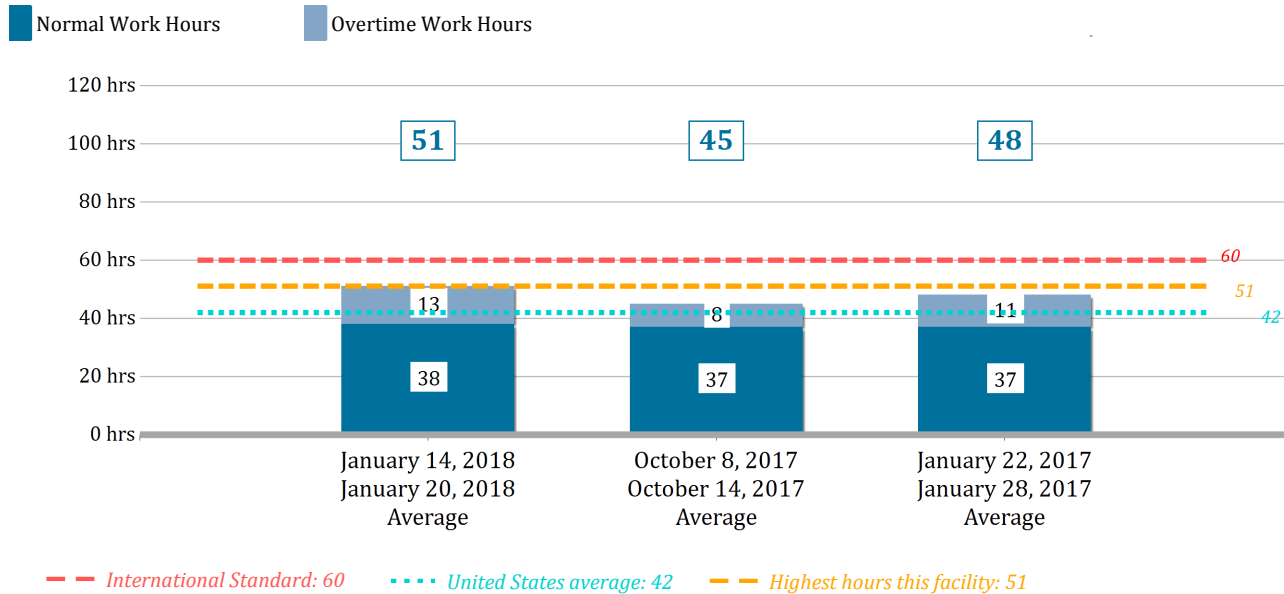


### PERFORMANCE RATING

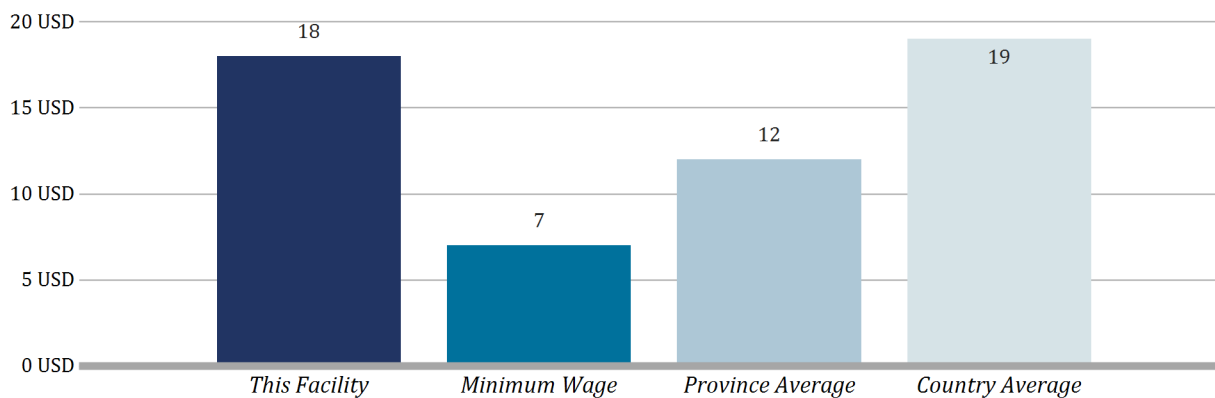


## B4. WORKING HOURS AND WAGES

### Average total hours worked weekly



### Average wages paid in local currency (USD)



#### Special wage circumstances:

**Wages and hours summary:** A total of 50 payroll records were reviewed; 30 most recent, 10 random and 10 peak periods. The lowest hourly rate reviewed was paid at \$15.00 per hour, the average hourly rate was \$17.51 and the highest hourly rate reviewed was paid at \$25.00 per hour all in USD funds and paid weekly through direct deposit.



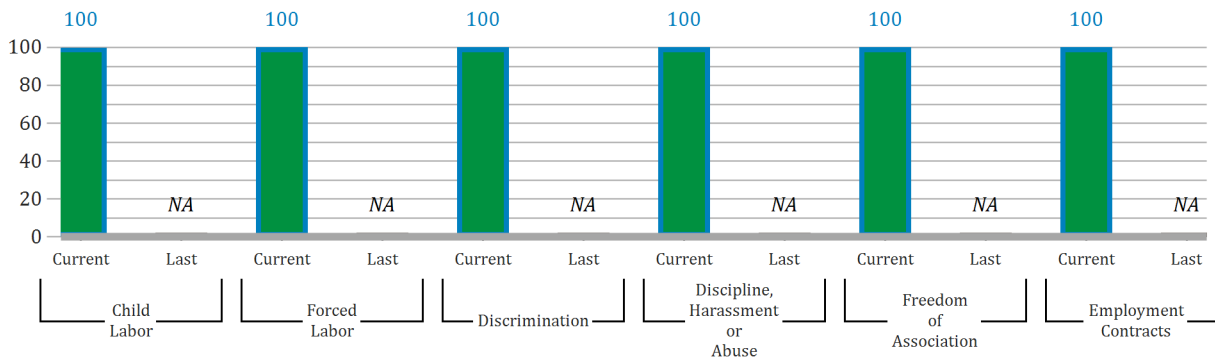


## C. PERFORMANCE DETAILS

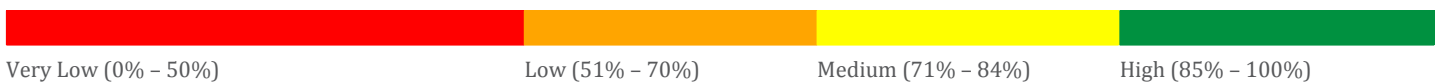
Current (29-Jan-2018)

### C1. Labor

100%



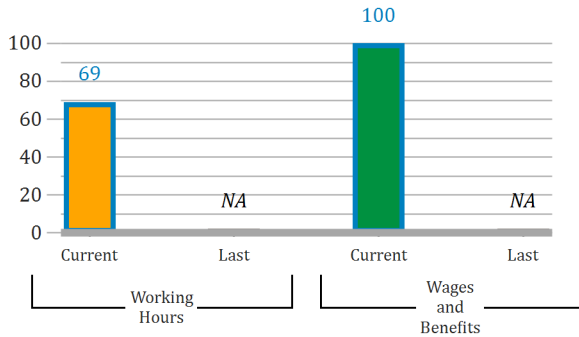
### PERFORMANCE RATING





85%

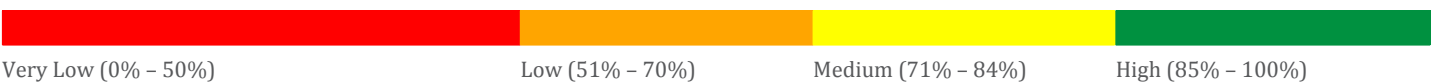
## C2. Wages & Hours



### Sub Section: Working Hours

Status	Findings	% Global freq of compliance
● <b>Moderate</b>	<p><b>123.00</b> : The total weekly working hours (normal &amp; overtime) are over 60 but less than 72 hours.</p> <p><b>Auditor's comment</b> During document review, it was noted that two (2) out of (30) employees in the January 14-20, 2018 payroll period worked 64.82 and 68.07 hours respectively in the week.</p>	73%

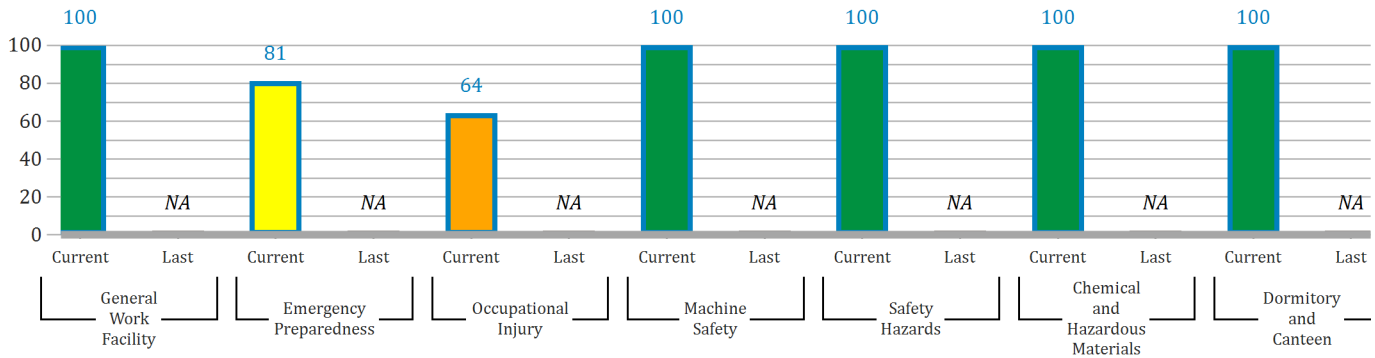
### PERFORMANCE RATING





### C3. Health & Safety

90%



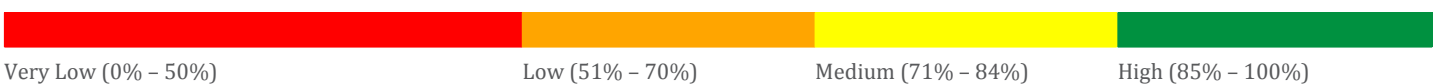
#### Sub Section: Emergency Preparedness

Status	Findings	% Global freq of compliance
Moderate	<p><b>185.00</b> : Fire fighting equipment is not inspected by an internal qualified inspector who has received training by external body and/ or an authorized external inspector</p> <p><b>Auditor's comment</b> During facility tour, it was noted that no fire extinguishers had a monthly check performed during the month of September. According to law 1910.157(e) (2) - Portable extinguishers or hose used in lieu thereof under paragraph (d)(3) of this sections shall be visually inspected monthly.</p> <p><b>OSHA code of federal regulation 29 CFR Section 1910.157 Portable Fire Extinguishers.</b>            29 CFR Section 1910.157 Portable Fire Extinguishers. (e) Inspection, maintenance and testing.            (1)The employer shall be responsible for the inspection, maintenance and testing of all portable fire extinguishers in the workplace. (3)The employer shall assure that portable fire extinguishers are subjected to an annual maintenance check.</p>	97%

#### Sub Section: Occupational Injury

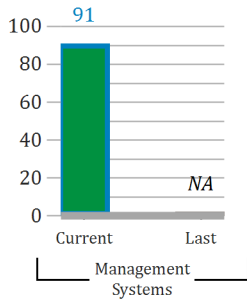
Status	Findings	% Global freq of compliance
Moderate	<p><b>207.00</b> : Eyewash/shower stations with continuous water flow are not provided at relevant hazardous chemical areas</p> <p><b>Auditor's comment</b> Eye wash station located in the freezer requires upgrading.</p> <p><b>OSHA code of federal regulation 29 CFR 1910.151(c)</b>            1910.151(c) Where the eyes or body of any person may be exposed to injurious corrosive materials, suitable facilities for quick drenching or flushing of the eyes and body shall be provided within the work area for immediate emergency use.</p>	83%

#### PERFORMANCE RATING



## C4. Management Systems

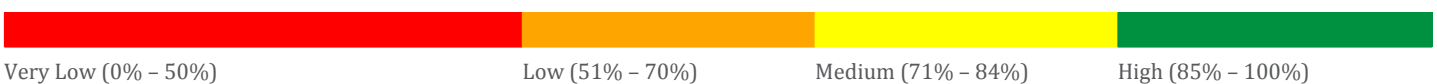
91%



### Sub Section: Management Systems

Status	Findings	% Global freq of compliance
● Minor	<p><b>296.04</b> : The facility has comprehensive working hour and wages management processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p><i>Auditor's comment</i> It was noted that the facility has working hour and wage procedures in place however gaps were identified regarding weekly working totals.</p>	50%
● Minor	<p><b>296.06</b> : The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p><i>Auditor's comment</i> It was noted that the facility has emergency preparedness procedures in place however gaps were identified regarding fire extinguisher inspections.</p>	65%
● Minor	<p><b>296.07</b> : The facility has comprehensive employee safety processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented</p> <p><i>Auditor's comment</i> It was noted that the facility has employees safety procedures in place however gaps were identified in occupational injury section regarding eye wash stations.</p>	52%

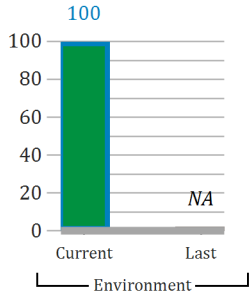
### PERFORMANCE RATING



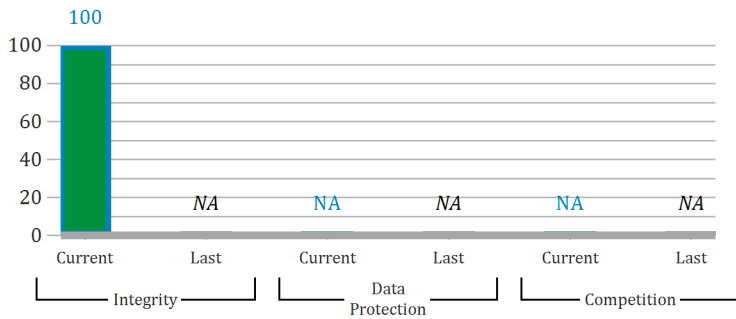


## C5. Environment

100%



## C6. Integrity



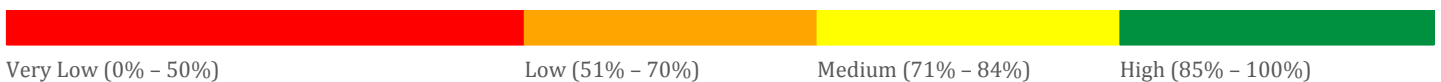
**% Global Frequency of Compliance:** Represents the implementation percentage performance of all suppliers participating in the WCA Community globally for each issue

**Identification numbers:** Represents the finding ID associated with each checklist question

### RECOMMENDATION FOR IMPROVEMENT PLAN TIMELINE

- Minor Take action within 0 ~ 6 months to make necessary improvements.
- Moderate: Take action within 0 ~ 3 months to make necessary improvements.
- Major : Take action within 0 ~ 1 month to make necessary improvements.
- Zero Tolerance: Take immediate action to make necessary improvements.

### PERFORMANCE RATING





## D. STRENGTHS AND CHALLENGES

Facility Strengths: Facility performance ranks in the top percentile of the population and/or has implemented a best practice process	Rating	Global Freq. of Compliance%
Total overtime hours are within allowable limits under applicable law or agreement.	Moderate	47%
The facility provides social security, pensions, healthcare and/ or other insurance to employees as per legal requirement.	Moderate	57%

Challenges: Facility performance ranks in the bottom percentile of the population	Rating	Global Freq. of Compliance%
Fire fighting equipment is not inspected by an internal qualified inspector who has received training by external body and/ or an authorized external inspector	Moderate	97%
Eyewash/shower stations with continuous water flow are not provided at relevant hazardous chemical areas	Moderate	83%
The total weekly working hours (normal & overtime) are over 60 but less than 72 hours.	Moderate	73%
The facility has comprehensive emergency preparedness processes and procedures in a written manual that support adherence to social compliance requirements but they are not all being properly implemented	Minor	65%

## DISCLAIMER

This report is for the exclusive use of the client of Intertek named in this report (“Client”) and is provided pursuant to an agreement for services between Intertek and Client (“Client agreement”). No other person may rely on the terms of this report. This report provides a summary of the findings and other applicable information found/gathered during the audit conducted at the specified facilities on the specified date only. Therefore, this report does not cover, and Intertek accepts no responsibility for, other locations that may be used in the supply chain of the relevant product or service. Further, as the audit process used by Intertek is a sampling exercise only, Intertek accepts no responsibility for any non-compliant issues that may be revealed relating to the operations of the identified facility at any other date. Intertek’s responsibility and liability are also limited in accordance to the terms and conditions of the Client Agreement. Intertek assumes no liability to any party, for any loss, expense or damage occasioned by the use of this information other than to the Client and in accordance with the Client Agreement and these disclaimers. In case there is any conflict between the disclaimers stated herein and the applicable terms and conditions of Intertek incorporated into the Client Agreement, then these disclaimers shall prevail.