



# SUPPLIER CODE OF CONDUCT

## OUR SUPPLY PARTNERS

Tyson Foods, Inc. strives to conduct business in an ethical and honest manner and in compliance with all applicable laws and regulations. Each year, all Tyson Foods' Team Members, including members of the Board of Directors, are required to affirm their commitment to the principles described in our Code of Conduct, which is supported through our *Doing What's Right*<sup>™</sup> program. The principles stated in our *Code of Conduct* apply to all aspects of our business. It is crucial that our supply partners\* recognize the roles they play in ensuring the satisfaction of our customers and consumers and that we view our supply partners as critical participants in fulfilling our commitment to *Doing What's Right*.

**Doing What's  
RIGHT!**

**If in doubt,  
check it out!**

This *Supplier Code of Conduct* sets forth the principles and high ethical standards that we strive to achieve and expect our supply partners to try to work toward throughout the course of our business relationship. These principles and ethical standards include: assuring compliance with legal standards; sharing a desire to provide safe, quality food products; an abiding concern for the well-being of animals; respect for the rights and safety of others; dedication to protection of the environment; and a commitment to sustainable business practices. This *Code* supplements but does not supersede any rights or obligations established in any agreement we may have with our supply partners.

## LEGAL COMPLIANCE

We strive to comply with the law wherever we conduct business. We expect each supply partner to work diligently to conduct its business in full compliance with applicable laws, rules, and regulations. Tyson Foods reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.

## LABOR AND HUMAN RIGHTS

We are committed to observing fair labor practices and to treating our employees, whom we call Team Members, with dignity and respect. We expect our supply partners to make the same commitments in their business practices by having controls in place that:

- Verify the employment eligibility of their employees;
- Respect the right of employees to freely associate;
- Ensure compliance with applicable wage and hour laws; and
- Prohibit discrimination, harassment, forced labor, and child labor.

## PRODUCT SAFETY AND QUALITY

One of the most significant of Tyson Foods' values is our commitment to providing our customers with trusted food products. We expect our supply partners to consider the safety and quality of our products to be of paramount importance and to comply with government and company food safety requirements and specifications at all times.

## ANIMAL WELL-BEING

We have a long-standing commitment to the well-being and proper handling of the animals used in our food products. We expect our supply partners to use humane procedures and sound animal husbandry practices designed to prevent the mistreatment of animals. We invite our supply partners to review our Animal Well-Being Mission Statement, and to consult with and seek guidance from our subject matter experts on questions of animal well-being.

## ENVIRONMENT, HEALTH, AND SAFETY

We are committed to conducting business in a safe, environmentally responsible manner. We expect our supply partners to operate in a manner that:

- Complies with all applicable environmental, health, and safety laws, regulations, and standards;
- Strives to manage responsibly the impacts of their operations on the environment and the operations of Tyson Foods; and
- Makes continuous efforts to achieve a workplace that is free from work-related injuries and illnesses.

## SUSTAINABILITY

We strive to conduct business in a sustainable and responsible manner. We believe our social, environmental, and economic success will continue if we do the right and responsible thing with respect to people, planet, and profit. We seek to do business with supply partners who share our commitment to sustainable business practices, including food safety, environmental stewardship, animal well-being, the health and safety of employees, ethical business practices, returning a profit to shareholders, and supporting those in need.

## ENTERTAINMENT AND GIFTS

In many companies, it is customary to entertain customers and to exchange gifts. However, entertainment and gift exchanges may be interpreted as a conflict of interest. We discourage entertainment that could appear excessive or could appear to influence a business decision. Tyson Foods' Team Members may only accept gifts of nominal value, meaning the gift must have a value of \$50 or less, or gifts of promotional value, meaning the gift is primarily of an advertising or promotional nature. Although gifts are allowed in this limited form under our policies, we generally discourage the giving and acceptance of gifts. Team Members and their immediate families may never accept gifts of money, including checks, gift certificates, and gift cards from Tyson Foods' supply partners. For additional details on Tyson Foods' expectations with respect to entertainment and gifts, we encourage supply partners to review our *Code of Conduct*.



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## CONFIDENTIALITY AND PRIVACY

Supply partners with access to confidential information from Tyson Foods should not disclose such information to any other person without our advance written consent. Confidential information includes, but is not limited to:

- Product formulas and pricing
- Production technologies and processes
- Engineering and technical designs
- Production and supply costs
- Operating policies, practices, and systems
- Customer identification and information

When supply partners handle personal and confidential Tyson Foods' Team Member information, such as home addresses, social security numbers, birth dates, or medical information, procedures must be in place to ensure that the confidential information is protected against unauthorized disclosure and theft. If a supply partner becomes aware of an actual or possible unauthorized disclosure of Tyson Foods' company or Team Member information, it must be reported immediately to Tyson Foods' Ethics and Compliance Department.

## ETHICAL BEHAVIOR – A SHARED COMMITMENT

Our commitment to our supply partners is one characterized by honesty, fairness, and ethical business practices. We are committed to operating our business with integrity, respect, accountability, and honor. Ethical business is everyday business at Tyson Foods. Our Core Values – which define who we are, what we do, and how we do it – guide our actions and interactions each day. We prefer to do business with supply partners who demonstrate a strong commitment to ethical behavior.

We expect each supply partner to conduct its business in accordance with the highest ethical standards and to have controls in place that prohibit and detect the misuse of company assets, corruption, bribery, improper gifts, extortion, and embezzlement. All supply partners' business dealings should be fair, legal, and honest.

## REPORTING ETHICAL CONCERNS

Employees of suppliers are encouraged to work with their employers to resolve internal ethical concerns. Suppliers should, however, promptly report violations of this Code or any unethical behavior by a Tyson Foods' Team Member to a Tyson Foods' manager. If this is not feasible, suppliers may confidentially report ethical violations to:

- Tyson Help Line 1-888-301-7304
- Tyson Web Line ([tysonintegrity.eaweblines.com](http://tysonintegrity.eaweblines.com))

The Tyson Foods' Help Line and Web Line are accessible 24-hours a day, seven days per week. Suppliers may also contact the Tyson Foods' Ethics and Compliance Department via phone (479-290-2652) or e-mail ([helpline@tyson.com](mailto:helpline@tyson.com)). The Tyson Foods' Ethics and Compliance Department is available from 8:00 a.m. to 5:00 p.m. Central Standard Time, Monday through Friday, to answer questions or to address concerns.

People who report concerns to Tyson Foods may request that they remain anonymous. We will attempt to honor such requests. However, in situations when honoring a request for anonymity or a request to keep certain information confidential would, in Tyson Foods' judgment, put the health or safety of others at risk, or compromise protection of the environment, or jeopardize product quality, or threaten other significant injury or damage, Tyson Foods will disclose all information it feels is necessary to mitigate or eliminate imminent harm.

*\*Note: We rely on many third-party resources who are independent contractors for various goods and services. This includes but is not limited to contractors, consultants, and suppliers, and their associated employees, agents, and/or subcontractors. For simplicity, we refer to these third-party resources as "supply partners" in this Supplier Code of Conduct.*

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