



MAKING YOUR WORLD STRONGER

Mission Statement

Our business begins with the well-being of our animals. JBS USA is dedicated to ensuring the humane treatment, handling and slaughter of animals at all times. At JBS USA, animal welfare is embedded in the framework of our culture. We continually strive to improve our animal welfare efforts through the use of new technologies and the implementation of standards that meet and exceed regulatory requirements and industry guidelines. We have the ability to make a positive impact on the lives of many animals and we do this every day.

Animal Welfare Policy

Policy Statement

At JBS USA, the proper and humane treatment of animals is addressed through standard operating procedures, verification and process improvement, all designed to assure animal welfare and product quality. All livestock destined and received for slaughter at JBS USA facilities are protected under this policy and will be treated humanely in accordance with JBS USA procedures and in compliance with USDA regulations.

Our efforts to ensure the humane treatment of animals begins with producers and their dedication to providing animals within our supply chain with the utmost care and treatment. Our commitment to animal welfare continues as animals under our care are transported, unloaded and handled at our facilities.

JBS USA has established and implemented animal welfare programs in all of our business units to promote accountability and transparency and to ensure that the humane treatment of animals remains a priority throughout every stage of the animal's life. From procurement and transportation to operations and quality assurance, every JBS USA team member is held accountable for the humane and ethical treatment of our animals. We have a zero tolerance policy for abuse of any kind and all team members are required to report any violations anonymously or directly to management.

Our animal welfare programs lay out the appropriate practices, controls, training and documentation to ensure that our animals are raised and handled with respect to the Five Freedoms:

- Freedom to express natural behavior
- Freedom from injury and disease
- Freedom from discomfort
- Freedom from thirst and hunger
- Freedom from fear and distress

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Beef

Supply Chain

All JBS USA cattle suppliers provide an affidavit indicating compliance with governmental regulations and state or national BQA (Beef Quality Assurance) certification programs. Additionally, many cattle suppliers conduct internal and third party audits to verify compliance with these industry-driven standards.

Plant

There is an Animal Welfare Team at each beef facility comprised of team members from quality assurance, operations and procurement that ensure JBS USA animal welfare policies and procedures are being correctly implemented and followed at all times.

Each beef plant has one or two PAACO (Professional Animal Auditor Certification Organization)-trained individuals on the quality assurance and operations teams. JBS USA has implemented a systematic approach to humane handling at the beef processing facilities (per USDA-FSIS Directive 6900.2). This program involves initial assessment of the facility to subsequently design and implement practices that ensure low-stress animal movement. These practices are evaluated daily to verify effectiveness and



foster an environment of continual improvement. Quality assurance personnel at the JBS plants conduct daily audits to verify adherence to NAMI (North American Meat Institute) Animal Handling Guidelines. JBS USA is committed to meeting or exceeding government and industry-wide standards for humane animal handling.

JBS USA has installed cameras in all animal handling areas at all nine beef plants. Arrowsight, a remote video auditing firm, conducts daily handling audits and provides feedback to the JBS USA beef plants. This program complements the existing animal welfare program. This technology has enhanced JBS USA training programs and is used as a tool to develop and improve animal handling skills in all of the JBS USA beef plants.



Questions? Contact communications@jbssa.com