



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 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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Pilgrim's

Supply Chain

Pilgrim's is a fully integrated poultry operation, meaning that other than ingredients for feeds, we raise our own chickens without purchasing outside the company.

We have our own laying hen operations that produce the eggs that will go into our hatcheries to produce the baby chicks. The chicks then go to contract grow-out operations where the birds are raised to market age.

Pilgrim's has a very intensive Animal Welfare program that is designed to meet or exceed the requirements as set forth in the National Chicken Council's (NCC) Animal Welfare Guidelines.

These Guidelines are recognized throughout the poultry industry as the definitive measure of Good Commercial Practices for chickens. These Practices cover all areas of poultry production from the laying hen operations through the hatcheries, grow-out facilities, transportation and processing.

Plant

Each poultry facility has an Animal Welfare Team that is comprised of team members from the chicken growing operations, processing, quality assurance and human resources that ensure that the policies and procedures required by the Animal Welfare Policy, including annual training of all employees, are being correctly implemented and followed at all times.

Pilgrim's has 6 certified PAACO (Professional Animal Auditor Certification Organization) Animal Welfare Auditors that are strategically located throughout the U.S. to assist all of our facilities. PAACO Auditors are located in Texas, Arkansas, Louisiana, Mississippi, Georgia and Virginia.

This allows any of our facilities to have access to one or more PAACO Auditors within a very short time frame if a need arises. All of our facilities have Animal Welfare Audits on a minimum of an annual basis conducted by 3rd Party PAACO Auditors, internal PAACO Auditors or both.

At the processing plants, both Pilgrim's Quality Assurance personnel and USDA Inspectors monitor the Animal Welfare practices at the processing plants daily to ensure that birds are handled and humanely slaughtered as per both the company and NCC Guidelines.

