



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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Pork

Supply Chain

Open dialogue between suppliers and JBS USA is the conduit for ensuring, maintaining and improving the lives of the pigs in our supply chain. JBS USA verifies the producers' commitment to animal welfare through a variety of methods. All company-owned and contract pig farms supplying JBS USA participate in the Pork Quality Assurance (PQA) Plus program administered by the National Pork Board and have been site-assessed through this program. Additionally, we continue to validate compliance with JBS USA standards for animal welfare within the pig supply chain through our company program.

JBS USA utilizes the National Pork Board Common Swine Industry Audit certified by the Professional Animal Auditor Certification Organization (PAACO) as our standard audit platform. JBS USA randomly selects pig suppliers to participate in this farm review program. Information obtained from on-farm audits not only serves as verification of best management practices and proper animal care but also as a mechanism for JBS USA to provide feedback to our producers and facilitate continuous improvement in the industry.

Plant

There is an Animal Welfare Team at each pork 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 pork plant has a PAACO-trained humane handling specialist who oversees the welfare programs and works closely with quality assurance, operations and procurement teams.



JBS USA has implemented a systematic approach to humane handling at our pork processing facilities that includes facility assessment, training programs, and ongoing monitoring. These practices are evaluated daily to verify effectiveness and foster an environment of continuous improvement.

Quality assurance personnel at the JBS USA plants conduct daily audits to verify adherence to NAMI (North American Meat Institute) Animal Handling Guidelines. JBS USA is committed to meeting or exceeding governmental and industry-wide standards for humane animal handling. Additionally, JBS USA verifies producer compliance with PQA Plus certification and transporter compliance with the National Pork Board's Trucker Quality Assurance (TQA) program.

JBS USA has partnered with Arrowsight, a remote video auditing firm, to install cameras in the animal handling areas of the pig plants. This program complements the existing animal welfare program. JBS USA uses this technology to enhance the training programs as well as to monitor and improve facility design and animal handling in all of our JBS USA pork plants.