The Butterball Way

2021 Corporate Social Responsibility Report
As an organization, 2021 was a year for a look inward to focus on supporting our team members, building our culture, and designing a workplace that attracts and engages the top talent we need to propel Butterball® into the future. As our company continues to grow, it’s important for us to ensure Butterball is a workplace where people can feel comfortable bringing their whole selves to work and a place where our team members feel respected, valued and a sense of belonging.

At the start of the year, we were focused on impactful things like COVID-19 vaccination clinics, which we held onsite at each of our locations. Having worked hard to best protect our teams against COVID-19 while at our locations, the introduction of a vaccine was a positive step toward helping our operations return to normal. We put our energy into making vaccines easily accessible and providing education so team members could make informed decisions.

In January, we also implemented our first-ever Belonging & Inclusion survey, gathering anonymous feedback from our team members around five core principles of diversity, equity and inclusion: Equity & Fairness; Opportunity & Growth; Belonging & Value; Voice & Perspective; and Diversity Commitment. The response to the survey was incredible, with more than 2,600 team members responding to share their experience at Butterball. The learnings from this survey help us prioritize ways to help people feel fully appreciated, accepted and valued at Butterball.

We conducted Trust, Mutual Respect and Inclusion training for directors, managers and frontline leaders. It’s designed to help our team members understand unconscious biases, unintentional intolerance, and discover how everyday experiences shape our perspectives, and how we can work to drive a culture of trust, mutual respect and inclusion at Butterball.

In October, we launched a series of “Go Local!” group discussions where other members of the executive team and I held small group meetings to hear directly from team members about how we can create a more inclusive workplace at Butterball. We discussed topics like flexibility, communication, fairness, policies, employee experience and inclusion. Through these discussions, we identified areas for improvement and immediate actions at the local level and expanded solutions to apply enterprise wide.

Also, through The Table, our mobile communication platform, we have continued to enable conversations and share important company news with our entire workforce. We encourage team members to use the portal to share ideas for new innovations and ways to make our business more efficient to meet the growing demands of our customers and consumers. The Table allows team members to engage with content daily, whether reading articles, leaving questions, comments or feedback, or sharing content of their own anytime and from anywhere.

I’ve been incredibly proud of the commitment and resiliency of our team at Butterball. Even when faced with challenges, our workforce displays the tenets of the Butterball Way we hold in high regard: Safety First, Integrity, Stewardship, Enthusiastic Attitudes and Continuous Improvement. Going into 2022, we remain committed to our people and to building a culture that makes Butterball the best place to work.
Articulate and introduce our purpose — our why — as a guiding principle in the value we bring to all Butterball stakeholders inside and out.

Further expand learning and development opportunities and orientation programs to include offerings in English and in Spanish as part of our commitment to inclusion and continuous improvement.

Continue to look for opportunities to minimize our environmental footprint by reducing GHG emissions and landfill use and drive efficiencies across our supply chain.

Focus on enhancing team member development programs to improve career advancement opportunities and retention.
People

Our team members are the heart of Butterball and are as diverse as the customers we serve.

Having the right people in the right roles with the right skills is crucial to our success. Everyone brings a unique voice, perspective and experience that is accepted, valued and appreciated. We strive to provide an environment that encourages our people to bring their whole selves to work, where they are empowered to do their best and take ownership of their career through continuous learning. We believe we have an opportunity to make a difference for all our team members by fully embracing our diversity, encouraging inclusion and building a sense of belonging across the organization.
We launched our first-ever Belonging & Inclusion Survey, examining how team members experience Butterball around five core principles: Equity & Fairness, Opportunity & Growth, Belonging & Value, Voice & Perspective, and Diversity Commitment. The survey confirmed our commitment to diversity (“My company hires from people from diverse backgrounds” and “Diversity is important to me”) and growth opportunities for our team members (“My company believes that people can always improve their talents and abilities”). It also helped us address areas for improvement around our attendance policies and pay structures as we look to best serve our team members today and prepare for the needs of the workforce of tomorrow.

We conducted a series of “Go Local!” discussion groups at our Garner and Raeford facilities following our Belonging & Inclusion Survey. Our Executive Leadership Team went on the road to share survey results directly with our team members and solicit their feedback on areas where we can most impactfully improve the workplace. We used this understanding to build action plans to enact meaningful change. Additional sessions were scheduled for 2022 at our plants in Carthage, Huntsville, Jonesboro, Mount Olive and Ozark, as well as our Live Operations teams, including Spanish language sessions.

We developed our Trust, Mutual Respect and Inclusion (TMRI) training to give Butterball leaders at all levels a common language to use in creating a positive work environment for all. Based on research from renowned diversity experts and business thought leaders, TMRI gave leaders expanded tools to recognize their own biases, build trust with their teams and become more inclusive leaders. Our HR and Executive Leadership teams went through this training first, followed by the next levels of leadership (directors and managers). Due to COVID-19 restrictions, our TMRI trainings were virtual during the first half of 2021. By August, we were able to offer the trainings in-person and have since offered them to our team leads — the people our frontline associates look to for their ability to build more inclusive work environments that impact the team member experience.

We launched The Table App to facilitate conversations with Butterball team members. The multichannel platform delivers company news and information to team members using this mobile app, which allows content to be translated into a team member’s preferred language with the tap of a button. There is also a web experience, as well as integration with our intranet and digital signage. Now, we are truly able to target key messages to the right team members at the right time in their preferred language.
Voluntary Protection Programs

Butterball takes pride in its relationship with the Occupational Health and Safety Administration (OSHA), participating in Voluntary Protection Programs (VPP) at its facilities. There are four elements to VPP: Management Leadership and Employee Involvement, Work Site Analysis, Hazard Prevention and Control, and Safety and Health Training. Butterball team members are trained as Special Government Employees (SGE) to assist OSHA personnel during on-site evaluations and teach others during SGE courses, VPP application workshops and other conferences, and provide on-site mentoring during site evaluations.

Cheryl Smith, Complex Safety, Health & Security Manager at Butterball’s Huntsville, Arkansas, facility believes that the transparent relationship between Butterball and OSHA improves safety protocols, which ultimately benefits all parties.

“I feel (the SGE safety training) helped build a stronger relationship with OSHA and has aided in the strengthening of Butterball programs, policies and procedures. Being a part of a company that welcomes OSHA with open doors has given me even more opportunities for personal growth through OSHA/VPP educational events, personal contacts within OSHA that have helped by providing clarification and firsthand OSHA interpretation to otherwise previously gray areas.”

– Cheryl Smith, Complex Safety, Health & Security Manager, Huntsville, Arkansas

“The Smith Ladies” — Cheryl, Denise and Jerrica — are excellent ambassadors for Butterball through the SGE program, assisting with on-site facility evaluations and training others in proper safety procedures and protocols.
Way to go!

Service Awards
Honoring Team Members

We shine our spotlight on nine Butterball team members who have completed more than 40 years of service to Butterball and highlight another group of dedicated team members who achieved other significant service award milestones during 2021. A total of 717 Butterball team members reached service award milestones during 2021, and we’re proud to include their names in this year’s report. They make a difference every day and contribute to that sense of belonging that is a hallmark of the Butterball Way.

Celebrating 40+ Years at Butterball

Cathy Gray
Ozark Processing Plant • 45 years
“Every day has been a learning experience during my 45 years with Butterball. My first plant manager, Bob Horne, has been an inspiration to me along with Betty Rustin, Heath Hula and Javier Colon.”

Rick Grigsby
Ozark Processing Plant • 44 years
“I started out as a kid catching turkeys and eventually ended up in Refrigeration, where I’ve worked for nearly 40 years. Andrew Lewka and Chris Marr have helped and encouraged me along the way.”

Keith Whorton
Huntsville Processing Plant • 45 years
“Over 45 years, I’ve learned a lot about being a mechanic and even more about people skills. My Butterball memories include making lifelong friends and watching people that worked here in high school eventually move into upper management.”

Ronnie Sanderson
Live Operations • 43 years
“I still remember being proud when my office was built in Clinton. I love to eat barbecued turkey and enjoy fishing and horseback riding when I’m not working at Butterball.”

Vera Fleischman
Carthage Processing Plant • 43 years
“My foster grandparents were my biggest inspiration, and I love visiting my own grandchildren when I’m not working. So many people have helped me along the way, including Brand Campbell, Steve Heckmaster, David Frier, John Lombard, Carey Howerton, Vickie Daggett and Les Hartley.”

Vickie Daggett
Carthage Processing Plant • 42 years
“I started out in the packing department, and I was so proud to become part of the Quality Assurance department. Away from work, I love spending time with my children and grandchildren, who are my inspiration. Cathy Larimer really helped and encouraged me here at Butterball.”

Randy McClain
Live Operations • 41 years
“Over 40 years, I remember a lot of small moments that became a wealth of knowledge. Working with our great team here at Ozark to the completion of a project or successful fresh season are the things that shine the most.”

Kenneth Register
Live Operations • 42 years
“I started loading turkeys before eventually becoming a live operations manager. When I’m not working, I enjoy spending time with my horses and eating barbecued turkey. I’ve been pleased with my job at Butterball and everything about it.”

Mike Felty
Carthage Processing Plant • 42 years
“I’ve worked for Butterball in packing and shipping in the warehouse, and one of my proudest moments is being able to last 42 years.”
We commit to keeping wholesome, nutritious turkey on the table for consumers.

It starts with the thoughtful care for our turkeys in conjunction with more than 600 contract family farms. To support this commitment, we voluntarily seek and maintain American Humane Certified™ status via regular — and unannounced — third-party audits of our animal care practices.

We've been perfecting our products since 1954 and are proud to be America’s most recognized and loved turkey brand. From our largest whole turkey to our thinnest slice of turkey bacon, every Butterball® product starts with one thing: delicious, healthy turkey. We aim to provide great-tasting foods that inspire joyful experiences and bring people together.
Butterball Products Are Easy, Healthy and Bring People Together

People buy turkey year-round, and Butterball has evolved to become a company that provides more everyday options while still bringing people together around the Thanksgiving table.

In our most recent research around the state of protein needs, consumers were asked if they ate meat, and if so, how they chose their protein. The findings articulated three key needs: easy, healthy and bringing family together. The story of Butterball turkey is in lock step with these three key needs:

- **Easy**: Fully cooked turkey bacon or breakfast sausage can be heated in the microwave.
- **Healthy**: Turkey is a winner for those seeking a healthy alternative to beef and pork.
- **Togetherness**: Turkey brings people together around everyday family meals, not just at Thanksgiving.

Beyond fulfilling these basic needs, research also tells us that consumers are also looking to companies who serve a higher purpose. Butterball stands for something more — we’re the turkey experts with an ongoing commitment to grow protein in a responsible and sustainable way.

Our successes include:

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**Butterball Makes Thanksgiving Happen During Fresh Season**

Most consumers know Butterball for the Thanksgiving turkey in the center of the family table during this special holiday. But learning what it takes to deliver turkeys during “fresh season” is a story worth telling.

The Butterball facilities in Huntsville and Ozark only have a tiny window of time to supply all the fresh Butterball Whole Turkeys to the world. The entire process is highly choreographed to promote safe habits and ensure everyone has fun during this most important time of the year.

Butterball team members in both facilities utilize a calendar that outlines daily activities promoted by our Safety department. The goal is to promote safe work habits during our busiest time. We set up relaxation stations with massage chairs in cooperation with a local chiropractor. We sponsor a Halloween costume contest and special jersey days where team members can show support for their favorite sports teams. We also sponsor a chili cookoff, Sunday Karaoke lunches and Snack Day Wednesday. On the weekends, we supply breakfast and lunch food for our team members. Interaction is emphasized, and many of the events include prizes, including Butterball rewards and “days off” certificates. Another highlight is the “Pie in the Face” fundraiser for local charities, where the manager raising the most money will take a pie in the face during our Thanksgiving dinner with team members.

Throughout “fresh season,” there is a strong emphasis on safety. We donate turkey products to charities in the local community, and we sponsor a yearly Thanksgiving meal for a family in need in cooperation with a local radio station. We also participate with a Butterball float in the local Thanksgiving Parade Float competition, which our safety team builds, and team members ride during the parade and hand out turkeys. Every fresh, whole turkey produced by Butterball comes from either our Huntsville or Ozark facility. Team members really enjoy this time of year and are Arkansas Proud WPS.

“Team members, Pride, Tradition and above all TEAMWORK. Our team members take pride in knowing that there is a good chance their favorite movie star, musician, politician or other prominent person probably ate a bird they processed during Fresh Season.”

- Randy Reed, Operations Manager, Huntsville, Arkansas

“*Butterball makes (Thanksgiving) happen through the hard work, dedication and communication by the entire team throughout the entire organization. Without every single person working together, this very complicated process would be unachievable.*”

- Andrew Lekwa, Complex Manager, Ozark, Arkansas
Responding to Restaurants’ Needs to Attract Guests During the Pandemic

Butterball’s Foodservice Division was uniquely poised to offer guidance to their restaurant customers as they continued to rebound from the shutdowns and loss of revenue forced by COVID-19. The pandemic created a huge challenge for restaurant operators, from labor shortages to loss of dine-in sales. Restaurants had to adjust quickly, and as a foodservice provider, Butterball was able to provide valuable resources backed by industry data.

Content was regularly posted to ButterballFoodService.com and shared on LinkedIn, Facebook and via an e-newsletter. Topics included the pivot to curbside pickup, staying relevant to a ‘work from home’ workforce, and using online tools to drive business.

Best Practices for Curbside Pickup

Surveys indicated that 59% of restaurants adopted curbside pickup in response to COVID-19. It was a cost-effective, easy-to-implement solution, and an alternative to delivery, which was unfeasible for some establishments. Tips for curbside pickup success shared by Butterball included best practices for promotion, guest communication, training and execution.

Staying Relevant as Customers Work from Home

In the height of the pandemic, research showed 44% of consumers sometimes worked from home, and more than half were eating in rather than eating out. Butterball offered strategies to regain the daytime segment, including menu adaptation and menu optimization. Butterball offered enticing turkey solutions such as Turkey Burger Fajita Salad and Turkey Bento Boxes, as well as family-sized takeout meals, such as Spicy Turkey Rigatoni and Chorizo Ground Turkey Queso Mac & Cheese.

“...I received a phone call from a holiday cook, who said she called the Turkey Talk-Line every year for advice and found it cute that her teenage daughter was also following Butterball on TikTok. Like my own teenage son, social media is a very popular channel for cooking tips, tricks and holiday inspiration. No matter your preferred method, we are here to talk turkey to all our holiday cooks!”

– Nicole Johnson, Director, Butterball Turkey Talk-Line, Naperville, Illinois

Virtually Connecting with Diners

Butterball encouraged restaurant customers to engage with patrons online to generate new revenue streams, like hosting virtual cooking classes. Restaurants sold food kits ahead of each class, and students logged on to prepare their dish online with the chef! This kind of creative solution helped Butterball’s customers expand their consumer base and promoted creativity in the kitchen with turkey products.

Butterball Turkey Talk-Line 40th Anniversary and TikTok

When they are not talking turkey for the Turkey Talk-Line®, our team of experts are full-time food professionals who bring a wealth of information, knowledge and expertise to the Butterball table. The Turkey Talk-Line is a seasonal position that allows our experts to share their food knowledge to our cooks.

In 2021, Butterball celebrated the 40th anniversary of the Turkey Talk-Line, a milestone achievement. For our team of experts, we created a commemorative logo and placed it on an upscale chef apron and had it applied to a wood case containing a barbecue set. Since grilling has become one of the most popular cooking methods for Thanksgiving turkey, we invited a special guest, Dr. BBQ, to speak at our kickoff event. He provided great tips and recipes, which our experts shared with consumers throughout the season. Jan Allen, a Butterball Turkey Talk-Line expert, completed her 40th season with the Turkey Talk-Line during our anniversary year and was recognized at our summer celebration banquet.
TikTok was added as a new social media channel for the Turkey Talk-Line, and it proved to be perfect for holiday cooks looking for quick, fun and easy ways to try out new recipes. The way in which we deliver our information might vary a bit with TikTok, but the advice remains the same. TikTok created one more way to connect with cooks, and we look forward to more TikToks in the seasons ahead.

For more detailed recipe instructions, we encourage our cooks to visit Butterball.com where you’ll find dozens of delicious tried and true recipes.

“Over the past 40 years, the Butterball Turkey Talk-Line has continued to meet our consumer needs and provide them the best Thanksgiving cooking tips to ensure a delicious and memorable meal with family and friends. The Talk-Line has evolved so much over 40 years, and you can find us on email, chat, text, Alexa, social media, and of course, the heart of the Talk-Line…the phones!”

– Nicole Johnson, Director of the Butterball Turkey Talk-Line, Naperville, Illinois

Farm to Family by Butterball Resonates with Consumers

We rolled out a new Farm to Family® by Butterball® campaign, which started with fact-based insights that revealed consumers (particularly millennials) were looking for something more from brands. Consumers wanted to see behind the curtain and find out what a brand stands for. From this insight, Butterball worked with our agency partners, growers and live operations team to accurately tell the story behind the Farm to Family brand.

Finding growers that wanted to share their family story was surprisingly easy. Growers are the unsung heroes that care for the turkeys we will ultimately put on our table and share with loved ones. They’ve taken pride in their work for generations and were more than willing to share their stories.

Butterball launched a special website to feature these families and their stories (farmtofamily.butterball.com). The on-pack QR code that leads to the special website has been a great asset, allowing consumers to connect with the growers.

Butterball’s most recent research has shown that “Farm to Family” has really resonated with consumers. For example, Farm to Family’s “brand awareness” has increased by 50% and the “brand love” metric has increased by 61%.

“Sometimes there is a perception with consumers that brands are just ‘mega corporations’ that have nameless people working for them. I know from my years of working at Butterball that this just isn’t true. Every person makes a difference. I wanted to let consumers get to know the growers through their stories, family history and 24/7 dedication.”

– Chad McFadden, Brand Manager, Garner, North Carolina
As a company grounded in agriculture, we recognize the importance of managing our use of the planet’s natural resources that serves to support the production of our products in a conscientious manner within our operations.

We strive to continuously improve our practices to be more sustainable as a company; even small changes can make a difference.
Spotlighting select environmental accomplishments:

Natural Resource Reduction

We instituted the Carthage Ozark Huntsville Optimization (COHO) Project, which reduced power usage and allowed Butterball to make more product more efficiently.

To do this, we moved certain operations from our Carthage, Missouri, processing facility to our Huntsville, Arkansas, facility, allowing for the addition of a full night shift to process extra volume. We upgraded operations and added 35-40% more volume to our Ozark, Arkansas facility.

We increased volume at the Huntsville and Ozark facilities with an eye on achieving better efficiency with both labor and utilities. When comparing our utilities to previous the year (2020), the Ozark facility reduced its gas, electricity and water usage per pound of product produced by 21%, 20.7%, and 7.7% respectively.

Electrical Savings

We achieved electricity savings by shifting from pneumatic to servo-driven machines, which are more energy efficient. The air compressors that ran 80% of the time are now utilized as a standby option. We also switched lighting from incandescent to LED lighting in the plant and offices, added solar LED in parking lots, and changed from 300-watt traditional bulbs to 32-watt LEDs.

Maintenance Efficiencies

We encouraged a new mindset with Butterball team members who work with systems everyday. As frontline workers, we rely on their expertise to identify areas of savings. Team members now utilize an energy leak tag program to communicate maintenance needs. Employees are rewarded for their efforts with Butterball rewards points.

New meters were installed to better monitor usage, flow and find savings. We also implemented production-driven savings, such as installing more efficient nozzles, changing handwashing stations to mist and adding valve shutoffs to reduce water flow.

Green Team Projects

Through a series of green team projects, including sorting recyclables and reducing landfill material, our Raeford facility achieved significant improvement in its landfill avoidance (recycling), and the reduced percentage of waste/pounds of product resulted in even more efficiencies.
We continually evaluate our transportation logistics to achieve environmental savings and reduce fuel surcharges by shortening the mileage on routes from production facilities to distribution centers. By shortening the mileage, we can work with our contracted carriers to reduce our carbon footprint.

For one of our large customers, we moved production and distribution from our Carthage, Missouri, facility to our Mount Olive, North Carolina, plant midway through 2021, which shortened the distance to their Mid-Atlantic regional distribution center (DC). This decision saved approximately 1,692 driving miles per week (based on multiple deliveries each week), which became 43,992 fewer miles driven in 2021, which saved ~ 65 tons of CO₂ emissions, which translates to a ~ 43% reduction in greenhouse gas (GHG) emissions for just one customer.

Based on this success, we are making plans to expand this program next year to include other customer destinations so we can achieve even more mileage efficiencies and realize even greater reductions in GHG emissions in 2022.
US-RSPE Sustainability Framework

Butterball is one of the founding members of the U.S. Roundtable for Sustainable Poultry & Eggs (US-RSPE).

“We are very happy to have an outstanding and committed group of founding members from across the value chain,” said Ryan Bennett, executive director of US-RSPE and IPWA. “Our work brings together the poultry and egg sector to have growers, processors, integrators, allied industry, researchers, food companies, retailers, associations and NGOs from all across the United States to sit down and discuss how they can accomplish sustainability together.”

Butterball Director Of Environmental Affairs and Sustainability Lankford Ruffin played a vital leadership role in this important industry initiative, chairing the development of a new full supply chain sustainability assessment tool, which is expected to be included in chicken, turkey and egg companies’ 2023 sustainability programs.

“In a time where numerous requests are being made to complete surveys and sign onto commitments that have varying approaches and intentions, I am most excited about the US-RSPE Sustainability Framework,” said Ruffin. “Because it was built specifically for poultry and eggs, I can integrate it into Butterball’s existing sustainability program easily. And I’m confident the metrics included are important to our stakeholders.”

The Framework is also set up to be scalable to meet users where they are in their sustainability progress, offering options to measure using three tiers of metrics, allowing for an accessible point of entry for any organization. The flexibility included in the US-RSPE Framework allows for internal progress to be fueled in tandem with supply chain-level efforts, showing each entity their strengths, weaknesses, and what they should be working on to improve and contribute to a more sustainably produced protein product.

“We wanted to ensure Butterball’s voice as an industry leader was represented and identified areas of improvement for the entire industry,” Ruffin continued. “The Framework allows us to assess where we are in our journey toward sustainability; it works at various stages along the path and outlines steps toward continuous improvement.”

As well as supporting Butterball’s sustainability goals, contributions to US-RSPE support the entire sector in improving its sustainability. The Framework will assess and share insights into the U.S. turkey, chicken and egg supply chains to inform additional industry-wide sustainability projects and initiatives going forward.

“Our members dedicate their time and resources to not only improving their own sustainability, but also to paving the way for others to follow more easily behind them. Regardless of where a farmer or company leader feels their company is in their sustainability journey, they can find a path forward and support for their continuous improvement.”

– Ryan Bennett, Executive Director, US-RSPE and IPWA
We understand the importance of helping fight food insecurity and contributing to thriving local communities.

Our communities are more than simply where we operate — they are where our team members and consumers live and raise their families. Through a combination of product donations, volunteer work and financial support, Butterball actively seeks ways to help those in the communities we call home.

Butterball Traditions of Caring Foundation

The Butterball Traditions of Caring Foundation is a nonprofit corporation providing assistance to people in need and charitable programs serving communities where our team members live and work. For example, through Butterball team member contributions and fundraising events, the Foundation contributed $7,677 in 2021 to the Kiwanis Club in Huntsville, Arkansas, which includes matching donations for holiday fundraisers.

We created the Butterball Traditions of Caring Foundation, as a vehicle for team members to contribute to local and national charities supported by the Foundation. Because we know many of our team members care passionately about causes close to their hearts, each location has a voice in the selection of the local charities.

During the Thanksgiving holiday, we supplied turkeys for 150,000 meals through partnerships with nonprofits, military bases and other community organizations. We also provided more than 1 million servings of turkey to people in need throughout the year through such organizations as Feeding America, Operation BBQ Relief and others.
UNC Health’s FoodWell Initiative
As part of a newfound partnership with University of North Carolina (UNC) Health’s FoodWell initiative, Butterball contributed turkey products that go home with patients being discharged. The UNC Health FoodWell program was created to eliminate immediate concerns about food for discharging patients, needs that skyrocketed during the pandemic and have shown no signs of slowing. FoodWell distributes bags of healthy food to patients at UNC Hospitals in Chapel Hill and Hillsborough, North Carolina, and several outpatient clinics. Butterball provided turkey bacon, sausage links, patties and other lean, protein-rich items which upgraded these bags for discharged patients and their families. To date, more than 2,200 patients and families have been served, with thousands of bags of food given out.

“We’ve had numerous people comment on Butterball’s involvement with the FoodWell program. Patients have referred to the Butterball products as “Blessing Bags” and the doctors frequently comment on this program. People are so appreciative, and it provides just what they need when they leave the hospital.”
- Jonathan Gordon, UNC Health Chapel Hill, North Carolina

Operation Breakthrough
Butterball worked with Operation Breakthrough, a Kansas City-based nonprofit focused on providing a loving and educational environment for children in poverty, to supply turkeys for holiday food bags for their patrons/clients. Operation Breakthrough CEO Mary Esselman dresses in a turkey costume on “Turkey Tuesday” prior to Thanksgiving and helps other staff members hand out the food. Butterball has cosponsored this event in the past, but stepped into the breach when another supplier was unable to assist to ensure Thanksgiving for many families who would have otherwise missed out on this special holiday with loved ones. Butterball’s involvement included the donation of 600 whole turkeys for the people served by Operation Breakthrough.

“Having our Thanksgiving drive is something our families count on each year. Most of our families are on fixed benefits and Thanksgiving is a time for them to spend with their families, but often it can be an added stress instead of a joy, due to the extra cost of food. I am grateful for this year’s drive as food inflation has affected so many families this year. Parents describe our Thanksgiving drive as a relief and their opportunity to have a nice dinner with their family, and it’s one less thing they have to worry about when their lives are already full of other stressors.”
- Jessica Kibby, Operation Breakthrough, Kansas City, Missouri
Service Awards
Honoring Team Members
Way to go!

People

50 years of service
James Ellis
Tommie Williams

45+ years of service
Russell Jones

40-45 years of service
Victor Alfaro
John Compton III
Vickie Daggett
Gary Danner
Donna Evans
Michael Felty
Vera Fleischman
Cathy Gray
Danny Gregory
Ricky Grigsby
Carl Lewis
Terry Marshall
Randall McClain
John Murray
Kenneth Register
Ronnie Sanders
Santos Suncin
Keith Whorton
Charles Wood

35 years of service
Lillie Ammons
Robert Ammons
Kathy Blackford
Deanna Braswell
Lan Thi Cheek
Ralph Edgerton Jr.
Frank Faison
Kenneth Freeman
Jose Ponce Garcia
Mardi Grigg
Mary Hodges
Susan Huffman
Rosa Jarman
Thomas Lamb
Kenneth Large
Deborah Masterson
James Maxwell Jr.
Bertha McKiver
Richard McLaughlin
Patricia McMillian
David Mical
Flossie Pickett
James Smith
Rosamond Smith
Rodney Smith
John Sullivan
James Taylor
Robert Taylor
Carolyn Thigpen
Billie Turner
Debra Wells
Lana Wells
David Young
Leonard Young Jr.

30 years of service
Christina Berg
Kevin Brice
Jose Camargo
Fausto Hernandez Cardenas
Guadalupe Herrera Chavez
Debbie Cherry
Shawnda Doerr
Jose Garcia
Corey Garner
Alberto Gomez Sales
Kaven Hamilton
Jo-Ann Herman
Lisa Jenkins
Scott Lewis
Michael Littrell
Barbara McClain
Jacinda McConnell
Michael McNiel
Dawn Mercer
Odilia Munoz Sanchez
Agustin Quetzecua
Ramón Quintero
Raul Ramirez
Jaime Reyes Santos
Benito Rodriguez
Socorro Rodriguez Castillo
Gary Rose
Maria Sanchez
Aaron Sheffield
Johnnie Simmons
Mary Singleton
Sherilyn Thomas-Farland
Jana Tolbert
Allen Williams
Crystal Wood

25 years of service
Apolinar Aguirre
Jose Aleman
Salvador Alonso
Irma Alvarez
Alejandra Alvarez
Javier Arreola
Antonio Barron-Ledezma
Ruth Bennett
Darlene Boehm
Yuketia Bouyer
Robert Braswell II
Clareth Chavez-Vasquez
Erik Craig
Irmia De Zepeda
Devin Deislinger
Matthew Duvall
Melinda Flowers
Juan Garcia II
Sheny Garcia Hernandez
Patricia Gibson
Esperanza Gomez-Vasquez
Blanca Gonzalez Lopez
Elenita Gowan
Connie Hall
Armenia Hernandez
Juan Hernandez
Cindy Jones
John Jones
Mechia Markley
Glenda Mazariigos
Gloria Mazariigos
Nivian Mazariigos Hernandez
Patricia McCoye
Corrie Monroe
Owen Murrill
Gaspar Ortiz-Lopez
Jerry Patrick
Maria Penaloza
Melissa Pence
Ernest Pretty
Esperanza Quinonez
Ruben Ramirez
Rosa Swope
Jesus Villalvazo
Carl Wilcox
Ronald Wood
Aura Xiquin

20 years of service
Juan Aldaco Diaz
Leoncio Alvarado
Malishawndae Anderson
Mario Avila
Swendale Aycock
Penny Barefoot
Leigh Brindle
Tony Broadie
Jorge Casas Jr.
Toni Cooper
Sofia De Chombo
Santos De Jesus Mira
Silvestre Dela Rosa Jr.
Kristy Drewyor
Charles Farley Jr.
Kenneth Forbes
Matthew Giroux
Walter Griffin
Arline Grover
Reina Guevara
Ma Gutierrez Ortiz
Aroon Harlow
Sandra Hernandez
Roy Honea
Yvonne Lawson
Victorina Leon
Andrew Limon Jr.
Pablo Manzano
Anita Martinez
Otto Morales
Jack Moseley Jr.
Norma Nunez
Norma Pantoja
Karen Pate
Angel Ponce Castaneda
Ana Ramirez
Douglas Richards
Joseph Rogers
Tanya Sampley
Roberto Sandoval
Towanda Simmons
Laura Solis

2021 CORPORATE SOCIAL RESPONSIBILITY REPORT | PAGE 18
20 years of service (cont’d)
Donna Stilley
Maria Stone
Analilia Torres
Jordan Torres Salgado
Even Valdes
Hector Velez Lugo
Michael Wells

15 years of service
Matias Aleman
Derek Alston
Margarita Alvarado
Denisia Asterio
Tracey Ayres
Brenda Baltazar
Kenneth Bellefeuille
Kimika Brown
Holly Campbell
Mark Candy
Maria Carrillo
Andres Castaneda
Heriberto Centeno
Edward Colie
Keith Dalrymple
Hubert Dunn
Robert Faison
Shawn Farmer
Terry Feret
David Freeman
Antonio Garcia
Richard Garcia
Jesse Garza
George Gastelum
Alberto Gonzalez
David Graham
Lee Heard
Marco Herrera
Martel Holley
Iglesius Horton
Baltazar Huerta
David Huerta Castaneda
Jose Huerta Castaneda
Benny James
Richard Johnson Jr.
Zackarrriyah Karriem
Hazel Langston
Willie Langston
Kyle Lock
Maria Martinez
Rosa Martinez Pina
Shermane Matthews
Veda Miller
Virginia Molina
Maria Monroy
Manuel Morales
Moises Morales Miranda
Michael Moreno
Eva Orellana
Franklin Owens
Edwin Patterson
Alicia Perez
Sean Pierce
Daniel Pine
Gonzalo Ponce
Meyanna Pride
Brenda Rivera Alicea
Bobby Robinson
Sheree Russell
James Sauls
David Smith
Linda Smith
Edward Spafford
Scotty Sturdivant
Thu Tran
Rosa Valdivinos
Solan Walker
Karinda Ward
Karen Washburn
Clementine Wells
Danny Williams

10 years of service
Rosalva Aguero
David Aguilar
Herode Ambo
Jackson Ambrose
David Arellano
Rose Marie Auguste
Blanca Barahona
Cynthia Barnes
Maria Barrios
William Barwick
Alvin Beckett
Fritzner Benoit
Win Bo
Falice Boggs
Elmer Bolanos Trujillo
Jean Breval
Jermaine Brewington
Robert Brown
Timothy Bryant
Saw Bue
Jean Cadet
Anthony Cain
Miguel Calderon Medrano
Jennifer Carter
Rodrigo Castaneda
Michael Castillo
Gabriela Cervantes Nava
Jackie Clayborn
Billy Cooper
Richard Correll
Emmase Dantes
Maria De Jesus Gonzales Lopez
Aracely De La Fe
Juan De La Rua Barrera
Caridad De La Rua Echevarria
Juan De La Rua Echevarria Jr.
Jose Delgado
Marie Delisma
Jimmy Dockery
Ricardo Dominguez
Therencene Douceur
Mayra Echevarria Garcia
Lisa Ellis
Jean Emile
Mekuria Emiru
Johnny Faircloth
Ashley Fardy
Adam Ferguson
Tilicia Filgence
Jason Fralick
Emilaine Francis
Carole Francois
David Gadient
Leticia Galdamez
Erika Garcia
Liliana Garcia
Marcela Garcia De Castaneda
Dieunitane Geffrard
Jose Gonzalez Miranda
Donald Graham Jr.
Loren Harp
Corey Hendrix
Natividad Henriquez Cruz

Arturo Hernandez
Samuel Hernandez
Ginny Hicks
Laquetta Hill
Paula Hill
Patrick Hinson
Tony Hoagland
Houston Howard III
Bow Hser
Estela Huerta
Arturo Huerta Pineda
Joel Huerta Pineda
Stacey Hughes
Dieudilis Idoris
Daniel Iglesias
Isenadie Illozier
Michael Jacobs
Ricky Jacobs
Tanya James
Elizice Jean
Yves Jean
Locita Joachin
Lifete Joanis
Samuel Jones
Rodrigue Joseph
Rodny Juste
Tomasa Lewis
Noel Licor
Zhongyi Lin
Diane Lloyd
Ronise Louis
Rosa Marquez
James McElhaney
Anthony McNeill
Frederick McNeill
Ezequiel Mendez
Terry Mercer
Raymond Mewborn
Ebert Moise
Johnathan Monroe
Marina Mezquita Monrroy
Elida Monzon
Alexei Morales
Herode Moravia
Nicholas Moreno
Josefina Nava Negrete
### Service Awards (continued)

#### 10 years of service (cont’d)
- Nicholas Nielsen
- Santos Orruego Huerta
- Yadira Ortiz
- Hans Osorio Moreno
- Markus Outlaw
- Ignacio Paz Salinas
- Shonetaivia Pearsall
- Gorgonio Perez Guerra
- Sainfora Phanor Lysias
- Lucles Pierre
- John Pine
- Martin Ponce Avila
- Ines Ponce Briceno
- Alberto Ponce Rodriguez
- Sanjuana Rangel
- Kimberly Redden
- Jason Renfrow
- Claribel Reyes Figueroa
- Kabel Robbins
- David Rodriguez
- Donnie Rollman
- Rodolfo Sanchez
- Marie Sannon
- Gladys Saunders
- James Schwartz
- Lewis Snow
- Lourdes Sosa Rieche
- Natalie Speer
- Michael Speight
- James Stanford
- Jonathan Stephens
- Robert Stephens
- Latoyia Stevens
- Ramon Suarez
- Dallas Sutton Jr.
- Billy Thompson
- Christopher Thompson
- Oliphene Toutoute
- Fisher Venant
- Odilia Villatoro
- Monica Walsh
- James Ward
- Samuel Wheeler
- Thomas Whitfield
- Elizabeth Wilkins
- Melissa Wilson
- Kyle Woodard
- Jean Yves Bastien
- 5 years of service
- Jose Albiar
- Daniel Aliche
- Khrystynye Anderson
- Bryan Angola
- Darlin Antoine
- Felix Aranda
- Tiffany Armstrong
- Benita Atkinson
- Jose Ayala
- Connie Bagget
- Patrick Ballard
- Francisco Barros Trejo
- Amanda Barwick
- Robert Baysden
- Samuel Berrios Cruz
- Dennis Bishop
- Michael Blair
- Opie Blevins
- William Blizzard
- Justin Blue
- Christopher Bolls
- David Boquist
- Franklin Brown
- Takira Edwina Marie Bryant
- Bryan Bullard
- Jessica Burns
- Ward Bush
- Alfredo Calderon Avila
- Silvia Campa
- Frederick Cannon
- Sean Carlson
- Stanley Carmichael Jr.
- Penelope Carter
- Maria Castaneda
- Vicente Castaneda
- Domingo Ceballos Ramirez
- Allia Cesar
- Nicholas Chadd
- Chao Chen
- Tamera Chittick
- Darlene Clark
- Tyler Clark
- Aaron Coley
- Rodney Collier
- Carlos Contreras Gutierrez
- James Cope
- Lilia Cruz Ortiz
- John Curry
- Steve Damon
- Garyonte Daniels
- Manuel De Jesus Avilos
- Regina Dickerson
- Huong Dinh
- Cedric Dolton
- Linda Douglas
- Travon Douglas
- Scott Earle
- Ronald Ellerbe
- Nakia Ellison
- Brady Eriza
- Baltazar Escamilla-Sanchez
- Michael Espinosa Martin
- Eugene Farrar
- Kurtis Ferguson
- Ana Fernandez
- Wilson Filgence
- Marsha Ford
- Charles Fryar
- Herby Gaby
- Eduardo Gamboa
- Valentin Garcia
- Marcela Garcia Castorena
- Luis Garcia Lopez
- Evaristo Garcia Mata
- Leydi Garcia Nunez
- Desirae Gaytan
- Arthur Gentry
- Kiara Gibson
- Patricia Gierman
- Glinda Gilbert
- Shandro Gilchrist
- Carmen Gomez
- Elizabeth Gonzales
- Hector Gonzalez Granados
- Teresu Gonzalez Vera
- Carlos Grady
- Mack Graham
- Mark Graham
- Victor Graham
- Miguel Guadarrama Cedillo
- Thomas Hall
- Laken Haller
- Darrell Harden
- Jeremy Harden
- Alexander Hasty
- Mekinah Hawkins
- Clint Hayden
- Laura Henson
- Dilcia Hernandez
- Jose Hernandez
- Thomas Hernandez
- Catalina Hernandez-Capote
- Jesse Herndon
- Gayla Hilton
- Oscar Hinojosa
- James Hobbs
- Jennifer Hogan
- Thomas Holmes
- Jacob Horne
- Derrick Houston
- Mitchell Howard
- Huanyi Huang
- Cambrin Hudson
- Marcella Huey
- Heath Hula
- Marbeya Hurtado
- Aurora Husain
- Eustiquio Husain
- Mayreen Ifamilik
- Stanley Ingraham
- Bryon Jackson
- Minh Jailey
- Jona Jenkins
- Eder Jimenez
- Thomas Jodoin
- Angela Johnson
- Sarah Jones
- Calvin Jordan
- Juana Juarez Garcia
- Kaitlin Keeley-Brake
- Lakesa Kenan
- Janet Kimball
- Dominique King
- Gary Kroegman
- Lewis Labryer
### Service Awards

**5 years of service (cont’d)**

- Tami Langworthy
- Alberto Lara
- Estelle Leak
- Cody Ledbetter
- Jerry Lee
- Stephanie Lemasters
- Kathy Lemay
- Angelo Lemus
- Jinquan Liang
- Xiaotong Lin
- Glenda Linares
- Justin Locklear
- Alberto Lopez De La Rua
- Norma Lopez Garcia
- Uriel Lopez-Luna
- Marie Lourde Badio
- Manuel Machado
- Ronnie Malloy
- Alan Marin-Rivas
- Dustin Martin
- Peggy Martin
- Karla Matallana
- Ashley Maynard
- Craig McCall
- Mark McCane
- Jessica McConnell
- Rasool McCrary
- Tynaia McDonald
- Yolanda McDonald
- Tanisha McDougald
- Quatierra McKinney
- Bobby McMilan
- Iris McNatt
- Jaquan McNatt
- Sidney McNeill
- Reison Meingin
- Reity Meingin
- Saul Mejia-Gonzalez
- Becky Mercer
- Larry Merritt
- Liaite Metelus Pierre Louis
- Taylor Metz
- Joray Miller
- Scott Mitchell
- Geanna Mitchell
- Jerry Mitchell
- Jason Moore
- Elizabeth Morse
- Donald Mulligan
- Josefina Mulligan
- Edvio Mytil
- Gavin Navarro
- Kendra Newlon
- Austin Newsom
- Ashley Normand
- Jimmy Norwood
- Jose Nunez
- Alan Orduna
- Johnny Oxendine
- Donald Pate
- Cecil Pemberton Jr.
- Miranda Pender
- Carlos Perez De La Cruz
- Jeffrey Petersen
- Filogonia Ponce
- Margarita Ponce
- Guadalupe Ponce Herrera
- Alfonso Poventud
- Rasliann Rakinmeto
- Cristal Ramirez
- Veronica Ramirez
- John Rankin
- Zachery Reaves
- Aquaylis Reed
- Maritza Reyes Martinez
- Adam Reynolds
- Wilma Reynolds
- John Rhoades
- Tevonia Richmond
- Benjamin Rightsell
- Alexander Rivera
- Dennis Roberson
- Robert Robinson
- Shihei Robinson
- Bryan Rodriguez
- Angel Rojas
- Lakeshia Rouse
- Artice Rowe
- Ricardo Ruiz Cayetano
- Juan Salinas
- Phillip Samson Jr.
- Eipetner Santos
- Matthew Sasser
- Jessica Saucedo
- Juwan Sewell
- Joseph Shipley
- Diego Siquina
- Wochun Situ
- John Slis
- Charles Smith
- Conise Smith
- Charlene Smith-Harris
- Teresa Soria
- Karen Soriano Vilorio
- Jodi Sprehe
- Kenneth Spring
- John Stanley
- Tawanda Stanley
- Richard Stewart
- Tavares Stewart
- Calvin Stewart
- Troy Summers
- Alvin Supel
- Tommy Sutton III
- Brian Swaim
- Elizabeth Sweeden
- Chunliu Tan
- Rong Tao
- Richard Tart
- Latisha Taybron
- Dania Thomas
- Yoshida Torain
- Jose Torres
- Shakira Townsend
- Juan Trevino
- Melinda Tripp
- Plyn Troxel
- Donald Tucker
- Thomas Tucker
- Gmmomi Uzzell
- Joel Vail
- Thomas Vargas Santiago
- Santos Velasquez Gonzalez
- Abigail Velasquez-Morales
- Eduardo Velasquez Roblero
- Thomas Vinson
- William Walker
- Andre Wallace
- Shakara Wallace
- Yongmei Wang
- Christopher Ward
- Janet Ward
- Marcy Ward
- Rodney Ward
- Shaniyah Ward
- Sherren Washington
- Frieda Watson
- Felecia Watts
- Devon Wheat
- Janie White Eagle
- Michael Wiegand
- Monte Wilkerson
- Diamond Williams
- Eddie Williams
- Tamika Williams
- Megan Williamson
- Marcus Wilson
- Michelle Wilson
- Donna Womack
- Melanie Woods
- John Wooten
- Bethany Yates
- Brandon Yates
- Barbara Zavala De Celio
- Ma Cruz Zuniga Martinez

**5 yrs**

- Robert Stephens
- Charlene Smith-Harris

**10 yrs**

- Loren Harp
- Nicholas Nielsen
- Felecia Watts
- Connie Baggett

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**Huntsville Plant**

- Huntsville Plant

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**Raeford Plant**

- Raeford Plant
In accordance with the Global Reporting Initiative (GRI) reporting framework, Butterball conducted surveys and sustainability report audits from a sampling of internal and external stakeholders in the summer of 2018, including: employees, growers/producers, trade unions, local communities, suppliers, specialized service providers, contractors, customers and consumers. We used these surveys and assessments to review the GRI Standard Disclosures and identify and prioritize topics material to the organization. The materiality matrix pictured on this page is a visual representation of some of the topics included in the GRI Core Standards that hold particular significance to Butterball.

Moving forward, we will continue to conduct a materiality audit on an annual basis to ensure we are reporting on the issues most critical to the way we do business and areas where Butterball can create value and have a significant impact. With this in mind, we aim to expand future reports to include sustainability topics specific to the food and beverage sector for animal-sourced food production.
## General Disclosures

<table>
<thead>
<tr>
<th>GRI Standard</th>
<th>Disclosure</th>
<th>2021 Response</th>
<th>Omission</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102: General Disclosures 2016</td>
<td>Organizational profile</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-1 Name of the organization</td>
<td>Butterball, LLC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-2 Activities, brands, products and services</td>
<td>The Butterball Way &gt; Who We Are link to: butterball.com/products</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-3 Location of headquarters</td>
<td>Garner, North Carolina</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-4 Location of operations</td>
<td>USA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-5 Ownership and legal form</td>
<td>Privately owned — Butterball, LLC is a joint venture of Maxwell Farms Inc. (an affiliate of The Goldsboro Milling Co.) and Seaboard Corporation.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 102-6 Markets served | i. United States as well as international markets: http://www.butterball.com/about-us/international/markets  
ii. Agriculture; Food & Beverage Products  
iii. Retailers, foodservice, military and industrial | | |
| 102-7 Scale of the organization | The Butterball Way > Who We Are | | |
| 102-8 Information on employees and other workers | The Butterball Way > Who We Are | | |
| 102-9 Supply chain | The Butterball Way > Who We Are | | |
| 102-10 Significant changes to the organization and its supply chain | There were no significant changes to our size, structure, ownership or supply chain in 2021. | | |
102-11 Precautionary principle or approach

Butterball, LLC assesses and manages risk for key sustainability issues, including animal welfare, employment practices, environmental stewardship, food safety and quality and our commitment to the local communities where our operations are based. Each aspect is routinely audited and managed by initiative leaders within the company, and audited and validated by third-party experts where applicable.

102-12 External initiatives

This is a recently established roundtable comprised of constituency groups from the poultry and egg value chain. We were also a founding member of the International Poultry Welfare Alliance (IPWA) and have representation on the Board of Directors there as well. Both organizations are overseen by the Poultry & Egg Sustainability & Welfare Foundation Board of Trustees (referenced below), of which we have representation on as well.

Animal Care and Well Being research is conducted as part of our partnership with American Humane and the development of scientific audit criteria. We work with the Professional Animal Auditor Certification Organization to assist with training and shadow audits in order to certify others, outside of Butterball, to become certified for PAACO.

Butterball, along with representatives from our peers in the turkey industry, partners with the National Turkey Federation’s baseline pathogen sampling program to gather data to understand and combat
<table>
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</thead>
<tbody>
<tr>
<td>GRI 102: General Disclosures 2016</td>
<td>Organizational profile</td>
<td>102-12 External initiatives <em>(continued)</em></td>
<td>pathogen presence. We serve on the Presidential Advisory Committee on Combating Antibiotic Resistance Bacteria. We are active members of and have Board of Directors representation on the Poultry &amp; Egg Sustainability and Welfare Foundation.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>102-13 Membership of associations</td>
<td>Butterball supports many industry-related and advocacy organizations, whether through corporate membership or individual employee involvement. We feel it is important to be active members of groups and associations that represent the food processing industry, animal welfare, environmental stewardship and consumer advocacy. We have company representatives on the boards and committees of many of these groups and associations. While not an exhaustive list, these are examples of our current involvement: The National Turkey Federation, U.S. Poultry and Egg Association, North American Meat Institute, American Humane, the British Retail Consortium, Global Food Safety Initiative, and the School Nutrition Association.</td>
</tr>
<tr>
<td>Strategy</td>
<td>102-14 Statement from senior decision maker</td>
<td>The Butterball Way &gt; A Letter From the CEO</td>
<td></td>
</tr>
<tr>
<td>GRI Standard</td>
<td>Disclosure</td>
<td>2021 Response</td>
<td>Omission</td>
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<tr>
<td>General Disclosures</td>
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</tr>
<tr>
<td>GRI 102: General Disclosures 2016</td>
<td>Ethics and integrity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-16 Values, principles, standards and norms of behavior</td>
<td>The Butterball Way &gt; Who We Are The Butterball Way &gt; People</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-17 Mechanisms for advice and concerns about ethics</td>
<td>The Butterball Way &gt; People</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>102-18 Governance structure</td>
<td>The highest governing body of Butterball, LLC is its Board of Directors. Butterball, LLC's routine operations, including decision-making on economic, environmental and social topics are executed by our executive leadership.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stakeholder engagement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-40 List of stakeholder groups</td>
<td>Employees, Growers/Producers, Trade Unions, Local Communities, Suppliers, Specialized Service Providers, Contractors, Customers, Consumers and Shareholders/Board of Directors.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-41 Collective bargaining agreements</td>
<td>17.2% of total employees are covered by collective bargaining agreements.</td>
<td></td>
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</tr>
<tr>
<td>102-42 Identifying and selecting stakeholders</td>
<td>The Butterball Way &gt; Stakeholders &amp; Materiality</td>
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</table>
## Butterball Traditions with Purpose 2021 Content Index

<table>
<thead>
<tr>
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<td>Part Omitted</td>
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<tr>
<td><strong>General Disclosures</strong></td>
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<tr>
<td><strong>GRI 102: General Disclosures 2016</strong></td>
<td></td>
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</tr>
<tr>
<td>102-43 Approach to stakeholder engagement</td>
<td>The Butterball Way &gt; Stakeholders &amp; Materiality</td>
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<tr>
<td>102-44 Key topics and concerns raised</td>
<td>The Butterball Way &gt; Stakeholders &amp; Materiality</td>
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<tr>
<td><strong>Reporting practice</strong></td>
<td></td>
<td></td>
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<tr>
<td>102-45 Entities included in the consolidated financial statements</td>
<td>As a private company, Butterball, LLC does not have public financial statements.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-46 Defining report content and topic Boundaries</td>
<td>Butterball anticipates that all stakeholders (employees, customers, consumers and suppliers) will use this report, and representatives of each stakeholder category were surveyed to provide input on material topics and their boundaries. Data within this report is representative of calendar year 2021.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-47 List of material topics</td>
<td>The Butterball Way &gt; Stakeholders &amp; Materiality</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-48 Restatements of information</td>
<td>None</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-49 Changes in reporting</td>
<td>None</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-50 Reporting period</td>
<td>2021 Calendar Year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-51 Date of most recent report</td>
<td>Current</td>
<td></td>
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</tr>
<tr>
<td>102-52 Reporting cycle</td>
<td>Annual</td>
<td></td>
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<tr>
<td>GRI 102: General Disclosures 2016</td>
<td>Reporting practice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-53 Contact point for questions regarding the report</td>
<td>Christa Leupen, <a href="mailto:cleupen@butterball.com">cleupen@butterball.com</a></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-54 Claims of reporting in accordance with the GRI Standards</td>
<td>Core</td>
<td></td>
<td></td>
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<tr>
<td>102-55 GRI content index</td>
<td>GRI</td>
<td></td>
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<tr>
<td>102-56 External assurance</td>
<td>This report is not externally assured.</td>
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</table>
## General Disclosures

### Material Topics

#### 200 series (Economic topics)

<table>
<thead>
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<td>GRI 103: Management Approach 2016</td>
<td>103-1 Explanation of the material topic and its Boundary</td>
<td>The Butterball Way &gt; People</td>
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</tr>
<tr>
<td></td>
<td>103-2 The management approach and its components</td>
<td>The Butterball Way &gt; People</td>
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</tr>
<tr>
<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>The Butterball Way &gt; People</td>
<td></td>
</tr>
<tr>
<td>GRI 202: Market Presence 2016</td>
<td>202-1 Ratios of standard entry level wage by gender compared to local minimum wage</td>
<td>Starting wage (local minimum wage) YE 2021 Rates shown Carthage, MO $13.50 (state min. wage: $10.30) Huntsville, AR $15.90 (state min. wage: $11.00) Ozark, AR $15.90 (state min. wage: $11.00) Jonesboro, AR $14.15 (state min. wage: $11.00) Mt. Olive, NC $15.00 (state min. wage= fed. min. wage $7.25) Raeford, NC $13.40 (state min. wage= fed. min. wage $7.25) NC Farm Labor $12.05 state min. wage= fed. min. wage $7.25</td>
<td></td>
</tr>
</tbody>
</table>

### Anti-corruption

| GRI 103: Management Approach 2016 | 103-1 Explanation of the material topic and its Boundary | The Butterball Way > People | |

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<td></td>
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<tr>
<td>200 series (Economic topics)</td>
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<tr>
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</tr>
<tr>
<td>GRI 103: Management Approach 2016</td>
<td>103-2 The management approach and its components</td>
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<tr>
<td></td>
<td>103-3 Evaluation of the management approach</td>
<td>The Butterball Way &gt; People</td>
</tr>
<tr>
<td>GRI 205: Anti-corruption 2016</td>
<td>205-1 Operations assessed for risks related to corruption</td>
<td>All aspects of our business are assessed for risks related to corruption. No material risks have been identified.</td>
</tr>
<tr>
<td></td>
<td>205-2 Communication and training about anti-corruption policies and procedures</td>
<td>The Butterball Code of Conduct, which includes policies covering conflicts of interest and requiring compliance with the Foreign Corrupt Practices Act, is reviewed with all employees, and 100% of Butterball employees receive training on the requirements in the Code of Conduct.</td>
</tr>
<tr>
<td></td>
<td>205-3 Confirmed incidents of corruption and actions taken</td>
<td>There were no incidences of corruption in this reporting period.</td>
</tr>
<tr>
<td>Anti-competitive Behavior</td>
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<tr>
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<td>103-2 The management approach and its components</td>
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### General Disclosures

#### GRI 103: Management Approach 2016
- **103-3 Evaluation of the management approach**
  - The Butterball Way > People

#### GRI 206: Anti-competitive Behavior 2016
- **206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices**
  - Butterball is one of many named defendants in industry-based antitrust lawsuits alleging unlawful information sharing activities. Butterball disputes the allegations, has engaged counsel and is vigorously defending the suits.

### 300 series (Environmental topics)

#### Energy

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<thead>
<tr>
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<td><strong>103-3 Evaluation of the management approach</strong></td>
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</tr>
<tr>
<td><strong>GRI 302:</strong> Energy 2016</td>
<td><strong>302-1 Energy consumption within the organization</strong></td>
<td>1,759,321 gigajoules total energy consumption (946,772 GJ natural gas and 812,548 GJ electricity). Data is based on billing totals for all Plants and Feed Mills.</td>
</tr>
<tr>
<td></td>
<td><strong>302-3 Energy intensity</strong></td>
<td>Total energy intensity ratio within the organization: 0.87 GJ per ton produced. Energy type: fuel and electricity</td>
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</tbody>
</table>
### 300 series (Environmental topics)

#### Energy

**GRI 302: Energy 2016**

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>302-4 Reduction of energy consumption</td>
<td>50,474 gigajoules of fuel and electricity were conserved as a result of efficiency initiatives.</td>
</tr>
</tbody>
</table>

#### Water

**GRI 103: Management Approach 2016**

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**GRI 303: Water and Effluents 2018**

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<tr>
<th>Disclosure</th>
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</thead>
<tbody>
<tr>
<td>303-1 Interactions with water as a shared resource</td>
<td>All freshwater supply for Butterball facilities is from a third-party source with the exception of onsite wells at both our Turkey, NC and Yellville, AR feed mills; and Mount Olive, NC processing plant. The Mount Olive processing plant relies on both onsite well and third-party water.</td>
</tr>
<tr>
<td>303-2 Management of water discharge-related impacts</td>
<td>N/A</td>
</tr>
<tr>
<td>303-3 Water withdrawal</td>
<td>Water withdrawals across the company equaled 6,245 megaliters (ML), with 1,492 ML coming from onsite wells.</td>
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<td>GRI Standard</td>
<td>Disclosure</td>
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<td>General Disclosures</td>
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<td>300 series (Environmental topics)</td>
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<tr>
<td>Water</td>
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<tr>
<td>GRI 303: Water and Effluents 2018</td>
<td>303-4 Water discharge</td>
</tr>
<tr>
<td></td>
<td>303-5 Water consumption</td>
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<tr>
<td>Emissions</td>
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<td>103-3 Evaluation of the management approach</td>
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<tr>
<td>GRI 305: Emissions 2016</td>
<td>305-1 Direct (Scope 1) GHG emissions</td>
</tr>
</tbody>
</table>
## 305-2 Energy indirect (Scope 2) GHG emissions

2016

116,612 metric tons of CO2 equivalent (CO2, CH4 and N2O)

Subregion Output Emission Rates - GHG (eGRID2014)

## 305-4 GHG emissions intensity

0.000041 CO2/lbs of product (across processing plants and feed mills)

## 305-5 Reduction of GHG emissions

Reduced direct GHG emissions across 3 facilities and reduced indirect GHG across 4 facilities

## 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions

86,759 kg NOX, 141,806 SOX

Subregion Output Emission Rates - criteria pollutants (eGRID2014)

## 103-1 Explanation of the material topic and its Boundary

The Butterball Way > Planet

## 103-2 The management approach and its components

The Butterball Way > Planet

## 103-3 Evaluation of the management approach

The Butterball Way > Planet

## 307-1 Noncompliance with environmental laws and regulations

Butterball has had no significant fines or nonmonetary sanctions for noncompliance with environmental laws or regulations.
## Butterball Traditions with Purpose 2021 Content Index

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</tr>
<tr>
<td>GRI 401: Employment 2016</td>
<td>401-1 New employee hires and employee turnover</td>
<td>9,728 External Hires: 30 in Corporate Roles; 392 in Live Operations; 9,306 in Processing Facilities</td>
</tr>
<tr>
<td></td>
<td>Turnover Rates: Corporate Offices 10%, Live Operations 55%, Processing Facilities 135%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td><a href="https://careers.butterball.com/en-US/page/benefits">https://careers.butterball.com/en-US/page/benefits</a></td>
</tr>
<tr>
<td></td>
<td>401-3 Parental leave</td>
<td>401-3 C, D &amp; E</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Information unavailable</td>
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<td></td>
<td></td>
<td>These statistics are not tracked.</td>
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</table>
### GRI 103: Management Approach 2016

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### GRI 403: Occupational Health and Safety 2018

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<tbody>
<tr>
<td>403-1 Occupational health and safety management system</td>
<td>The Butterball Way &gt; People</td>
</tr>
<tr>
<td>403-2 Hazard identification, risk assessment and incident investigation</td>
<td>Consistent throughout the Butterball enterprise, hazard identification and risk assessment are carried out in numerous forms including daily equipment and facility start-up inspections, weekly supervisor inspections including identification of hazardous conditions and behavioral observations, monthly area audits of specific issues, and an annual comprehensive corporate safety audit which consists of written program examination, interview and observations of employees, supervisors, managers and safety personnel, and a visual inspection of the facility. Personnel conducting such inspections and audits are trained in hazard identification or</td>
</tr>
</tbody>
</table>
### GRI 403: Occupational Health and Safety 2018

#### 403-2 Hazard identification, risk assessment, and incident investigation (continued)

- Noncomformances are either resolved immediately upon determination, or included on a corrective action log and tracked until resolution. Investigation of incidents resulting in injury, property damage or near miss are investigated, and corrective actions utilizing the hierarchy of controls are identified and completed in a timely manner.

#### 403-3 Occupational health services

- Butterball actively utilizes professional onsite medical personnel (Nurse RNs, LPNs and Emergency Medical Technicians) for basic care administered for work-related injuries and illnesses following a strict written Scope of Practice. Health records are maintained in confidential files accessible only to medical personnel and kept separate from human resource files. Information obtained is used only to assess and improve the safety and health of the worker, provide education, instruction and evaluation. Access to onsite medical facilities is designed to allow fast and easy physical access to these services with the location of onsite medical clinics placed in close proximity to the primary work location of employees.
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</thead>
<tbody>
<tr>
<td>403-4 Worker participation, consultation and communication on occupational health and safety</td>
<td>Safety Committees with set agendas meet at least monthly and are comprised of both management and hourly employees. Employee engagement is critical in maintaining a safety culture at Butterball. Frequent activities involving employee participation in safety contests, games and various other safety-related exercises provided opportunities for further communication and consultation.</td>
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<tr>
<td>403-5 Worker training on occupational health and safety</td>
<td>Safety training includes initial safety orientation for new employees and more specific specialized training which includes demonstration of knowledge and practical testing to validate understanding. Safety training at production and live operations locations is provided daily (concise safety briefing during team huddles), weekly and monthly following a training schedule. Safety training consists of the following: • Training for managers and supervisors emphasizing safety and health leadership responsibilities. • Training for maintenance and refrigeration personnel specific to pertinent health and safety issues. • Training for all employees on the site's safety and health management system, hazards, hazard controls in place and OSHA (VPP) programs. • Training that enables employees to recognize hazardous conditions and understand safe work procedures.</td>
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</tbody>
</table>
## 403-6 Promotion of worker health

Butterball sponsors group health plans through various relationships with third parties that establish a network of providers, coordinate care, and process claims for employees, dependents and other participants. In addition, Butterball provides annual onsite health and wellness events, including flu shot clinics, health fairs targeting employee demographics and wellness needs; periodic wellness seminars; regular wellness activities like blood pressure screening and glucose checks; and active lifestyle education and awareness materials provided to employees, such as smoking cessation and dietary advice programs. All information related to health promotions is maintained confidential. Frequent review of programs offered occurs as well as seeking additional programs/services to offer. Frequent communication promoting worker health to minimize potential for COVID-19 exposure occurred throughout the year, and several on-site COVID-19 vaccination clinics were completed.

## 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

The Butterball Way > People
403-8 Workers covered by an occupational health and safety management system

All Butterball employees are covered by our company occupational health and safety management system. Internal audits against the company’s occupational health and safety management system and regulatory requirements are conducted at all primary Butterball locations annually. In addition, external organizations and customers conduct periodic audits which include the company’s occupational health and safety management system.

403-9 Work-related injuries

Enterprise Total Recordable Injury Rate (TRIR), including COVID cases, was 2.14 which is 36% better than Bureau of Labor Statistics (BLS) industry average. Days Away/Restricted Time Rate (DART), including COVID cases, was 1.31, which is 73% better than BLS industry average. Approximately 14M hours were worked in 2020.

403-10 Work-related ill health

Included in the statistics provided for Disclosure 403-9.
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<td><strong>400 series (Social topics)</strong></td>
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<tr>
<td><strong>Diversity and Equal Opportunity</strong></td>
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<tr>
<td>GRI 405: Diversity and Equal Opportunity 2016</td>
<td>405-1 Diversity of governance bodies and employees</td>
<td>The Butterball Way &gt; People</td>
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<tr>
<td><strong>Nondiscrimination</strong></td>
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</tr>
<tr>
<td>GRI 406: Nondiscrimination 2016</td>
<td>406-1 Incidents of discrimination and corrective actions taken</td>
<td>In 2021, the Company processed a significant volume of applications for employment. With respect to formal charges filed with the EEOC alleging discrimination, the Company has responded appropriately in each instance, and there have been no instances of the EEOC filing suit during the reporting period.</td>
<td></td>
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<td>400 series (Social topics)</td>
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<td></td>
</tr>
<tr>
<td>GRI 412: Human Rights Assessment 2016</td>
<td>412-1 Operations that have been subject to human rights reviews or impact assessments</td>
<td>All Butterball facilities are on a social responsibility audit rotation for human rights and labor issues. We use SMETA (Sedex Members Ethical Trade Audit), which is a compilation of best practices in ethical audit, established by the Sedex Associate Auditor Group (AAG). It is not a separate standard or certification process, but a set of protocols for high-quality audits, to be used in conjunction with current established ethical audit practices.</td>
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<tr>
<td></td>
<td>412-2 Employee training on human rights policies or procedures</td>
<td>All employees of the company complete yearly compliance training and assessment on: Americans with Disabilities Act, Workplace Diversity for Employees, Anti-Harassment Training, HIPAA Privacy Rules.</td>
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<td><strong>GRI 416: Customer Health and Safety 2016</strong></td>
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<tr>
<td>416-1 Assessment of the health and safety impacts of product and service categories</td>
<td>100% of our products are assessed for health and safety impacts and improvements.</td>
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</table>

- **416-2 Incidents of noncompliance concerning the health and safety impacts of products and services**
  - We strive to identify, self-report and correct any non compliances before products reach market.
  - There was one incidence of noncompliance in 2021 resulting in a voluntary market recall: turkey bacon ([https://www.fsis.usda.gov/inspection/fsis-inspected-establishments/butterball-llc](https://www.fsis.usda.gov/inspection/fsis-inspected-establishments/butterball-llc)).
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<tr>
<td>and Labeling</td>
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<tr>
<td>400 series (Social topics)</td>
<td>417-1 Requirements for product and service information and labeling</td>
<td>Butterfly requires the following information for our procedures for product and service information and labeling: The sourcing of components of products and services; content, particularly with regard to substances that might produce an environmental or social impact; safe use of the product or service; disposal of the product and environmental or social impacts. 100% of Butterball products are covered by and assessed for compliance with these procedures.</td>
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<td>Marketing</td>
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<tr>
<td>and Labeling</td>
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</tr>
<tr>
<td>GRI 417:</td>
<td>417-2 Incidents of noncompliance concerning product and service information</td>
<td>There were no material situations of noncompliance in regards to product and service information and labeling.</td>
<td></td>
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<tr>
<td>Marketing</td>
<td>and labeling</td>
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<td>and Labeling</td>
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</table>
## GRI 417: Marketing and Labeling 2016

**Incidents of noncompliance concerning marketing communications**

There were no material situations of noncompliance concerning marketing communications, including advertising, promotion and sponsorship. In 2021, Butterball was involved in a proceeding before the National Advertising Division (NAD) brought by Animal Outlook pertaining to claims appearing in Butterball’s online product advertising. The NAD found that most of the advertising claims at issue were supported, including Butterball’s use of “all natural” turkey products consistent with USDA guidelines. The NAD did recommend that Butterball update or discontinue certain claims. Butterball did not agree that these statements were not supported, but in the spirit of the voluntary, cooperative NAD proceeding, Butterball complied with the NAD’s recommendations.