



The Butterball Way

2021 Corporate Social Responsibility Report





A Letter from Our President and CEO

Jay Jandrain



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.

2021 CSR Goals at a Glance



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.

Our Facilities & Headquarters

 	Huntsville, AR	 	Carthage, MO
	Jonesboro, AR		Garner, NC
 	Ozark, AR		Goldsboro, NC
	Naperville, IL	 	Mount Olive, NC
	Sherwin, KS	 	Raeford, NC



 **HQ** Headquarters
  **Manufacturing Plant**
 **Corporate Offices**

 **Live Operations**
 **Turkey Talk-Line**



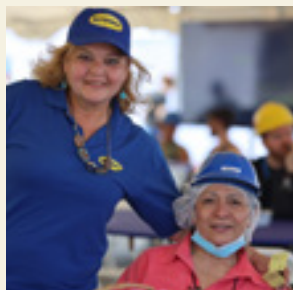
People

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.



Here are some areas where we succeeded:



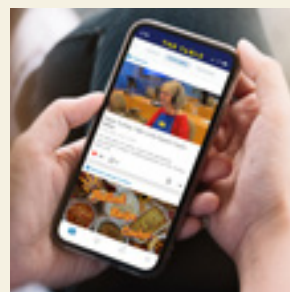
We launched our first-ever **Belonging & Inclusion Survey**, examining how team members experience Butterball around five core principles: Equity & Fairness, Opportunity & Growth, Belonging & Value, Voice & Perspective, and Diversity Commitment. The survey confirmed our commitment to diversity (“My company 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.





People

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.

BUTTERBALL

Way to go!

Celebrating 40+ Years at Butterball



Cathy Gray

Ozark Processing Plant • 45 years

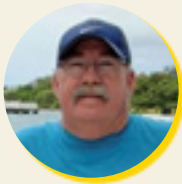
"Every day has been a learning experience during my 45 years with Butterball. My first plant manager, Bob Horne, has been an inspiration to me along with Betty Rustin, Heath Hula and Javier Colon."



Rick Grigsby

Ozark Processing Plant • 44 years

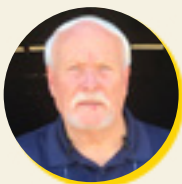
"I started out as a kid catching turkeys and eventually ended up in Refrigeration, where I've worked for nearly 40 years. Andrew Lewka and Chris Marr have helped and encouraged me along the way."



Keith Whorton

Huntsville Processing Plant • 45 years

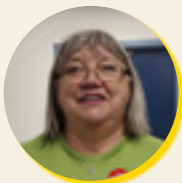
"Over 45 years, I've learned a lot about being a mechanic and even more about people skills. My Butterball memories include making lifelong friends and watching people that worked here in high school eventually move into upper management."



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

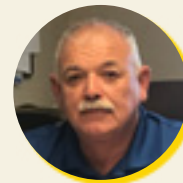
"I started out in the packing department, and I was so proud to become part of the Quality Assurance department. Away from work, I love spending time with my children and grandchildren, who are my inspiration. Cathy Larimer really helped and encouraged me here at Butterball."



Randy McClain

Live Operations • 41 years

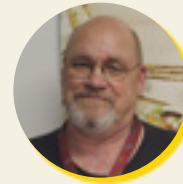
"Over 40 years, I remember a lot of small moments that became a wealth of knowledge. Working with our great team here at Ozark to the completion of a project or successful fresh season are the things that shine the most."



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."



Plate

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 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

Our successes include:

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.



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

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.



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.

"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

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



Planet

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

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 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.**

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.

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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.



Transportation Efficiencies Lead to Fuel Savings and Reduced GHG Emissions

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.



DROVE
~1,692 fewer miles
per week



SAVED
~65 tons of
CO₂ emissions

43% reduction of
GHG emissions



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



Philanthropy

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 Sanderson
Santos Suncin
Keith Whorton
Charles Wood

35 years of service

Lillie Ammons
Roberta 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 McNeill
Dawn Mercer
Odulia Munoz Sanche
Agustin Quetzecua
Ramon 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
Irma De Zepeda
Devin Deislinger
Matthew Duvall
Melinda Flowers
Juan Garcia II
Sheny Garcia Hernandez
Patricia Gipson
Esperanza Gomez-Vasquez
Blanca Gonzalez Lopez
Elenita Gowan
Connie Hall
Armenia Hernandez
Juan Hernandez
Cindy Jones
John Jones
Mechia Markley
Glenda Mazariegos
Gloria Mazariegos
Nivian Mazariegos 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.
Tonie Cooper
Sofia De Chombo
Santos De Jesus Mira
Silvestre Dela Rosa Jr.
Kristy Drewyor
Charles Farley Jr.
Kenneth Forbes
Matthew Giroux
Walter Griffin
Arlene 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

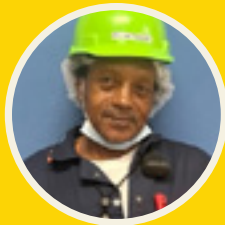


Service Awards

(continued)



Deanna Braswell
35 yrs
Mount Olive Plant



Frank Faison
35 yrs
Mount Olive Plant



Jane Wells
35 yrs
Mount Olive Plant



Robert Taylor
35 yrs
Mount Olive Plant



Sue Turner
35 yrs
Mount Olive Plant



Kevin Brice
30 yrs
Jonesboro Plant

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
Kamika 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.
Zackarriyyah 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 Valdovinos
Solan Walker
Karinda Ward
Karen Washburn
Clementine Wells
Danny Williams

10 years of service

Rosalva Aguero
David Aguilar
Herode Ambo
Jackson Ambroise
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 Gadiant
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
Elizee Jean
Yves Jean
Locita Joachin
Lifete Joanis
Samuel Jones
Rodrigue Joseph
Rodny Juste
Tomas 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 Monroy
Elida Monzon
Alexei Morales
Herode Moravia
Nicholas Moreno
Josefina Nava Negrete



Service Awards (continued)



Cindy Jones
25 yrs

Live Operations



Matt Giroux
20 yrs

Corporate Headquarters



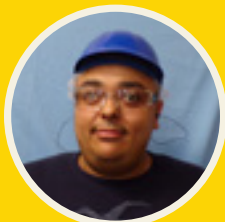
Maria Carrillo
15 yrs

Ozark Plant



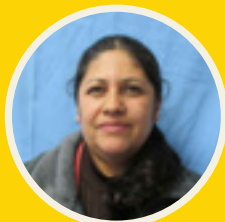
Solan Walker
15 yrs

Ozark Plant



Ignacio Pax Salinas
10 yrs

Huntsville Plant



Ines Ponce Briceno
10 yrs

Huntsville Plant

10 years of service (cont'd)

Nicholas Nielsen
Santos Orruego Huerta
Yadira Ortiz
Hans Osorio Moreno
Markus Outlaw
Ignacio Paz Salinas
Shonetavia 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
Fisner 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 Alicea
Khristyne Anderson
Bryan Angola
Darlin Antoine
Felix Aranda
Tiffaney Armstrong
Benita Atkinson
Jose Ayala
Connie Baggett
Patrick Ballard
Francisco Barroso Trejo
Amanda Barwick
Robert Baysden
Samuel Berrios Cruz
Dennis Bishop
Michael Blair
Opie Blevins
William Blizzard
Justin Blue
Christopher Bolls
David Boquist
Jennifer Borden
Robert Bostic
Martin Bowser
Phillip Bradford
John Brasseaux
Fernando Bravo
Franklin Brown
Takira Ediwana 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 Avalos
Regina Dickerson
Huong Dinh
Cedric Dolton
Linda Douglas
Travon Douglas
Scott Earle
Ronald Ellerbe
Nakia Ellison
Brayan 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
Shrondo Gilchrist
Carmen Gomez
Elizabeth Gonzales
Hector Gonzalez Granados
Tereso 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
Jeniffer 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 Jalley
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 (continued)



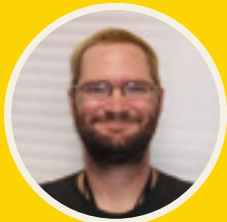
Loren Harp
10 yrs

Huntsville Plant



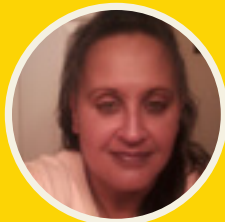
Nicholas Nielsen
10 yrs

Huntsville Plant



Robert Stephens
10 yrs

Huntsville Plant



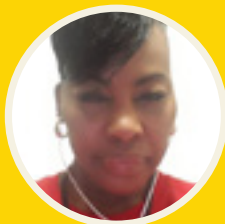
Felecia Watts
5 yrs

Raeform Plant



Charlene Smith-Harris
5 yrs

Raeform Plant



Connie Baggett
5 yrs

Raeform Plant

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
Tynaisha McDonald
Yolanda McDonald
Tanisha McDougald
Quatierra McKinney
Bobby McMillan
Iris McNatt
Jaquan McNatt
Sidney McNeill
Reison Meingin
Reity Meingin
Saul Mejia-Gonzalez
Becky Mercer
Larry Merritt
Lifaite Metelus Pierre Louis
Taylor Metz
Joray Miller
Scott Mitchell
Geanna Mitchell
Jerry Mitchum
Jason Moore

Elizabeth Morse
Donald Mulligan
Josefina Mulligan
Edvio Mytil
Gavino 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.
Elpetner Santos
Matthew Sasser
Jessica Saucedo
Juwan Sewell

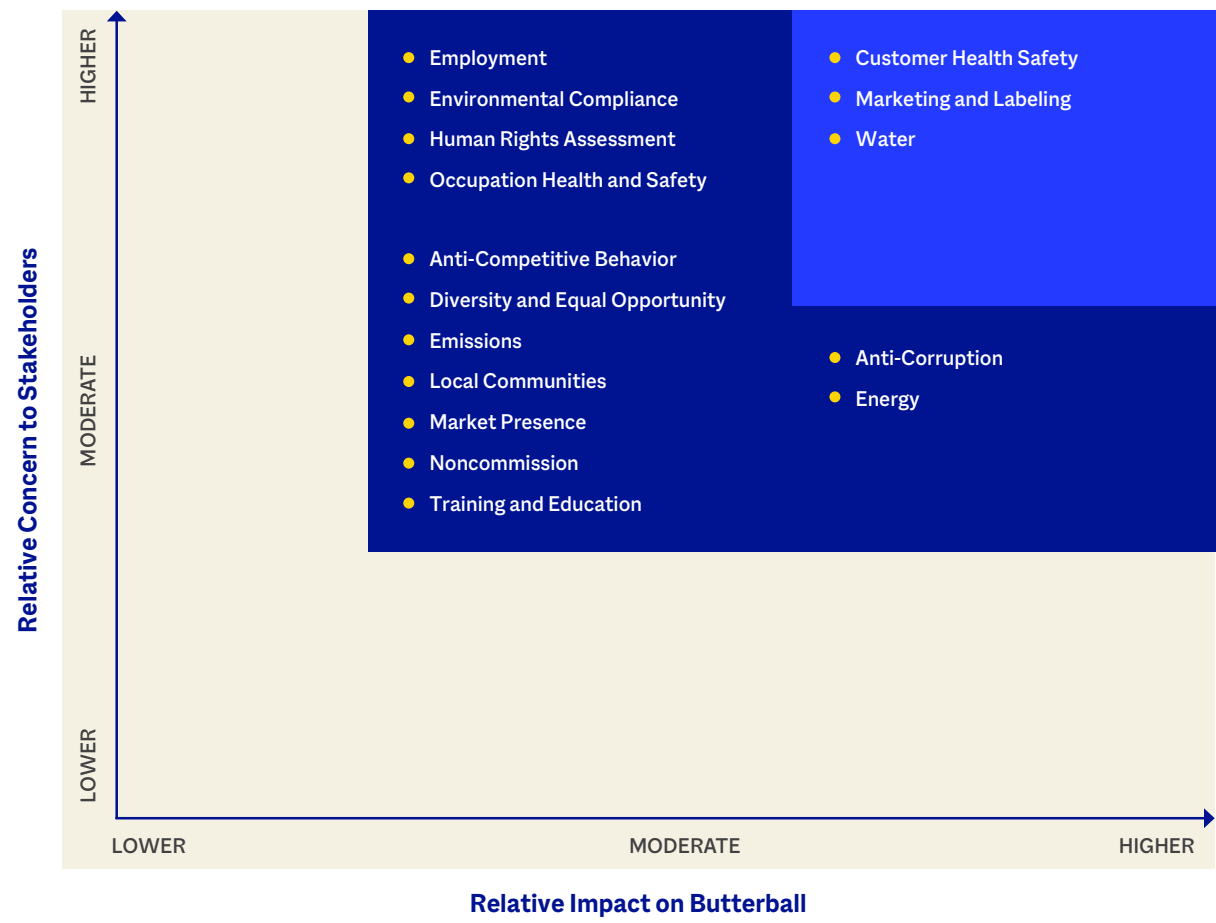
Joseph Shipley
Diego Siquina
Wochun Situ
John Slis
Charles Smith
Conise Smith
Charlene Smith-Harris
Teresa Soria
Karen Soriano Vilorio
Jodi Sprehe
Kenneth Spring
John Stanley
Tawanda Stanley
Richard Stewart
Tavares Stewart
Calvin Stewart
Troy Summers
Alvin Supel
Tommy Sutton III
Brian Swaim
Elizabeth Sweeden
Chunliu Tan
Rong Tao
Richard Tart
Latisha Taybron
Dania Thomas
Yoshida Torain
Jose Torres
Shakira Townsend
Juan Trevino
Melinda Tripp
Plynn Troxel
Donald Tucker
Thomas Tucker
Ghmonni 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

CSR Materiality Matrix

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.



Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Organizational profile				
	102-1 Name of the organization	Butterball, LLC			
	102-2 Activities, brands, products and services	The Butterball Way > Who We Are link to: butterball.com/products			
	102-3 Location of headquarters	Garner, North Carolina			
	102-4 Location of operations	USA			
	102-5 Ownership and legal form	Privately owned — Butterball, LLC is a joint venture of Maxwell Farms Inc. (an affiliate of The Goldsboro Milling Co.) and Seaboard Corporation.			
	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.			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Organizational profile				
	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	<p>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.</p> <p>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.</p> <p>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</p>			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Organizational profile				
	102-12 External initiatives <i>(continued)</i>	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 & Egg Sustainability and Welfare Foundation.			
	102-13 Membership of associations	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.			
	Strategy				
	102-14 Statement from senior decision maker	The Butterball Way > A Letter From the CEO			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Ethics and integrity				
	102-16 Values, principles, standards and norms of behavior	The Butterball Way > Who We Are The Butterball Way > People			
	102-17 Mechanisms for advice and concerns about ethics	The Butterball Way > People			
	Governance				
	102-18 Governance structure	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.			
	Stakeholder engagement				
	102-40 List of stakeholder groups	Employees, Growers/Producers, Trade Unions, Local Communities, Suppliers, Specialized Service Providers, Contractors, Customers, Consumers and Shareholders/Board of Directors.			
	102-41 Collective bargaining agreements	17.2% of total employees are covered by collective bargaining agreements.			
	102-42 Identifying and selecting stakeholders	The Butterball Way > Stakeholders & Materiality			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Governance				
	102-43 Approach to stakeholder engagement	The Butterball Way > Stakeholders & Materiality			
	102-44 Key topics and concerns raised	The Butterball Way > Stakeholders & Materiality			
	Reporting practice				
	102-45 Entities included in the consolidated financial statements	As a private company, Butterball, LLC does not have public financial statements.			
	102-46 Defining report content and topic Boundaries	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.			
	102-47 List of material topics	The Butterball Way > Stakeholders & Materiality			
	102-48 Restatements of information	None			
	102-49 Changes in reporting	None			
	102-50 Reporting period	2021 Calendar Year			
	102-51 Date of most recent report	Current			
	102-52 Reporting cycle	Annual			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	Reporting practice				
	102-53 Contact point for questions regarding the report	Christa Leupen, cleupen@butterball.com			
	102-54 Claims of reporting in accordance with the GRI Standards	Core			
	102-55 GRI content index	GRI			
	102-56 External assurance	This report is not externally assured.			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
200 series (Economic topics)					
Market Presence					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	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)			
Anti-corruption					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
200 series (Economic topics)					
Anti-corruption					
GRI 103: Management Approach 2016	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All aspects of our business are assessed for risks related to corruption. No material risks have been identified.			
	205-2 Communication and training about anti-corruption policies and procedures	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.			
	205-3 Confirmed incidents of corruption and actions taken	There were no incidences of corruption in this reporting period.			
Anti-competitive Behavior					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
200 series (Economic topics)					
Anti-competitive Behavior					
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					
GRI 103: Management Approach 2016	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			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	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.			
	302-3 Energy intensity	Total energy intensity ratio within the organization: 0.87 GJ per ton produced. Energy type: fuel and electricity			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
300 series (Environmental topics)					
Energy					
GRI 302: Energy 2016	302-4 Reduction of energy consumption	50,474 gigajoules of fuel and electricity were conserved as a result of efficiency initiatives.			
Water					
GRI 103: Management Approach 2016	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			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	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.			
	303-2 Management of water discharge-related impacts	N/A			
	303-3 Water withdrawal	Water withdrawals across the company equaled 6,245 megaliters (ML), with 1,492 ML coming from onsite wells.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
300 series (Environmental topics)					
Water					
GRI 303: Water and Effluents 2018	303-4 Water discharge	Total water discharge to surface water: 1,365 ML Total water discharge to groundwater: 1,749 ML Total water discharge to third-party water: 2,794 ML Total water discharge: 6,004 ML			
	303-5 Water consumption	Total water consumption: 744 ML			
Emissions					
GRI 103: Management Approach 2016	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 (Plants and Feed Mills Only)			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	47,723 metric tons of CO2 equivalent (CO2, CH4, and N2O) WRI (2015). GHG Protocol tool for stationary combustion. Version 4.1			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
300 series (Environmental topics)					
Emissions					
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	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)			
Environmental Compliance					
GRI 103: Management Approach 2016	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			
GRI 307: Environmental Compliance 2016	307-1 Noncompliance with environmental laws and regulations	Butterball has had no significant fines or nonmonetary sanctions for noncompliance with environmental laws or regulations.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Employment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	9,728 External Hires: 30 in Corporate Roles; 392 in Live Operations; 9,306 in Processing Facilities Turnover Rates: Corporate Offices 10%, Live Operations 55%, Processing Facilities 135%			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	https://careers.butterball.com/en-US/page/benefits			
	401-3 Parental leave		401-3 C, D & E	Information unavailable	These statistics are not tracked.

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The Butterball Way > People			
	403-2 Hazard identification, risk assessment and incident investigation	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			

Butterball Traditions with Purpose 2021 Content Index

GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation (<i>continued</i>)	have sufficient experience in safety-related matters. Nonconformances 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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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	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.			
	403-5 Worker training on occupational health and safety	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: <ul style="list-style-type: none">• 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.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	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			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	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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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Diversity and Equal Opportunity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The Butterball Way > People			
Nondiscrimination					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	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.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Human Rights Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	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.			
	412-2 Employee training on human rights policies or procedures	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.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Customer Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > Plate			
	103-2 The management approach and its components	The Butterball Way > Plate			
	103-3 Evaluation of the management approach	The Butterball Way > Plate			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of our products are assessed for health and safety impacts and improvements.			
	416-2 Incidents of noncompliance concerning the health and safety impacts of products and services	We strive to identify, self-report and correct any noncompliances 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). 			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Marketing and Labeling					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > Plate			
	103-2 The management approach and its components	The Butterball Way > Plate			
	103-3 Evaluation of the management approach	The Butterball Way > Plate			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Butterball 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.			
	417-2 Incidents of noncompliance concerning product and service information and labeling	There were no material situations of noncompliance in regards to product and service information and labeling.			

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GRI Standard	Disclosure	2021 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
Material Topics					
400 series (Social topics)					
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016	417-3 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.			