



The Butterball **Way**

2019-2020 CORPORATE SOCIAL RESPONSIBILITY REPORT



A Letter From Our President and CEO



Jay Jandrain, President & CEO

This past year has truly demonstrated the power of community, family and hope. We were also reminded of what is important – the safety and health of our team members. Despite the challenges of the COVID-19 crisis, our talented team members worked hard to ensure that families across the country could still enjoy moments of togetherness at the dinner table. This commitment to caring about one another, valuing contributions and empowering others to succeed is what we call the Butterball Way.

For over 60 years, Butterball has remained committed to being good corporate citizens while continuing to produce the high-quality turkey our customers expect. Although some of the initiatives we set out to achieve in 2020 required modifications, our accomplishments should not go unnoticed. This report upholds the commitment we shared earlier this year in our [abbreviated report](#) to provide a comprehensive report with the full Global Reporting Initiative standards data for both 2019 and 2020. From introducing an updated mission statement to focusing on diversity and inclusion in our training, to improving career advancement opportunities for our team members, this report demonstrates why I'm so proud to work for a company that is always striving to innovate our ways of working.

Butterball has always been committed to helping address food insecurity in our communities. In 2019 and 2020, we provided 1.9 million servings of turkeys for people in need through our partnerships with Feeding America and Operation BBQ relief. During the COVID-19 crisis, we understood the impact the pandemic had on our country and leveraged our existing partnership with Operation BBQ Relief to support their 2020 Restaurant Relief efforts by providing turkey products that were traditionally destined for restaurants that closed during the pandemic.

It has been great to see our team members expand their knowledge and expertise at Butterball through our many development opportunities. In 2019, we expanded our Education Reimbursement program for higher education and GED/high school degrees as well as training and skills programs to help team members achieve their personal and professional goals.

As I reflect on the past year, I am so proud to work alongside team members who lift each other up in the most challenging times and look ahead with optimism. I can't help but feel excited for the future at Butterball. One where we will deliver on the initiatives that we set out to complete in 2020, push to foster inclusion within our organization, and continue our journey to be good global stewards and neighbors.

2019-2020 CSR Goals at a Glance



Introduce **an updated mission statement** and the Butterball Way that reflect how our business has changed and that will guide how we work, make decisions and treat people every day.



Expand **team member training** to include diversity and inclusion.



Continue identifying opportunities and implementing practices that reflect our commitment to minimize our environmental footprint by **reducing GHG emissions** and landfill use.



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



Raeftord, NC



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 by the team. 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. Whether working at a plant, farm, hatchery, field or office, 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. **Here are some areas where we succeeded:**



Launched our company Mission and Core Behaviors, incorporating voices from all levels of the organization. Our core behaviors — known as the Butterball Way — guide how we work, make decisions and treat one another every day.

\$12M

Invested nearly \$12 million in personal protective equipment, paid time off and other efforts to mitigate the spread of COVID-19.



Achieved a company-wide Total Recordable Injury Rate more than 48% better than the poultry industry Bureau of Labor Standard (BLS) average. Our Raeford, NC and Huntsville, AR plants achieved more than 3 million hours and 4 million hours, respectively, worked without an OSHA lost-time injury. Our Huntsville, AR facility earned a Star Among Stars award in 2019 and Superstar Among Stars award in 2020 through its participation in the OSHA VPP program.



Presidential Turkey Pardon

Butterball grower Wellie Jackson never predicted that his farming career would lead him to the White House. But in 2019, Wellie was given the opportunity of a lifetime to present the first-ever American Humane certified turkeys, Bread and his alternate Butter, to former President Donald Trump and former First Lady Melania Trump for pardoning during the National Turkey Presentation.

“

I want people to understand that many small blocks of people like myself make up this large company.”

— Wellie Jackson

Wellie took pride in knowing that his turkeys were American Humane Certified™ and grown under the same high standards expected for all Butterball turkeys. To help prepare the two turkeys for the spotlight and the hustle and bustle of Washington, D.C., Wellie read to his turkeys, talked to them, walked them, and treated them as a part of his family. Although saying goodbye to Bread and Butter at their new home at Virginia Tech was an emotional moment for Wellie and his family, being a part of the Presidential Turkey Pardon gave him the opportunity to represent his community, Butterball and the turkey industry as a whole.



“

I am very passionate about my job and keeping everyone safe, I'm always looking for ways to improve and be better.”

— Jerica Etoch

Mission and Core Behaviors

In 2019, we launched our company Mission and Core Behaviors incorporating voices from all levels of the organization. These core behaviors — known as the Butterball Way — guide how we work, make decisions and treat one another every day. Development of the Butterball Way kicked off with an all-employee survey to gauge the organization’s perception of how we currently work and assessed behaviors necessary to drive the organization forward. Today, it comprises five core behaviors including “Integrity - Doing the Right Thing” and “Stewardship - Taking Care of What Matters” within our teams and our communities.

The Complex Health and Safety Manager of the Jonesboro, AR facility, Jerica Etoch, embodies the sentiment of the Butterball Way — caring for others, valuing contributions, and empowering those around you to succeed. Jerica started with Butterball in 2018 and was quickly recognized for her hard work and dedication. Her commitment to creating an outstanding safety and health culture at the Jonesboro facility and leading by example has inspired many of her colleagues. Mentored by her Complex Manager Steve Lawson and her Corporate Safety Manager Jim Gilbert, she was promoted in March of 2020 and placed in the Butterball New Leader Development Curriculum to further her skills as a leader. She was once again promoted in March of 2021 to her current title and even received an award as an OSHA Special Government Employee for her Certification of SGE status. For Jerica, her movement in the company demonstrates Butterball’s commitment to their employees.

Maintenance Apprenticeship Program

Butterball’s Maintenance Apprenticeship Program (MAP) allows new and upcoming graduates in the industrial maintenance field to gain hands-on experience by working alongside Butterball team members across various departments.

Nick Sherry, a member of MAP, had never been inside a manufacturing plant before starting his job and his apprenticeship in September 2020. Throughout the course of the program, Nick was exposed to a variety of different departments and quickly learned the ins-and-outs of how Butterball operated.

“

Overall, my favorite components of the program are the flexibility to work with school schedules and the skills you get to learn while completing the program.”

— Nick Sherry

Apprentices accepted into the program participate in a hands-on, practical application learning initiative that complements academic coursework over two semesters of study. Upon graduation from the program, apprentices are eligible to join Butterball as full-time maintenance technicians.



Expanded Education Reimbursement Program

Butterball's Education Reimbursement program has helped employees like Marion Wallace-Hill, Warehousing Inventory Coordinator at our Mount Olive plant, earn a degree while working at the company by reimbursing participants for approved education related expenses such as tuition for degree programs, as well as various non-degree options such as professional seminars, programs, certifications, and exams. The program not only helped cover some of the cost of Marion's associate's degree in Applied Science Office Administration earned in 2016, but has also opened the door to new opportunities. For Marion, the biggest obstacle preventing her from pursuing higher education earlier was the financial pressure associated with going back to school. Three years after completing her associate's degree and seventeen total years with Butterball, Marion took advantage of the Education Reimbursement program once again in 2019 and recently completed her Bachelor of Science in Business. She plans to carry on with the program to pursue her dream of continued learning.

- We expanded our Education Reimbursement program for higher education and GED/high school degrees as well as training and skills programs.
- As of 2020, this benefit is now also available to part-time team members. In 2019 and 2020, we have assisted 120 team members with financial support for educational expenses, totaling more than \$350,000.



“

The value of this program is it encourages the employees of Butterball to take further steps in the educational process. Knowledge is something that cannot be taken away and given the opportunity to learn more with some financial help to get you there is a key to being successful.”

— Marion Wallace-Hill



Delivered customized leadership training for more than 200 team members through our New Leader Development Program, a four-month long curriculum designed to enhance management capabilities across the organization.



Retained the coveted OSHA VPP/NC OSHA Star program designation at our Mount Olive, NC and Ozark, Huntsville and Jonesboro, AR, production facilities, recognizing safety and health management systems and injury and illness rates below BLS averages.



Graduated seven team members through our newly-launched Maintenance Apprenticeship Program, a practical application learning initiative to complement academic coursework by working side-by-side with subject matter experts.



Expanded our Education Reimbursement program for higher education and GED/high school degrees as well as training and skills programs for all full-time and part-time team members.

Plate

We commit to keeping wholesome, nutritious turkey on the table for consumers.

It starts on our farms with the thoughtful care for our turkeys. This dedication supports the high quality of our products and trust consumers place in our brands.

In conjunction with more than 600 contract family farms, we strive to provide excellent animal care and well-being. To support this commitment, we voluntarily seek and maintain American Humane Certified™ status via regular — and periodically unannounced — third-party audits of our animal care practices.

We have a zero-tolerance policy against any form of animal mistreatment and provide multiple channels for team members to report (anonymously if they choose) suspected misconduct. All reports are promptly investigated and addressed. We commit to the high quality and safety standards in producing the food our consumers love — and we're proud of that.

Our successes include:



Completed 1,435 (2019) and 1,297 (2020) hours of animal care and well-being training for all team members who interact with our turkeys.



Conducted 216 (2019) and 210 (2020) third-party audits of farms in our network of contract turkey growers to the rigorous animal care standards outlined through our American Humane Certification.



Virtual Turkey Talk-Line

Since 1981, our iconic Turkey Talk-Line has helped nervous cooks navigate all things Thanksgiving — from how long to roast a turkey to delicious turkey recipes. But for the first time in 39 years, the Turkey Talk-Line went completely remote. Instead of answering questions from the Turkey Talk-Line office based just outside Chicago, mother-daughter duo and turkey experts Roni McDaniel and her daughter Coren Hayes took the calls from their own homes. As she grew up watching her mom being a part of the Turkey Talk-Line (TTL), Coren was excited to become part of the team and says she now understands why this time of year was always something her mother looked forward to.

To help make the transition to a remote talk line easier, Roni and Coren transformed their homes to replicate the Butterball TTL. The only real issues? Managing tech problems over the phone and making sure Coren's cats, Poncho and Bells, weren't too disruptive during the calls. Despite the challenges, Roni felt a stronger sense of camaraderie with her callers as they were able to connect about their new normal. "I see the Turkey Talk-Line as a continued example of what dedicated and responsible service should look like. Our ability to adapt to the needs in society is what sets us apart from others."

- Our 50+ TTL experts answer more than 100,000 questions for thousands of households around the United States and Canada every year.
- In order to create stronger bonds with and meet the needs of those who call in, the TTL has diversified its ranks by adding Spanish-speaking experts.



Food Safety

From interventions at the processing plant to intensive cleaning and disinfection programs, reducing and mitigating Salmonella load and prevalence across all aspects of the business remains a top priority for Butterball. After issues that prompted a voluntary recall in 2019, we placed our resources and focus on getting ahead of the curve with how we monitored and evaluated Salmonella control and mitigation. For example, we began testing on flocks prior to introducing them into the production plant and implemented sampling of breeders, hatcheries, and feed mills. According to Director of Food Safety Jeffrey Niedermeyer, Butterball also focused on exploring and evaluating new interventions released.

“

We have always been an organization that has held food safety as a top priority... we have focused on thinking outside the box and getting ahead of the curve with how we are monitoring and evaluating Salmonella control and mitigation.”

— Jeffrey Niedermeyer

Butterball Grower Spotlight

Farming is truly a family affair for the Johnson family. Butterball turkey growers Dena and Quinten Johnson received the honor of being the Perry County Farm Family of the Year in 2020 — an award familiar to Dena, as she was the third member of her family to receive the honor after her parents were recognized as Perry County Farm Family of the Year in 1977 and her brother in 2000. The Johnsons currently have seven houses for their turkeys that house a total of 100,000 birds at one time.



The annual award gives recognition and encouragement to farm families who are doing an outstanding job on their farm and in their community, who recognize the importance of agriculture in the community and state, and who disseminate information in improved farm practice and management. The Johnsons already set their farm up for their children to take over. “Farming is important,” Dena said. “We’ve all got to eat. Cattle farmers, turkey farmers, row-croppers ... all of us put food on the table. We’re proud to be farmers. It takes us all.”



Throughout 2019 and 2020, we implemented several on-farm food safety interventions like live vaccinations, trialing the latest in on-farm cleaning and disinfecting advancements; and we completed several food safety intervention trials focused on Salmonella reduction.



Launched new products like convenient center-of-the-plate meal solutions like our Simple Seasonings turkey breast and extended current product offerings with new formulations like Butterball Turkey Sausage Crumbles.



During the 2019 and 2020 holiday seasons, we assisted more than 4 million people each year with crucial turkey questions including more than 100,000 questions through the iconic Butterball Turkey Talk-Line.

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 serve to support the production of our products in a conscientious manner within our operations. **In 2019 and 2020, we:**



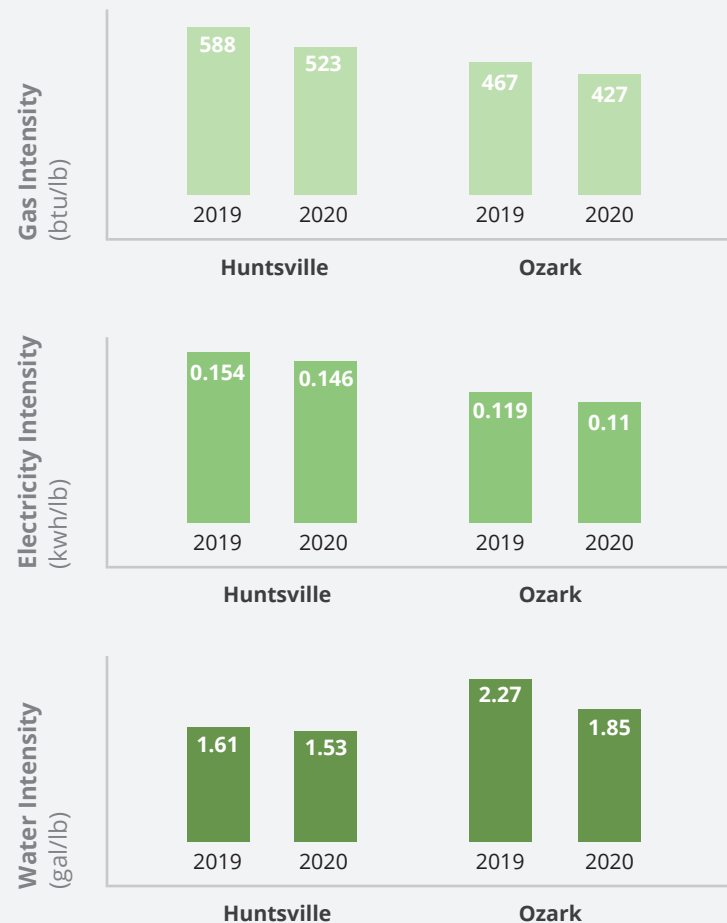
Ramped up production of turkey burgers at our Raeford, NC facility, which resulted in an increase of electrical consumption. However this was mitigated through improvement measures in energy efficiency, effectively cancelling out the increase.



After rehabilitating our largest spray field for managing wastewater from our Mount Olive, NC facility, 2019 results showed a 64% improvement in soil function and its infiltration capacity, and a more than an 800% increase in infiltration rates, indicating a significant improvement in performance in the field.



Built a state-of-the-art feed mill in Yellville, AR, combining two older feed mills for more efficient processing, expected energy savings and ease of transportation to nearby farms. The feed mill has three milling lines, one of which is segregated for specialty feed to prevent cross contamination.



Wholebird Facilities Utility Intensities Improvements

Despite the many challenges we faced in manufacturing operations in 2020, we remained focused on improving efficiencies, which resulted in utility intensity reductions — gas (btu/lb), electricity (kwh/lb), and water (gal/lb) — at our Huntsville and Ozark, Arkansas wholebird plants.

Projects that led to these improvements included LED lighting upgrades, management of steam leaks, reducing water usage in first processing areas, and improving operational efficiencies with airflow and dehumidifying.



Mount Olive Spray Field Rehabilitation

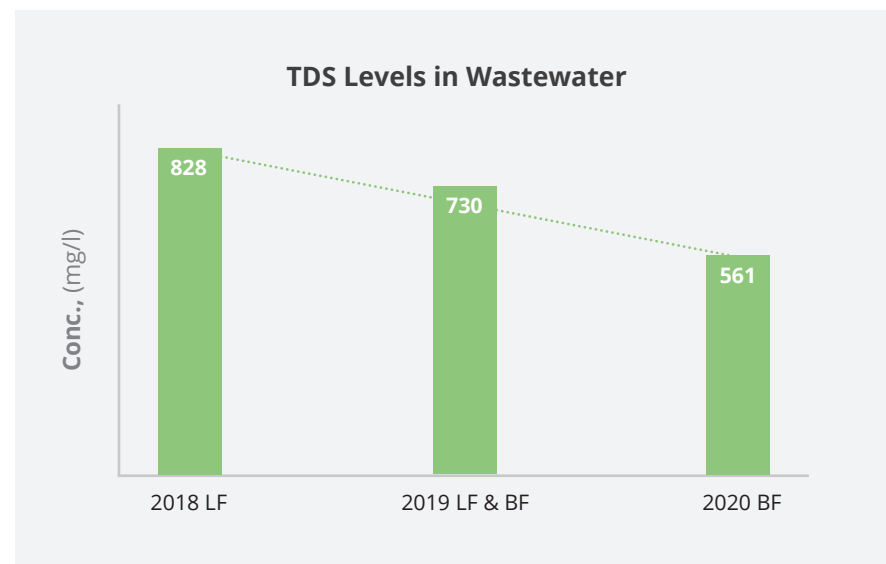
In 2019, Butterball removed two additional spray fields at the Mount Olive facility from service to undergo rehabilitation and allow for the degradation of organic matter that naturally accumulates, and to improve the exchangeable sodium percentage of the fields.

Due to these latest rehabilitation efforts, 2020 results showed the fields had a 73% and 93% improvement in soil and infiltration conditions. Butterball plans to continue rehabilitation of its spray fields given the results seen from this activity.

Blast Freeze Innovation

Our Butterball Huntsville plant traditionally used a liquid freezer that relied on calcium chloride as its primary means to freeze saleable product. But in 2018, Butterball constructed a new blast freezer which allowed discontinuance of liquid freezing and reduced our total dissolved solid levels in the facility's industrial wastewater by 32%.

Prior to the installation of the new blast freezer, total dissolved solid (TDS) levels were found to have no negative toxic impact on the aquatic biota, per the results of a study for a third-party rule-making initiative by the City of Huntsville, which was part of a regulatory process to properly establish a TDS permit limit. Further, the Huntsville facility increased its production by 6.8% from 2019 to 2020 while decreasing the TDS levels (see chart), which demonstrates that business growth can have sustainable benefits, states Director of Environmental Affairs and Sustainability, Lankford Ruffin.



Philanthropy

We understand the importance of helping fight food insecurity and helping contribute 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.

The Butterball Traditions of Caring Foundation is a nonprofit organization where team members may 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 of our facilities has a voice in the selection of the local charities. Partnerships like Feeding America and Operation BBQ Relief, which provides hot meals to disaster victims and first responders, allow us to feed those in need across the country. **In 2019 and 2020, we:**



Supplied turkey during the Thanksgiving holiday for nearly 150,000 people through a variety of non-profits, military bases and community organizations.

1.9M

Provided 1.9 million servings of turkeys for people in need through our year-round partnerships with Feeding America and Operation BBQ Relief.



Operation BBQ Relief

Butterball's partnership with Operation BBQ Relief, which provides hot meals to disaster victims and first responders, means that Butterball is effectively able to assist members of communities beyond our backyard. As Operation BBQ Relief's official turkey sponsor, Butterball provided 1.9 million servings of turkeys for people in need through a year-round partnership with Feeding America and Operation BBQ Relief in 2019.

“

We are grateful for opportunities to team up with Butterball in a moment's notice to feed communities affected by natural disasters. We are grateful that when we need to pivot, Butterball consistently supports our mission to share the one hot meal that matters.”

— Sharon Green

For Sharon Green, the Head of Marketing and Development at Operation BBQ Relief, Butterball's long-term partnership with the organization has helped address food insecurity by providing meals that represent hope, friendship and compassion for communities everywhere. From providing hot BBQ meals to new mothers in the hospital, to feeding families who were furloughed during the pandemic, Sharon understands the impact that a simple BBQ meal can have. Butterball was proud to support Operation BBQ Relief's 2020 Restaurant Relief efforts by providing turkey products traditionally destined for restaurants that were otherwise closed during the pandemic.



Food Bank of Central & Eastern North Carolina

Supporting the communities in Butterball's own backyard is important to the company, especially near the Thanksgiving holiday. On November 21, 2019, Butterball — in partnership with Operation BBQ Relief and the Food Bank of Central and Eastern North Carolina — proudly hosted an event to serve those in need in the Goldsboro, North Carolina community. The event served more than 700 hot Thanksgiving meals, with pumpkin pies made possible by donations from the Goldsboro Piggly Wiggly, to the House of Fordham in Goldsboro. This community event to provide a hot meal for those in need offered a time for people to join together to enjoy Thanksgiving and an opportunity to take a bag of groceries home.

Butterball also donated an additional 400 turkeys on behalf of North Carolina Governor Cooper to the food bank, which went toward local agencies that help serve families in need during the holiday season.



1M+

Donated more than 1 million meals toward pandemic relief to communities hit hard by COVID-19 closures in 2020.

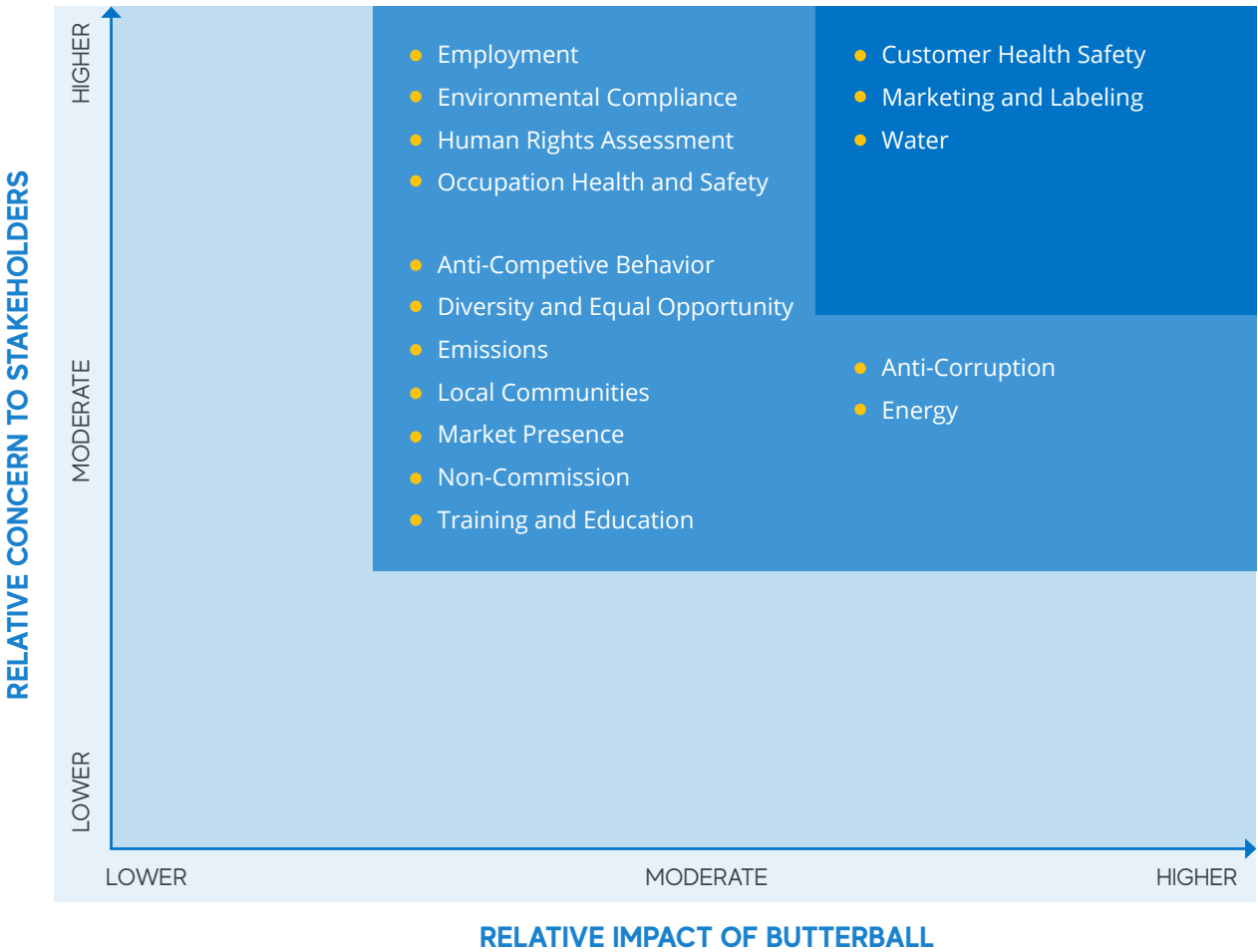


Donated more than \$250,000 to the American Heart Association's Triangle Heart Walk in 2019 and 2020 as the annual event's Healthy for Good sponsor.

CSR Materiality Matrix

In accordance with the 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 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
General Disclosures						
GRI 102: General Disclosures 2016	Organizational profile					
	102-1 Name of the organization	Butterball, LLC	Butterball, LLC			
	102-2 Activities, brands, products, and services	The Butterball Way > Who We Are butterball.com/products	The Butterball Way > Who We Are butterball.com/products			
	102-3 Location of headquarters	Garner, North Carolina	Garner, North Carolina			
	102-4 Location of operations	USA	USA			
	102-5 Ownership and legal form	Privately owned - Butterball, LLC is a joint venture of Maxwell Farms Inc. (an affiliate of Goldsboro Milling Co.) and Seaboard Corporation.	Privately owned - Butterball, LLC is a joint venture of Maxwell Farms Inc. (an affiliate of 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	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	The Butterball Way > Who We Are			
	102-8 Information on employees and other workers	The Butterball Way > Who We Are	The Butterball Way > Who We Are			
	102-9 Supply chain	The Butterball Way > Who We Are	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 2019.	There were no significant changes to our size, structure, ownership, or supply chain in 2020.			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 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.	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>Butterball actively participates on numerous committees and councils to help shape industry policies, social charters and sustainability initiatives. These include but are not limited to:</p> <p>Walmart’s Project Gigaton as part of the commitment to the removal of 1 billion metric tons (1 gigaton) of Greenhouse Gases (GHG) by 2030. As part of this, Butterball has chosen the project’s Energy Pillar, and has committed to removing 1.5%, or 2,353 metric tons of GHG from our combined Scope 1 and Scope 2 emissions from our combined 6-processing plants. This reduction is a 2022 goal from our 2018 baseline year.</p> <p>Butterball submits emissions information for the area of “climate” to the Carbon Disclosure Project (CDP).</p> <p>We are a founding member for the US Roundtable for Sustainable Poultry and Egg (USRSPE) and have representation on the Board of Directors.</p>	<p>Butterball actively participates on numerous committees and councils to help shape industry policies, social charters and sustainability initiatives. These include but are not limited to:</p> <p>Walmart’s Project Gigaton as part of the commitment to the removal of 1 billion metric tons (1 gigaton) of Greenhouse Gases (GHG) by 2030. As part of this, Butterball has chosen the project’s Energy Pillar, and has committed to removing 1.5%, or 2,353 metric tons of GHG from our combined Scope 1 and Scope 2 emissions from our combined 6-processing plants. This reduction is a 2022 goal from our 2018 baseline year.</p> <p>Butterball submits emissions information for the area of “climate” to the Carbon Disclosure Project (CDP).</p> <p>We are a founding member for the US Roundtable for Sustainable Poultry and Egg (USRSPE) and have representation on the Board of Directors.</p>			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
General Disclosures						
GRI 102: General Disclosures 2016	Organizational profile					
	102-12 External initiatives	<p>This is a recently established roundtable comprised of constituency groups from the poultry and egg value chain.</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.</p> <p>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 pathogen presence.</p> <p>We serve on the Presidential Advisory Committee on Combatting Antibiotic Resistance Bacteria.</p> <p>We are active members of and have Board of Directors representation on the Poultry & Egg Sustainability and Welfare Foundation.</p>	<p>This is a recently established roundtable comprised of constituency groups from the poultry and egg value chain.</p> <p>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 of these 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.</p> <p>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 pathogen presence.</p> <p>We serve on the Presidential Advisory Committee on Combatting Antibiotic Resistance Bacteria.</p> <p>We are active members of and have Board of Directors representation on the Poultry & Egg Sustainability and Welfare Foundation.</p>			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
General Disclosures						
GRI 102: General Disclosures 2016	Organizational profile					
	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.	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	The Butterball Way > A Letter From the CEO			
	Ethics and integrity					
	102-16 Values, principles, standards, and norms of behavior	The Butterball Way > Who We Are The Butterball Way > People	The Butterball Way > Who We Are The Butterball Way > People			
	102-17 Mechanisms for advice and concerns about ethics	The Butterball Way > People	The Butterball Way > People			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
General Disclosures						
GRI 102: General Disclosures 2016	Governance					
	102-18 Governance structure	<p>The highest governing body of Butterball, LLC is its Board of Directors.</p> <p>Butterball, LLC’s routine operations, including decision-making on economic, environmental and social topics are executed by our executive leadership.</p>	<p>The highest governing body of Butterball, LLC is its Board of Directors.</p> <p>Butterball, LLC’s routine operations, including decision-making on economic, environmental and social topics are executed by our executive leadership.</p>			
	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.	Employees, Growers/Producers, Trade unions, Local Communities, Suppliers, Specialized Service Providers, Contractors, Customers, Consumers, and Shareholders/Board of Directors.			
	102-41 Collective bargaining agreements	16.8% of total employees are covered by collective bargaining agreements	16.1% of total employees are covered by collective bargaining agreements			
	102-42 Identifying and selecting stakeholders	The Butterball Way > Stakeholders & Materiality	The Butterball Way > Stakeholders & Materiality			
	102-43 Approach to stakeholder engagement	The Butterball Way > Stakeholders & Materiality	The Butterball Way > Stakeholders & Materiality			
	102-44 Key topics and concerns raised	The Butterball Way > Stakeholders & Materiality	The Butterball Way > Stakeholders & Materiality			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
General Disclosures						
GRI 102: General Disclosures 2016	Reporting practice					
	102-45 Entities included in the consolidated financial statements	As a private company, Butterball, LLC does not have public 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 2019.	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 2020.			
	102-47 List of material topics	The Butterball Way > Stakeholders & Materiality	The Butterball Way > Stakeholders & Materiality			
	102-48 Restatements of information	None	None			
	102-49 Changes in reporting	None	None			
	102-50 Reporting period	2019 Calendar Year	2020 Calendar Year			
	102-51 Date of most recent report	Current	Current			
	102-52 Reporting cycle	Annual	Annual			
	102-53 Contact point for questions regarding the report	Christa Leupen cleupen@butterball.com	Christa Leupen cleupen@butterball.com			
	102-54 Claims of reporting in accordance with the GRI Standards	Core	Core			
	102-55 GRI content index	GRI (link)	GRI (link)			
	102-56 External assurance	This report is not externally assured	This report is not externally assured			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
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	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	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 2019 Rates shown Carthage, MO \$13.00 (state min. wage: \$8.60) Huntsville, AR \$13.25 (state min. wage: \$9.25) Ozark, AR \$13.25 (state min. wage: \$9.25) Jonesboro, AR \$13.50 (state min. wage: \$9.25) Mt. Olive, NC \$12.00 (state min. wage=fed. min. wage \$7.25) Raeford, NC \$11.75 (state min. wage=fed. min. wage \$7.25) NC Farm Labor \$10.75 (state min. wage=fed. min. wage \$7.25)	Starting wage (local minimum wage) YE 2019 Rates shown Carthage, MO \$13.25 (state min. wage: \$9.45) Huntsville, AR \$14.50 (state min. wage: \$10.00) Ozark, AR \$14.50 (state min. wage: \$14.50) Jonesboro, AR \$13.75 (state min. wage: \$10.00) Mt. Olive, NC \$13.25 (state min. wage=fed. min. wage \$7.25) Raeford, NC \$12.00 (state min. wage=fed. min. wage \$7.25) NC Farm Labor \$11.40 (state min. wage=fed. min. wage \$7.25)			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
200 series (Economic topics)						
Anti-corruption						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	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.	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 is reviewed with all employees and 100% of Butterball employees receive training: anti-harrassment, workplace violence and data security	The Butterball Code of Conduct is reviewed with all employees and 100% of Butterball employees receive training: anti-harrassment, workplace violence and data security			
	205-3 Confirmed incidents of corruption and actions taken	There are no incidences of corruption in this reporting period	There are 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	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	The Butterball Way > People			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
200 series (Economic topics)						
Anti-competitive Behavior						
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, engaged counsel and is vigorously defending the suits.	Butterball is one of many named defendants in industry-based antitrust lawsuits alleging unlawful information sharing activities. Butterball disputes the allegations, 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	The Butterball Way > Planet			
	103-2 The management approach and its components	The Butterball Way > Planet	The Butterball Way > Planet			
	103-3 Evaluation of the management approach	The Butterball Way > Planet	The Butterball Way > Planet			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	1,793,915 gigajoules total energy consumption (967,985 GJ natural gas and 825,930 GJ electricity). Data is based on billing totals for all facilities.	1,768,512 gigajoules total energy consumption (939,172 GJ natural gas and 829,340 GJ electricity). Data is based on billing totals for all facilities.			
	302-3 Energy intensity	Total energy intensity ratio within the organization: 0.92 GJ per ton produced. Energy type: fuel and electricity	Total energy intensity ratio within the organization: 0.91 GJ per ton produced. Energy type: fuel and electricity			
	302-4 Reduction of energy consumption	12,774 gigajoules of fuel and electricity were conserved as a result of efficiency initiatives	106,677 gigajoules of fuel and electricity were conserved as a result of efficiency initiatives			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
300 series (Environmental topics)						
Water						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > Planet	The Butterball Way > Planet			
	103-2 The management approach and its components	The Butterball Way > Planet	The Butterball Way > Planet			
	103-3 Evaluation of the management approach	The Butterball Way > Planet	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 feed mill and Mount Olive, NC processing plant. The Mount Olive processing plant relies on both onsite well and third-party water	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	N/A			
	303-3 Water withdrawal	Water withdrawals across the company equaled 6,378 megaliters (ML), with 1,552 ML coming from onsite wells	Water withdrawals across the company equaled 6,394 megaliters (ML), with 1,440 ML coming from onsite wells			
	303-4 Water discharge	Total water discharge to surface water: 1,387 ML Total water discharge to groundwater: 1,911 ML Total water discharge to third-party water: 2,530 ML Total water discharge: 5,829 ML	Total water discharge to surface water: 1,365 ML Total water discharge to groundwater: 1,749 ML Total water discharge to third-party water: 2,811 ML Total water discharge: 5,925 ML			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
300 series (Environmental topics)						
Water						
GRI 303: Water and Effluents 2018	303-5 Water consumption	Total water consumption: 583 ML	Total water consumption: 469 ML			
Emissions						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > Planet	The Butterball Way > Planet			
	103-2 The management approach and its components	The Butterball Way > Planet	The Butterball Way > Planet			
	103-3 Evaluation of the management approach	The Butterball Way > Planet	The Butterball Way > Planet			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	48,792 metric tons of CO2 equivalent (CO2, CH4, and N2O) WRI (2015). GHG Protocol tool for stationary combustion. Version 4.1.	47,340 metric tons of CO2 equivalent (CO2, CH4, and N2O) WRI (2015). GHG Protocol tool for stationary combustion. Version 4.1.			
	305-2 Energy indirect (Scope 2) GHG emissions	109,380 metric tons of CO2 equivalent (CO2, CH4 and N2O) Subregion Output Emission Rates - GHG (eGRID2014)	119,756 metric tons of CO2 equivalent (CO2, CH4 and N2O) Subregion Output Emission Rates - GHG (eGRID2014)			
	305-4 GHG emissions intensity	0.000043 CO2/lbs of product (across processing plants and feed mills)	0.000041 CO2/lbs of product (across processing plants and feed mills)			
	305-5 Reduction of GHG emissions	Reduced direct GHG emissions across 6 facilities and reduced indirect GHG across 5 facilities	Reduced direct GHG emissions across 6 facilities and reduced indirect GHG across 3 facilities			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
300 series (Environmental topics)						
Emissions						
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	88,092 kg NOX, 143,334 SOX Subregion Output Emission Rates - criteria pollutants (eGRID2014)	89,170 kg NOX, 146,270 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	The Butterball Way > Planet			
	103-2 The management approach and its components	The Butterball Way > Planet	The Butterball Way > Planet			
	103-3 Evaluation of the management approach	The Butterball Way > Planet	The Butterball Way > Planet			
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Butterball has had no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations.	Butterball has had no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations.			
400 series (Social topics)						
Employment						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
400 series (Social topics)						
Employment						
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	The Butterball Way > People In 2019, we changed Leave Administration vendors, so there was a change to the way this information is captured/available. The figures for 2019, 2020 and 2021 specifically reference a leave for “Bonding” with a child.	The Butterball Way > People			
	401-1 New employee hires and employee turnover	8,173 External Hires: 46 in Corporate roles; 454 in Live Operations; 7,673 in Processing facilities Turnover rates: Corporate Offices 11.7%, Live Operations 55.9%, Processing Facilities 119.4%	7,830 External Hires: 22 in Corporate roles; 426 in Live Operations; 7,382 in processing facilities Turnover rates: Corporate Offices 10%, Live Operations 55%, Processing Facilities 129%			
	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	https://careers.butterball.com/en-US/page/benefits			
GRI 401: Employment 2016	401-3 Parental leave	a) At year end, 3,079 males and 2,211 females were eligible for parental leave b)Total number of employees that took parental leave: 26 males; 31 females	a) At year end, 3,013 males and 2,035 females were eligible for parental leave b) Total number of employees that took parental leave: 28 males; 41 females	401-3 C,D & E	information-unavailable	These statistics are not tracked.
Occupational Health and Safety						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
400 series (Social topics)						
Occupational Health and Safety						
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	The Butterball Way > People	The Butterball Way > People			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The Butterball Way > People	The Butterball Way > People			
	403-2 Hazard identification, risk assessment, and incident investigation	Consistent throughout the Butterball enterprise, hazard identification and risk assessment is 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 audits of specific issue and an annual omprehensive corporate safety audit which consists of written program examination, interview and observations of employees, supervisors, managers and safety personnel and a thorough visual inspection of the facility. Investigation of incidents resulting in injury, property damage or near miss are investigated within 48 hours and corrective actions identified and completed in a timely manner.	Consistent throughout the Butterball enterprise, hazard identification and risk assessment is 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 audits of specific issue and an annual omprehensive 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. Due to COVID-19 exposure concerns, the written program examination was completed virtually and a more limited visual inspection was completed in 2020. Investigation of incidents resulting in injury, property damage or near miss are investigated within 48 hours and corrective actions identified and completed in a timely manner.			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
400 series (Social topics)						
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Butterball actively utilizes professional onsite medical personnel (Nurse RN's, LPN's and Emergency Medical Technicians) for basic care administered for work-related injuries and illnesses following a strict written Scope of Practice. 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.	Butterball actively utilizes professional onsite medical personnel (Nurse RN's, LPN's and Emergency Medical Technicians) for basic care administered for work-related injuries and illnesses following a strict written Scope of Practice. 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.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Committees meet at least monthly and are comprised of both management and hourly employees with at least 50% of the committee being represented by hourly employees. Employee engagement is critical in maintaining a safety culture at Butterball. Frequent activities involving employees participation in safety contests, games, and various other safety-related exercises provided opportunities for further communication and consultation.	Although Safety Committee meetings were temporarily suspended in 2020 due to COVID-19, they resumed later in the year. Safety Committes meet at least monthly and are comprised of both management and hourly employees with at least 50% of the committee being represented by hourly employees. Employee engagement is critical in maintaining a safety culture at Butterball. Frequent activities involving employees participation in safety contests, games, and various other safety-related exercises provided opportunities for further communication and consultation.			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
400 series (Social topics)						
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	<p>Safety training is robust and 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 (5 minute safety briefing), weekly and monthly following a training schedule. Safety training consists of the following:</p> <p>Training for managers and supervisors emphasizing safety and health leadership responsibilities.</p> <p>Training for all employees on the site's safety and health management system, hazards, hazard controls in place, and the Butterball Safety Process (BSP) and OSHA (VPP) programs.</p> <p>Training that enables employees to recognize hazardous conditions and understand safe work procedures.</p>	<p>Although more difficult to execute in 2020 due to COVID-19 restrictions and minimiizng contact between employees, Butterball continued to provide safety training for new employees and specialized training which included demonstration of knowledge and practical testing to validate understanding. Training class sizes were small to allow for social distancing. Safety training at production and live operations was provided daily (5 minute safety briefing), weekly and monthly following a training schedule. Safety training consists of the following:</p> <p>Training for managers and supervisors emphasizing safety and health leadership responsibilities.</p> <p>Training for all employees on the site's safety and health management system, hazards, hazard controls in place, and the Butterball Safety Process (BSP) and OSHA (VPP) programs.</p> <p>Training that enables employees to recognize hazardous conditions and understand safe work procedures.</p>			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
Material Topics						
400 series (Social topics)						
Occupational Health and Safety						
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	This is accomplished through 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.	Although promotion of worker health through onsite health and wellness events was more difficult in 2020 due to COVID-19 restrictions and minimizing contact between employees, onsite flu shot clinics and wellness virtual events occurred. Frequent communication promoting worker health to minimize potential for COVID-19 exposure occurred throughout the year. In addition, 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	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 management system.	All Butterball employees are covered by our company occupational health and management system.			
	403-9 Work-related injuries	Enterprise Total Recordable Injury Rate (TRIR) was 1.77 which is 53% better than Bureau of Labor Statistics (BLS)Industry average. TRIR YOY improved by greater than 12%. Days Away/Restricted Time (DART) rate was 1.22 which is 55% better than BLS industry average. Over 15M hours were worked in 2019.	Enterprise Total Recordable Injury Rate (TRIR), including COVID cases, was 1.66 which is 48% better than Bureau of Labor Statistics (BLS)Industry average. TRIR YOY improved by greater than 6%. Days Away/Restricted Time Rate (DART), including COVID cases, was 1.23 which is 44% better than BLS industry average. Approximately 15M hours were worked in 2020.			
	403-10 Work-related ill health	The Butterball Way > People	The Butterball Way > People			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
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	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	The Butterball Way > People			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The Butterball Way > People	The Butterball Way > People			
Non-discrimination						
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	The Butterball Way > People	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	The Butterball Way > People			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2019, 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 no instances of the EEOC filing suit in said year.	In 2020, 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 no instances of the EEOC filing suit in said year.			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
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	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People	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 protocol for high-quality audits, to be used in conjunction with current established ethical audit practices.	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 protocol 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.	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.			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
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	The Butterball Way > Plate			
	103-2 The management approach and its components	The Butterball Way > Plate	The Butterball Way > Plate			
	103-3 Evaluation of the management approach	The Butterball Way > Plate	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.	100% of our products are assessed for health and safety impacts and improvements.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<p>We strive to identify, self-report and correct any non-compliances before products reach market.</p> <p>There were two incidences of non-compliance in 2019 resulting in voluntary market recalls: fresh ground turkey [link:https://www.fsis.usda.gov/recalls-alerts/butterball-llc-recalls-turkey-products-due-possible-salmonella-schwarzengrund] produced in July 2018, recall issued in March 2019; and fully-cooked turkey items through a recall initiated by Tip Top Poultry, Inc. [link:https://www.fsis.usda.gov/recalls-alerts/tip-top-poultry-inc.-recalls-ready-eat-poultry-products-due-possible-listeria]</p>	<p>We strive to identify, self-report and correct any non-compliances before products reach market.</p> <p>There were no material incidences of non-compliance with regulations in 2020.</p>			

Butterball Traditions with Purpose 2019-2020 Content Index

GRI Standard	Disclosure	2019 Response	2020 Response	Omission		
				Part Omitted	Reason	Explanation
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	The Butterball Way > Plate			
	103-2 The management approach and its components	The Butterball Way > Plate	The Butterball Way > Plate			
	103-3 Evaluation of the management approach	The Butterball Way > Plate	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 percent of Butterball products are covered by and assessed for compliance with these procedures.	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 percent of Butterball products are covered by and assessed for compliance with these procedures.			
	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no material situations of non-compliance in regards to product and service information and labeling.	There were no material situations of non-compliance in regards to product and service information and labeling.			
	417-3 Incidents of non-compliance concerning marketing communications	There were no material situations of non-compliance in regards to concerning marketing communications, including advertising, promotion, and sponsorship.	There were no material situations of non-compliance in regards to concerning marketing communications, including advertising, promotion, and sponsorship.			