



Team Member Promise

Tyson Foods is raising the world's expectations for how much good food can do. We strive to live up to our Core Values. Our team members play a key part in helping us live out our Purpose – and we are committed to making sure they have the tools, resources and support to meet their responsibilities, be successful, and achieve their goals.



1. A Safe Workplace

Tyson strives to provide a safe workplace for all team members. Our company is committed to reducing workplace injuries and illnesses year-over-year. All team members are expected to support a safe working environment by working safely and according to the safety training provided. To ensure our team members' safety, we will maintain safety committees that include both salaried and hourly team members. Committees meet on a regular basis to examine and implement the best safety practices to reduce or eliminate team member exposure to workplace hazards.

In addition, we expect team members to report safety concerns to supervisors and plant safety committees to make them aware of any safety issues without fear of retaliation. Team members may also refer safety concerns to the appropriate state and/or federal agencies without fear of retaliation.

2. Inform Team Members of Existing State and Federal Employment Laws

Tyson will educate team members on company policies consistent with state and federal employment laws. Team members may contact federal and state agencies to understand their rights under the law without fear of retaliation.

3. Sustain A Workplace Free from Harassment, Discrimination and Retaliation

At Tyson, we embrace the diversity of our team members' unique backgrounds, experiences, thoughts and talents. Everyone is valued and appreciated for their distinct contributions. Team members deserve dignity, respect and protection from harassment, discrimination and retaliation.

This commitment includes equal employment opportunity without regard to race, color, age, veteran status, religion, gender and gender identity, pregnancy, genetics, national origin, sexual orientation or disability. Tyson maintains, implements through training, and enforces policies strictly prohibiting harassment, discrimination, and retaliation in the workplace.

4. Compensation for Work Performed

Every team member has the right to expect payment of wages owed for hours worked. Tyson encourages team members to report to their supervisors or HR managers if they feel they have been paid incorrectly. Team members can contact the federal and state departments of labor for assistance in determining their rights under the law.

5. Provide Information in a Clear Way

We want to ensure team members have a clear understanding of what is expected of them and have information necessary to perform their jobs. Most information regarding team member rights and responsibilities is posted in common areas. Team members may contact their Human Resources department or plant management with any questions, including any problems understanding these rights. Each team member is also entitled to receive, upon request, a copy of or access to the following:

- Our Purpose, Strategy, Core Values, Team Behaviors (5Cs) and Customer Promise
- Our job bidding and posting policies
- Our Leave of Absence policy
- Our Code of Conduct
- Our Standards of Behavior
- Our Harassment and Discrimination policy
- Our Drug and Alcohol policy

6. Freedom of Association

Team members can choose whether or not they want to unite for collective bargaining purposes.

7. Access to Continuous Training

We will provide ongoing training opportunities, including supervisor training, to team members to build skills most relevant to our business.

8. Provide Adequate Equipment

Each team member should be provided adequate equipment to perform their assigned job task. If a team member believes that adequate equipment has not been provided, the team member should report this observation to his or her supervisor, a member of management, or to the plant safety committee for review.

9. Provide Adequate Facilities and the Opportunity to Use Them

Our commitment to Tyson team members is to provide:

- Clean and working restroom facilities
- Adequate room for meal and rest breaks
- Reasonable time for necessary restroom breaks during shift production time

10. Respond to Team Member Concerns

We are committed to protecting the rights of our team members and maintaining a workplace free of retaliation. Our Human Resources department provides various ways to help resolve concerns. We encourage team members with any issues, at any time, to contact their supervisor, a member of management or a local human resources manager. Team members may also report issues through our Tell Tyson First program online at www.tellysonfirst.com or by calling 1-888-301-7304.