



# Supplier Code of Conduct



## PURPOSE: ETHICAL BEHAVIOR – A SHARED COMMITMENT

This Supplier Code of Conduct from Tyson Foods, Inc., together with its subsidiaries (collectively, “Tyson” or the “Company”) sets forth the principles and ethical standards we strive to achieve and describes our expectations for supplier adherence to the same standards. We are committed to operating our business with integrity, respect, accountability, and honor. Ethical business practices are expected every day at Tyson. Our **Core Values** define who we are, what we do, and how we do it and guide our actions and interactions each day. Accordingly, we choose to do business with suppliers who demonstrate a strong commitment to ethical behavior.



### SCOPE

This Supplier Code of Conduct applies to Tyson’s service providers, independent contractors, consultants, suppliers, software providers, licensors, and their associated employees, agents, and/or subcontractors.



### EXPECTATIONS OF OUR SUPPLIERS

We expect our suppliers to operate with integrity and commit to principles similar to those in the **Tyson Code of Conduct**, which all Tyson team members and Directors affirm annually. It is crucial our suppliers recognize the roles they play in ensuring the satisfaction of our customers and consumers.

This Supplier Code of Conduct supplements but does not supersede any rights or obligations established in the Tyson Purchase Order Terms and Conditions or in any agreement we may have with our suppliers. Not all expectations in this Supplier Code of Conduct may be applicable to each supplier business. To the extent they do apply, Tyson expects each supplier to strive for full compliance and to expect the same of their sub-tier suppliers.



### LEGAL COMPLIANCE

We are committed to complying with the law wherever we conduct business. We expect each supplier to work diligently to conduct its business in full compliance with applicable laws, rules, and regulations. Tyson reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.



### PRODUCT SAFETY AND QUALITY

One of the most significant Tyson values is our commitment to providing our customers with trusted food products. We expect our suppliers to demonstrate a commitment to product safety and quality and to comply with all applicable government laws and regulations as well as Tyson food safety requirements and specifications.



### LABOR AND HUMAN RIGHTS

We are committed to observing fair labor practices and to treating our employees, whom we call team members, with dignity and respect. Our programs and policies support the principles contained within the **United Nations Universal Declaration of Human Rights**, the **UK Modern Slavery Act**, and the **International Labour Organization’s Declaration of Fundamental Principles and Rights at Work** and we actively participated in the **United Nations Global Compact**. We expect our suppliers to make the same commitments in their labor practices by having controls in place that:

- Verify the employment eligibility of their employees
- Prohibit inappropriate recruiting practices and fees
- Ensure no forced labor or child labor is being used
- Ensure no human smuggling or human trafficking is occurring
- Respect the right of employees to freely associate, organize, and bargain collectively
- Ensure compliance with applicable wage and hour laws
- Prohibit discrimination, harassment and workplace violence
- Provide options for employees to report concerns without fear of retaliation.



## CONFIDENTIALITY

Suppliers may not publicize the existence of a business relationship with Tyson or use the name, trademark, logo or other marks of Tyson in any sales, marketing or publicity activities or materials. Suppliers with access to confidential information from Tyson may not disclose the existence of such information without our advance written consent. Confidential information includes, but is not limited to:

- Product formulas and pricing
- Production technologies and processes
- Engineering and technical designs
- Production and supply costs
- Operating policies, practices, and systems
- Customer identification and information



## DATA PRIVACY

Tyson requires suppliers handling personal and confidential Tyson team member information to establish and maintain, information technology security measures and privacy practices to protect personal and confidential information against unauthorized disclosure misuse and theft and to comply with applicable privacy and data protection law. Suppliers must have robust cyber security policies or privacy procedures. If a supplier becomes aware of an actual or possible unauthorized disclosure of Tyson company or team member personal information, it must be reported to [privacy@tyson.com](mailto:privacy@tyson.com).



## BUSINESS PRACTICES

We expect each supplier to conduct its business in accordance with the highest ethical standards and in accordance with standard accounting practices such as Generally Accepted Accounting Principles (GAAP) or International Reporting Standards (IFRS). In addition, we expect suppliers to have controls in place to prevent and detect misconduct, such as the misuse of company assets, conflict of interest, fraud, embezzlement, corruption, bribery, and extortion. All supplier business dealings should be fair, legal, and honest.



## ANTI-CORRUPTION

We expect our suppliers to conduct their businesses and interactions on behalf of Tyson in accordance with relevant Anti-Corruption Laws. "Anti-Corruption Laws" include the US Foreign Corrupt Practices Act ("FCPA"), the US International Travel Act ("Travel Act"), the UK Bribery Act ("UKBA"), and other applicable anti-corruption laws and regulations (collectively, the "Anti-

Corruption Laws"). All suppliers are expected to comply with the letter and spirit of the Anti-Corruption Laws as a condition to doing business with and receiving payment from Tyson. We also expect our suppliers to have codes or other policies that prohibit bribes and other unlawful payments to third parties and government officials. Suppliers are also expected to have controls in place to prevent corruption and to train their employees accordingly. Suppliers are expected to permit Tyson to request and review all Tyson related/relevant records to ensure their compliance with the terms of this provision. Tyson also expects our suppliers' sub-tier suppliers to comply with the Anti-Corruption laws and this provision. Suppliers may consult **Tyson's Global Anti-Corruption Policy** for additional information on Tyson's anti-corruption expectations. Tyson reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with these expectations and relevant Anti-Corruption Laws.



## GIFTS AND HOSPITALITY

In many companies and countries, it is customary to entertain customers and to exchange gifts. However, entertainment and gift exchanges may be interpreted as a conflict of interest. We do not allow entertainment from suppliers that could appear excessive or appear to influence a business decision. Tyson team members may only accept gifts of nominal value from suppliers. Suppliers may never give Tyson team members gifts of cash or cash equivalents, including checks, gift certificates, and gift cards regardless of value. We do not allow entertainment or gift exchanges with government officials by suppliers on behalf of Tyson regardless of value. For additional details or questions about Tyson's expectations with respect to gifts and entertainment, we encourage suppliers to email [compliance@tyson.com](mailto:compliance@tyson.com).



## SUSTAINABILITY

As we work to feed the world more sustainably and offering affordable, accessible, and nutritious protein, we desire to operate our business in a sustainable manner, taking into consideration our workforce, animal welfare, environment, economic success, and our community and social responsibility. We expect our suppliers to also do the same. Everything we do at Tyson starts with our purpose to raise the world's expectations for how much good food can do. We encourage our suppliers to share in our work to help create a food system that is more sustainable and equitable for current and future generations and to help lead in delivering safe, affordable and sustainable food for generations to come. Our **Sustainability Report** is available on our website for review.



# Supplier Code of Conduct continued



## DIVERSITY, EQUITY, AND INCLUSION

We believe strength of performance is gained through diversity, equity, and inclusion (DE&I). As one component of our long-standing commitment to

DE&I, we actively work to develop and foster relationships with diverse and underrepresented businesses through our strategic sourcing and procurement processes. We also expect Suppliers to:

- Utilize search and assessment processes that are both unbiased and transparent,
- Ensure that Suppliers' procurement teams proactively provide diverse businesses with fair access to bids, and
- Where practicable, actively seek out and provide opportunities for diverse suppliers to participate in business opportunities.



## OCCUPATIONAL HEALTH AND SAFETY

We are committed to fostering our strong safety culture, to conducting business in a way that protects our team members and to integrating

health and safety into every process. We expect our suppliers to operate in a manner that:

- Complies with all federal, state and local health and safety laws, regulations, and standards
- Trains and communicates regularly with their employees about safety
- Makes continuous efforts to achieve a workplace that is free from work-related injuries and illnesses



## ANIMAL WELFARE

We have a long-standing commitment to the welfare, proper handling, and humane treatment and care for animals in our supply chain. We

expect our suppliers to use humane procedures and proven animal husbandry practices designed to prevent the mistreatment of animals. We also expect suppliers to prevent all forms of mistreatment, animal abuse, cruelty and neglect in their operations. At a minimum, we require our suppliers, who work with live animals, to review Our Approach to Animal Welfare on our website, and to consult with and seek guidance from subject matter experts on questions of animal welfare. We expect our suppliers who provide meat, eggs, dairy, oil or other animal products to operate in a manner that:

- Complies with all applicable federal, state and local animal welfare laws, regulations, and

standards

- Complies with Tyson's Zero Tolerance Policy, Animal Welfare Reporting Policy, and Animal Welfare Training Policy
- Trains and communicates regularly with their employees about animal welfare
- Makes continuous efforts to improve animal welfare compliance
- Maintains an industry standard welfare program, which includes third-party welfare audits and complies with applicable laws, regulations, standards, and best practices.



## ENVIRONMENT

We work hard to ensure we are conducting business in a safe, environmentally responsible manner. We expect our suppliers to operate in a manner that:

- Complies with all applicable federal, state and local environmental, laws, regulations and standards
- Strives to responsibly manage the impacts of their operations on the environment and the operations of Tyson
- Makes continuous efforts to improve environmental processes and achieve compliance.



## REPORTING ETHICAL CONCERNS

Suppliers should promptly report violations of this Supplier Code of Conduct or any alleged misconduct or unethical behavior by a Tyson team

member to a Tyson manager or to [ethics@tyson.com](mailto:ethics@tyson.com) without fear of retaliation. Suppliers also have the option to use the Tyson Ethics Line at 1-888-301-7304 or Web Line at [tellysonfirst.com](http://tellysonfirst.com), operated by an independent third party and available 24 hours a day, seven days a week in multiple languages with an option to remain anonymous.

When honoring a request for anonymity or a request to keep certain information confidential would, in Tyson's judgment, put the health or safety of others at risk, jeopardize product quality, or compromise protection of the environment, Tyson will disclose all information it feels is necessary to mitigate or eliminate imminent harm.

Employees of suppliers are encouraged to work directly with their employers to resolve internal ethical concerns.

## HAVE QUESTIONS? NEED MORE INFORMATION?

The website links listed in this Supplier Code of Conduct provide additional information. This **Supplier Code of Conduct** is also available on [Tyson.com](http://Tyson.com). Questions may also be directed to us at [compliance@tyson.com](mailto:compliance@tyson.com).