

A photograph of two men standing in a field at sunset. The man on the left is older, wearing a black and white baseball cap with a pig logo, a light-colored jacket, and blue jeans. The man on the right is younger, wearing a tan baseball cap with a pig logo, a brown jacket, a light blue shirt, and tan pants. They are both smiling and looking towards the camera. The background shows a field with a line of trees in the distance under a warm, golden light.

Good Stewards.

Good Work.

Good Food.

2023 SUSTAINABILITY IMPACT REPORT

Smithfield[®]

Good food. Responsibly.[®]

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THE 2023 SUSTAINABILITY IMPACT REPORT

details Smithfield’s efforts and progress in caring for our animals; supporting our team members, customers, consumers, suppliers and other stakeholders; protecting our environment; and giving back to our communities while producing safe, high-quality food that supports the health and wellness of people around the globe. In a year that saw significant challenges for our industry, Smithfield maintained programs, processes and policies that ensured the responsible production of protein for a growing and hungry world.

All references to “Smithfield,” “we,” “us” and “our” refer to Smithfield Foods and its subsidiaries.

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Reporting Considerations

THE 2023 SUSTAINABILITY REPORT was prepared in accordance with the Global Reporting Initiative (GRI) Standards and in consideration of the International Financial Reporting Standards Foundation's SASB Standards (SASB) and the United Nations Global Compact (UNGC). Indices for GRI, SASB and the UN's Sustainable Development Goals can be found in the Appendix. We are closely monitoring upcoming reporting changes and remain proactive in preparing for future requirements.

Smithfield Foods is a wholly owned subsidiary of WH Group (HKSE:00288), a publicly traded company with shareholders around the world, including the United States. Smithfield's detailed financial information is not available to the public.

This report contains forward-looking statements within the meaning of the federal securities laws. They include our outlook for the future as well as other statements of beliefs, future plans and strategies or anticipated events and similar expressions concerning matters that are not historical facts.

Our forward-looking information and statements are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statements. These risks and uncertainties include, but are not limited to, the availability and prices of live hogs; feed ingredients, including corn; raw materials; fuel and supplies; food safety; livestock disease; live hog production costs; product pricing; the competitive environment and related market conditions; risks associated with our indebtedness, including cost increases due

to rising interest rates or changes in debt ratings or outlook; hedging risks; adverse weather conditions; operating efficiencies; changes in foreign currency exchange rates; access to capital; the cost of compliance with and changes to regulations and laws, including changes in accounting standards, tax laws, environmental laws, agricultural laws and occupational health and safety laws; adverse results from litigation; actions of domestic and foreign governments; labor relations issues; credit exposure to large customers; the ability to make effective acquisitions and successfully integrate newly acquired businesses into existing operations; and other risks and uncertainties.

Readers are cautioned not to place undue reliance on forward-looking statements because actual results may differ materially from those expressed in, or implied by, the statements. Any forward-looking statement that we make speaks only as of the date of such statement, and we undertake no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise.

Comparisons of results for current and any prior periods are not intended to express any future trends or indications of future performance, unless expressed as such, and should only be viewed as historical data.

We endeavor for all environmental data presented in this report to have a clearly defined scope to prevent misinterpretation or overestimation of the company's emissions footprint.



From Our CEO

Shane Smith joined Smithfield more than two decades ago. From his agricultural roots in North Carolina to management at Smithfield Europe, his deep leadership experience spans from operations to strategy. Shane is passionate about leading Smithfield to make a lasting difference in the world.

DEAR STAKEHOLDERS:

Since our founding in 1936, Smithfield Foods has been committed to doing business the right way. In this, our 22nd annual sustainability impact report, I'd like to give you an overview of our sustainability strategy and the good work we did in 2023.

We began this year knowing we would face significant market challenges. The U.S. pork supply continued to expand and depressed hog prices as costs for feed, energy and virtually every other input we use to raise our animals increased. Our entire company stepped up as One Smithfield to meet these challenges as we focused on the things we could control, establishing companywide objectives to optimize our assets, drive efficiencies and reduce cost in every part of our business.

Sustainability has been an important part of our business for more than two decades, and it is even more important now as we work to meet the continuing challenges of the market. There isn't a single aspect of our business that our sustainability pillars don't touch. Our sustainability strategy is built around seven key pillars grouped under three objectives: being good stewards, doing good work and producing good food. Our sustainability commitments in these areas contribute to our business objectives and are making Smithfield a stronger company for the future.

GOOD STEWARDS

Our **animal care** programs took center stage in 2023, with state laws prescribing how farmers can raise their animals and increasing attention from

consumers on how food is produced. This year, all our farm operations scored an average of 95% on our internal audits and 98% on our third-party animal care audits, achieving our targets under our Animal Care Management System. And our customers continue to recognize Smithfield for helping them achieve their own goals.

Our commitment to shrinking our impact on the **environment** and eliminating waste was a major focus again this year. We continued to capture methane on farms across the United States and in Mexico and reducing food loss and waste in our manufacturing facilities. For our annual sustainability awards, our team members submitted more than 120 projects that reduced our environmental impact and generated cost savings of more than \$13 million.

GOOD WORK

For decades, Smithfield has been **helping communities** where our team members live and work, and 2023 was no exception despite the extremely challenging economic and industry environment. From donating tens of thousands of hams to fight hunger during the holidays, to providing millions of servings of nutritionally important protein to food banks, our Helping Hungry Homes[®] program provided hope to millions of people facing food insecurity. We also funded more than \$2.5 million in education programs in 2023 and supported veterans through our Helping Our Heroes program, earning Smithfield top honors as the #1 Military Times 2023 Best for Vets Employer in agriculture.



“Sustainability has been an important part of our business for more than two decades. There isn’t a single aspect of our business that our sustainability pillars don’t touch.”

We continue to build a culture that values diversity, inclusiveness, employee development and a highly engaged team. In 2023 we hired a new chief human resource officer to create and execute a comprehensive talent strategy that further aligns Smithfield’s business plan with our human resources function and leads our recruiting, retention, training and development, and **diversity, culture and engagement** programs.

Our **worker health and safety** platform continued to drive continuous improvement throughout the company, and we achieved safety incident rates below industry averages again in 2023. We also met our target to score at least 90% on Smithfield Injury Prevention System (SIPS) audits and are on track to increase safety engagement to 65% of front-line team members globally by 2025.

GOOD FOOD

Our unwavering commitment to **food safety and quality** continued in 2023 as we worked to deliver safe, affordable, high-quality protein to meet the nutritional needs of a growing world population. We implemented a robust data analytics platform to monitor real-time information and long-term trends for the products being produced in our plants. And our “Raise Your Hand” initiative encourages our team members to report food safety concerns, ideas for improvement or anything that needs attention to line supervisors or plant management.

Animal protein provides critical nutrients in the human diet, and Smithfield offers a wide variety of products for a variety of diets. **Health and wellness** is an important pillar in our sustainability strategy as our customers and consumers increasingly demand cleaner labeling and healthy ingredients. We continue to reduce added sugars and sodium across our product lines, and we are working with many of our customers to develop new product formulations. Our Smithfield BioScience business continues to be the #1 supplier of heparin sodium active pharmaceutical ingredient (API) in the U.S. and is the only 100% vertically integrated, U.S.-based supply chain manufacturing heparin API.

As you can see, we’ve been laser-focused on driving our sustainability strategy forward in 2023, and we’re excited about what lies ahead in the years to come.

Shane Smith
President & CEO

About Smithfield

Smithfield Foods, Inc. is a U.S. food company that employs more than 54,000 people in seven countries and partners with thousands of American farmers.

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Our Story

Smithfield Foods was founded by Joseph W. Luter Sr. and his son Joseph W. Luter Jr., who started the Smithfield Packing Company in Smithfield, Virginia, in 1936.



Our Businesses

As one of the largest food companies in the U.S., our primary focus is on feeding a growing world population. We produce and market a variety of fresh and packaged meat products, both domestically and internationally. Our company also has expanded into several adjacent markets, including bioscience and grain, furthering our mission to produce good food the right way, with respect for our people, animals, communities and planet. We remained steadfast in our mission in 2023, demonstrating resilience in the face of extreme economic challenges. Our dedication to sustainability is unwavering as we continue to navigate through difficult market conditions.

2023 FINANCIAL HIGHLIGHTS

\$18 billion
Sales

\$175 million
Investments in R&D

5,600
Customers Supplied

85
Countries where our products are sold

Our Principles and Values

We are guided by our principles of Responsibility, Operational Excellence and Innovation, and we are dedicated to continuous improvement in every aspect of our operations.

Gratitude, Communication, Respect and Accountability — our “Core Four” Values — define our culture and are central to our success, serving as the basis for how we work with one another at all levels of our organization.



GRATITUDE



RESPECT



COMMUNICATION

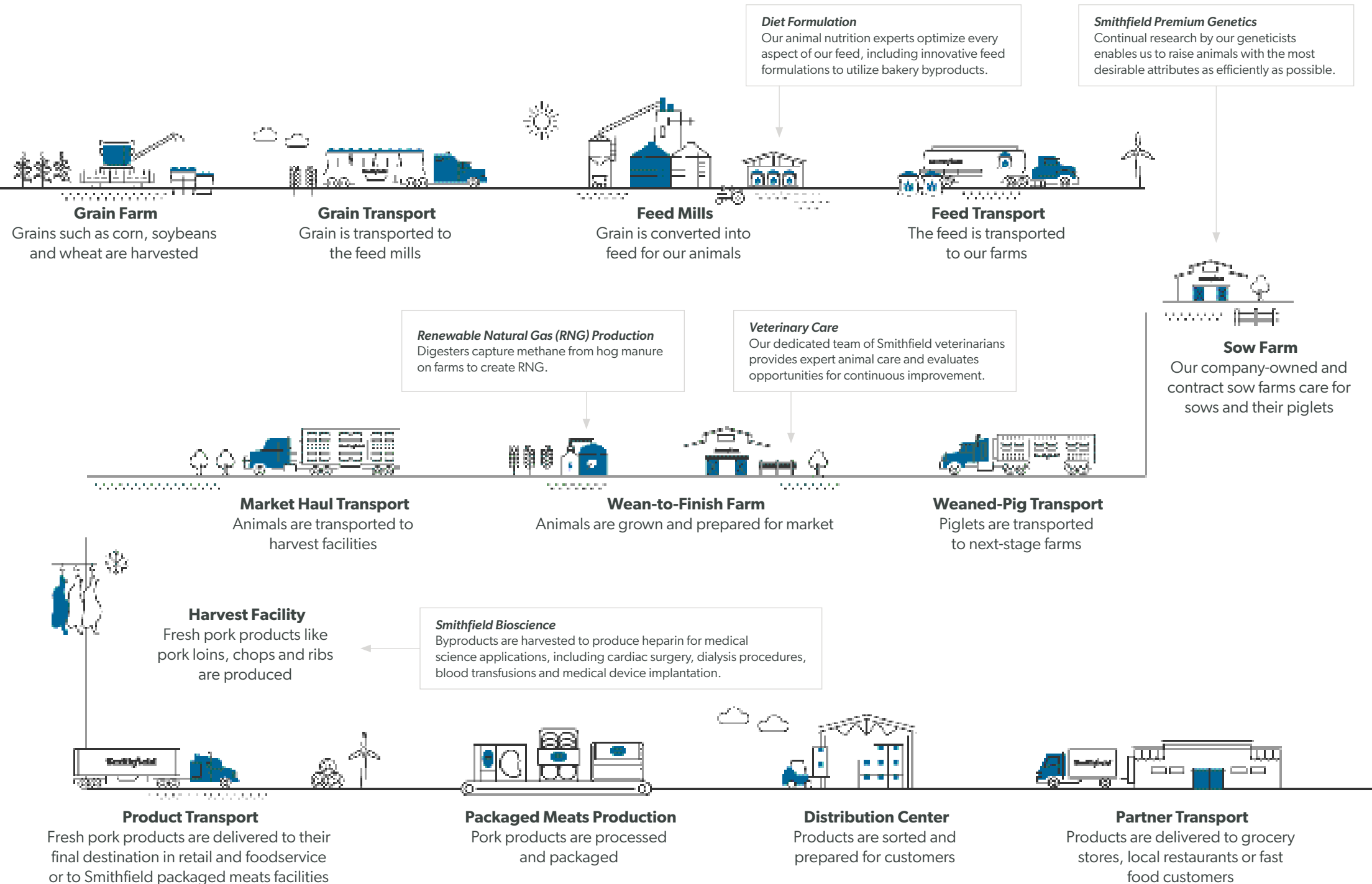


ACCOUNTABILITY

How We Work

Smithfield manages the entire production process, from our farms and processing and packaging facilities to distribution to wholesalers, retailers and restaurants. Our vertically integrated model provides a consistent supply of high-quality, traceable food and raw materials throughout our supply chain and also creates value in bioenergy and biomedical byproducts. We have conducted research and made investments that have addressed some of the greatest sustainability challenges facing our industry.

Our principles, values and operating standards have guided us since 1936, and we have worked over the past 22 years to incorporate sustainability into every business decision.



Where We Work

Smithfield has operations in 28 U.S. states and seven countries, with more than 54,000 team members across the U.S., Hungary, Mexico, Poland, Romania, Slovakia and the United Kingdom (UK).

NORTH AMERICAN OPERATIONS

The majority of Smithfield’s operations are located in the U.S., where we have more than 34,000 team members. We operate 43 processing facilities and more than 300 company-owned farms, and we contract with more than 1,900 family-owned farms to raise hogs for processing. We also buy pigs from thousands of independent suppliers.

In Mexico, we have a controlling interest in Altosano, a fully integrated pork company that supplies domestic retail, wholesale and industrial trade channels, as well as numerous export markets. Altosano includes 115 company hog farms and one pork-processing facility, and employs more than 2,700 team members.

37,000

Team Members

44

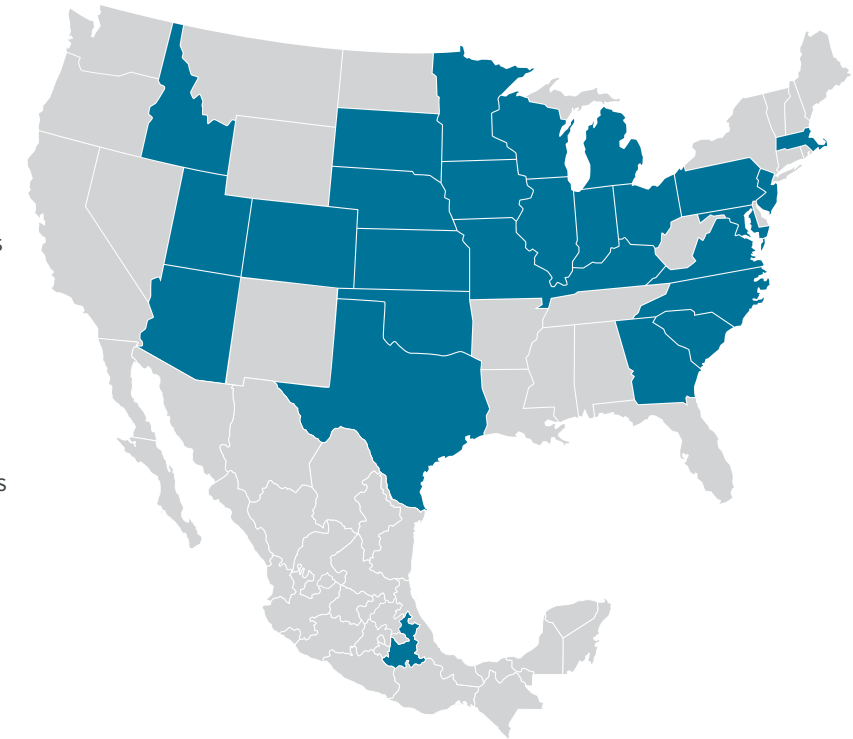
Processing Facilities

415

Company-owned Farms

1,900

Family-owned Farms



SMITHFIELD EUROPE

The European Union is the top exporter of pork meat products in the world, with central European countries leading the way in production. Since our first investment in central Europe more than two decades ago, we have expanded our footprint to become the Romanian market leader in packaged meats and established a solid growth trajectory in packaged meats, fresh pork and poultry in Poland.

Our European operations employ more than 17,000 people in 23 facilities, 58 company-owned farms and five offices in Hungary, Poland, Romania, Slovakia and the UK. We also contract with almost 1,000 family farms in Central Europe.

17,000

Team Members

23

Processing Facilities

58

Company-owned Farms

1,000

Family-owned Farms



Sustainability at Smithfield

Our role as a global protein provider is embodied in our commitment to produce “Good food. Responsibly.®”

We strive for good in everything we do.

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Our Sustainability Story

FOR 88 YEARS, Smithfield has produced good food the right way, which has sustained our business and created one of the largest food companies in the world. Over the past two decades we have adopted policies, programs and processes that have continually strengthened our sustainability programs.

We were the first major protein company to adopt and publicly report a comprehensive sustainability program, covering topics material to our stakeholders and including executive oversight and goals and targets. Over the past 22 years, we have made improvements to our sustainability program, updating our targets and commitments to produce safe, wholesome and nutritious food responsibly.

In 2023, we made progress toward achieving our latest targets, adopted new targets and renewed commitments to maintain sustainability policies and programs that touch every aspect of our business.

Working with our joint venture partners, we continued to expand our projects to capture methane from hog manure at farms across the country. We completed a \$150 million project – the largest RNG project of its kind – to install manure-to-ener-

In 2023, we made progress toward achieving our latest targets, adopted new targets and renewed our commitments to maintain sustainability policies and programs that touch every aspect of our business.

gy technology on nearly all our hog finishing farms in northern Missouri. We are also producing RNG from wastewater at our Tar Heel, North Carolina, facility, using it to power local homes and businesses.

We continue working toward our goal of zero-waste-to-landfill (ZWTL) status at our U.S. facilities by 2025 by recycling used plastics, utilizing bakery byproducts in our animal feed and implementing process improvements, diverting tons of food waste from landfills. As of the end of 2023, 14 of our 45 operations — 31% — were certified as ZWTL.

While we completed the transition to group housing for confirmed pregnant sows at all our company-owned farms several years ago, we continue to support contract farmers who are interested in converting their operations. In our European facilities, we provide pigs and poultry with housing, floor and surface areas consistent with EU requirements. Watch this [video](#) to learn more about our group housing systems.

Our people are our greatest asset, and we continued to support our team members' career development, health and safety. We offered more career resources, including free tuition, to full- and part-time team members, and encouraged them to

A HISTORY OF FIRSTS



2001

Achieved ISO 14001 environmental certification globally



2002

Implemented a comprehensive animal welfare management program



2007

Announced the adoption of group housing for confirmed pregnant sows on company-owned farms



2007

One of the first companies in our industry to begin reporting antibiotics usage



2015

Published an online ingredient glossary



2016

Announced GHG emission reduction goal: 25% by 2025

engage directly on workplace issues. We also continued to achieve workplace safety incident rates below industry averages in 2023.

We are committed to supporting and strengthening the local communities where our team members live, work and raise their families. In 2023, we donated more than 30 million protein servings and \$36.8 million in cash and in-kind contributions to our communities, and awarded more than \$969,000 in need-based educational scholarships globally. Honoring our veterans, we supported nonprofit organizations dedicated to assisting veterans in need and were named the #1 Military Times 2023 Best For Vets Employer in agriculture.

With input from our stakeholders, we have implemented best practices for each of our sustainability pillars, with sustainability integrated into our business and day-to-day operations at every step in our value chain.

We continued to achieve safety incident rates below industry averages in 2023.

Working With Stakeholders

Our customers, consumers, team members, farmers and suppliers, as well as the community and educational organizations with which we work, are essential to strengthening our business in support of our mission to produce good food the right way. Understanding what is important to them is extremely important to us. We engage with stakeholders throughout our value chain through partnerships, collaboration and other forms of interactive communication.

We also monitor and analyze trends, regulations, data and policy initiatives to inform our business strategy, operations, risk-management practices and reporting processes.



MILESTONES AND ACHIEVEMENTS



1990

Began exploring renewable energy initiatives at farms and facilities



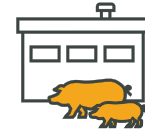
2010

Achieved Global Food Safety Initiative (GFSI) certification for all applicable facilities



2016

Expanded charitable giving program to include support for hunger relief, education and veterans



2017

Achieved industry-leading animal care commitment of 100% of confirmed pregnant sows in group housing systems on company-owned farms globally



2017

Launched Smithfield Renewables to produce RNG; soon expanded projects across farms in NC, UT and VA



2019

Helping Hungry Homes® achieves protein donations in 50 states



2021

Welcomed first family farmers to our contract grower program supporting Black and minority farmers



2021

Became #1 supplier of heparin sodium in the U.S.



2022

Achieved the lowest OSHA workplace safety incident rates in company history

Sustainability Strategy and Pillars

OUR SUSTAINABILITY STRATEGY is informed by our sustainability priorities, guided by GRI, SASB and the UN’s Sustainable Development Goals, and grounded in our seven pillars — animal care and environmental stewardship as part of being good stewards; helping communities, diversity, culture and engagement, and worker health and safety as part of doing good work; and food safety and quality and health and wellness as part of producing good food.

Our sustainability strategy is built on a strong foundation of integrity, compliance, governance and trust.



Good Stewards

ANIMAL CARE

Keep our animals safe, comfortable and healthy

ENVIRONMENT

Shrink our environmental impact and eliminate waste



Good Work

HELPING COMMUNITIES

Address food insecurity, advance education and support the vitality of the places we work and live

DIVERSITY, CULTURE AND ENGAGEMENT

Ensure a diverse, equitable and inclusive workplace and a culture that respects every employee

WORKER HEALTH AND SAFETY

Keep our employees healthy and safe



Good Food

FOOD SAFETY AND QUALITY

Deliver safe, affordable, high-quality protein to meet the growing global demand

HEALTH AND WELLNESS

Promote wellness through improved nutrition and innovations in pharmaceuticals, nutraceuticals and other human applications

Sustainability Governance

GOOD GOVERNANCE principles and management practices are incorporated in our seven sustainability pillars. We set targets and commitments for each of our pillars, and we periodically evaluate and adjust them to reflect current best practices.

We use those principles and practices, our [Code of Business Conduct and Ethics](#), stakeholder engagement and supply chain management to create transparency and build trust in our company.

Despite the extreme challenges our company and industry faced in 2023, Smithfield remained resilient and made significant progress on our sustainability journey.

Sustainability Oversight

Our sustainability strategy is guided by our sustainability advisory team, led by our chief sustainability officer (CSO), who reports directly to our chief executive officer (CEO) and supports the sustainability initiatives of our parent company, WH Group. Our advisory team includes corporate-level oversight committees.

Sustainability Performance and Reporting

Our CEO reviews our sustainability performance. Additionally, we use third-party audits to verify the efficacy of our environmental, sustainability and regulatory compliance programs. Along with our Enterprise Risk Management System, third-party audits help us identify risks and develop corrective actions and control processes to minimize the impacts of risks on human, animal and environmental health.



Stewart Leeth
Chief Sustainability Officer











Our Targets and Commitments

GOOD STEWARDS

ANIMAL CARE – FARMS

PROGRESS

-  Assess barn enrichment and adopt recommendations on company-owned farms by 2030. 
-  Obtain at least one external certification from a globally recognized organization for company-owned farms by 2025. 
-  Continue to maintain and implement updates to our Animal Care Management System and achieve an annual audit score of excellent (97%- 100%) globally.
-  Maintain group housing for all confirmed pregnant sows on company-owned farms globally.
-  In our European facilities, provide pigs and poultry with housing, floor area and surface area consistent with EU requirements.
-  Maintain principles for judicious use of antibiotics as defined by the U.S. Food and Drug Administration and American Veterinary Medical Association, and continue transparent reporting of antibiotic usage.








GOOD STEWARDS

ANIMAL CARE – PROCESSING

-  Maintain a systematic program for animal care based on the Meat Institute’s Recommended Animal Handling Guidelines and Audit Guide at each applicable facility in the U.S.
-  Maintain a written program for animal welfare at all processing facilities.
-  Maintain U.S. Department of Agriculture Process Verified Program (PVP) certification in the United States.
-  Receive certification for all live animal suppliers in the United States to the National Pork Board’s Pork Quality Assurance® Plus (PQA Plus) program.
-  Maintain Transport Quality Assurance (TQA) certification for all live animal transporters in the United States.
-  Achieve an annual audit score of excellent (97%-100%) at every processing facility globally.











GOOD STEWARDS

ENVIRONMENTAL STEWARDSHIP – GHG PROGRESS

-  Obtain 50% of our U.S. electricity needs from renewable resources by 2030. 
-  Implement biogas systems on 90% of company and contract finishing farms in North Carolina and on 90% of company finishing farms in Missouri by 2030.* 
-  Become carbon negative in all U.S. company-owned operations by 2030.**
-  Reduce greenhouse gas (GHG) emissions across our U.S. value chain 30% compared with a 2010 baseline by 2030.
-  Proactively identify and prepare strategies to address and adapt to climate-related risks and opportunities.

GOOD STEWARDS

ENVIRONMENT – WATER AND WASTE PROGRESS

-  Achieve a 75% reduction in solid waste compared with a 2010 baseline and zero-waste-to-landfill (ZWTL) certification at 75% of our U.S. facilities by 2025. 
-  Achieve 90% recycle-ready, reusable or industrially compostable packaging by 2030. 
-  Halve virgin petroleum-based plastic use compared with a 2019 baseline by 2030. 
-  Adopt a goal of reducing food loss and waste in our manufacturing facilities by 50% compared with a 2021 baseline by 2030. 
-  Assess water supply across our U.S. footprint to ensure sustainable use while increasing water-use efficiency. Adopt internationally recognized water stewardship standards.
-  Reduce notices of violation (NOVs) to zero.










*This target, established in 2018, was inadvertently misstated in a previous version of this report and has been corrected here.

**The scope of our carbon-negative target exclusively focuses on the component of Scope 1 and 2 emissions originating from facilities under direct ownership and control of the company. Any implications regarding total inventory must be understood within the context of company-owned operations. Additionally, Scope 3 emissions, such as emissions from contract farms and other suppliers, are not included in this. We acknowledge that future refinements, as well as advancements in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may lead to corrections or changes in GHG reporting and targets in subsequent reports.

GOOD WORK

HELPING COMMUNITIES




PROGRESS

-  Fight food insecurity in our local communities by donating 200 million servings of protein through our Helping Hungry Homes® initiative globally by 2025. 
-  Develop the next generation of leaders through donations to schools and education programs and provide scholarship assistance for 1,500 students globally by 2025. 
-  Honor the service and sacrifice of the Armed Forces by hiring 4,000 U.S. military veterans through our Helping Our Heroes initiative by 2025. 
-  Give back to local communities through philanthropic and volunteer support at each global Smithfield operation annually.

GOOD WORK

DIVERSITY, CULTURE AND ENGAGEMENT

PROGRESS

-  By 2030, increase the racial diversity of our leadership team by promoting and hiring qualified Black, Hispanic and other underrepresented individuals to positions of supervisor and above in support of our current goal of 30% representation. 
-  By 2030, increase the gender diversity of our leadership team by promoting and hiring qualified female leaders to positions of supervisor and above in support of our current goal of 35% representation. 
-  Increase promotion rate of graduates from our diversity pipeline programs to 45% by 2030. 
-  Fund education programs that provide access to quality education and bridge divides. 
-  Increase production facility spending with minority-owned businesses by 14% to achieve a more inclusive supply chain by 2025. 
-  Further diversify our Smithfield Foods Scholarship Program to include additional historically Black colleges and universities (HBCUs).
-  Establish and maintain a minority grower program to increase the number of hog suppliers from diverse backgrounds within our agricultural supply chain.

GOOD WORK





WORKER HEALTH AND SAFETY

PROGRESS

-  Obtain ISO 45001 Health & Safety Certification at all facilities globally by 2025. 
-  Increase safety engagement level to 65% or more of team members globally by 2025. 
-  Continue to reduce health and safety rates below relevant industry averages globally.
-  Score at least 90% on Smithfield Injury Prevention System (SIPS) audits at all locations globally by 2025.








GOOD FOOD

FOOD SAFETY AND QUALITY **PROGRESS**

-  No incidents requiring a recall. 
-  Maintain Global Food Safety Initiative (GFSI) certification at all applicable facilities.
-  Maintain a robust food safety team member training program.

GOOD FOOD

HEALTH AND WELLNESS **PROGRESS**

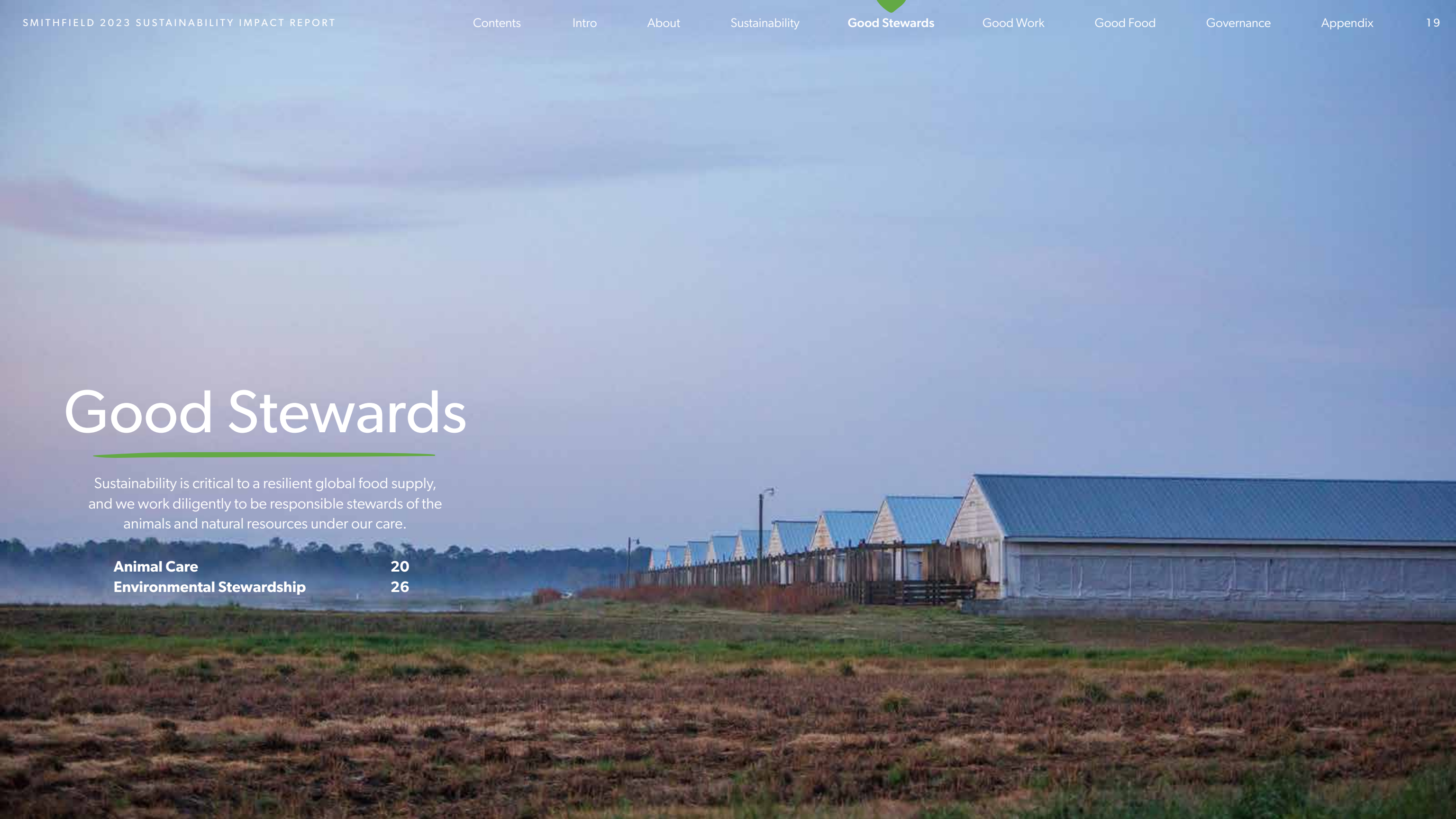
-  Increase transparency of food nutrition through cleaner labels across 100% of our product line by 2025. 
-  Reduce added sugars by 10% across our entire U.S. product line by 2025. 
-  Reduce sodium by 10% across our entire U.S. product line by 2025. 
-  Maximize our global vertically integrated supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals.
-  Assure a variety of products for different diets and needs.
-  In our international operations, include products designed to address health and wellness in accordance with EU nutrition and labeling standards.



Good Stewards

Sustainability is critical to a resilient global food supply, and we work diligently to be responsible stewards of the animals and natural resources under our care.

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Animal Care

Our animal care policies and practices document our commitment to the well-being, health and comfort of our animals. Smithfield team members prioritize the respectful and humane treatment of our animals, and we strive to follow industry best practices to prevent animal disease, promote strict biosecurity and provide safe, comfortable housing through every stage of our animals' lives.

▶ To learn more, watch our [Animal Care video](#).

ANIMAL CARE POLICIES AND STATEMENTS

📄 [Animal Care Management System](#)

📄 [Animal Care Policy](#)

📄 [Antibiotics Use Policy](#)

📄 [Animal Genetics](#)

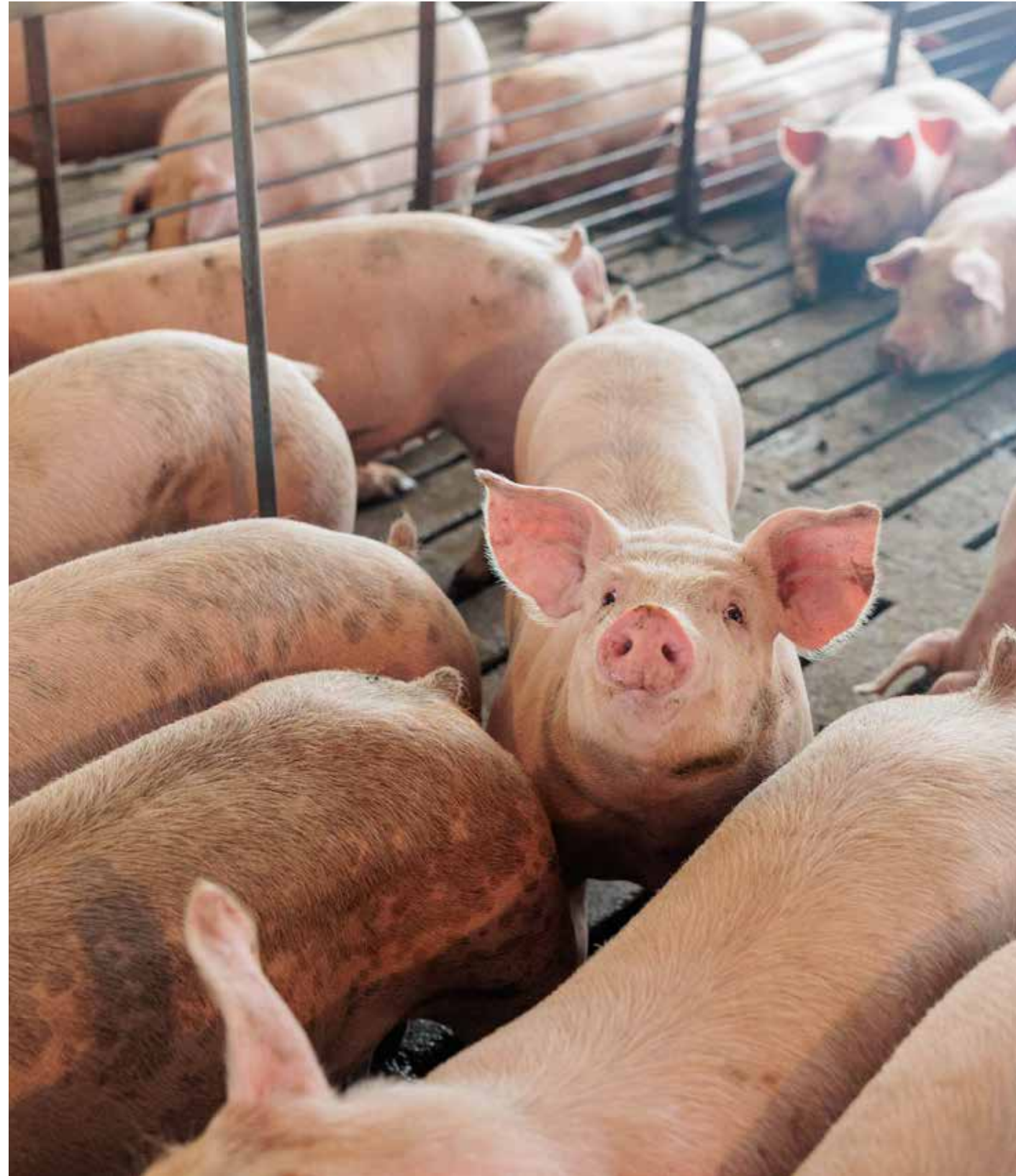
📄 [Animal Housing](#)

📄 [Animal Nutrition](#)

📄 [Biosecurity](#)

📄 [Humane Euthanasia and Slaughter](#)

📄 [Ractopamine](#)



“Taking care of our animals is our priority, because without healthy pigs, we can’t produce wholesome, nutritious food. And our efforts to ensure the health and well-being of our animals – from breeding to housing systems to feed formulations to veterinary care – affect sustainability. Last year, for example, we continued to use selective breeding techniques to produce market animals that are more efficient at converting feed to grow, which means less grain is needed, and sows that farrow larger litters of healthy piglets.”

Stewart Leeth

Chief Sustainability Officer

Our Approach

Everyone who works in our hog production operations must be equipped to provide the best possible care for our animals. We train our team members in responsible animal welfare practices, which are detailed in our comprehensive Animal Care Management System and Animal Care Policy. To learn more, watch our [SmithfieldFoods360](#) virtual farm tour videos.

Our animal care programs and policies were created in consultation with some of the world's most respected experts in animal behavior and handling. These programs are overseen by our Animal Welfare Management Team and our Hog Production Animal Care Committee, which work to verify that all company and contract farms and processing facilities adhere to our animal welfare practices and procedures, including:

- Maintaining and continuously improving our comprehensive written animal care program.
- Providing pigs with housing designed, maintained and operated to provide a physical environment that meets their needs.

OUR TARGETS



Obtain at least one external certification from a globally recognized organization for company-owned farms by 2025.



Assess barn enrichment and adopt recommendations on company-owned farms by 2030.



- Providing animals access to adequate water and high-quality feed to meet their nutritional requirements.
- Identifying and appropriately treating animals that are in need of care, including the timely use of humane methods to euthanize sick or injured animals not responding to treatment.
- Practicing humane handling of our animals that promotes their well-being and complies with all applicable legal and regulatory requirements, including the Humane Methods of Slaughter Act and the Meat Institute's animal handling guidelines.
- Providing training for team members and caretakers at our farms and facilities.
- Conducting annual third-party audits of our hog production and processing operations.
- Providing anonymous communication channels to report noncompliance for immediate action.



Animal Care Oversight

Our Animal Care Committee includes leaders from our hog production and processing operations and is responsible for oversight of our animal care policies and procedures. We continually review and update these policies and procedures based on current research to make sure they align with best practices and technological innovations.

99.57%

Average performance score for our processing facilities in 2023.

We use internal and third-party audits to verify our facilities are following our animal care policies. Our farm operations had an average performance score of 95% for internal audits and 98% on our third-party audits in 2023. Our processing facilities' average score was 99.57% on third-party audits, and all of our facilities had performance scores above 95%. We completed installation of camera monitoring systems in all our harvest facilities three years ago to verify compliance with our animal care policies, using the video for training, off-hour inspections and correcting any operational deficiencies.

Smithfield maintains certification through the National Pork Board's Pork Quality Assurance® Plus (PQA Plus) and Transport Quality Assurance (TQA) programs. These programs help ensure everyone involved in caring for and transporting animals is trained in proper handling and care of our animals.

In November, PQA Plus and TQA were confirmed to be compliant with ISO Technical Specification 34700, recognizing pig farmers' commitment to the highest level of care for the animals they raise and underscoring their dedication to providing pigs with a healthy, safe and sustainable environment.

Additionally, our Continuous Improvement (CI) group identifies process improvements on our farms and works to implement, communicate and monitor any changes. The CI group incorporates feedback from internal and external stakeholders, including our research and development and animal welfare teams, as well as veterinarians and farmers.

OUR COMMITMENTS

-  Continue to maintain and implement updates to our Animal Care Management System and achieve an annual audit score of excellent (97%-100%) globally.
-  Maintain group housing for all confirmed pregnant sows on company-owned farms globally.
-  In our European facilities, provide pigs and poultry with housing, floor area and surface area consistent with EU requirements.
-  Maintain principles for judicious use of antibiotics as defined by the U.S. Food and Drug Administration and the American Veterinary Medical Association, and continue transparent reporting of antibiotic usage.
-  Maintain a written program for animal welfare at processing facilities globally.
-  Maintain a systematic program for animal care based on the Meat Institute's Recommended Animal Handling Guidelines and Audit Guide at each applicable facility in the U.S.
-  Maintain U.S. Department of Agriculture Process Verified Program (PVP) certification in the United States.
-  Receive certification for all live animal suppliers in the United States to the National Pork Board's Pork Quality Assurance® Plus (PQA Plus) program.
-  Maintain Transport Quality Assurance (TQA) certification for all live animal transporters in the United States.
-  Achieve an annual audit score of excellent (97%-100%) at every processing facility globally.

Animal Housing

Smithfield pigs are raised in climate-controlled barns with housing systems designed, maintained and operated in a way that supports their health and well-being. Animals are given access to nutritious food and clean water and receive veterinary care when necessary.

Sows are housed in individual stalls on all Smithfield-owned farms prior to confirmation of pregnancy at approximately 28-42 days after insemination to help ensure their protection and individual care. Following pregnancy confirmation, sows are moved to group pens until they are close to giving birth, when they are moved to individual farrowing stalls to keep their piglets safe and allow for more individualized care during the farrowing process.

Group-housed pork is tracked throughout our supply chain. We also conduct on-site visits to independent farms that supply Smithfield's group-housed pork to evaluate the group housing environment for sows once confirmed pregnant. We also support our U.S. contract farmers who are interested in transitioning to group housing. As of 2023, 42% of our contract farmers in the U.S. use group housing for confirmed pregnant sows.



In 2017, we completed a 10-year, \$360 million investment to convert all of our U.S. company-owned sow farms to group housing.

Group Housing for Female Pigs

In 2017, we completed a 10-year, \$360 million investment to convert all of our U.S. company-owned sow farms to group housing. In our operations in Mexico, Poland and Romania, 100% of our sow farms, including contract farms, use group housing.

Sows require individualized care before, during and after pregnancy.

California Proposition 12 and Massachusetts Question 3

In May 2023, the U.S. Supreme Court upheld the constitutionality of California Proposition 12 and Massachusetts Question 3, voter-approved initiatives that ban the sale in those states of certain pork products from hogs born to sows raised in housing that does not meet those states' standards.

Most sows in the U.S. are raised in housing that does not meet the arbitrary and unscientific standards set by California and Massachusetts. To continue selling to those markets, existing sow barns would need to be retrofitted to comply with those mandates, or new compliant facilities would need to be built. In a 2021 report, North Carolina State University economist Barry Goodwin estimated the cost for new barns at \$3,000 per sow and retrofitted barns at \$8 to \$12 per sow.

Smithfield is committed to serving our customers in California, Massachusetts and elsewhere, to the extent it is viable to do so, while complying with all applicable laws and regulations. Some of our sow farms are now Prop 12 compliant, and we are learning new ways to provide the care sows need within the constraints of Prop 12 housing requirements. We continue to give high-quality care to our animals while ensuring the security of the nation's pork supply.

Animal Safety and Biosecurity

As part of our overall animal care strategy, we are committed to the safety of our animals, and that means implementing and following strict biosecurity protocols on our farms.

Our biosecurity measures are designed to prevent the spread of animal diseases. We enforce strict biosecurity, providing appropriate veterinary care including routine diagnostic testing, and segregating feed and supply deliveries, transportation fleets and farms by health status.

Our biosecurity plans are routinely updated by Smithfield veterinarians and are reviewed and approved by state veterinarians in the U.S. These plans include restrictions for visitors to our U.S. farms and facilities from foreign countries where a foreign animal disease has been detected.

Preventing Foreign Animal Diseases

Preventing and being prepared for animal diseases, particularly foreign animal diseases (FADs), is critical to our operations. While domestic swine diseases can be costly in terms of animal mortality and economic losses, FADs could have an even greater economic impact since trading partners typically stop importing products from pork-producing nations reporting an outbreak. At Smithfield, we have an internal working group with representatives from our hog production and processing facilities teams that plans and prepares for potential FAD outbreaks. Our preventative efforts include developing an FAD manual and crisis plan, which define our prevention and response procedures under a variety of scenarios, and working closely with our industry associations and the U.S. Department of Agriculture (USDA).

Our biosecurity plans are routinely updated by Smithfield veterinarians and are reviewed and approved by state veterinarians in the U.S. These plans include restrictions for visitors to our U.S. farms and facilities from foreign countries where an FAD has been detected, and a requirement that Smithfield team members returning from such countries take five nights of downtime before returning to work. Our operations in Europe have similar standards.



Partnering to Prevent African Swine Fever in the United States

We work with USDA officials, veterinarians and industry experts to protect against the introduction of African swine fever (ASF) into the U.S. ASF, which only affects pigs, is a highly contagious viral illness that is nearly always fatal. While vaccines are in development, there currently are no prevention treatments. Although ASF cannot be transmitted to people, poses no food safety issues and has not been

detected in the U.S., it is a major risk to the global supply of pork and Smithfield's operations. All our U.S. and international farms and facilities have developed comprehensive ASF plans in collaboration with veterinarians, government officials and other industry experts, allowing us to quickly respond in the event of an outbreak.

Our team members contribute as part of working groups at USDA, the National Pork Board, the National Pork Producers Council and the U.S. Swine Health Improvement Plan (SHIP) to review ASF response plans. About 90% of our U.S. farms participate in the SHIP program, a national strategy to certify and improve the health status of hogs in relation to ASF and other diseases. We also participate in USDA-led mock ASF outbreak exercises to drill on response protocols. These exercises include state animal health agencies and are designed to improve outcomes in an outbreak.

We advocate for establishing coordinated USDA authority over ASF response, containment and eradication efforts, rather than state-by-state decision-making that could delay response time and prolong an outbreak. We also support policies — backed by U.S. trading partners — that would allow regions of the U.S. not affected by an ASF outbreak to maintain pork supply chain operations, including exports. Such regionalization would ensure continuity of operations and reduce impacts to the global pork supply.

Genetics

Our genetics programs allow us to produce animals that require fewer resources to grow and have a smaller environmental footprint. The Smithfield Genetics team ensures we're using the healthiest breeds of pigs that convert feed to pork as efficiently as possible. This internal team of experts traces the genetic lines across our value chain.

Our Genetics Research Center in North Carolina runs tests weekly on every piglet born at the center and analyzes data collected on farms and processing facilities to identify which animals should be used for the next generation of breeding sows. We are looking for traits that favor animal health, including growth and nursing efficiency in sows and robustness in piglets. Company geneticists also are implementing genetic markers associated with favorable traits, such as meat quality, to identify genetically superior animals.

We use innovative genetic techniques to produce sows with high birth rates and low mortality rates. We also select for sows that produce healthy, heat-tolerant, feed-efficient hogs that grow quickly, which makes our operations more efficient and more environmentally responsible. The hogs we raise today represent a combination of three heritage breeds: 100% Duroc on the male side and a 50/50 cross between Landrace and Large White hogs on the female side.



Antibiotic Use

Antibiotics are important animal health tools for treating, preventing and controlling disease in order to keep our animals healthy. Smithfield is committed to the responsible and judicious use of antibiotics to safeguard human and animal health. All uses of antibiotics must be preapproved by a licensed veterinarian, and a written authorization or prescription is required before antibiotics are administered to any of our animals.

In 2013, we became one of the first major U.S. hog producers to report on antibiotic usage, and we were among the first to end the use of medically important antibiotics for promoting growth in animals at our company-owned and contract farms in 2016. Our vertically integrated supply chain enables us to ensure compliance with our [Antibiotics Use Policy](#) and accurately report antibiotic use. Adherence to the principles of our antibiotics policy is a requirement for everyone who interacts with our animals.

Environmental Stewardship

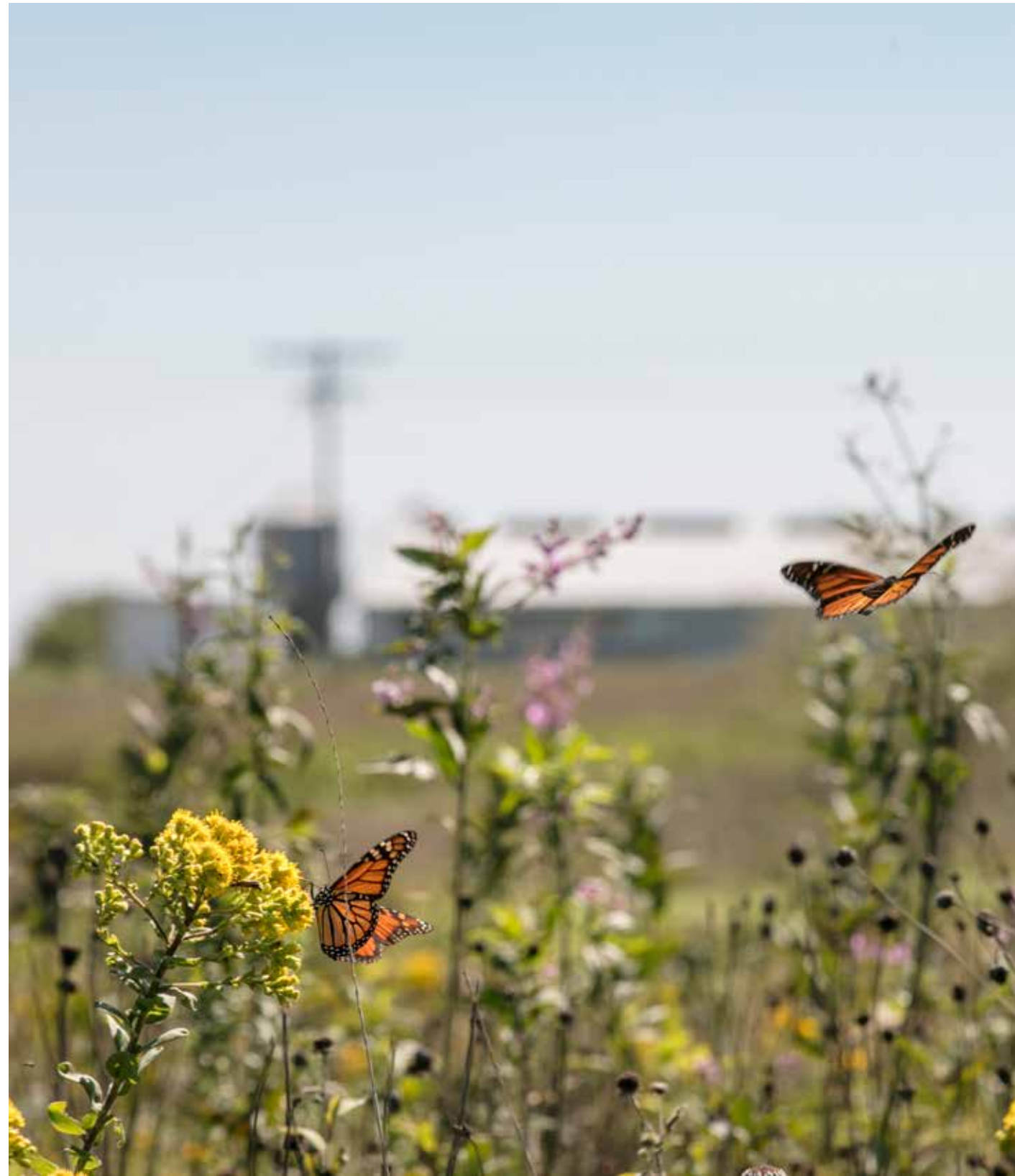
For more than 20 years, Smithfield has employed policies, processes and technologies to reduce our environmental footprint. We have set ambitious goals for environmental stewardship, and we continually develop innovative solutions to minimize our impact on the environment and improve our conservation of natural resources.

▶ To learn more, view our [Environmental Stewardship video](#).

ENVIRONMENTAL POLICIES

📄 [Environmental Policy Statement](#)

📄 [Water Policy](#)






“Our environmental programs and continuous improvements are the core of Smithfield’s sustainability efforts and are often a focal point for customers and consumers. In 2023, we improved our environmental compliance record across the U.S., cut food loss and waste at our food manufacturing facilities and used water resources more efficiently. We also funded important projects to preserve and enhance natural resources in communities in which we operate.”

Stewart Leeth
Chief Sustainability Officer

OUR TARGETS

-  Become carbon negative in all U.S. company-owned operations by 2030.*
-  Reduce greenhouse gas (GHG) emissions across our U.S. value chain 30% compared with a 2010 baseline by 2030.
-  Obtain 50% of our U.S. electricity needs from renewable resources by 2030.
-  Achieve a 75% reduction in solid waste compared with a 2010 baseline and zero waste to landfill (ZWTL) certification at 75% of our U.S. facilities by 2025.
-  Achieve 90% recycle-ready, reusable or industrially compostable packaging by 2030.
-  Halve virgin petroleum-based plastic use compared with a 2019 baseline by 2030.
-  Adopt a goal of reducing food loss and waste in our manufacturing facilities by 50% compared with a 2021 baseline by 2030.
-  Implement biogas systems on 90% of company and contract finishing farms in North Carolina and on 90% of company finishing farms in Missouri by 2030.**

OUR COMMITMENTS

-  Proactively identify and prepare strategies to address and adapt to climate-related risks and opportunities.
-  Assess water supply across our U.S. footprint to ensure sustainable use while increasing water-use efficiency. Adopt internationally recognized water stewardship standards.
-  Reduce notices of violation (NOVs) to zero.

Environmental Oversight

Our environmental programs are overseen by our CSO. We have an environmental compliance committee led by our senior director of environmental affairs. The committee, which meets quarterly and reports directly to our CSO, includes environmental leaders from all Smithfield locations worldwide. Our Environmental Management System helps us manage our environmental actions in alignment with International Organization for Standardization (ISO) 14001 standards, which set requirements for environmental management systems and help entities improve environmental performance through more-efficient use of resources and waste reduction. Our manufacturing facilities — other than new acquisitions and those where certification is not applicable — and our company-owned farms are ISO 14001:2015-certified, and we have standardized internal auditing systems that ensure consistent environmental compliance across all our operations.

Our Approach

Environmental stewardship is about more than just complying with rules and regulations. It's about focusing on continuous improvement and doing business in a way that not only reduces our impact on the environment but also preserves natural resources for future generations. Our focus is on finding solutions that maximize operational efficiency, optimize supply chains and reduce waste and energy consumption.

In 2020, we signed on to the Business Ambition for 1.5°C, a global campaign in line with the Paris Climate Agreement goals led by the Science Based Targets initiative (SBTi). After we made that commitment, SBTi's standards changed, with new and different metrics and reporting requirements for the forest, land and agricultural industries. While we remain committed to our ambitious climate goals, SBTi's changes make it impossible to complete a required assessment within the two-year timeframe mandated by the initiative.

Regardless, we are capturing methane emissions on farms, and we have made significant strides to cut our waste streams and improve our use of water resources.

Climate Mitigation Strategy

Climate change is one of the most pressing issues of our time, impacting businesses and communities around the world. We are assessing climate risk and strengthening our collective resilience because it's the right thing to do for the environment, our communities and our business. Recognizing the importance of understanding and disclosing climate-related risks and opportunities, we structured our reporting approach and collaborated with our reporting partner to conduct a climate change risk assessment for our business.

Additionally, we leveraged the learnings from reporting frameworks like [GRI](#) and [SASB](#) to set new targets and commitments as mentioned in this report to further advance our climate mitigation strategies.

**The scope of our carbon-negative target exclusively focuses on the component of Scope 1 and 2 emissions originating from facilities under direct ownership and control of the company. Any implications regarding total inventory must be understood within the context of company-owned operations. Additionally, Scope 3 emissions, such as emissions from contract farms and other suppliers, are not included in this. We acknowledge that future refinements, as well as advancements in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may lead to corrections or changes in GHG reporting and targets in subsequent reports.*

***This target, established in 2018, was inadvertently misstated in a previous version of this report and has been corrected here.*

2023 ENVIRONMENTAL STEWARDSHIP SPOTLIGHT

Environmental Enhancement Grant Program

Smithfield contributes \$2 million a year to the North Carolina Department of Justice’s Environmental Enhancement Grant program under a 25-year voluntary agreement made in 2000 with the North Carolina attorney general. The program has awarded nearly \$43 million to more than 228 projects in the state.

Grants range from \$5,000 to \$500,000 and are available to nonprofit organizations, including academic institutions and government entities. Funds can be used for land acquisitions or construction, remediation, restoration, planning, education and research projects, with a preference for projects that address environmental harm and damage to overburdened and underserved communities in North Carolina.

In 2023, more than \$2.3 million in Environmental Enhancement Grants were awarded to 18 recipients throughout North Carolina, including \$150,000 for the Coharie Indian Tribe to create a watershed protection plan to manage the Coharie River Watershed; \$200,000 for the Wildlife and Outdoor Recreation Foundation to purchase 48 acres to add to existing wetlands and implement measures to prevent flooding and erosion; and \$150,000 for the Conservation Fund to protect 3,530 acres along the Lumber River, which will become a part of the Lumber River State Park.

PROJECTS FUNDED SINCE 2002 INCLUDE:



NC Foundation for Soil and Water Conservancy
\$5,592,000 to fund statewide lagoon closures, installation of on-farm water systems and other projects



Ducks Unlimited
\$2,760,750 for wetland restoration, infrastructure construction, land acquisition and land management in Eastern NC



NC Coastal Federation
\$2,595,972 for living shoreline installation, land acquisition, advanced hydrological modeling tool to identify future restoration and conservation, restoration of tidal marsh and floodplain lands



NC Coastal Land Trust
\$2,546,500 for land acquisition in Eastern NC, acquisition of conservation easements and updates to conservation plans



NC Wildlife Resources Commission
\$1,484,000 for habitat maintenance and installation of field buffers to improve water quality



Cape Fear River Assembly
\$700,000 for water quality monitoring in Chatham County and to research water, benthic and fish samples



City of Jacksonville
\$675,000 for aerator installation and bioremediation and construction of an oyster habitat in the New River Estuary



City of New Bern
\$354,000 for a hydrologic study, construction of storm-water infrastructure in an underserved neighborhood, and resiliency planning to address massive flood events



The Conservation Fund
\$500,000 for land acquisition to expand state game lands and protect 3,530 acres along the Lumber River

[A complete list of the projects Smithfield funded in 2023 can be found in the appendix.](#)

Reducing Greenhouse Gas Emissions

We have developed a wind turbine pilot program in Colorado with Eocycle Technologies, which produces small wind turbines to power farms, and a wind energy program in Oklahoma.

In Mexico, we use biodigesters on farms as wastewater treatment systems. One of the benefits these systems provide is the capture and use of biogas as a renewable source of energy for water pumping, heating and power generation. This allows us to reduce our carbon footprint and lower our energy costs. Energy performance results for 2023 were 700 Kilowatt hours (kWh) per ton of sold pig for hog production and about 80 kWh per processed pig for our meat processing plant, a 7% and 13% reduction, respectively, compared with last year. Our electricity consumption from the grid was reduced by 18%, from 161 to 132 kWh per ton of sold pig, using 2018 as a base year. The approximate electricity cost savings for 2023 was \$949,000.

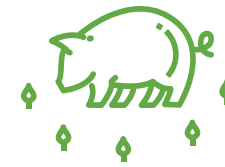
At our Starachowice, Poland, facility, we took a coal-fired power plant offline, replacing it with a combined heat and power (CHP) plant. This significantly reduced air emissions by using natural gas instead of coal and lignite, with 98% efficiency, earning local and regional recognition for improvements in air quality and garnering annual savings of \$8.5 million. Additionally, in October 2023, our Kraplevice facility began producing electricity and heat in a new biogas plant.

We also continued work last year installing photovoltaic panels to convert thermal energy to electricity on our hog farms in Romania and at our Animex Foods Poland facilities, putting solar panels at our plants in Krakow, K4, Morliny, Opole and Szczecin. They will produce about 450,000 kWh per year, reducing CO2 by approximately 217 tons annually.

Our feed mill teams in Romania implemented several energy reduction projects to streamline the way feed is produced and delivered to farms. The team analyzed and adjusted feed production practices, changing feed production quantities, eliminating unnecessary steam production and installing motion and twilight sensors, reducing the energy needed to make one ton of feed by 5 kWh from 2021. In addition, by partnering with transportation, the team improved feed ordering, which reduced fuel consumption.

OUR TOP FOUR ACTIVITIES AFFECTING GHG EMISSIONS

While we are committed to reducing emissions in every part of our value chain, we remain focused on making the most significant progress in our top four activities affecting emissions as identified by our domestic GHG inventory:



1

Livestock Farming

The largest contributor to our greenhouse gas emissions is **livestock and manure management** due to the production of methane (CH4).



2

Retail and Consumer

Energy used during in-home storage, preparation, consumption and disposal **is our next largest contributor of GHG emissions.** This is an indirect scope.



3

Feed Production

Grain farming and feed milling, including the production of animal feed from corn and soybeans, **is our third largest contributor of GHG emissions.** This is an indirect scope.



4

Processing Facilities

The operations that support the processing and packaging of our products directly **is the fourth largest contributor** of our total emissions.

Producing Renewable Natural Gas

Our renewable natural gas (RNG) joint ventures with Dominion Energy, known as Align RNG, and with Roeslein Alternative Energy and TPG Rise, known as Monarch Bioenergy, continued to expand in 2023. We currently have 11 operating facilities between these two joint ventures, and we have projects under construction that will double our RNG production in the coming years.

We completed RNG projects in North Carolina and Arizona in 2023, while construction continued last year on a second RNG project in North Carolina and one in Virginia. In all, we operated 118 covered lagoons and digesters in 2023 covering more than 1 million hog spaces to capture methane and other biogases to produce nearly 1 million dekatherms of RNG.

Smithfield's RNG projects represent a substantial financial commitment toward improvements that will better protect the environment and benefit surrounding communities, diversify farm income, and produce clean energy to power homes and businesses.



Reducing Emissions through Feed Management

Smithfield Grain tracks feed supply at a regional level, providing a greater level of engagement between our procurement teams and upstream suppliers and farms. Understanding the emissions and nutrient impacts of crops in specific regions helps us identify best practices to implement throughout our supply chain and provides opportunities to experiment with feed ingredients that have a smaller environmental footprint. By using alternative feed ingredients, we reduced GHG emissions associated with feed by more than 100,000 tons from a 2010 baseline.

One new feed ingredient is peptone, a soluble protein formed in the early stage of protein breakdown during digestion. Under a new project launched in 2023, we are capturing this byproduct of the heparin manufacturing process and adding it to feed rather than discarding it. This reduces waste and increases the protein level in our feed, which reduces GHG emissions by reducing the amount of feed required to sustain our animals.

By using alternative feed ingredients, we reduced GHG emissions associated with feed by more than 100,000 tons from a 2010 baseline.

Making Fertilizer from Manure

Our hog barns are equipped with slatted floors to remove manure. Depending on the region where the farm is located or the barn design, the manure is often stored in deep pits under the barns or transferred through underground pipes to anaerobic lagoons for storage and treatment. Periodically, the pits and lagoons must be cleared of treated solids known as sludge, which is high in nitrogen, phosphorus and other nutrients and can be used as an organic crop fertilizer. An innovative Smithfield partner in Utah has developed a method for creating value from sludge, using drying beds in the desert to produce approximately 30,000 tons of dry organic fertilizer annually that is easier to handle and doesn't pose a nutrient runoff risk. In North Carolina, our environmental compliance team is partnering with NC State University to refine this approach for non-arid locations through the use of drying greenhouses.



Meat Institute Awards

The Meat Institute recognized five Smithfield locations with its Environmental Achievement Award for companies that go beyond compliance by designing and implementing innovative facility upgrades or environmental programs. Our Sioux Falls, South Dakota, facility was recognized for reducing emissions, and our Milan, Missouri, and Carroll, Iowa, facilities won the award for water conservation. Facilities in Des Moines, Iowa, and Kinston, North Carolina, were recognized for packaging and/or food waste reduction programs.

Another 48 of our U.S. locations were honored with the Environmental Recognition Award, with 40 of them receiving the highest recognition in this category. The award acknowledges a commitment to continuous environmental improvement through the development and implementation of environmental management systems.

48

U.S. locations that earned Environmental Recognition Awards

29

U.S. locations that earned Worker Safety Recognition Awards





PRESIDENT’S AWARD

The President’s Award is the most prestigious of Smithfield’s Sustainability Awards. The honor is presented based on innovation, transferability of solutions to other Smithfield operations and, in some cases, the cost-payback ratio. Our 2023 President’s Award winner:

Starachowice, Poland

Smithfield 2023 Sustainability Awards

For the past 20 years, Smithfield has recognized the efforts of team members and teams in developing and implementing projects that uphold our commitment to sustainability. In 2023, more than 120 projects across our facilities were considered for awards. Combined, these projects resulted in reducing environmental impacts and reduced costs by more than \$13 million.

CO-ZERO HERO AWARDS

Each year since 2007, we have recognized the impressive efforts and talents of Smithfield team members who go above and beyond to ensure their locations receive zero notices of violations (NOVs). Our 2023 Co-Zero Heroes were:



Phyllis Fannin
Manufacturing
Grayson, Kentucky



John Brown
Hog Production
Laverne, Oklahoma

CELEBRATING SUSTAINABILITY AWARDS

The Celebrating Sustainability Awards recognize individuals or teams that developed processes, programs or systems to keep Smithfield on the cutting edge of sustainability. Winners were awarded in six categories.



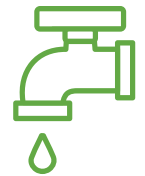
Community
Smithfield Romania
Sioux Falls, South Dakota



Waste
Des Moines, Iowa
Cudahy, Wisconsin



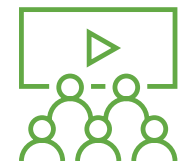
Energy
Opole, Poland
Monmouth, Illinois



Water/Wastewater
Peru, Indiana
Sioux Center, Iowa



Packaging
Kansas City, Missouri
Denison, Iowa



Training/Education/ISO 14001
Smithfield Premium Genetics
Daszyna, Poland



Water Conservation

We are committed to reducing the impact of our operations on water resources and continue to appraise our water supply footprint. To track our water conservation goals, we review water data at least quarterly to identify areas for improvement and consider solutions for water-use reduction. We strictly regulate the application of nutrients on company-owned and contract hog farms under a nutrient utilization plan for each farm site. We also employ grain supply chain innovations to protect water from nutrient runoff and partner with local water authorities to reduce impacts of groundwater use.

In Mexico, water usage is a major issue because of a growing population and a lack of water resources, as well as the government's regulation of those resources. To overcome these challenges, Smithfield farms began collecting rainwater and water from wastewater treatment facilities for use in operations.

Reducing water consumption also is a top environmental concern in our Poland operations, where we are making investments to reduce water use by 25% from a 2020 baseline.



NEW WASTEWATER TREATMENT FACILITY

In May 2023, we began operating a new \$45 million state-of-the-art wastewater treatment system at our Sioux Falls, South Dakota, facility and were fully operational and meeting all new permit limits by July 1. The upgraded system biologically converts ammonia-nitrogen in wastewater to nitrate-nitrogen and further removes nitrate-nitrogen from wastewater, a treatment process known as denitrification that is strongly preferred by the U.S. Environmental Protection Agency. The new denitrification process has reduced Smithfield's overall nitrogen load to the Big Sioux River by two-thirds or more and dramatically improved water quality in the region.

Additionally, biogas generated in the Sioux Falls facility's five anaerobic lagoons is used in the boilers to reduce natural gas use and energy costs.

We also began operating a new wastewater pretreatment system at our Curly's Foods plant in Sioux City, Iowa, significantly reducing our pretreatment discharge to the municipality and reducing the city's surcharge by \$700,000 annually.

Minimizing the Use of Fertilizer

Crops require nitrogen and phosphorus to grow, and these nutrients are supplied through organic fertilizers, such as manure, or via synthetic fertilizers. Too much fertilizer, however, can negatively affect land, air and water quality. Smithfield Grain partners with independent agronomic consultants across the U.S. to help farmers develop site-specific sustainability strategies that mitigate the effects of fertilizers on the environment. We share best management practices to help farmers reduce water use and improve water quality, use nutrient management tools to optimize nutrient absorption and use less fertilizer. We also utilize alternative crops and curated seed mixes to optimize soil health. These efficiencies produce better crop yields, reduce GHG emissions and support farmers economically.

Our facility in Poland, which operates in accordance with goals based on Polish Good Agricultural Practices and Polish Water Law, committed to reduce its use of nitrogen from natural fertilizers to 150 kilograms per hectare by 2025 as a way to improve nutrient balance and minimize potential impacts on natural ecosystems.

To help protect local biodiversity and underground water sources, our farms in Romania apply organic fertilizer only after soil and manure analyses are performed by external agencies.



EXCEEDING ENVIRONMENTAL COMPLIANCE

Our Tar Heel, North Carolina, facility was recognized in 2023 as a “Rising Environmental Steward” by the North Carolina Department of Environmental Quality (NCDEQ) for its continuing commitment to exceeding compliance with environmental regulations and maintaining a high standard of environmental excellence. Tar Heel has been recognized as an environmental leader under the NCDEQ’s initiative for the past 21 years and first became a Rising Environmental Steward in 2005.

The NCDEQ’s program is for organizations that have a “mature” environmental management system and measurable environmental performance goals and show a commitment to exemplary environmental performance beyond what is required by law.

Tar Heel’s wastewater treatment system produces enough renewable natural gas to power more than 2,000 local homes and businesses. Our plant’s reused and reclaimed water systems send approximately 1 million gallons of water per day back to the processing plant, which significantly decreases the facility’s use of potable water.

Our facilities in Clinton and Wilson, North Carolina, also have been recognized for environmental performance under the NCDEQ program, with the Clinton plant being named a Rising Environmental Steward since 2004 and the Wilson facility being recognized since 2005.



Reducing Landfill Waste

In 2023, we reduced our production-weighted solid waste to landfills by approximately 60% compared with a 2010 baseline, and nearly a third of our facilities were zero waste to landfill (ZWTL)-certified. Our target is for 75% of our company-owned facilities to achieve ZWTL status by 2025.

We are working on projects to address an ongoing challenge: the lack of recycling companies that accept unwashed or used plastics. We are also transitioning to recycle-ready consumer packaging, improving our collection and recycling infrastructure and partnering with organizations that share our recycling commitment.

RECYCLING PLASTICS

Smithfield partnered with a plastics recycling company to take food-contaminated plastic from our plants in Peru, Indiana, and Cudahy, Wisconsin. The company cuts the plastic into smaller pieces, washes and deodorizes it and turns it into plastic pellets, then sells the pellets to companies that make new plastic materials.

Reducing Consumer Waste

Reducing waste from our products once they are in consumers' hands is hard to accomplish, so we pursue strategies that mitigate environmental impacts up front. Examples include providing ready-to-eat product lines that require limited home preparation and supporting food waste reduction efforts in households and communities. We also have a dedicated team that investigates strategic packaging and plastic-reduction options to reduce post-consumer waste.

In 2023, we expanded our target for making 90% of our consumer packaging recyclable, reusable or industrially compostable by 2030 to include all product packaging. We also made progress toward our target of reducing the amount of virgin petroleum-based plastic we use by 50% by 2030, from a 2019 baseline. Additionally, we comply with new state packaging laws and regulations, including those requiring elimination of various packaging materials that potentially could be harmful to consumers or the environment.

HEALTHY HOGS FOR A HEALTHY PLANET

An important part of our work as a food company is making use of as much of the animal as possible to reduce waste, which also reduces emissions. We prioritize this in every step of our value chain, from grain procurement to packaging.

Understanding how our hogs feed at different stages of development results in the healthiest animals, the least waste and the highest return on feed. Experts at Smithfield Grain source local grain for feed milling to convert into appropriate swine feed (coarse ground, fine ground or pellet) based on ration formulations established by nutritionists, with hog health and sustainability as key considerations.

Our efforts to protect the environment even extend to how we produce our animals. Using selective breeding, the Smithfield Genetics team is constantly working to develop pigs with the best attributes and most efficient use of resources.

Along with many other improvements, including housing, manure management, better animal care and more refined feed formulations, breeding to produce more efficient pigs has helped the U.S. pork industry reduce its carbon footprint by 8% over the past 60 years while producing twice as much pork on 75% less land, using 25% less water and 7% less energy.

Reducing Food Loss and Waste

In the United States alone, 30-40% of food produced is never consumed. Food loss or waste also wastes water, energy and other resources used in production, and there is an added environmental impact when the food is thrown away. Reducing food loss and waste can have a significant impact on reducing GHG emissions, particularly by decreasing the amount of food going to landfills.

Smithfield participates in USDA's U.S. Food Loss and Waste 2030 Champions initiative, with our commitment to reducing food loss and waste in our U.S. operations by 50% by 2030. This aligns with our targets to reduce waste sent to landfills by 75% and achieve ZWTL certification at three-quarters of our U.S. facilities by 2025. Since 2021, we have reduced food waste at our distribution centers by 30% through improvements to inventory management and product handling.

Our work to ensure food safety and quality also supports our goal of reducing food waste, and projects underway at our processing facilities are saving millions of protein servings from being wasted every year through sustainable improvements. Better packaging, for example, protects products from contamination and preserves freshness so food isn't thrown away.

Smithfield also is part of the global 10x20x30 initiative, which brings together 10 of the world's largest food retailers and providers, and at least 20 of each retailer's suppliers, to cut food loss and waste in half by 2030.

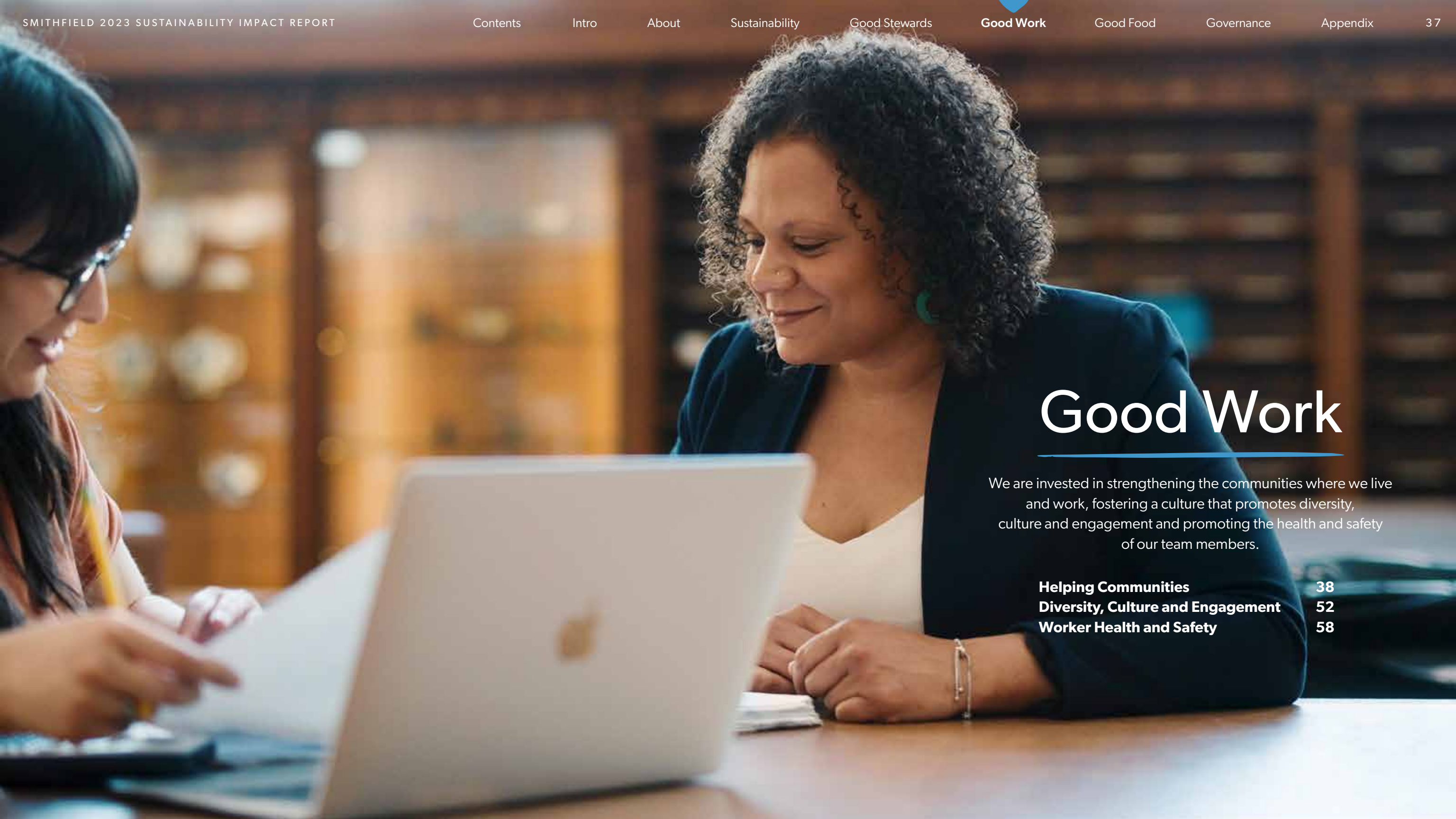
We also are a member of the Farm Powered Strategic Alliance, an initiative to regenerate waste to its highest and best available use. The Alliance turns organic waste into renewable energy through farm-based anaerobic digesters, sustaining farms for future generations and reducing greenhouse gas emissions.

BAKERY UPCYCLING PROGRAM

We are committed to exploring new animal feed formulations that include byproducts to reduce waste, and we are investing in specialized equipment to facilitate the processing of difficult-to-recycle packaged bakery products. In 2023, we produced about 3,500 tons of bakery meal per week, diverting more than 179,000 tons of food waste from landfills. Since January 2021, we have diverted 553,177 tons, or more than 1.1 billion pounds, of bakery waste through our upcycling program.

▶ Watch our [Bakery Upcycling video](#).





Good Work

We are invested in strengthening the communities where we live and work, fostering a culture that promotes diversity, culture and engagement and promoting the health and safety of our team members.

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Helping Communities

Part of being a good corporate citizen means supporting the communities where our team members and their families live and where we operate. In many of these places, Smithfield is the area's largest employer, so we have a duty to help our communities thrive and prosper. Through targeted philanthropy and volunteerism, we improve educational opportunities, advance the vitality of local communities and fight hunger and food insecurity.

▶ [View our Helping Communities video.](#)



“At Smithfield, we have a sense of responsibility not only for our team members and their families but also for the communities in which we operate. In 2023, we spent more than \$120 million to support educational opportunities, fight hunger, help our veterans and support minority suppliers, and donated more than 30 million servings of food globally.”

Stewart Leeth

Chief Sustainability Officer

OUR TARGETS



Fight food insecurity in our local communities by donating 200 million servings of protein through our Helping Hungry Homes® initiative globally by 2025.



Develop the next generation of leaders through donations to schools and education programs and provide scholarship assistance for 1,500 students globally by 2025.



Honor the service and sacrifice of the Armed Forces by hiring 4,000 U.S. Military Veterans through our Helping Our Heroes initiative by 2025.

OUR COMMITMENTS



Give back to local communities through philanthropic and volunteer support at each global Smithfield operation annually.

Our Approach

As a global food company, we are committed to providing essential protein to a growing world population. To fulfill our promise to produce “Good food. Responsibly.®,” we work to address food insecurity, provide educational opportunities and strengthen local communities by supporting nonprofit organizations and communities in need with financial and in-kind donations.

Community Engagement Oversight

Our community development team oversees community engagement programs for Smithfield’s U.S. operations. The team partners with our employees and operations leaders, as well as local officials, business leaders, nonprofit organizations and residents, to identify and address areas of need. Outside the U.S., these efforts are led by local community affairs managers who report to operations directors.



2023 HELPING COMMUNITIES SPOTLIGHT

Combating Food Insecurity

Smithfield's hunger relief program, Helping Hungry Homes[®], has provided hundreds of millions of servings of protein in all 50 U.S. states, as well as in Poland, Romania and Mexico, since 2008. Smithfield donated more than 30 million servings of protein to food banks, disaster relief efforts and community outreach programs globally in 2023 and has pledged to donate 200 million servings of protein by 2025.

Among our contributions in 2023, we teamed with the Utah Pork Producers Association and the Fredette Family Foundation to deliver 35,000 pounds of protein, or 140,000 servings, to the Utah Food Bank. Smithfield and our partners committed to donate 50 pounds of protein to the food bank for each point scored by Brigham Young University and Utah State University during the 2022-2023 football season. The "Points for Protein" partnership has resulted in 198,000 pounds, or 792,000 servings, of protein donated since 2019. Smithfield has donated nearly 500,000 pounds of protein, or nearly 2 million servings, to the Utah Food Bank since 2010.

In 2023, we again hosted Smithfield Foods Hunger Relief Day at the North Carolina State Fair, with free admission in exchange for six cans of food to benefit the Food Bank of Central & Eastern North Carolina. The event makes admission accessible to families that could not otherwise afford it and helps fight food insecurity in rural communities. Along

30.2 million

Servings of protein donated,
valued at \$32 million.





with a supplemental donation from Smithfield of 500,000 servings of protein, the event collected more than 253,000 pounds of food, the equivalent of 315,547 meals, for those facing hunger in North Carolina. One of the largest single-day canned food drives in the state, Smithfield Foods Hunger Relief Day has raised more than 6.5 million pounds of food since its inception in 1993.

In central Indiana and central Virginia, Smithfield partnered with Kroger to provide food to area food banks to address food insecurity. We donated nearly 30,000 pounds of protein to Feed More, providing more than 116,000 servings of protein to help children, students and individuals living in food deserts in central Virginia, and contributed the same amount to Gleaners Food Bank to help fight hunger in central Indiana.

In a partnership with Hy-Vee grocery stores, we donated 32,000 pounds of food to the Food Bank of Iowa to fight hunger and provide nutritionally important protein for families. The nearly 130,000 servings were distributed to Iowans experiencing food insecurity in 55 counties throughout the state.

One of the largest single-day canned food drives in the state, Smithfield Foods Hunger Relief Day has raised more than 6.5 million pounds of food since its inception in 1993.

Team members from Smithfield's Des Moines, Altoona, Carroll, Denison and Algona locations volunteered at the food bank, sorting and packing a record-breaking 4,865 pounds of potatoes.

We also worked with Price Chopper to donate more than 32,000 pounds of food to Harvesters Community Food Network in Kansas City, Missouri. The donation provided more than 130,000 servings of protein to individuals facing food insecurity in a 26-county area of northwest Missouri and northeast Kansas. Smithfield team members from our Kansas City, Martin City and Princeton, Missouri, operations volunteered at Harvesters, packing more than 600 bags for the food bank's BackSnack program.

In September, our U.S. team members collected more than 25,000 pounds of food to support hunger relief during Hunger Action Month, Feeding America's annual nationwide campaign to inspire conversation and drive passion for the issue of hunger. The equivalent of more than 21,000 meals, the donation supported food banks and hunger relief programs in Smithfield's local communities across the country.

And in December, we held a food distribution event in Smithfield, Virginia, where more than 50 Smithfield Foods volunteers distributed 1,000 Smithfield Hickory Smoked Spiral Sliced Hams and holiday sides from Kroger to neighbors facing hunger in the local community. We worked with the Virginia Peninsula Foodbank, Foodbank of Southeastern Virginia and the Eastern Shore, and their networks of local partner agencies, to invite individuals and families at risk of food insecurity to pick up a free holiday meal.

International Support

The GCM foundation, in partnership with Puebla and Xalapa Food Banks and Rotary International Club Xalapa, our food pantry relief program in Mexico, supported seven communities in 2023. The partnership works to end poverty and hunger and empowers communities through the creation of local organizing committees. As part of our commitment to fighting hunger, we donated 34,000 kilograms (75,000 pounds) of pork, equal to 170,000 servings, to communities in need in Mexico.

Under a long-term central partnership with the Food Banks Federation in Poland, Smithfield Polska donated 35 tons of meat products to help address food insecurity in communities near our facilities. We gave an additional 177 tons of product to organizations in Poland to help Ukrainian refugees and other relief organizations, for a total of 212 tons of meat product donations, equivalent to 1.86 million servings of food.

Smithfield Romania, through its Food for Souls program, provided Comtim pork products to prepare nearly 125,600 servings for non-governmental organizations, social canteens, hospitals and day and night centers caring for children, the elderly, single mothers and other at-risk populations in 2023. Food for Souls was launched in 2009 and has offered more than one million meals to organizations in more than 60 communities from Timiș and Arad counties, where the company operates. Volunteers cook and serve hot meals to people at social risk, supplementing their daily nutrition with an essential source of high-quality protein.

170,000

Servings of food contributed to communities in Mexico.

177

Tons of product donated to organizations in Poland to help Ukrainian refugees.

125,600

Servings of food provided through our Food for Souls program in Romania.





Commonwealth Clash

In 2023, we again sponsored the Commonwealth Clash, a rivalry between Virginia Tech and the University of Virginia across all school-sponsored sports. Smithfield team members and athletes from both schools took a step away from the field to make a difference in local communities. Smithfield donated 65,000 pounds of protein — more than 260,000 servings — to Feeding Southwest Virginia and the Blue Ridge Area Food Bank to aid in hunger relief for the region.

Feeding Southwest Virginia channels more than \$33 million in food and groceries through 380 partner feeding programs in its 26-county, nine-city region. The Blue Ridge Area Food Bank serves those living with hunger in 25 counties and eight cities on either side of the Blue Ridge Mountains. With the help of more than 400 programs and pantry partners, it provides nutritious food to well over 125,000 people each month.

65,000

Pounds of food (260,000 servings) provided to Feeding Southwest Virginia and the Blue Ridge Area Food Bank to support hunger relief.

California Commitment Tour

Our Farmer John brand participated in the fourth year of its California Commitment Tour, a food truck tour designed to give back to local communities through delicious food, communal experiences, family-friendly events and meaningful donations to deserving organizations.

The food truck made five stops in California to deliver delicious, curated snacks and co-host community movie nights in partnership with local Boys & Girls Clubs. We also made monetary donations of more than \$50,000 to local organizations in support of the work they do to strengthen families.

Disaster Relief

We delivered 35,000 pounds of food, equal to 140,000 servings, to eastern Kentucky to help feed victims of severe winter weather that hit the area in early 2023, and in August, we trucked 28,000 pounds of product, the equivalent of 112,000 servings, to Live Oak, Florida, to provide food for communities devastated by Hurricane Idalia.

Smithfield products, including bacon, pork chops, ribs and pork loins, were delivered to Mercy Chefs, a Portsmouth, Virginia-based nonprofit that deploys to disaster zones across America. The organization serves free chef-prepared, restaurant-quality hot meals to local residents, volunteers and first responders.

35,000

Pounds of food (140,000 servings) donated to victims of severe winter weather in eastern Kentucky in 2023.

28,000

Pounds of food (112,000 servings) delivered to communities in Florida devastated by Hurricane Idalia.



BLACK BUSINESS INK POWER 100 AWARD

Steve Evans, Smithfield's vice president of community development, was honored in 2023 with a Black Business Ink Power 100 Award as one of the 100 most influential leaders in North Carolina. Evans leads Smithfield's community development team, implementing proactive and coordinated community engagement efforts for our U.S. operations through partnerships with team members, local officials, business leaders and community organizations.

Evans also was named to Business North Carolina's Power List 2023: Agriculture, recognizing North Carolina's most influential private-sector leaders. According to Business NC, the power list is a sampling of the thousands of talented leaders in North Carolina who make things happen at their enterprises and in their communities.

Advancing Educational Opportunity

Smithfield invests in educational programs in our local communities that support agriculture, STEM (science, technology, engineering and mathematics), and equity in education. In all, we funded more than \$2.5 million in education programs in 2023.

Supporting the Nation's Educators

In 2023, Smithfield's Eckrich brand donated \$500,000 to the College Football Playoff (CFP) Foundation for its Extra Yard for Teachers initiative, which recognizes educators across the country for their honest work and tireless commitment to ensuring their students have the tools to succeed.

Throughout the season, college football fans nominate their favorite teachers to participate in the CFP's [\\$1 Million Challenge](#) for a chance to win a \$1 million donation in support of classroom resource projects. Eckrich is a corporate sponsor of the CFP Foundation and the Official Smoked Sausage and Deli Meat of the CFP.

Mentoring Students

We made a [\\$50,000](#) donation to [TeamMates](#), a mentoring program serving third through 12th grade students in the Midwest in 2023. The investment, made through Smithfield's Crete, Nebraska facility, supported local students with one-on-one mentoring to help them reach their full potential. It was the 12th year Smithfield supported the program, in which company volunteer mentors work with students, assisting with homework, exploring interests and hobbies and helping identify talents.

Since the launch of the company's partnership with TeamMates' Crete chapter in 2011, we have donated more than \$600,000 to the program, and more than 200 students have participated.

Smithfield Scholarship Program

We [awarded more than \\$740,000](#) to 13 schools in seven states to fund educational scholarships for the 2023-2024 school year through our Smithfield Scholarship Program. Scholarships are need-based and awarded to eligible dependents of full-time and retired Smithfield team members. Smithfield has awarded more than 1,600 educational scholarships, totaling nearly \$9 million, since launching the program in 2002.



SCHOLARSHIP IMPACT

Sandibel "Sandi" Sandoval, the daughter of Vincente Sandoval who has worked in Smithfield's Denison, Iowa, facility for 15 years, funded her education through the Smithfield Scholarship Program. She is the first in her family to attend college and recently graduated from Iowa State University.

- ▶ She spoke about the impact the scholarship had on her family in a recent video, available [here](#).

1,600

Number of educational scholarships awarded, totaling nearly \$9 million, since 2002.



Educating Youth About Balanced, Healthy Diets

As part of International Food Day — and for the 10th consecutive year — Smithfield Romania volunteers held a food education workshop for 43 third- and fourth-year students of Parta Elementary School. Students were taught the fundamentals of a healthy diet, the role of a balanced diet in the development of children and adults, and how to avoid food waste.

French food retailer Carrefour, as part of “Food Transition Pact,” which it initiated, sponsored the International Food Day for the past three years. Under this partnership, students participating in the workshop received gift packs with snacks to promote a balanced diet.



Supporting Environmental Education

In 2023, Smithfield donated \$30,000 in scholarships to the national-level winners of the National Conservation Foundation Envirothon, North America’s largest environmental education program and international competition in which high school teams compete to demonstrate their environmental knowledge and problem-solving skills. Additionally, we donated nearly \$58,000 to the winners of state, regional and area competitions, and Smithfield team members across the country served as volunteers to lead local training sessions, facilitate program curricula and coordinate activities in support of the program.

\$88,000

Total amount contributed to Envirothon scholarships and competitions in 2023.



Supporting Education in Europe

The Smithfield Polska Foundation, established in 2007, supported about 400 high school and university students in 2023 in communities where Smithfield operates. Working with educational institutions and community leaders, we provided monetary support for specific needs, including audio-visual equipment.

In 2023, Smithfield provided 20 scholarships for students in Romania to attend King Ferdinand Technical College in Timisoara to learn technical skills to become electricians and repair energy equipment. Since 2015, Smithfield Romania, in partnership with the Romanian government, has provided 47 scholarships to ninth, 10th and 11th grade students.



SEED YOUTH PRE-APPRENTICESHIP PROGRAM

In 2023, we donated \$1 million to launch the Southeastern Education and Economic Development (SEED) program in North Carolina. A partnership between the North Carolina Business Committee for Education and Smithfield, SEED is a comprehensive youth apprenticeship program that provides career pathways and college education for high school students in southeastern North Carolina counties.

The SEED program is part of our continuing investment in North Carolina. Last year, Smithfield donated \$2 million and more than 1 million pounds of food valued at more than \$5 million to more than 130 nonprofit organizations in North Carolina that support education, fight hunger, protect soil and water resources and assist U.S. veterans.

\$7 million

Total value of food and cash donated to nonprofit organizations in North Carolina in 2023.

Community Vitality

As a global food company with operations in seven countries, we recognize that the communities where we live and work have unique cultures and needs. We take action to strengthen and support our local communities around the world in meaningful ways.

Feeding Local Youth

In October 2023, Smithfield donated \$20,000 to the Boys & Girls Clubs of the Virginia Peninsula to equip a state-of-the-art kitchen in the Tyrod Taylor Wellness Center in Hampton, Virginia. The center, funded by NFL quarterback and Hampton native Tyrod Taylor, opened in 2023 and represents a significant investment in the health and well-being of the youth in the local community.

Equipped with commercial cooking appliances, food preparation areas and storage spaces, the kitchen serves as the heart of the local Boys & Girls Clubs' health and wellness initiative to nourish young minds and foster healthy habits.



Helping Our Heroes

Helping Our Heroes is a Smithfield veteran engagement program launched in 2020 that honors the service and sacrifice of American veterans and their families. The program prioritizes veteran employment and career development and strengthens veterans' community and family support systems. As part of our commitment, we have a goal of hiring 4,000 veterans by the end of 2025. To date, we have hired more than 3,600 veterans.

Additionally, Smithfield Salutes, an employee business resource group, provides resources for employees with prior military service and helps active-duty personnel transition to civilian life.

MILITARY MISSIONS IN ACTION

Representatives and volunteers from Smithfield and Military Missions In Action (MMIA), a North Carolina nonprofit dedicated to assisting veterans with disabilities, homeless veterans and members of the armed forces, delivered furniture to the home of Illisha Lear, a disabled veteran who recently moved to Laurinburg, North Carolina, with her four children after serving in the U.S. Army.

Smithfield also made a \$25,000 donation to support MMIA's Homes For Healing program, which provides new or gently-used furniture and household goods to veterans and active-duty service members and their families in need of establishing housing stability.



SMITHFIELD HONORED BY MILITARY TIMES

Our programs to recruit, retain and support the veteran community were recognized in 2023 by *Military Times*, which honored Smithfield as the #1 Best for Vets Employer in agriculture. The Best for Vets survey captures the areas of greatest importance to transitioning service members, veterans and their families when looking for an employer. Recruitment and employment practices, as well as retention and support programs, were given the most weight and importance in scoring and final rankings. *Military Times* previously recognized Smithfield as a Best For Vets Employer in 2019, 2020 and 2021.

Fighting Pediatric Cancer

Smithfield's Gwaltney® brand partnered with the Roc Solid Foundation to advance the foundation's mission of bringing hope to kids fighting cancer. Roc Solid is a nonprofit organization based in Chesapeake, Virginia, that has positively affected thousands of families since its inception in 2009. It focuses on the power of play for kids diagnosed with pediatric cancer by surprising them with new backyard play sets and Ready Bags, which include comfort items and essentials for families with children requiring hospitalization, and are distributed through partnerships with children's hospitals across the country.

In 2023, our sixth consecutive year of this partnership, we contributed \$50,000 for several of the foundation's initiatives. Additionally, as part of Gwaltney's "Building On Hope" campaign, we provided "Play It Forward" play sets to 13 families of children with pediatric cancer throughout the Southeast.



Raising Funds to Fight Breast Cancer

During Breast Cancer Awareness Month in October, our Women's Connect Employee Business Resource Group partnered with Chesapeake Virginia Regional Health Foundation's Bra-Ha-Ha fundraiser to support breast cancer research and provide free mammograms for the uninsured and underinsured. Women across our U.S. locations participated in a bra decorating contest, which highlighted stories of triumph, loss and courage, and Smithfield team members voted for their favorite design. Additionally, 40 Smithfield team members participated in the Foundation's 5K Race.



Serving Rural Communities in Mexico

Our Granjas Carroll de México (GCM) Foundation in Mexico supports people who work and live near our operations, helping communities with education, health and nutrition needs. In 2023, we completed 55 projects that served more than 2,600 families in 13 communities in two states.

GCM Foundation also developed a corporate volunteer program in 2023, which logged more than 1,800 hours on community activities, inviting all Altosano team members and our suppliers to participate. The foundation's work was carried out through 40 initiatives, including hunger relief, educational scholarships, training in agriculture and computers, as well as programs for purchasing medicines and providing health services.

2,600

Families served in 13 communities
in Mexico.

Diversity, Culture and Engagement

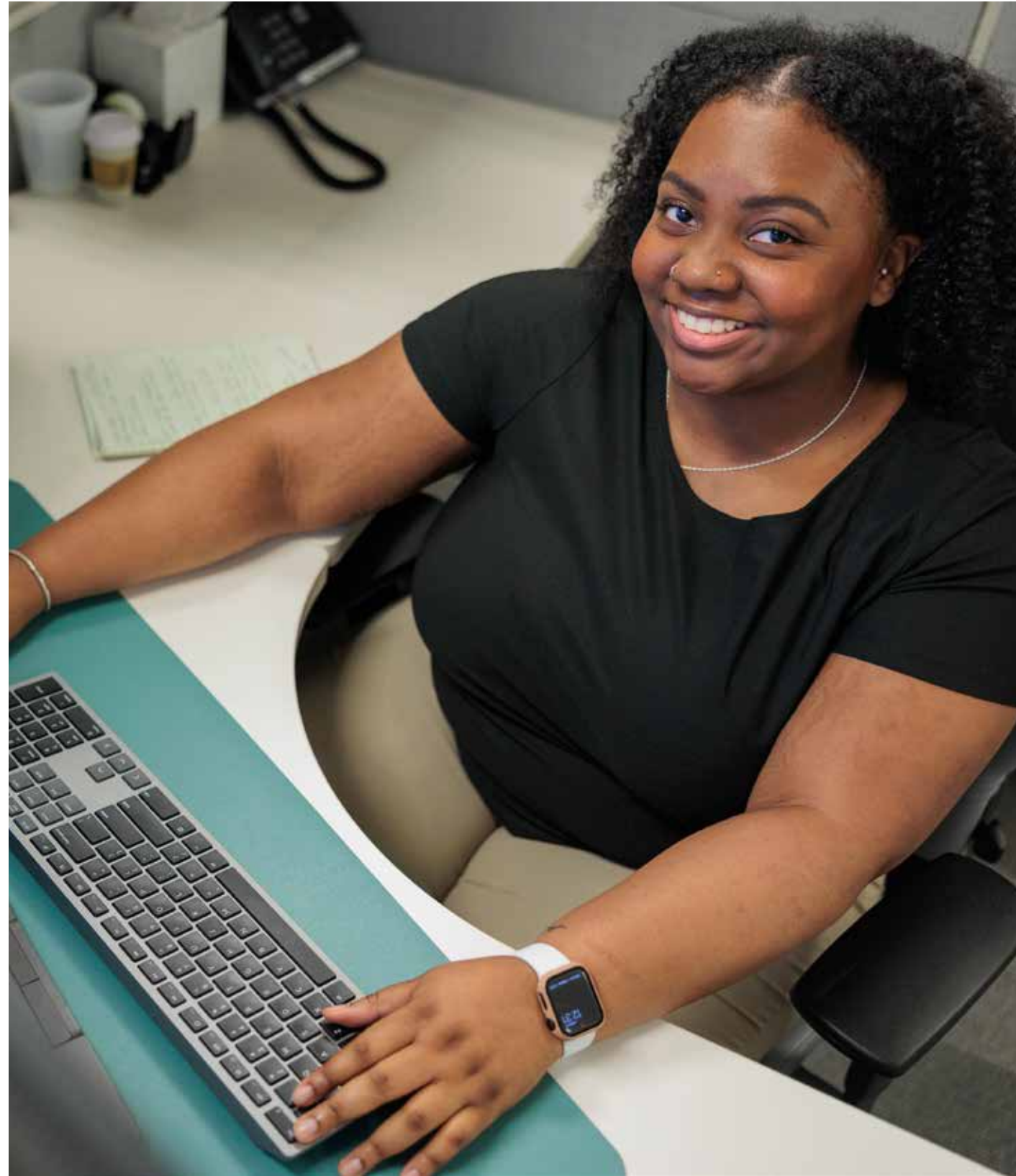
We believe the unique capabilities of each member of our team should be reflected at all levels of the organization, and we remain committed to a diverse and inclusive workplace.

▶ To learn more, view our [Diversity, Culture and Engagement video](#).

DCE POLICIES

📄 [Diversity Statement](#)

📄 [Equal Opportunity Employer Nondiscrimination Policy](#)



“Maintaining a diverse workplace is a key part of attracting and retaining talent, and we work hard to have a workplace that respects everyone, lets them know they are valued, encourages their input and feedback and helps them develop as team members. We first identified diversity, equity and inclusion as a pillar of our sustainability program in 2020 to foster a diverse workplace. In 2023, we changed the pillar to diversity, culture and engagement to place greater emphasis on our intent to create a workplace that encourages everyone, regardless of race, ethnicity or skin color.”

Stewart Leeth
Chief Sustainability Officer

OUR TARGETS



By 2030, increase the racial diversity of our leadership team by promoting and hiring qualified Black, Hispanic and other underrepresented individuals to positions of supervisor and above in support of our current goal of 30% representation.



By 2030, increase the gender diversity of our leadership team by promoting and hiring qualified female leaders to positions of supervisor and above in support of our current goal of 35% representation.



Increase the promotion rate of graduates from our diversity pipeline programs to 45% by 2030.



Increase production facility spending with minority-owned businesses by 14% to achieve a more inclusive supply chain by 2025.



Fund education programs that provide access to quality education and bridge divides in our communities.

OUR COMMITMENTS



Further diversify our Smithfield Scholarship Program to include additional historically Black colleges and universities (HBCUs).



Establish and maintain a minority grower program to increase the number of hog suppliers from diverse backgrounds within our agricultural supply chain.

Our Approach

In 2023, we continued to build a culture that values diversity, inclusiveness, employee development and a highly engaged team as the best way to retain our people and enhance the employee experience. We hired a new chief human resource officer to create and execute a comprehensive talent strategy that further aligns Smithfield's business plan with our human resources function and lead our recruiting, retention, training and development, and diversity, culture and engagement programs. We continue to promote an aggressive set of goals to increase gender and racial representation of qualified individuals in all parts of our business, from senior management to suppliers to production partners. We also continue to take steps to model our leadership team to reflect the diversity within our company and our supply chain.

Diversity, Culture and Engagement Oversight

Our DCE team is a dedicated Center of Excellence for business partners across all functional areas focused on promoting diversity, belonging and positive cultural change throughout Smithfield and in our communities. DCE is supported at the highest levels of our organization, with the DCE team reporting our progress to our CEO on a quarterly basis.



⚙️ 2023 DIVERSITY, CULTURE AND ENGAGEMENT SPOTLIGHT

Our Culture

The diversity of our workforce and the value we place on including different perspectives have been part of Smithfield’s culture for decades. We continue to strengthen this culture and foster an environment that allows all our team members and partners to have a voice in every aspect of our company.

The DCE team implemented a mid-level leadership development program for underrepresented high-potential talent within the company in 2023, with a target of 25% of participants being promoted over three years. In our first year, six of the 11 team members in the program were promoted, a 55% success rate.

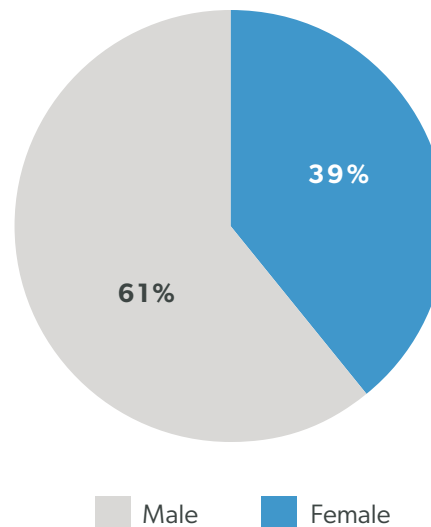
With the growing success of our employee development programs, we continue to make progress toward greater inclusion of minorities and other underrepresented individuals in leadership and management positions. Our management (supervisor and above) now consists of 27% women and 30% minorities, close to the targets we hope to achieve by 2030.

In Mexico, Altosano increased the number of female team members to 18% from 12% over five years and collaborated with the Mexican government on efforts to promote women’s economic independence.

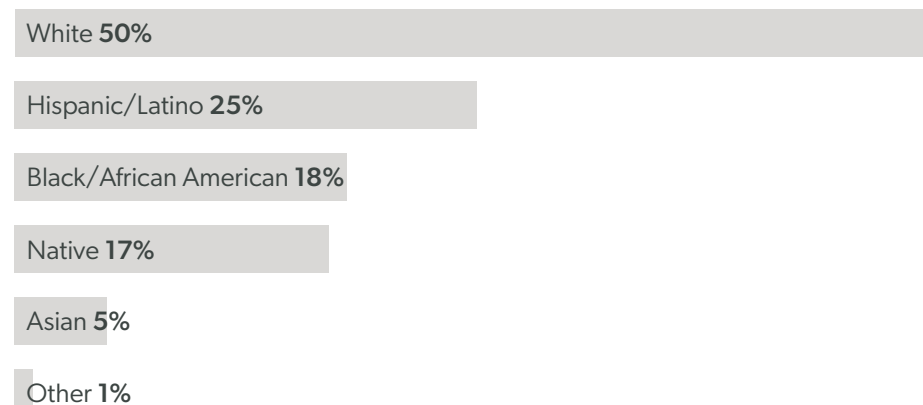
EMPLOYEE ENGAGEMENT SURVEY RESULTS

Results from the company’s first employee engagement survey, conducted by Gallup, were used to enhance programs to strengthen our culture and reinforce our values and operating principles. Smithfield’s executives and leaders within various departments formed action plans to support these efforts and drive change.

Gender Breakdown



Ethnicity Breakdown



**Ethnicity Breakdown percentages do not add up to 100% due to the multi-racial identification among some of our workforce.*



Strengthening Our Teams, Developing Future Leaders

We remain committed to providing a workplace where we celebrate our differences, respect the opinions of others and value the experiences that make us unique. Education is an important way we strengthen understanding, inclusion and belonging and develop future leaders within Smithfield.

Free Tuition

We offer free tuition to full-time and part-time team members through a program specifically designed for adults in the workplace. We cover, up front, up to 100% of tuition costs for various degree and certificate programs through vetted universities and learning providers, with flexible course schedules and programs aligned to Smithfield's career pathway opportunities. Required textbooks and course fees also are covered.

The new program is administered in partnership with Guild — Smithfield's education benefit program — through a platform designed to provide every eligible team member access to learning and career growth, with a catalog of high-quality learning programs for working adults. It also features one-on-one personalized education support and career coaching for our U.S. team members.

Promoting STEM with Minority Students

In 2023, we continued our partnership with Minorities in Agriculture, Natural Resources and Related Sciences ([MANRRS](#)), a nonprofit organization that promotes academic and professional advancement by empowering minorities in agriculture, natural resources and related sciences.

The partnership, formed in 2020 with an initial \$500,000, two-year investment from Smithfield, has created a diverse pipeline of K-12 students interested in food, agriculture and natural resources careers. To help the next generation of leaders succeed, Smithfield and MANRRS established the Smithfield Jr. MANRRS Scholars Program to expose minority students to STEM-related disciplines through a series of educational programs and curricula.

Leadership Training

Our Operations Leadership Program (OLP) is an intensive, three-month development program designed to prepare our operations supervisors for the next level of management by expanding industry-related knowledge and enhancing managerial skills. OLP includes personal mentorship and networking components that facilitate learning from key cross-functional members of the Smithfield team. Since its launch in September 2020, OLP has led eight cohorts with 158 graduates in 37 locations, resulting in more than 50 promotions, with 85% of current program participants and alumni from diverse backgrounds.

OPERATIONS LEADERSHIP PROGRAM HIGHLIGHTS

158

Graduates

37

Locations

50

Promotions

85%

Current program participants
from diverse backgrounds

DCE Training

Our DCE portal, developed in 2022, provides access to monthly highlights of culturally significant events, curated learning modules, videos, books and articles. We also have a three-part inclusive leader training series for all team members at all levels of our company, covering diversity and cultivating a culture of belonging in the team member experience.

Employee Business Resource Groups (EBRGs)

Smithfield's EBRGs, which foster supportive communities that help strengthen professional and personal connections across all organizational levels and operating areas, are open to all Smithfield team members. In 2023, we grew our EBRG community from four to six groups. Our six EBRGs — Black Professional Network, Women's Connect, Smithfield NEXT (for young professionals), Smithfield Salutes (for veterans), PRISM (for LGBTQIA+ and straight ally colleagues) and LCS (Latinx Community of Smithfield/Comunidad de Latinx de Smithfield) — hosted more than 100 inclusive professional development events. We have also updated our EBRG guidelines to encourage cross-collaboration between groups.

Our Supply Chain

Smithfield supports economic opportunity for minority-owned businesses. We are committed to creating diversity in our supply chain.

Minority Farmer Program

Our minority farmer program was launched in 2020 to help address historic barriers to farm ownership facing Black and other minority farmers. Aaron Blackmon, a farmer in Bladen County, North Carolina, met Isaac and Nina Singletary when he was 16, and they became like family. He later worked as their farm manager and is now the new owner of Singletary Farms.

▶ To learn more, about Aaron's story, watch our video [here](#).

Tracking Supplier Diversity

Supplier diversity is important to both Smithfield and our customers, and we report our supplier diversity metrics to customers who request them on a quarterly basis. As a result, all of our suppliers are required to provide their Small Business Administration classification during onboarding.

We strive for broader representation across our supplier base, and our corporate purchasing and strategic sourcing teams continually work to promote supplier diversity through our spending in a variety of categories, from packaging and ingredients to maintenance and other services.

In 2023, our production facility spending with minority-owned businesses topped \$83 million.

\$83 million

Our production facility spending with minority-owned businesses in 2023.



Education in Our Communities

Improving access to quality education helps break down structural inequalities in our communities, which is why Smithfield has pledged millions of dollars in funding to organizations that are improving educational access for students of color and in underrepresented communities. Our philanthropic initiatives provide educational opportunities to team members, their families and communities.

Smithfield's Black Professional Network Celebrates Juneteenth

In recognition of Juneteenth, our Black Professional Network (BPN) read books to students at An Achievable Dream Academy in Newport News, Virginia. BPN organized the event to highlight the importance of literacy. Additionally, Smithfield's Steve Evans, vice president of community development, participated in an event hosted by the Martin family on their farm. The Martins are descendants of Harry Martin, who escaped enslavement and enlisted in the Union Army during the Civil War as a member of the 135th United States Colored Troops. He returned to Wayne County, North Carolina, and purchased land in 1883 that he later endowed to his children. The Juneteenth event recognized Harry Martin's journey from slavery to Union soldier to landowner and the legacy he left behind, as the family celebrated 140 years of farm ownership. The [Martin family](#) were the first family farmers to participate in Smithfield's minority farmer program.



ROI Awards

Smithfield's ROI Awards recognize team members who exemplify our guiding principles of Responsibility, Operational Excellence and Innovation (ROI).

In 2023, we received 856 ROI Awards nominations and selected 30 finalists, 10 winners and three grand-prize winners. Finalists receive \$1,000, winners receive \$5,000 and grand-prize winners are awarded \$10,000.

RESPONSIBILITY

Commitment to the Environment Team

Midwest Region Hog Production

Support for Ukraine Team

Smithfield Polska

OPERATIONAL EXCELLENCE

Modified Grain Production Process Team

Altosano team

Jordan Klein

Operations Manager, St. James, MN

INNOVATION

Grain Delivery Hubs

North Hog Production Region

Pete LeRay

Process Safety Management Supervisor,
Cudahy, WI

Worker Health and Safety

Our culture, processes and systems are designed to support our team members' well-being at work and at home, and we strive to lead our industry in worker health and safety. Our commitment to the health and safety of our employees is reflected in our industry-leading safety practices and professional development opportunities.

EMPLOYEE HEALTH AND SAFETY POLICIES

[Health and Safety Policy](#)

[Transparency in Coverage Policy](#)



“The safety and well-being of our team members is paramount. We strive to continually improve our comprehensive health and safety management system, which allows us to effectively and consistently manage and track injury prevention and education throughout our operations. Last year, we continued to achieve safety incident rates below industry averages.”

Stewart Leeth

Chief Sustainability Officer

OUR TARGETS



Obtain ISO 45001 Health & Safety Certification at all facilities globally by 2025.



Increase safety engagement level to 65% or more of team members globally by 2025.

OUR COMMITMENTS



Continue to reduce health and safety rates below relevant industry averages globally.



Score at least 90% on Smithfield Injury Prevention System (SIPS) audits at all locations globally by 2025.

Our Approach

Team member health and safety is a critical element of the culture that makes Smithfield a great place to work. We require strict adherence to our rigorous health and safety policies from every team member and visitor at every Smithfield facility around the world. We also practice “stop work authority,” which empowers all employees to halt production, without fear of retribution, if they believe something is unsafe.

To support our team members’ financial, physical and mental health at every life stage, we have taken steps to create a positive work environment, providing competitive pay and benefits, an employee assistance program and unique learning opportunities for career development.

Worker Health and Safety Oversight

Our global health and safety team, led by our chief manufacturing officer and senior director of corporate safety and health, is responsible for driving continuous health and safety improvements across our company. The team maintains constant, open lines of communication with our corporate and local HR and safety directors.



2023 WORKER HEALTH AND SAFETY SPOTLIGHT

Health and Safety Metrics

We strive to reduce our recordable safety incidents each year, and we achieved safety incident rates below industry averages again this year for Total Incident Frequency (TIFR); Days Away, Restricted, Transferred (DART); and Days Away from Work Injury and Illness (DAFWII).

2023 WORKPLACE SAFETY STATISTICS



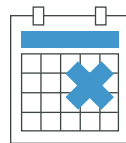
2.42

Total Incident Frequency (TIFR).



1.68

Days Away, Restricted, Transferred (DART).



0.43

Days Away from Work Injury and Illness (DAFWII).

Smithfield Injury Prevention System

Our Smithfield Injury Prevention System (SIPS), a comprehensive occupational health and safety management system, is designed to drive improvements and ensure the effective and consistent management of injury prevention, education and tracking in every part of our business.

Implemented in 2018, SIPS, which encompasses OSHA-required programs and standards, supports our goal of achieving ISO 45001 certification in all Smithfield operations by 2025. It applies to all workers, including management, hourly, temporary employees and contract workers. In 2023, we completed our Stage 1 assessments for ISO 45001 certification.

To make sure SIPS is operating as intended, we complete audits of all Smithfield facilities each year, and in 2023 we rolled out a centralized safety software system to simplify management, tracking and reporting of critical health and safety information.

Keeping Our Team Safe

Protecting our people is a top priority at Smithfield. To achieve this, we have a systematic process for identifying hazards and assessing risks in every task we perform, every modification we make and every new process we employ.

Our Hazard Identification and Risk Assessment program allows us to rate risks and take actions to reduce them. The process is directed by the management teams at all our locations, with input from team members, particularly those who perform the various functions being evaluated.





Engaging with Our Teams to Build a Better Smithfield

We continually look for new ways to make our work environment even better. We do this by soliciting our team members’ opinions and engaging with them regularly through surveys, suggestion boxes, roundtable meetings, brainstorming sessions and our open-door policy.

We also empower team members to be a part of the problem-solving process. Through a formal process known as worker participation and consultation, more than half of our team members voluntarily offer feedback every month. We set a target of 60% engagement for 2023 and topped that at 62.2%. For 2024, the goal is 65%.

62.2%

Engagement on workplace safety in 2023.



Team Member Benefits

We are proud to offer our team members and their families a range of high-quality benefits, including medical, dental and vision insurance, prescription drug plans, retirement savings, paid time off, wellness and mental health programs, employee assistance services and other resources to support their health and wellness. Benefits are available to all full-time team members but may vary because of geographic location or collective bargaining agreements.

Let’s Get Healthy Together!

Our “Let’s Get Healthy Together!” program supports good health through enhanced benefits, educational programs, screenings and promotion of healthy lifestyles. All full-time team members in the U.S. are eligible to receive supplemental support for smoking cessation, maternity care, asthma and diabetes and other benefit options.

Paid Parental Leave

In addition to government-regulated family and medical leave, Smithfield offers all full-time, non-bargaining U.S. team members two weeks of 100% paid, job-protected parental leave for the first year after a child’s birth or adoption.

Developing Our Team

We offer — and, in some cases, require — training, learning and professional development for Smithfield team members. These learning opportunities take many forms, and we view them as investments in the future of our business and our employees. A trained and skilled workforce strengthens our continuous improvement culture, helps our team members reach their professional and personal goals and ensures we can continue to provide safe, high-quality, nutritious food products to our global customers every day. In addition to required and on-the-job training, our professional development opportunities include:

- An online learning platform, offering hundreds of courses with topics ranging from food safety to leadership development. Smithfield team members participated in over 23,000 online safety courses in 2023.
- Tuition assistance that reimburses eligible undergraduate and graduate tuition expenses up to \$6,000 and \$7,500, respectively, for full-time team members pursuing a college education. Currently, more than 100 team members participate in this program, which supplements our Guild free tuition program.

- Apprenticeship opportunities, through a program launched in 2019, to develop the next generation of experienced, professional tradespeople. The program provides internal and external candidates, high school graduates and military veterans with mentorship, classroom learning and hands-on engineering and mechanic training while earning their associate degree and journeyman certification. Participants receive free college tuition, salary, certifications and benefits as they progress through the program. Currently, 95 team members participate throughout the United States.

23,000

Online safety courses taken
by Smithfield employees in 2023.





Smithfield Worker Safety Awards

Recognizing and rewarding our team members' innovative work and outstanding actions is an important part of building our culture of safety. At our annual Smithfield safety conference, we recognize nominees and winners with our worker safety awards.



SAFETY INNOVATION OF THE YEAR

SHP Feed Milling



SAFETY PROFESSIONAL OF THE YEAR

Cristina Denmon,
Smithfield North



WORKER SAFETY EXCELLENCE LOCATION OF THE YEAR

Greenfield, Indiana

SAFETY EXCELLENCE CIRCLE

Recognizes locations that met or exceeded safety goals for 2023:

- Cumming, Georgia
- Des Moines, Iowa
- Sioux City Pet Food, Iowa
- Northeast Distribution Center, Maryland
- Springfield, Massachusetts
- Crete Distribution Center, Nebraska
- Lincoln, Nebraska
- Godwin, North Carolina
- Sioux Falls, South Dakota
- Smithfield Direct Sales South
- Salt Lake City, Utah
- Smithfield, Virginia
- Krakow, Poland
- Kutno 1, Poland
- Kutno 3, Poland
- Morliny, Poland
- Suwalki, Poland
- Szczecin, Poland
- Agriplus by Ferme, Romania
- Prod, Romania
- Agriplus by Ferme, Poland
- GCM Farms, Mexico
- GCM Plant, Mexico

Additionally, 29 of our locations earned Worker Safety Recognition awards from the Meat Institute, with 22 facilities earning the top honor in the category.

Good Food

Good food produced the right way is what we do best. We're helping feed families around the world with safe, affordable, nutritionally important protein that people can trust for its quality and love for its flavor.

Food Safety and Quality
Health and Wellness

65
69



Food Safety and Quality

Food safety and quality are embedded in our culture and prioritized by every Smithfield team member, from our farms and plants to our corporate offices. We are proud of our strong food safety policies, procedures and performance.

▶ To learn more, view our [Food Safety and Quality video](#).



“Producing wholesome, nutritious, great-tasting products for consumers around the world is Smithfield’s reason for being. Our 54,000 team members do an outstanding job to make this happen, and we have poured a lot of time, effort and money into programs and processes that promote the safety and quality of our food. We continually train our team members in industry food safety and quality best practices and encourage them to speak up if they have concerns.”

Stewart Leeth
Chief Sustainability Officer

OUR TARGETS



No incidents requiring a recall.

OUR COMMITMENTS



Maintain Global Food Safety Initiative (GFSI) certification at all applicable facilities.



Maintain a robust food safety employee training program.

Our Approach

Producing safe, wholesome products for our customers and consumers is our focus, and we operate under programs and policies that promote food safety and quality at every step of our value chain. To ensure adherence to these programs and policies, we employ data analytics to monitor food safety indicators and take corrective action if necessary.

We also collaborate with the U.S. Department of Agriculture's Food Safety and Inspection Service (FSIS), the U.S. Food and Drug Administration and industry associations on projects aimed at improving food safety and increasing consumer protection. Last year, for example, we shared with FSIS our approach to thermal processing for preserving and ensuring the safety of our products.

Food Safety and Quality Oversight

Our Food Safety and Quality Assurance (FSQA) team, which is led by our vice president of food safety and quality assurance and reports to our chief manufacturing officer, follows rigorous safety and quality processes daily to ensure product quality and safety.

In 2023, we continued to standardize our food safety and quality assurance processes, achieving a comprehensive, unified approach to food production that underscores our food safety culture and commitment to producing high-quality protein.

Our food-processing facilities align around our manufacturing intelligence platform known as M-IQ, the methodology that standardizes all aspects of our manufacturing operations — from food safety and quality policies to data collection — and defines the way we produce our products. We train our team members on our policies, procedures and customer expectations and how to adhere to our standards, and we conduct regular unannounced audits to make sure our policies are being followed.

We have developed food safety and quality assessment dashboards to measure our progress, tracking facility-level compliance and delivering reports on food safety and quality metrics such as customer and consumer complaints, recalls and product shelf life, which can be used to make improvements and correct deficiencies.

One of our top food safety initiatives is eliminating the potential for any microbiological, chemical or foreign materials in our products. In 2023, we installed X-ray machines in 15 of our 43 processing facilities to detect foreign materials that could trigger a product recall.



SHARING SCIENTIFIC EXPERTISE

Smithfield's Dr. Hayriye Cetin-Karaca, senior research scientist at our Springdale, Ohio, facility, was named to the USDA National Advisory Committee on Microbiological Criteria for Foods (NACMCF), which works with federal agencies that ensure the safety of foods.

Formed in 1988, the NACMCF provides impartial scientific advice and recommendations to the Secretary of Agriculture and the Secretary of Health and Human Services on public health issues relative to the safety and wholesomeness of the U.S. food supply, including development of microbiological criteria and review and evaluation of epidemiological and risk assessment data and methodologies for assessing microbiological hazards in foods.

🔧 2023 FOOD SAFETY AND QUALITY SPOTLIGHT

Global Food Safety Initiative Standards

Smithfield measures food safety and quality performance against the GFSI standard, which was developed to drive continuous improvement in food safety and quality management systems around the world. GFSI certification requires announced audits, as well as annual third-party audits by organizations such as Safe Quality Food, the Brand Reputation Compliance Global Standard (BRCGS), the International Featured Standards (IFS) Food standard and ISO 22000. It also requires facilities to have scientifically valid food safety and quality plans that continually monitor compliance according to stringent specifications for product development, ingredients, facility maintenance, manufacturing procedures and quality, as well as Hazard Analysis and Critical Control Points (HACCP)-certified team members and production plans.

All of our applicable U.S. and international facilities are GFSI certified and have GFSI-certified plans for all applicable customers. In Mexico, our processing plant is Safe Quality Foods certified, and in Poland, our farms, warehouses and rendering plants are IFS and BRCGS certified. In Romania, our fresh meat division is IFS and BRCGS certified, and all rendering facilities, warehouses and farms are certified under ISO 22000. In Slovakia, all four plants are IFS certified and three of them are also BRCGS certified.

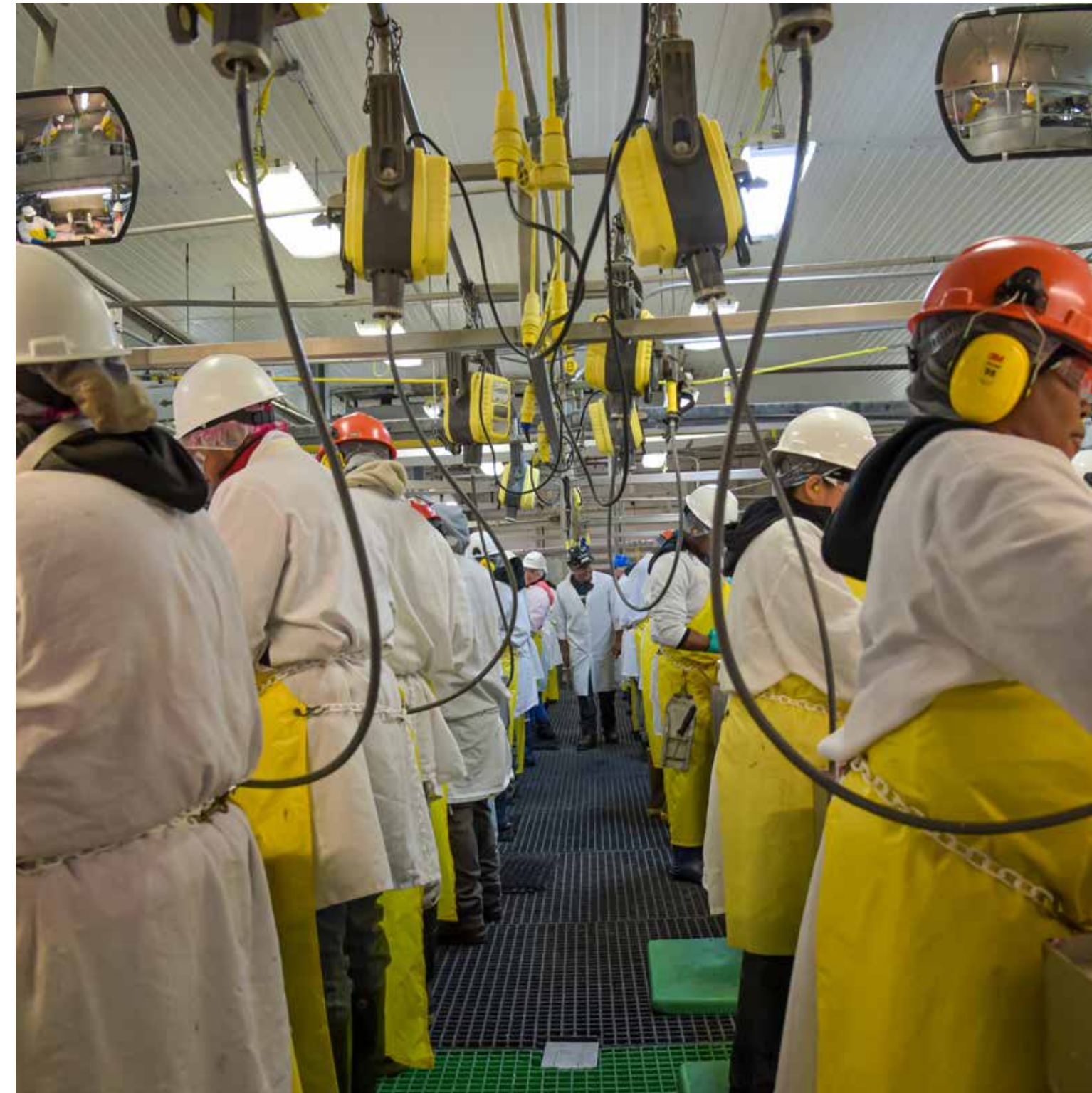
We also require our suppliers to undergo annual GFSI certification, or equivalent, as well as third-party animal handling and transportation audits. Additionally, USDA's Process Verified Program (PVP) certification, a farm-to-table assurance initiative, applies to 100% of our suppliers.

For a full list of industry certifications and verifications, visit the food safety and quality section of our website [here](#).

Team Member Training and Certification

We train our team members on food safety and quality principles and create an environment that enables a proactive, strategic approach to addressing issues. Since they are on the front lines every day, we seek their input before making changes to our training or operations.

Smithfield's food safety and quality training includes certification in various programs, such as HACCP, for applicable team members at each of our facilities and mandatory annual food safety and quality training for all team members in our food-processing facilities.



Standardizing Best Practices

More than 50 food safety and quality policies, which are evaluated and updated regularly, ensure that all our team members in all our facilities are following our standard food safety protocols and best practices. We conduct numerous tests, monitor processes and collect data to make sure we're meeting or exceeding regulatory requirements. Implemented across all our facilities, these safety and quality policies and procedures ensure consistent, high-quality products that our customers and consumers can trust.

Our FSQA team continuously works to improve our food safety and quality processes. Our food safety and quality leaders have the authority to make improvements and employ measures over and above our standards to correct any issues. Best practices are evaluated by the Smithfield team, shared across all our facilities and incorporated into our standard operating procedures when appropriate.

We encourage our team members to speak up if they have any concerns about food safety or quality through an initiative called "Raise Your Hand." As part of our M-IQ system, we also have regular meetings with team members to address any issues they observe.

When we acquire a new U.S. facility, our food safety and quality team is first on the ground to begin training team members and implementing Smithfield's FSQA policies. We expect new facilities to operate according to our standards within three months, with no exceptions.



Tracing Our Products Through the Supply Chain

In addition to following all USDA regulations, guidelines and recommendations, we employ sophisticated tracking technology that allows us to trace our products from farms to store shelves. This enhances our ability to manage a voluntary recall, if necessary.

Recalls

Each year, our target is zero product recalls. However, in the event of a voluntary recall, our food safety and quality systems allow us to respond quickly. We immediately involve USDA and alert retailers and media to prevent any recalled items from being sold or consumed. Our facilities in Mexico, Romania and Poland coordinate with multiple governmental agencies and organizations that oversee food safety requirements and recall procedures.

Our U.S. operations had zero recalls in 2023, while our international operations reported five recalls — two in Romania, one in Slovakia and two in Poland.

Health and Wellness

Producing good food is more than making sure our products are safe, wholesome and delicious. From easier-to-understand nutrition and ingredient labels on our packaging to harvesting byproducts for use in lifesaving medical applications, we're making progress toward a healthier world.

▶ To learn more, view our [Health and Wellness video](#).

HEALTH AND WELLNESS POLICIES

📄 [Sodium Policy](#)






“Smithfield continues to improve the nutritional profile of our products and use as much of our animals as possible to minimize waste. In 2023, we continued our work to reduce added sugars and sodium. We also harvested byproducts, including viscera used for life-saving biomedical technologies, from our production process. Last year, we were again one of the top producers of heparin sodium active pharmaceutical ingredient, an anticoagulant used in cardiac surgery and other medical applications.”




Stewart Leeth

Chief Sustainability Officer

OUR TARGETS

-  Increase transparency of food nutrition through cleaner labels across 100% of our product line by 2025.
-  Reduce added sugars by 10% across our entire U.S. product line by 2025.
-  Reduce sodium by 10% across our entire U.S. product line by 2025.

OUR COMMITMENTS

-  Maximize our global vertically integrated supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals.
-  Assure a variety of products for different diets and needs.
-  In our international operations, include products designed to address health and wellness in accordance with EU nutrition and labeling standards.

Our Approach

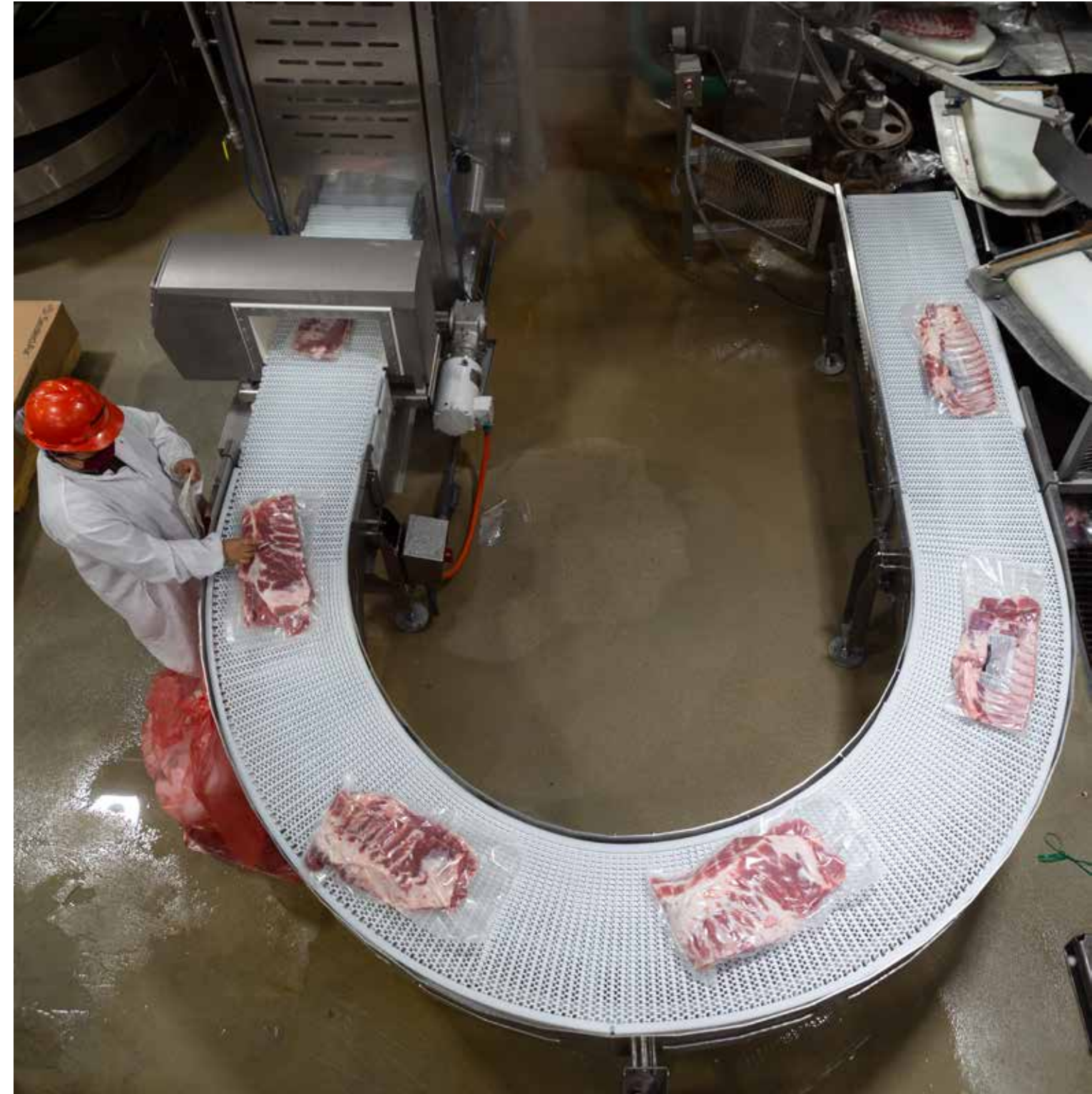
As one of the world's leading food companies, we leverage our global vertically integrated supply chain to produce delicious, affordable, nutritionally important protein and partner with our foodservice and retail customers, as well as healthcare experts, to improve the health-related attributes of our products. We also provide consumers with the information they need to make responsible food choices.

In addition to promoting healthy lifestyles through our products, we help improve human health — and save lives — by commercializing valuable bioscience products from our vertically integrated production process.

 [View our Good Is What We Do video here.](#)

Health and Wellness Oversight

Our research and development team, in coordination with leaders from our food safety and quality assurance, operations, labeling and specifications departments, oversees our health and wellness initiatives. The team reports to our chief manufacturing officer.



⚙️ 2023 HEALTH AND WELLNESS SPOTLIGHT

Innovation for Healthier Foods

Smithfield remains committed to improving the health profiles of all our products and increasing transparency through cleaner labeling across 100% of our product line by 2025 from a 2020 baseline.

Our research and development team works with leaders across our organization to identify opportunities to transform our ingredient lists through substitution and elimination. We use cultured celery juice and cherry powder, for example, as alternatives to sodium nitrate and sodium erythorbate in our all-natural and naturally cured products.



Importance of Meat in the Diet

Meat provides high-quality protein and various nutrients, some of which only can be obtained through animal protein. This protein provides most of the global vitamin B12 intake, for example, and supplies other B vitamins, omega-3 fatty acids and several important minerals, including heme iron and zinc. According to an extensive [2023 study](#) published in *Animal Frontiers: The Review Magazine of Animal Agriculture*, meat is “well suited to meeting human nutritional requirements” and plays “a key role in human health and development.”

The study emphasized the potential risks associated with removing or drastically reducing meat consumption, cautioning against the unintended nutritional and environmental consequences. Livestock farmers, including U.S. hog producers, have made significant strides in sustainability, with U.S. hog farming contributing approximately 0.4% of the total greenhouse gas emissions from agriculture, the smallest among five sectors, [according to 2019 Environmental Protection Agency data](#). Over the past six decades, these farmers have continually reduced their environmental impact, exemplifying ongoing efforts toward environmental responsibility.

Labeling and Marketing

Responsible marketing and transparent nutrition and ingredient labels keep consumers informed and allow them to make informed choices. Smithfield was the first major producer in our industry to publish an [online ingredients glossary](#), providing consumers with information about our carefully crafted recipes. While some ingredients are added to enrich flavor, others enhance food safety.

We take pride in our rigorous label-creation process, which ensures our products are accurately represented by our packaging and marketing materials, and we work to create simplified labels with shorter, easier-to-understand ingredient lists. Each of our labels is approved by USDA in a process that requires detailed support of our nutritional facts and ingredients.

Our Approach to BioScience

Smithfield BioScience, launched in 2017, is an innovative part of our business that increases the functionality and viability of Smithfield's non-food byproducts for the advanced development of pharmaceuticals used in cardiac surgery, medical devices and other human health applications. Our business structure allows us to control every stage of production and deliver premium biomedical products.

BioScience Vision

Smithfield BioScience creates valuable biological products from the animal protein production process. We produce products that benefit humanity and save lives every day.

BioScience Oversight

Our BioScience team has decades of experience in the pharmaceutical industry, including manufacturing operations, quality management systems, regulatory compliance, research and development and building customer relationships. Smithfield BioScience maintains product registrations with numerous global regulatory bodies, including the U.S. Food and Drug Administration.



Hogs Helping Humans

Because they have anatomic and physiologic characteristics similar to humans, hogs have byproducts, such as living cells, tissues and organs, that are valuable for human medical uses. One of the most important is heparin, an anticoagulant used in cardiac surgery, dialysis procedures, blood transfusions, medical device coatings and other applications. It is derived from purified pig intestine tissue. As a respected heparin sodium active pharmaceutical ingredient (API) manufacturer and the only vertically integrated, U.S.-based supply chain, we produce approximately 30,000 megas (million international units) of heparin API per week. That's enough to supply 300 million blood collection tubes, make 60 million lock flush syringes or treat 1 million patients with blood-clotting issues.

▶ [Watch this video](#) to see how a Smithfield team member's life was saved by heparin.

Partnering for Biomedical Research

Smithfield BioScience works with leading health and research organizations to advance biomedical research, develop techniques to extract important active pharmaceutical ingredients from porcine organs and tissues and deliver innovative new pharmaceuticals and medical device components.



Governance

As a trusted food and protein company, Smithfield is grounded in responsibility, operational excellence, innovation and continuous improvement. We do business the right way, treating our people, customers, animals and environment with respect to deliver on our promise of “Good food. Responsibly®.”

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Our Approach to Governance

We focus on transparency and responsible conduct in our business. The policies and programs that support our approach to governance are evaluated and updated regularly and are conveyed to Smithfield team members through various communications channels and training.

Our governance policies also reflect our goals, the values of our industry and the aspirations we have for our stakeholders.

GOVERNANCE POLICIES

[Governance](#)

[Supplier Code of Conduct](#)

[Human Rights Policy](#)



Governance Oversight

Our corporate governance and compliance teams, led by our chief legal officer, who reports directly to our CEO, oversee ongoing progress in doing our work the right way and creating value for all our stakeholders. In 2023, we further solidified our commitment to ethics and compliance by hiring a chief ethics and compliance officer, reporting to our general counsel. The team manages all aspects of our public policy, compliance, food safety and quality, regulatory, and governance programs.

Smithfield Code of Business Conduct and Ethics

Smithfield's publicly available Code of Business Conduct and Ethics sets forth the basic ethical and legal standards by which we conduct our business. It is available in 14 languages, and all team members are required to sign a statement affirming they have read and understand the content. The code requires all Smithfield team members to comply with all applicable laws, rules and regulations, provides specific guidance with respect to particular areas of ethics and compliance and counsels our employees on how to deal with common compliance-related scenarios. It encourages our team members to ask questions if they are unsure about ethics issues and requires them to report potential violations of policy or law. It also emphasizes our non-retaliation policy for anyone who reports a problem in good faith or participates in an investigation.

The Smithfield Speak Up! Hotline is staffed by third-party ethics and compliance specialists and is available in every country in which we operate 24 hours a day, seven days a week.

Reporting and Addressing Concerns

Per our Code of Business Conduct and Ethics, ethics and compliance questions, suspected violations of law, and company, policy or retaliation concerns, concerns can be raised through numerous channels, including managers, Smithfield human resources, our legal department representatives or the Smithfield Speak Up! Hotline. The hotline, which is accessible by toll-free phone for all global team members and online for U.S. team members, is staffed by third-party ethics and compliance specialists and is available in every country in which we operate 24 hours a day, seven days a week. It is a confidential way for team members to ask questions, seek guidance or report potential violations of law or policy. We encourage our business partners and other third parties who interact with us to report any compliance concerns as well. All complaints and inquiries submitted are provided to Smithfield for assessment and further action.

We publicize the Smithfield Speak Up! Hotline through an annual internal communications campaign that includes company-wide messages, signage and intranet content. Information is also included in our Code of Business Conduct and Ethics.



Human Rights Policy

Smithfield is committed to conducting business in an ethical and responsible manner that respects and promotes the protection of human rights.

Supplier Code of Conduct

We maintain stringent business conduct requirements, in addition to other contract terms and conditions that apply, for all who do business with us. The degree to which suppliers comply with these applicable requirements and the extent of their sustainability efforts are considerations for future business with Smithfield.

Political Involvement and Public Policy

Smithfield supports pro-growth public policies, with a special interest in national, state and local legislation and regulations that impact agriculture, grain and livestock production, animal disease, renewable energy, food and pharmaceutical supply chains, rural communities, immigration, labor, taxes and international trade.

We work independently and through national trade associations, including the Meat Institute, the National Association of Manufacturers and the National Pork Producers Council, to affect policy proposals.

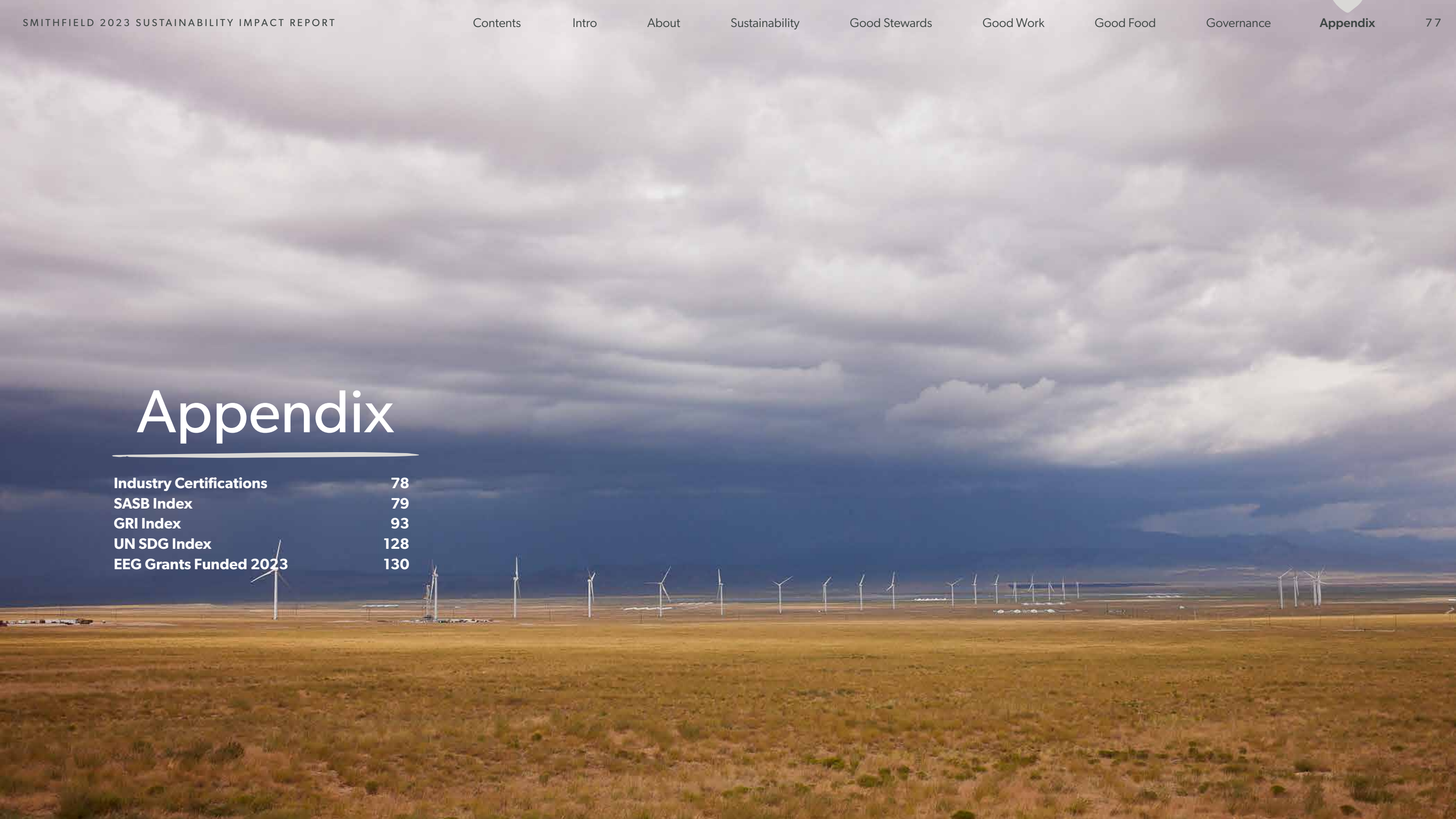


Other Key Policies and Statements

For a complete listing and translated versions of Smithfield's publicly available policies, visit smithfieldfoods.com/policies-disclosures.

Appendix

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Industry Certifications

CERTIFICATION	DESCRIPTION
Brand Reputation Compliance Global Standards (BRGCS)	The BRGCS standard is an international food safety management system and a recognized scheme of Global Food Safety Initiative (GFSI). It lists requirements for food processors, including Hazard Analysis and Critical Control Point (HACCP), internal audits, supplier approval, traceability and more.
Common Swine Industry Audit (CSIA)	The CSIA was created in 2014 as a common audit platform for pork producers, packers and processors in the United States. Audit tools build on the existing Pork Quality Assurance® Plus (PQA Plus®) program.
Food Safety System Certification (FSSC) 22000	The FSSC 22000 standard is a recognized GFSI scheme used to control safety risks. Certification provides confidence to customers and consumers that a rigorous food safety system is in place
GLOBALG.A.P.	The GlobalG.A.P. certification is highly regarded as a reliable standard for demonstrating on-farm food safety and sustainability.
Global Food Safety Initiative (GFSI)	The GFSI was established to ensure confidence in the delivery of safer food to consumers while continuing to improve food safety throughout the supply chain. These global standards address food, packaging, packaging materials, storage and distribution for primary producers, manufacturers and distributors.
Hazard Analysis and Critical Control Point (HACCP)	The HACCP is a management system in which food safety is addressed through the analysis and control of biological, chemical and physical hazards from raw material production, procurement and handling to manufacturing, distribution and consumption of the finished product.
International Featured Standard (IFS) Food Standard	The IFS Food Standard is a standard used to audit retailer- and wholesaler-branded food products and applies at all stages of food processing
International Organization for Standardization (ISO) 14001	ISO 14001 is the international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organization can follow, rather than establishing environmental performance requirements.
ISO 22000	ISO 22000 is the international standard that certifies a company's food safety management system.
National Pork Board's Pork Quality Assurance® Plus (PQA Plus) Program	PQA Plus is an education and certification program focused on the continuous improvement of the U.S. pork industry's production practices. It addresses food safety, animal well-being, environmental stewardship, worker safety, public health and community. Farms are assessed every three years to ensure they meet PQA Plus Site Status criteria.
NPB Transport Quality Assurance (TQA) Plus Program	TQA is a framework that helps transporters, producers and handlers in the United States understand how to handle, move and transport pigs and the potential impacts of those actions on pig well-being and pork quality.
The Meat Institute's Recommended Animal Handling Guidelines and Audit Guide	The Meat Institute's guidelines, which were revised in early 2017, were first developed by Colorado State University's Dr. Temple Grandin. All slaughter facilities are audited, at minimum, once per shift using these guidelines by auditors who have been trained according to the standards of the Professional Animal Auditor Certification Association (PAACO).
Professional Animal Auditor Certification Association (PAACO)	PAACO's mission is to promote animal welfare in the United States through auditor training and audit certification.
Safe Quality Food (SQF)	SQF is a recognized GFSI food safety management certification scheme with a focus on the control of food safety risks.
U.S. Department of Agriculture's (USDA's) Process Verified Program (PVP)	The PVP is a third-party verification service designed to provide agricultural suppliers with labeling and marketing tools that assure customers of the consistent quality of the products they purchase.

SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes the disclosure of sustainability information to meet investor needs. The table below references select indicators from the SASB standards for Meat, Poultry and Dairy, Processed Foods and Food Retailers & Distributors industries. Given our unique business model — and in line with our ongoing commitment to transparency — we have chosen to go beyond the Meat, Poultry and Dairy SASB Standards.

Since this is our second year reporting to SASB metrics, we have provided relevant data from our operations and linked to the corresponding issue page within the report or other documents where possible. Smithfield is committed to continuous improvement and is working to enhance data collection and coordination across the organization. We will continually explore new approaches to enhance our reporting processes and disclosures.

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry, and Dairy			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
GREENHOUSE GAS EMISSIONS¹			
FB-MP-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e	Our efforts to identify and report on GHG emissions continue to build on the ground-work we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield began a full GHG inventory project and is in the process of developing and assuring a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions across our North American operations, these will be reported in future reports. We recognize that further future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.
FB-MP-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A	In 2020, we expanded our previous goal to reduce GHG emissions across our U.S. value chain 25% by 2025, setting additional goals to reduce GHG emissions by 30% across our entire U.S. value chain and become carbon negative in all our U.S. company-owned operations by 2030.
ENERGY MANAGEMENT			
FB-MP-130a.1	(1) Total electricity consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	8,709,239.00 million GJ consumed in 2023.

SASB Index

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry, and Dairy			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
WATER MANAGEMENT			
FB-MP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	36,983,473 cubic meters (9.77 billion gallons) withdrawn; None of our water comes from protected sources.
FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	Reappraise our entire U.S. water supply footprint and adopt internationally recognized water stewardship standards by 2025. Water Policy
FB-MP-140a.3	Number of incidents of noncompliance with water quality permits, standards, and regulations	Number	13
LAND USE AND ECOLOGICAL IMPACTS			
FB-MP-160a.1	Amount of animal litter and manure generated, percentage managed according to a nutrient management plan	Metric tons (t), Percentage (%)	4.3 million mt of manure generated.
FOOD SAFETY			
FB-MP-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	In 2023, 100% of our applicable facilities in the United States, Poland, Romania and Mexico were certified to GFSI standards through audits conducted by Safe Quality Food (SQF), BRC Global Standard, International Food Standards (IFS) and ISO 22000.
FB-MP-250a.2	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Percentage (%)	We require our suppliers to undergo annual GFSI certification or equivalent, as well as a third-party animal-handling audit, including a transportation audit. Process Verified Program (PVP) certification, a USDA farm-to-table assurance initiative, applies to 100% of our suppliers.

SASB Index

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry, and Dairy			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FB-MP-250a.3	(1) Number of recalls issued and (2) total weight of products recalled	Number, Metric tons (t)	In 2023, there was one voluntary product recall of a limited quantity of products in Slovakia/Hungary with total weight of 6.6 t. Poland reported two product recalls regarding food safety with a total weight of 0.09 t. Romania had two recalls last year with total weight of 123 t.
FB-MP-250a.4	Discussion of markets that ban imports of the entity's products	N/A	None.
ANTIBIOTIC USE IN ANIMAL PRODUCTION			
FB-MP-260a.1	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	Percentage (%) by weight	897 milligrams per kilogram of live weight globally (no medically important antibiotics used for non-therapeutic purposes).
WORKFORCE HEALTH & SAFETY			
FB-MP-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate	Rate	Total Incident Frequency Rate (TIFR) of 2.42. In 2023, there were 2 deaths in the US from work-related injuries, rate of 0.0005% per 200,000 hours worked.
FB-MP-320a.2	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	N/A	None.
ANIMAL CARE & WELFARE			
FB-MP-410a.1	Percentage of pork produced without the use of gestation crates	Percentage (%) by weight	Prior to pregnancy confirmation at approximately 35-42 days after insemination at which time they are moved to group pens, sows on company-owned farms are housed in individual stalls to help ensure their protection and proper care. We also use individual stalls during farrowing and weaning to protect a sow's growing litter.

SASB Index

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry, and Dairy			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
ACTIVITY METRIC			
FB-MP-000.A	Number of processing and manufacturing facilities	Number	67

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
ENERGY MANAGEMENT			
FB-MP-130a.1	(1) Total electricity consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	8,709,239.00 million GJ consumed in 2023.
WATER MANAGEMENT			
FB-MP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Thousand cubic meters (m ³), Percentage (%)	36,983,473 cubic meters (9.77 billion gallons) withdrawn; None of our water comes from protected sources.
FB-MP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	Reappraise our entire U.S. water supply footprint and adopt internationally recognized water stewardship standards by 2025. Water Policy
FB-MP-140a.3	Number of incidents of noncompliance with water quality permits, standards, and regulations	Number	13

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FOOD SAFETY			
FB-PF-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Rate	In 2023, 100% of our applicable facilities in the United States, Poland, Romania and Mexico were certified to GFSI standards through audits conducted by Safe Quality Food (SQF), BRC Global Standard, International Food Standards (IFS) and ISO 22000.
FB-PF-250a.2	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification program	Percentage (%)	We require our suppliers to undergo annual GFSI certification or equivalent, as well as a third-party animal-handling audit, including a transportation audit. Process Verified Program (PVP) certification, a USDA farm-to-table assurance initiative, applies to 100% of our suppliers.
FB-PF-250a.4	Discussion of markets that ban imports of the entity's products	N/A	None.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
HEALTH & NUTRITION			
FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	N/A	Smithfield uses a food safety and quality assurance (FSQA) scorecard on facility-level compliance and improvements on key quality metrics at our fresh meat and packaging meat operations. Testing Product Quality: Our plant management teams regularly review samples of the many products we produce at each of our facilities. Before a product is sent to a customer for the first time, a detailed review—called a First Production Report—is conducted to ensure that packaging, labeling, product appearance and flavor are exactly what has been specified. These procedures are in addition to the continuous product monitoring conducted by our operations and quality assurance personnel. We provide food safety and pork handling tips on Smithfield.com to educate consumers on proper food handling, storage and preparation. In 2023, we achieved recertification for the Global Food Safety Certification at all applicable facilities.
PRODUCT LABELING & MARKETING			
FB-PF-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Reporting currency	Smithfield does not fortify our meat products with fiber, vitamins, minerals, phytochemicals or functional food additives.
FB-PF-270a.3	Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes	Number	Smithfield did not have any penalties or fines associated with product labeling regulations during 2023.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FB-PF-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Reporting currency	<p>Smithfield did not have any penalties or fines associated with product labeling regulations during 2023.</p> <p>No penalties or fines related to Incidents of noncompliance concerning marketing communications during the 2023 reporting period.</p>
PACKAGING LIFECYCLE MANAGEMENT			
FB-PF-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Metric tons (t), Percentage (%)	269,607 metric tons of packaging waste in 2023.
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	N/A	<p>We aim to incorporate recycled materials into packaging for final products and, in some instances, recycled content is included in our corrugated packaging; however, options are limited to materials that ensure products stay fresh during transportation, refrigeration and handling. In addition, any packaging that directly touches food must meet federal regulatory requirements, and packages must meet certain specifications to allow for temperature fluctuations and high humidity. Moreover, for fresh meats, packaging must be able to accommodate variations in the size, shape and weight of each cut of meat. As a result, most packaging comes from virgin materials until more suitable recycled options are developed. In 2020 we expanded our collaborations and joined the Sustainable Packaging Coalition.</p> <p>In 2021, we announced plans to achieve bold new packaging commitments across our portfolio by 2030. We aim to achieve 90% recycle-ready, reusable or industrially compostable packaging while reducing the use of virgin petroleum-based plastic by 50%.</p>

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
ENVIRONMENTAL & SOCIAL IMPACTS OF INGREDIENT SUPPLY CHAIN			
FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Percentage (%) by cost	We require that all suppliers comply with our Supplier Code of Conduct outlining our expectations regarding environmental performance, compliance, labor and human rights, product safety, animal well-being, health and safety, legal requirements and business integrity. Suppliers are obliged to report any regulatory noncompliance and any events that may have a negative impact on their business. We reserve the right to audit suppliers' facilities. We also have surveyed our largest suppliers to understand how they address areas such as energy reduction, natural resource use, employee safety and community giving.
INGREDIENT SOURCING			
FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Percentage (%) by cost	To ensure our operations have a sustainable water supply, we used the World Resources Institute (WRI) Global Water Tool and the Global Environmental Management Initiative (GEMI) Local Water Tool in 2016 to assess risk associated with local water supplies where we operate. The results, which are applicable for several years, indicate our operations face little to no risk, do not significantly impact local water supplies, and none of our water comes from protected sources. For the few operations that are facing limited risk, we monitor water availability and potential changes closely.
FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	N/A	Ingredients

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
ACTIVITY METRIC			
FB-PF-000.A	Weight of products sold	Metric tons (t)	4.98M mT
FB-PF-000.B	Number of production facilities	Number	67
FLEET FUEL MANAGEMENT			
FB-FR-110a.1	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	No. 2 oil - 0 GJ in 2023.
ENERGY MANAGEMENT			
FB-FR-130a.1	(1) Operational electricity consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	8,709,239.00 million GJ consumed in 2023.
FOOD WASTE MANAGEMENT			
FB-FR-150a.1	Amount of food waste generated, percentage diverted from the waste stream	Metric tons (t), Percentage (%)	108,884 mT
DATA SECURITY			
FB-FR-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Number, Percentage (%)	The company experienced no data breaches in 2023.
FB-FR-230a.2	Description of approach to identifying and addressing data security risks	N/A	Privacy Policy

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FOOD SAFETY			
FB-FR-250a.2	(1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	Number, Percentage (%)	In 2023, there was one voluntary product recall of a limited quantity of products in Slovakia/Hungary with total weight of 6.6 t. Poland reported two product recalls regarding food safety with a total weight of 0.09 t. Romania had two recalls last year with total weight of 123 t.
PRODUCT HEALTH & NUTRITION			
FB-FR-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	N/A	Smithfield uses a food safety and quality assurance (FSQA) scorecard on facility-level compliance and improvements on key quality metrics at our fresh meat and packaging meat operations. Testing Product Quality: Our plant management teams regularly review samples of the many products we produce at each of our facilities. Before a product is sent to a customer for the first time, a detailed review—called a First Production Report—is conducted to ensure that packaging, labeling, product appearance and flavor are exactly what has been specified. These procedures are in addition to the continuous product monitoring conducted by our operations and quality assurance personnel. We provide food safety and pork handling tips on Smithfield.com to educate consumers on proper food handling, storage and preparation. In 2023, we achieved recertification for the Global Food Safety Certification at all applicable facilities.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
PRODUCT LABELING & MARKETING			
FB-FR-270a.1	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes		In Romania, we had 3 incidents with a final client: two for products with another label and one for wrong price on label. No fine or penalties.
FB-FR-270a.2	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices		Smithfield did not have any penalties or fines associated with product labeling regulations during 2023. No penalties or fines related to Incidents of noncompliance concerning marketing communications during the 2023 reporting period.
LABOR PRACTICES			
FB-FR-310a.1	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Reporting currency, Percentage (%)	Smithfield pays significantly above the current federal minimum wage of \$7.25 per hour. None of our employees earn minimum wage.
FB-FR-310a.2	Percentage of active workforce covered under collective bargaining agreements	Percentage (%)	We have both unionized and nonunionized facilities in the U.S. In this reporting period, approximately 44% of our workforce in the United States was covered by collective bargaining agreements.
FB-FR-310a.3	(1) Number of work stoppages and (2) total days idle	Number, Days idle	We did not have any working lost time in the United States or in European operations due to industrial disputes, strikes and/or lockouts in this reporting period.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FB-FR-310a.4	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Reporting currency	<p>1) Smithfield entered into settlements of lawsuits and administrative agency charges in 2023 in which plaintiffs or claimants alleged labor law violations or violations of the employment discrimination laws. Smithfield did not admit liability in connection with these settlements except for one settlement with the State of Kentucky, which would not entertain a non-admissions clause in the settlement agreement although Smithfield denied liability. The amount of that settlement was \$3,899.</p> <p>2) There was no court or administrative agency finding in 2023 that Smithfield violated the labor laws or the employment discrimination laws.</p>
MANAGEMENT OF ENVIRONMENTAL & SOCIAL IMPACTS IN THE SUPPLY CHAIN			
FB-FR-430a.2	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Percentage (%) by revenue	Prior to pregnancy confirmation at approximately 35-42 days after insemination at which time they are moved to group pens, sows on company-owned farms are housed in individual stalls to help ensure their protection and proper care. We also use individual stalls during farrowing and weaning to protect a sow's growing litter.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FB-FR-430a.3	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	N/A	We require that all suppliers comply with our Supplier Code of Conduct outlining our expectations regarding environmental performance, compliance, labor and human rights, product safety, animal well-being, health and safety, legal requirements and business integrity. Suppliers are obliged to report any regulatory noncompliance and any events that may have a negative impact on their business. We reserve the right to audit suppliers' facilities. We also have surveyed our largest suppliers to understand how they address areas such as energy reduction, natural resource use, employee safety and community giving.

SASB Index

SASB Food Retailers & Distributors Standards			
Table 1. Sustainability Disclosure Topics & Accounting Metrics			
Code	Metric	Unit of Measure	2023 Response
FB-FR-430a.4	Discussion of strategies to reduce the environmental impact of packaging	N/A	<p>We aim to incorporate recycled materials into packaging for final products and, in some instances, recycled content is included in our corrugated packaging; however, options are limited to materials that ensure products stay fresh during transportation, refrigeration and handling. In addition, any packaging that directly touches food must meet federal regulatory requirements, and packages must meet certain specifications to allow for temperature fluctuations and high humidity. Moreover, for fresh meats, packaging must be able to accommodate variations in the size, shape and weight of each cut of meat. As a result, most packaging comes from virgin materials until more suitable recycled options are developed. In 2020 we expanded our collaborations and joined the Sustainable Packaging Coalition.</p> <p>In 2021, we announced plans to achieve bold new packaging commitments across our portfolio by 2030. We aim to achieve 90% recycle-ready, reusable or industrially compostable packaging while reducing the use of virgin petroleum-based plastic by 50%.</p>
ACTIVITY METRIC			
FB-FR-000.A	Number of (1) retail locations and (2) distribution centers	Number	6 distribution centers and 1 retail location
FB-FR-000.C	Number of vehicles in commercial fleet		100 leased tractors
FB-FR-000.D	Ton miles traveled		236,782,058 miles

GRI Index

We continue to report against the Global Reporting Initiative (GRI) Standards, the most widely used framework for reporting on ESG issues. The report has been prepared in reference to 2021 GRI Standards with GRI 13: Agriculture, Aquaculture and Fishing Sectors (2022) Standards.

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1 Organizational details	Smithfield Foods Inc. Headquartered in Smithfield, Virginia, USA Where We Work , p. 9 Smithfield is a wholly owned subsidiary of Hong Kong-based WH Group Limited, a publicly traded company with shareholders around the world. For more information on WH Group and its operations, visit www.whgroup.com .	
2-2 Entities included in the organization's sustainability reporting	Our Businesses , p. 7 Where We Work , p. 9 Our Sustainability Story , p. 11	
2-3 Reporting period, frequency and contact point	January 1, 2023 – December 31, 2023 We report on our sustainability process annually. Publication Date Contact Us	
2-4 Restatements of information	No restatements for 2023 reporting.	
2-5 External assurance	Smithfield did not seek external assurance for this report.	
ACTIVITIES AND WORKERS		
2-6 Activities, value chain and other business relationships	Our Businesses , p. 7 Our products are sold in 85 countries on every continent (except Antarctica). Customers include supermarket and hotel chains, wholesale distributors, restaurants, hospitals and other institutions. We also sell to companies that further process our meats into consumer food products. In 2023, Smithfield closed its Vernon, CA facility and reduced its hog farming operations in Utah and Missouri, otherwise the company had no significant changes to size, structure or ownership during the reporting period.	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
2-7 Employees	<p>Where We Work, p. 9</p> <p>Temporary Employees US: 4,037 Poland 2,847 Slovakia/Hungary 58</p> <p>Part-time Employees US: 160 Poland: 51 Romania: 8</p> <p>Temporary Employee Definition: Total number of employees who have signed a formal contract with a labor dispatch company as of the end of the reporting period.</p> <p>Part-time Employee Definition: The number of part-time employees at the end of the reporting period (counted as the number of employees with part-time labor agreements or part-time employment agreements at the current period, excluding volunteers, day job and non-contract outsourcing personnel charged according to service content, etc.).</p>	
2-8 Workers who are not employees	<p>Smithfield hired 6,942 contractors in 2023.</p> <p>These contractors signed a formal contract with a labor dispatch company as of the end of the reporting period.</p>	
GOVERNANCE		
2-9 Governance structure and composition	<p>Our Sustainability Story, p. 11</p> <p>Governance, p. 73</p> <p>Smithfield is governed by a five-member Board of Directors, which includes the chairman of the WH Group and Smithfield's president and CEO.</p> <p>Our Board of Directors elects executive officers to hold office until the next annual meeting of the Board, until their successors are elected or until their resignation or removal.</p>	
2-10 Nomination and selection of the highest governance body	<p>Smithfield's current president and CEO, Shane Smith, was appointed by Smithfield's Board of Directors. Smithfield's Board of Directors does not have an audit committee and the full Board of Directors performs the functions typically performed by a selection committee. Directors are chosen, in part, based upon their qualifications, skills and experience in our industry.</p>	
2-11 Chair of the highest governance body	<p>The chairman of Smithfield's Board of Directors also serves as chairman and CEO of WH Group. Although the listing standards of the New York Stock Exchange (NYSE) no longer apply to us, the Board of Directors has nevertheless used those standards to evaluate the independence of our directors. Under the NYSE's standards, none of our directors are independent.</p>	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
2-12 Role of the highest governance body in overseeing the management of impacts	<p>From Our CEO, p. 4 Our Sustainability Story, p. 11 Governance, p. 73 Smithfield's Board of Directors tasks the President and CEO, along with senior executives, with setting the purpose, values and strategy for the company.</p> <p>Risk management is essential for Smithfield's sustainable development. Our Risk Management Committee is responsible for managing corporate risk-related issues. To promote unified Enterprise Risk Management (ERM) throughout the company, Smithfield will continue to strengthen its ERM program to form an ongoing and effective process to identify complicated and emerging risks (internal and external) facing the company that might hamper the achievement of its strategic, financial and compliance targets. ERM includes regular risk identification and assessment, control measures to mitigate the impact of risks, the management and monitoring of key risks and reporting in a timely manner. Our ERM program incorporates elements related to sustainable development. During the reporting period, we identified 26 key risk areas and prioritized eight of them with regard to risk probability and potential impact: commercial prices and markets, food safety, epidemics, international trading, foreign exchange, industrial competition, laws, policies and listing rules, and plans and strategies. Based on our risk assessment, we formulated measures to reduce their impact.</p>	
2-13 Delegation of responsibility for managing impacts	<p>Governance, p. 73 Our sustainability strategy and disclosures program include an executive-level position to lead our efforts, corporate-level oversight committees and a core team to further drive progress. Our chief sustainability officer reports directly to our chief executive officer (CEO). Our CEO reviews our sustainability performance at least on a quarterly basis. We establish and routinely evaluate goals and targets under each pillar to drive ongoing progress to create value for our stakeholders, employees and the company.</p>	
2-14 Role of the highest governance body in sustainability reporting	<p>Smithfield's Chief Sustainability Officer regularly meets with our President and CEO and other senior management to discuss economic, environmental, social and other sustainability-related topics pertaining to Smithfield and the industry.</p>	
2-15 Conflicts of interest	<p>Code of Business Conduct and Ethics Supplier Code of Conduct</p> <p>Smithfield's Conflicts of Interest Policy can be found in the company's Code of Business Conduct and Ethics. The purpose of the Conflicts of Interest Policy is to ensure that our decisions are based on business needs, not on personal interests or relationships.</p>	
2-16 Communication of critical concerns	<p>Smithfield's Chief Sustainability Officer regularly meets with our President and CEO to discuss economic, environmental, social and other sustainability-related topics.</p>	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
2-17 Collective knowledge of the highest governance body	Smithfield's Chief Sustainability Officer regularly meets with our President and CEO to discuss economic, environmental, social and other sustainability-related topics.	
2-18 Evaluation of the performance of the highest governance body	Our Sustainability Story , p. 11 Governance , p. 73	
2-19 Remuneration policies	Smithfield does not currently tie executive pay to sustainability performance. Our executive compensation philosophy is to motivate our executive officers continually to improve operating performance. To achieve this goal, our executive compensation program is designed to reward for individual and company performance.	
2-20 Process to determine remuneration	<p>Smithfield does not use remuneration consultants. Our Board of Directors is responsible for developing and administering the compensation program for executive officers and other key employees. The Board of Directors may delegate some or all its responsibilities to one or more committees whenever necessary to comply with any statutory or regulatory requirements or otherwise deemed appropriate by the Board of Directors.</p> <p>Smithfield's Executive Leadership Team is responsible for developing and administering the compensation program for executive officers and other key employees. The Executive Leadership Team may delegate some or all its responsibilities to one or more committees whenever necessary to comply with any statutory or regulatory requirements or otherwise deemed appropriate by the Executive Leadership Team. The Executive Leadership Team has the authority to retain consultants and other advisors to assist the Executive Leadership Team with its duties and has sole authority to approve the fees and other retention terms of such consultants and advisors.</p>	
2-22 Statement on sustainable development strategy	From Our CEO , p. 4	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
STRATEGY, POLICIES AND PRACTICES		
2-23 Policy commitments	<p>Our Principles and Values, p. 7 Code of Business Conduct and Ethics Policies & Disclosures</p> <p>In our quest to maintain our leadership position in our industry, we are guided by the following principles: Responsibility, Operational Excellence and Innovation. We believe that adhering to these principles creates value for our business, as well as for a broad range of stakeholder groups, including customers, consumers, employees and local communities.</p> <p>The precautionary principle (or approach) was introduced in the Rio Declaration on Environment and Development from the United Nations Environment Programme. It states: ‘...Where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation.’ As discussed in the respective sections of this report, we evaluate and address risks as part of our management systems for key sustainability issues, including animal welfare, environmental stewardship, food safety and quality, local communities and our employees. These issues are periodically evaluated by Smithfield’s sustainability team and company leadership. The company may take certain precautionary actions from time to time on a case-by-case basis; however, we do not apply the precautionary principle as a matter of policy.</p>	
2-24 Embedding policy commitments	<p>Smithfield’s publicly available Code of Business Conduct and Ethics sets forth the basic ethical and legal standards by which we conduct our business. It is available in 14 languages, and all employees are required to sign a statement affirming that they have read and understand the content. The code requires all Smithfield employees to comply with all applicable laws, rules and regulations, provides specific guidance with respect to particular areas of ethics and compliance, and counsels our employees on how to deal with common compliance-related scenarios. It encourages our employees to ask questions when unsure about ethics issues and requires them to report potential violations of policy or law to a manager, human resources, legal, compliance, or the Smithfield Speak Up! Hotline. It also emphasizes our nonretaliation policy for anyone who reports a problem in good faith or participates in an investigation.</p>	
2-25 Processes to remediate negative impacts	<p>There were 6 audit observations related to accounts receivable that were pending resolution as of May 2023:</p> <ul style="list-style-type: none"> • Formalization and issuance of standard operating procedures (Status: In progress) • Customer credit limits (Status: In progress) • Invoice payment terms (Status: Not initiated) • Segregation of duties - Credit note process (Status: Not initiated) • Collections and interest charges on accounts receivable (Status: In progress) • Customer master data (Status: In progress) <p>Out of the total 6 reported observations, 4 are in progress, and 2 have not been initiated. There are no mentioned substantiated or under-investigation cases, nor actions taken against substantiated cases. These are internal control observations, not ethical breaches. The actions taken are limited to action plans to address the observations.</p>	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
2-26 Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics All Smithfield employees are made aware of available avenues for complaint or ethics concern at the company's ethics hotline, which is documented in the Code of Business Conduct and Ethics .	
2-27 Compliance with laws and regulations	Animal Care , p. 20 Food Safety & Quality , p. 65	
STAKEHOLDER ENGAGEMENT		
2-29 Approach to stakeholder engagement	Our Sustainability Story , p. 11 Governance , p. 73	
2-30 Collective bargaining agreements	We have both unionized and non-unionized facilities in the U.S. In this reporting period, approximately 44% of our workforce* in the United States was covered by collective bargaining agreements. If a facility has union representation, we honor and comply with the terms and conditions of the collective bargaining agreement. We have not identified any Smithfield operations in which the right to exercise freedom of association and collective bargaining may be at risk. <i>*Figure includes U.S. Distribution Centers, Facilities, and DSD branches</i>	
GRI 3: MATERIAL TOPICS		
3-1 Process to determine material topics	Our Sustainability Story , p. 11	
3-2 List of material topics	Our Sustainability Story , p. 11	
ECONOMIC PERFORMANCE (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	From Our CEO , p. 4 Our Sustainability Story , p. 11 Helping Communities , p. 38 Governance , p. 73	13.2.1, 13.22.1

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
201-1 Direct economic value generated and distributed	<p>Helping Communities, p. 38 About Smithfield, p. 6 Trusted Brands Where We Work, p. 9</p> <p>Smithfield is a wholly owned subsidiary and does not make specific financial information publicly available. In 2023, Smithfield's revenue totaled \$17,976,697,445B, with over \$4.48M being returned as community investments through our cash charitable donation programs.</p>	13.22.2
201-2 Financial implications and other risks and opportunities due to climate change	<p>Environmental Stewardship, p.26 Eliminating Waste in Our Processing Operations</p> <p>As an agriculture-based company, changes to the climate and weather patterns could affect key inputs to our business as the result of shifts in temperatures, water availability, precipitation and other factors. Both the cost and availability of corn and other feed crops, for example, could be affected. The regulation or taxation of operations and carbon emissions could also affect the prices of commodities, energy and other inputs to our business. We believe there could also be opportunities for us because of heightened interest in alternative energy sources, including those derived from manure, and participation in carbon markets. However, it is not currently possible to predict the complete structure or outcome of any future legislative or regulatory efforts to address greenhouse gas (GHG) emissions and climate change. There can be no assurance that GHG regulation will not have a material adverse effect on our financial position or results of operations. Early in 2021, we updated our life-cycle analysis to measure our greenhouse gas footprint across our supply chain. We are positioned to explore climate-related risks and opportunities across operations to better understand and prioritize actions to mitigate and adapt to drought, flooding or other potential severe weather-related events.</p>	13.2.2
201-3 Defined benefit plan obligations and other retirement plans	Benefits are available to all of Smithfield's full-time employees. Smithfield Careers	
201-4 Financial assistance received from government	Smithfield did not receive any significant financial assistance from the federal or state governments during this reporting period.	
MARKET PRESENCE (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11 Diversity, Culture and Engagement, p. 52 Governance, p. 73</p>	

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GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Across its facilities, Smithfield provides its hourly and salaried employees with competitive compensation packages relative to local market. While average hourly wages are not tracked by gender, the company pays significantly above the current federal minimum wage of \$7.25 per hour.	
202-2 Proportion of senior management hired from the local community	Where We Work , p. 9 Smithfield works to hire locally wherever possible; when hiring for senior management, we seek qualified candidates from across the country.	
INDIRECT ECONOMIC IMPACTS (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	From Our CEO , p. 4 Our Sustainability Story , p. 11 Helping Communities , p. 38 Governance , p. 73 Supplier Code of Conduct	
203-1 Infrastructure investments and services supported	Helping Communities , p. 38	13.22.3
203-2 Significant indirect economic impacts	Helping Communities , p. 38	13.22.4
PROCUREMENT PRACTICES (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Climate Mitigation Strategy , p. 27 Governance , p. 73 Supplier Code of Conduct	

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GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
204-1 Proportion of spending on local suppliers	Climate Mitigation Strategy , p. 27 Supplier Code of Conduct We do not currently track spending based on proximity to the end destination of given products, resources, or services.	
ANTI-CORRUPTION (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Code of Business Conduct and Ethics	13.26.1
205-1 Operations assessed for risks related to corruption	Code of Business Conduct and Ethics We perform an annual risk assessment of our operations for risks related to corruption. No significant risks of corruption have been identified to date.	13.26.2
205-2 Communication and training about anti-corruption policies and procedures	Code of Business Conduct and Ethics We perform an annual risk assessment of our operations for risks related to corruption. No significant risks of corruption have been identified to date. "As a global company, Smithfield is subject to various U.S. and non-U.S. laws that prohibit the payment of bribes to government officials and others in order to get or retain business or any other competitive advantage. These laws include the U.S. Foreign Corrupt Practices Act and other similar anti-bribery and anticorruption laws and regulations such as the U.K. Bribery Act. Simply put, these laws prohibit the payment, solicitation, offer or receipt of any bribe, kickback or other forms of payment intended to improperly influence anyone to further our business interests. These laws may apply regardless of whether the improper payment in question was offered or paid directly by a Smithfield employee or by third parties (e.g., agents, joint venture partners, brokers or consultants) acting on behalf of Smithfield."	13.26.3
205-3 Confirmed incidents of corruption and actions taken	Code of Business Conduct and Ethics Smithfield had no incidents of corruption in this reporting period.	13.26.4
ANTI-COMPETITIVE BEHAVIOR (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics	13.25.1

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GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Smithfield is involved in several industry-based antitrust lawsuits that assert the same allegations. Smithfield disputes the allegations and intends to vigorously defend the suits. No decisions or judgments on the merits of these cases had been issued at the time of this report.	13.25.2
TAX (2019) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics	
207-1 Approach to tax	Policies & Disclosures Smithfield Foods supports pro-growth tax policies that enable companies like ours to reinvest in local communities, create jobs and spur economic growth. Recent changes to improve the competitiveness of the American tax system have let us invest further in sustainable practices and will help us reach our far-reaching greenhouse gas (GHG) emission reduction goal by 30% by 2030 across our entire supply chain. By being more competitive and investing savings derived from corporate tax reforms back into facilities, equipment and jobs across the United States, Smithfield is able to better serve our customers, employees and the environment.	
207-2 Tax governance, control, and risk management	Smithfield, being a privately held company, does not disclose.	
207-3 Stakeholder engagement and management of concerns related to tax	Smithfield, being a privately held company, does not disclose.	
207-4 Country-by-country reporting	Smithfield, being a privately held company, does not disclose.	

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Reporting Principles and Requirements																																																																																																																										
GRI 2: General Disclosures 2021																																																																																																																										
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3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy Sustainability Strategy and Pillars p. 13																																																																																																																									
301-1 Materials used by weight or volume	<p>U.S. Facilities & Farms*</p> <table border="1"> <thead> <tr> <th>Total Waste Disposition (tons)</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Cardboard recycled</td> <td>26,724</td> <td>27,288</td> <td>27,173</td> <td>28,702</td> <td>29,552</td> <td>20,623</td> <td>28,391</td> <td>27,609</td> <td>29,129</td> </tr> <tr> <td>Metals recycled</td> <td>2,153</td> <td>3,973</td> <td>3,318</td> <td>3,367</td> <td>5,981</td> <td>6,338</td> <td>3,150</td> <td>7,497</td> <td>3,180</td> </tr> <tr> <td>Plastics recycled</td> <td>1,259</td> <td>2,395</td> <td>1,655</td> <td>1,579</td> <td>2,259</td> <td>1,347</td> <td>1,326</td> <td>1,363</td> <td>1,104</td> </tr> <tr> <td>Sludge for beneficial use</td> <td>73,287</td> <td>68,392</td> <td>62,905</td> <td>58,743</td> <td>62,127</td> <td>34,719</td> <td>105,748</td> <td>101,289</td> <td>158,586</td> </tr> <tr> <td>Waste to energy</td> <td>55,201</td> <td>49,112</td> <td>59,314</td> <td>66,987</td> <td>82,148</td> <td>68,475</td> <td>36,239</td> <td>26,417</td> <td>31,897</td> </tr> <tr> <td>Hazardous waste</td> <td>9.30</td> <td>9.40</td> <td>7.50</td> <td>37.10</td> <td>13.50</td> <td>6.00</td> <td>20.50</td> <td>12.32</td> <td>17</td> </tr> <tr> <td>Universal waste</td> <td>62.40</td> <td>28.70</td> <td>27.20</td> <td>18.80</td> <td>19.40</td> <td>14.78</td> <td>17.72</td> <td>25.30</td> <td>21</td> </tr> <tr> <td>Solid waste to landfill</td> <td>70,946</td> <td>71,373</td> <td>68,590</td> <td>74,674</td> <td>52,806</td> <td>44,079</td> <td>49,714</td> <td>49,656</td> <td>52,579</td> </tr> <tr> <td>TOTAL</td> <td>229,642</td> <td>222,571</td> <td>222,990</td> <td>234,108</td> <td>234,906</td> <td>175,602</td> <td>224,606</td> <td>660,778</td> <td>276,513</td> </tr> </tbody> </table> <p><i>*Does not include manure management</i></p> <p>International Facilities & Farms*</p> <table border="1"> <thead> <tr> <th>Solid Waste to Landfill (pounds in millions)</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Solid waste to landfill</td> <td>12.80</td> <td>13.40</td> <td>11.00</td> <td>9.90</td> <td>11.31</td> <td>15.20</td> <td>16.90</td> <td>11.29</td> <td>6.62</td> </tr> </tbody> </table> <p><i>*Does not include manure management</i></p>	Total Waste Disposition (tons)	2015	2016	2017	2018	2019	2020	2021	2022	2023	Cardboard recycled	26,724	27,288	27,173	28,702	29,552	20,623	28,391	27,609	29,129	Metals recycled	2,153	3,973	3,318	3,367	5,981	6,338	3,150	7,497	3,180	Plastics recycled	1,259	2,395	1,655	1,579	2,259	1,347	1,326	1,363	1,104	Sludge for beneficial use	73,287	68,392	62,905	58,743	62,127	34,719	105,748	101,289	158,586	Waste to energy	55,201	49,112	59,314	66,987	82,148	68,475	36,239	26,417	31,897	Hazardous waste	9.30	9.40	7.50	37.10	13.50	6.00	20.50	12.32	17	Universal waste	62.40	28.70	27.20	18.80	19.40	14.78	17.72	25.30	21	Solid waste to landfill	70,946	71,373	68,590	74,674	52,806	44,079	49,714	49,656	52,579	TOTAL	229,642	222,571	222,990	234,108	234,906	175,602	224,606	660,778	276,513	Solid Waste to Landfill (pounds in millions)	2015	2016	2017	2018	2019	2020	2021	2022	2023	Solid waste to landfill	12.80	13.40	11.00	9.90	11.31	15.20	16.90	11.29	6.62	
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301-2 Recycled input materials used	<p>Eliminating Waste in Our Processing Operations</p> <p>We aim to incorporate recycled materials into packaging for final products and, in some instances, recycled content is included in our corrugated packaging; however, options are limited to materials that ensure products stay fresh during transportation, refrigeration and handling. In addition, any packaging that directly touches food must meet federal regulatory requirements, and packages must meet certain specifications to allow for temperature fluctuations and high humidity. Moreover, for fresh meats, packaging must be able to accommodate variations in the size, shape and weight of each cut of meat. As a result, most packaging comes from virgin materials until more suitable recycled options are developed. In 2020 we expanded our collaborations and joined the Sustainable Packaging Coalition.</p>																																																																																																																							
ENERGY (2016) / GRI 3: MATERIAL TOPICS																																																																																																																								
3-3 Management of material topics	<p>Our Sustainability Story, p. 11</p> <p>Environmental Stewardship, p.26</p> <p>Governance, p. 73</p> <p>Environmental Policy</p>																																																																																																																							
302-1 Energy consumption within the organization	<p>U.S. Facilities & Farms</p> <table border="1"> <thead> <tr> <th>Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Natural gas</td> <td>8.27</td> <td>8.85</td> <td>6.99</td> <td>9.40</td> <td>10.54</td> <td>10.70</td> <td>10.86</td> <td>10.60</td> <td>11.17</td> <td>11.3</td> </tr> <tr> <td>Propane</td> <td>1.40</td> <td>1.31</td> <td>1.55</td> <td>1.35</td> <td>1.66</td> <td>1.53</td> <td>1.25</td> <td>1.34</td> <td>1.60</td> <td>1.32</td> </tr> <tr> <td>No. 2 oil (Includes transportation diesel)*</td> <td>0.74</td> <td>0.75</td> <td>0.90</td> <td>0.86</td> <td>0.96</td> <td>0.94</td> <td>0.16</td> <td>0.01</td> <td>5.40</td> <td>5.57</td> </tr> <tr> <td>No. 6 oil</td> <td>0.13</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> <td>0.00</td> </tr> <tr> <td>Biogas</td> <td>0.30</td> <td>0.44</td> <td>0.24</td> <td>0.27</td> <td>0.18</td> <td>0.98</td> <td>0.73</td> <td>0.09</td> <td>0.097</td> <td>0.93</td> </tr> <tr> <td>Total direct energy use</td> <td>10.84</td> <td>11.35</td> <td>9.68</td> <td>11.88</td> <td>13.34</td> <td>14.15</td> <td>13.00</td> <td>12.04</td> <td>18.27</td> <td>19.12</td> </tr> <tr> <td>Electricity</td> <td>5.78</td> <td>5.96</td> <td>6.06</td> <td>5.94</td> <td>6.56</td> <td>6.41</td> <td>6.56</td> <td>6.49</td> <td>6.50</td> <td>5.94</td> </tr> <tr> <td>Total indirect energy use</td> <td>5.78</td> <td>5.96</td> <td>6.06</td> <td>5.94</td> <td>6.56</td> <td>6.41</td> <td>6.56</td> <td>6.49</td> <td>6.50</td> <td>5.94</td> </tr> <tr> <td>Total energy use</td> <td>16.62</td> <td>17.31</td> <td>15.74</td> <td>17.82</td> <td>19.90</td> <td>20.56</td> <td>19.56</td> <td>18.53</td> <td>24.77</td> <td>25.06</td> </tr> </tbody> </table>	Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Natural gas	8.27	8.85	6.99	9.40	10.54	10.70	10.86	10.60	11.17	11.3	Propane	1.40	1.31	1.55	1.35	1.66	1.53	1.25	1.34	1.60	1.32	No. 2 oil (Includes transportation diesel)*	0.74	0.75	0.90	0.86	0.96	0.94	0.16	0.01	5.40	5.57	No. 6 oil	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Biogas	0.30	0.44	0.24	0.27	0.18	0.98	0.73	0.09	0.097	0.93	Total direct energy use	10.84	11.35	9.68	11.88	13.34	14.15	13.00	12.04	18.27	19.12	Electricity	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50	5.94	Total indirect energy use	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50	5.94	Total energy use	16.62	17.31	15.74	17.82	19.90	20.56	19.56	18.53	24.77	25.06									
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<p><i>*In 2022 we incorrectly reported 29.27 (gigajoules in millions), due to a conversion error the corrected number is now reported in the table.</i></p>																																																																																																																								

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Disclosure	Location										GRI Sector Standard Ref #
302-1 Energy consumption within the organization	International Facilities & Farms										
	Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Natural gas	0.87	0.91	0.99	1.07	1.09	1.07	1.00	1.32	1.92	2.24
	Propane	0.23	0.25	0.29	0.31	0.33	0.32	0.32	0.31	0.26	0.94
	No. 2 oil	0.09	0.10	0.11	0.10	0.08	0.08	0.04	0.001	0.02	0.04
	Coal	0.58	0.55	0.55	0.56	0.57	0.53	0.51	0.00	0.00	0.00
	Total Direct Energy Use	1.77	1.81	1.94	2.04	2.07	2.00	1.87	1.63	2.16	3.22
	Electricity	0.85	0.9	0.98	1.02	1.03	1.01	1.06	1.32	1.41	1.51
	Steam	0.01	0.01	0.02	0.02	0.00	0.00	0.00	0.00	0.00	0.00
	Total Indirect Energy Use	0.86	0.91	0.99	1.04	1.03	1.01	1.06	1.32	1.41	1.51
Total Energy Use	2.63	2.72	2.93	3.08	3.10	3.10	2.93	2.95	3.47	4.73	
302-3 Energy intensity	In 2023, Smithfield U.S. operations had an energy intensity ratio of gigajoules/cwt. Calculated by using our absolute energy consumption 48.63 million gigajoules and 115,349,545 cwt. In 2022, Smithfield International operations had an energy intensity ratio of 0.110 gigajoules/cwt. Calculated by using our absolute energy consumption of 3.56 million gigajoules and 32,320,030 cwt.										
302-4 Reduction of energy consumption	Efforts to identify and report on total energy continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield completed a full GHG inventory and developed a new calculation tool to help us more accurately identify, characterize and report on scope 1, 2 and 3 emissions on all company-owned operations (including livestock operations). These are reflected in our total 2023 energy consumption data and cannot be directly compared to prior years due to the inclusion of new data.										
302-5 Reductions in energy requirements of products and services	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy Water Policy										

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WATER AND EFFLUENTS (2018) / GRI 3: MATERIAL TOPICS																																																																																												
3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy Water Policy	13.7.1																																																																																										
303-1 Interactions with water as a shared resource	<p>Smithfield conducted a study of its water consumption. This groundwater sustainability effort focused on the past and the potential future. Historical USGS groundwater monitoring data was used to evaluate groundwater trends near contracted hog farms and Smithfield facilities. The future conditions use the NCAR (National Center for Atmospheric Research) Community Climate System Model (CCSM) model projections of potential climate change to evaluate the national groundwater recharge.</p> <p>U.S. Facilities & Farms</p> <table border="1"> <thead> <tr> <th>Water Withdrawal by Source (billions of gallons)</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Groundwater</td> <td>4.69</td> <td>4.67</td> <td>4.58</td> <td>5.40</td> <td>5.19</td> <td>5.20</td> <td>4.60</td> <td>4.71</td> <td>3.19</td> </tr> <tr> <td>Third-party (Municipal)</td> <td>4.17</td> <td>4.18</td> <td>4.34</td> <td>4.82</td> <td>4.95</td> <td>4.73</td> <td>4.60</td> <td>4.82</td> <td>4.36</td> </tr> <tr> <td>Surface water</td> <td>0.94</td> <td>0.94</td> <td>0.97</td> <td>1.02</td> <td>1.00</td> <td>1.08</td> <td>0.78</td> <td>0.80</td> <td>0.72</td> </tr> <tr> <td>Reused and recycled</td> <td>0.50</td> <td>0.30</td> <td>0.32</td> <td>0.16</td> <td>0.26</td> <td>0.05</td> <td>0.63</td> <td>0.83</td> <td>0.59</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Water Discharge (billions of gallons)</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Public-owned wastewater treatment plant</td> <td>3.23</td> <td>3.41</td> <td>3.26</td> <td>3.61</td> <td>3.45</td> <td>4.63</td> <td>3.56</td> <td>3.23</td> <td>4.37</td> </tr> <tr> <td>Direct</td> <td>2.77</td> <td>2.63</td> <td>2.79</td> <td>2.73</td> <td>2.80</td> <td>2.76</td> <td>2.51</td> <td>2.40</td> <td>2.80</td> </tr> <tr> <td>Land irrigation</td> <td>2.45</td> <td>3.16</td> <td>2.35</td> <td>2.23</td> <td>3.29</td> <td>2.87</td> <td>2.73</td> <td>1.54</td> <td>1.86</td> </tr> </tbody> </table>	Water Withdrawal by Source (billions of gallons)	2015	2016	2017	2018	2019	2020	2021	2022	2023	Groundwater	4.69	4.67	4.58	5.40	5.19	5.20	4.60	4.71	3.19	Third-party (Municipal)	4.17	4.18	4.34	4.82	4.95	4.73	4.60	4.82	4.36	Surface water	0.94	0.94	0.97	1.02	1.00	1.08	0.78	0.80	0.72	Reused and recycled	0.50	0.30	0.32	0.16	0.26	0.05	0.63	0.83	0.59	Water Discharge (billions of gallons)	2015	2016	2017	2018	2019	2020	2021	2022	2023	Public-owned wastewater treatment plant	3.23	3.41	3.26	3.61	3.45	4.63	3.56	3.23	4.37	Direct	2.77	2.63	2.79	2.73	2.80	2.76	2.51	2.40	2.80	Land irrigation	2.45	3.16	2.35	2.23	3.29	2.87	2.73	1.54	1.86	13.7.2
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Disclosure	Location										GRI Sector Standard Ref #
MATERIALS (2016) / GRI 3: MATERIAL TOPICS											
303-1 Interactions with water as a shared resource	International Facilities & Farms										
	Water Withdrawal by Source (billions of gallons)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Groundwater*	1.09	1.26	1.27	1.37	1.41	1.45	1.41	1.70	2.61	1.49
	Third-party (Municipal)	0.60	0.65	0.65	0.65	0.64	0.56	0.49	0.76	0.85	0.77
*Increase in groundwater withdrawal is due to the addition of GCM operations in Mexico											
303-2 Management of water discharge related impacts	<p>To ensure our operations have a sustainable water supply, we used the World Resources Institute (WRI) Global Water Tool and the Global Environmental Management Initiative (GEMI) Local Water Tool in 2016 to assess risk associated with local water supplies where we operate. The results, which are applicable for several years, indicate our operations face little to no risk, do not significantly impact local water supplies, and none of our water comes from protected sources. For the few operations that are facing limited risk, we monitor water availability and potential changes closely.</p> <p>In 2022, we completed a comprehensive watershed analysis across our vertically integrated supply chain, including U.S. company-owned locations, contracted hog farms and grain suppliers, to develop water conservation strategies, inform updates to our water use policies and set performance targets.</p>										
BIODIVERSITY (2016) / GRI 3: MATERIAL TOPICS											
3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy									13.3.1	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	California has the most imperiled biodiversity of any state in the contiguous United States and with our exit from this facility in early 2023, we do not have US operations in high Biodiverse value areas.									13.3.2	

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304-2 Significant impacts of activities, products and services on biodiversity	<p>Environmental Stewardship, p.26</p> <p>Anuvia™ Plant Nutrients: Through our partnership with Anuvia™ Plant Nutrients and other fertilizer producers, we are producing sustainable fertilizer from renewable biological materials from our hog farm manure treatment system.</p> <p>Smithfield's agronomics program, SmithfieldGro, helps farmers in its supply chain reduce crop inputs and improve crop yields by investing in carbon reduction and conservation methods. This helps reduce Smithfield's carbon footprint in the feed and grain supply chain.</p> <p>Since 2010, GCM has maintained 142 hectares of induced forest in different tracts of land in the Perote region. Since 2011, GCM has had a Private Conservation Area registered by the Environmental Agency of Veracruz State. This area is dedicated to preserve the local vegetation and fauna.</p>	13.3.3
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable. There are no species with habitats in areas affected by operations.	13.3.5
EMISSIONS (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11</p> <p>Environmental Stewardship, p.26</p> <p>Governance, p. 73</p> <p>Environmental Policy</p>	13.1.1

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Disclosure	Location				GRI Sector Standard Ref #								
305-1 Direct (Scope 1) GHG emissions	U.S. Facilities* <i>*Our efforts to identify and report on GHG emissions continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield began a full GHG inventory project and is in the process of developing and assuring a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions across our North American operations, these will be reported in future reports. We recognize that further future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i>				13.1.2								
	International Facilities <table border="1"> <thead> <tr> <th>Direct emissions</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>International Facilities (metric tons CO2e)</td> <td>111,739</td> <td>65,952</td> <td>225,874</td> <td>237,565</td> </tr> </tbody> </table>					Direct emissions	2020	2021	2022	2023	International Facilities (metric tons CO2e)	111,739	65,952
Direct emissions	2020	2021	2022	2023									
International Facilities (metric tons CO2e)	111,739	65,952	225,874	237,565									
305-2 Energy indirect (Scope 2) GHG emissions	<i>*Our efforts to identify and report on GHG emissions continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield began a full GHG inventory project and is in the process of developing and assuring a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions across our North American operations, these will be reported in future reports. We recognize that further future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i> See GRI 305-1.				13.1.3								
305-3 Other indirect (Scope 3) GHG emissions	<i>*Our efforts to identify and report on GHG emissions continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield began a full GHG inventory project and is in the process of developing and assuring a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions across our North American operations, these will be reported in future reports. We recognize that further future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i>				13.1.4								
305-4 GHG emissions intensity	U.S. Facilities* <i>*Our efforts to identify and report on GHG emissions continue to build on the groundwork we laid during our first-generation life cycle analysis in 2016. Most recently, Smithfield began a full GHG inventory project and is in the process of developing and assuring a new calculation tool to help us more accurately identify, characterize, and report on scope 1, 2 and 3 emissions across our North American operations, these will be reported in future reports. We recognize that further future refinements along with changes in the science and methodologies of GHG reporting, and emerging disclosure compliance requirements, may result in corrections or changes in GHG reporting and targets in future reports.</i>				13.1.5								
305-5 Reduction of GHG emissions	Climate Mitigation Strategy, p. 27 We expanded our 2016 commitment to reduce absolute greenhouse gas (GHG) emissions across our entire supply chain by 25% by 2025 and are now targeting a 30% reduction by 2030. With this new goal, we are utilizing additional strategies to reduce and fully account for our GHG emissions. Publicly announced our carbon negative goal for scope 1 and 2				13.1.6								

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Disclosure	Location										GRI Sector Standard Ref #																																												
305-6 Emissions of ozone-depleting substances (ODS)	Climate Mitigation Strategy , p. 27 The only significant use of ODS identified in Smithfield production relates to refrigerants. Three of the remaining facilities identified in 2019 as using Class II refrigerants as their primary means of refrigeration have been phased out. Smithfield conducts safety training for applicable team members on the proper management and disposal of refrigerants.										13.1.7																																												
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	U.S. Facilities* <table border="1"> <thead> <tr> <th>Significant air emissions</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Nitrous oxide (N2O) emissions (metric tons)</td> <td>3,207</td> <td>3,233</td> <td>3,200</td> <td>2,985</td> <td>4,212</td> <td>3,639</td> <td>3,600</td> <td>2,607</td> <td>482.7</td> <td>410.26</td> </tr> </tbody> </table> <p><i>*These values will vary year to year depending on the local and state reporting cycles.</i></p> International Facilities <table border="1"> <thead> <tr> <th>Significant air emissions</th> <th>2014</th> <th>2015</th> <th>2016</th> <th>2017</th> <th>2018</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Nitrous oxide (N2O) emissions (metric tons)</td> <td>337</td> <td>276</td> <td>289</td> <td>292</td> <td>320</td> <td>309</td> <td>298</td> <td>31.01</td> <td>147.17</td> <td>157.122</td> </tr> </tbody> </table>										Significant air emissions	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Nitrous oxide (N2O) emissions (metric tons)	3,207	3,233	3,200	2,985	4,212	3,639	3,600	2,607	482.7	410.26	Significant air emissions	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Nitrous oxide (N2O) emissions (metric tons)	337	276	289	292	320	309	298	31.01	147.17	157.122	13.1.8
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WASTE (2020) / GRI 3: MATERIAL TOPICS																																																							
3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy										13.8.1																																												
306-2 Management of significant waste-related impacts	Reducing Waste , p. 35																																																						

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306-3 Waste generated	U.S. Facilities & Farms*										13.8.4	
	Total Waste Disposition (tons)	2014	2015	2016	2017	2018	2019	2020	2021	2022		2023
	Cardboard recycled	27,833	26,724	27,288	27,173	28,702	29,552	20,623	28,391	27,609		29,129
	Metals recycled	2,016	2,153	3,973	3,318	3,367	5,981	46,718	3,150	7,497		3,180
	Plastics recycled	884	1,259	2,395	1,655	1,579	2,259	1,347	1,326	1,363		1,104
	Wastewater sludge land applied	40,478	73,287	68,392	62,905	58,743	62,127	34,719	105,748	101,289		158,586
	Waste to energy	31,179	55,201	49,112	59,314	66,987	82,148	68,475	36,239	26,417		31,897
	Hazardous waste	13.00	9.30	9.40	7.50	37.10	13.50	6.00	20.50	12.32		17.32
	Universal waste	37.00	62.40	28.70	27.20	18.80	19.40	14.78	17.72	25.30		20.57
	Solid waste to landfill	65,400	70,946	71,373	68,590	74,674	52,806	44,079	49,714	49,656		52,579
	TOTAL	167,840	229,642	222,571	222,990	234,108	234,904	228,655	224,606	213,868		276,513
<i>*Does not include manure management</i>												
International Facilities & Farms*												
Solid Waste to Landfill (pounds in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023		
Solid waste to landfill	14.40	12.80	13.40	11.00	9.90	11.31	15.20	16.90	11.29	6.62		
<i>*Does not include manure management</i>												

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ENVIRONMENTAL COMPLIANCE (2016) / GRI 3: MATERIAL TOPICS											
3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy										
307-1 Non compliance with environmental laws and regulations	U.S. Facilities & Farms										
	Compliance at Company-owned Farms & Facilities	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Notices of violation (NOVs)	18	11	18	13	18	20	13	9	14	11
	Fines (\$U.S.)	\$ 400	\$ 400	\$ 6,500	\$ 17,545	\$ 169,962	\$ 49,335	0	\$ 63,465.36	\$ 333,922.94	\$ 7,875
	Compliance on Contract Farms	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Notices of violation (NOVs)	14	34	41	48	30	46	85	78	27	26
	International Facilities & Farms										
	Compliance at Company-owned Farms & Facilities	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
	Notices of violation (NOVs)	5	6	7	7	5	4	0	4	14	4
	Fines (\$U.S.)	\$ 6,155	\$ 750	\$ 120	\$ 803	\$ 2,454	\$ 128	0	\$ 6,200	\$ 44,851	\$ 22,118

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SUPPLIER ENVIRONMENTAL ASSESSMENT (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Environmental Stewardship , p.26 Governance , p. 73 Environmental Policy Supplier Code of Conduct	
308-1 New suppliers that were screened using environmental criteria	Environmental Stewardship , p.26 Reducing Waste , p. 35 Environmental Policy Supplier Code of Conduct We require that all suppliers comply with our Supplier Code of Conduct outlining our expectations regarding environmental performance, compliance, labor and human rights, product safety, animal well-being, health and safety, legal requirements and business integrity. Suppliers are obliged to report any regulatory noncompliance and any events that may have a negative impact on their business. We reserve the right to audit suppliers’ facilities. We also have surveyed our largest suppliers to understand how they address areas such as energy reduction, natural resource use, employee safety, and community giving.	
EMPLOYMENT (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Diversity, Culture and Engagement , p. 52 Worker Health and Safety , p. 58 Governance , p. 73 Smithfield Careers	13.8.1
401-1 New employee hires and employee turnover	New Hires: US - 17,591 Mexico - 342 Poland - 2,727 Romania - 598 Slovakia/Hungary - 89 Turnover: 23,947 By age & region - <30: US - 7,569 Mexico - 263 Poland - 902 Romania - 169 Slovakia/Hungary - 48 30-50: US - 8,647 Mexico - 233 Poland -1,351 Romania -236 Slovakia/Hungary - 73 >50: US - 3,501 Mexico - 35 Poland - 748 Romania - 89 Slovakia/Hungary - 82 By gender & region - Male: US - 12,552 Mexico - 359 Poland - 1,553 Romania - 332 Slovakia/Hungary - 115 Female: US - 7,166 Mexico - 110 Poland - 1,448 Romania - 162 Slovakia/Hungary - 88	

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401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Smithfield Careers Smithfield has an annual incentive program for all salaried team members and additional incentive programs for senior executives.</p> <p>We reinforced our commitment to education by funding more than \$742,000 worth of need-based educational scholarships to eligible children and grandchildren of our U.S.-based full-time and retired team members. We have paid parental leave programs and comply with all U.S. laws regarding family and medical leave. Currently, the federal Family and Medical Leave Act provides 12 weeks of job-protected leave for any employee who has worked one year and not less than 1200 hours. Some state laws provide more generous benefits and where they do we comply with those. The company complies with all state paid leave laws and also has a work-from-home program for corporate team members. The company also provides team members with a short-term disability policy and paid parental leave. Leave without pay is also available for personal emergencies and disability. The Company has a worker's compensation program that operates to provide benefits to team members who are injured on the job, in accordance with state laws. We accommodate pregnant team members, as required by U.S. law, which includes accommodating nursing mothers who need lactation rooms. We accommodate team members with disabilities in accordance with U.S. law.</p> <p>Significant locations of operations are defined as Smithfield - and its subsidiaries - owned sites</p>	
401-3 Parental leave	<p>Total number of employees that were entitled to parental leave, by gender. 6,799 Female and 20,140 Male – Total 26,939</p> <p>Total number of employees that took parental leave, by gender. 471 Female and 1,016 Male – Total 1,487</p> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender. 397 Female and 443 Male – Total 840</p> <p>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. 320 Female and 200 Male – 520 Total (still employed after 12 months as of 3/20/2024)</p>	
LABOR/MANAGEMENT RELATIONS (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11</p> <p>Diversity, Culture and Engagement, p. 52</p> <p>Worker Health and Safety, p. 58</p> <p>Governance, p. 73</p>	
402-1 Minimum notice periods regarding operational changes	<p>Worker Health and Safety, p. 58</p> <p>In the event of a facility closure, we fully comply with the federal Worker Adjustment and Retraining Notification (WARN) Act, which requires 60-day notifications of plant shutdowns to employees, as well as an applicable state WARN law. Under the WARN Act, we also notify state-level dislocated worker units so they can offer prompt assistance.</p>	

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OCCUPATIONAL HEALTH AND SAFETY (2018) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Worker Health and Safety , p. 58 Governance , p. 73 Health and Safety Policy	13.19.1
403-1 Occupational health and safety management system	Worker Health and Safety , p. 58 Health and Safety Policy In 2018 Smithfield implemented the Smithfield Injury Prevention System (SIPS) to ensure the effective and consistent management of injury prevention, education, and tracking throughout the organization. SIPS encapsulates Smithfield's entire OHS management system including Operational Control that encompasses OSHA regulatory required programs. In addition to the OSHA Required standards, the foundation of the SIPS program is based on the ISO 45001 guidelines. The scope of SIPS covers All Workers as defined by ISO 45001 including management, hourly, temporary team members, co-packers and contract workers. In 2021, we refined our facility operations to increase the effectiveness of SIPS and continue to drive down safety incident rates. The Smithfield Safety Policy provides the means and expectation for the Smithfield Injury Prevention System including compliance with Local, State, and Federal regulations. The Policy is revised annually and signed by the Executive leaders of the company.	13.19.2
403-2 Hazard identification, risk assessment, and incident investigation	Worker Health and Safety , p. 58 Health and Safety Policy Hazard Identification and Risk Assessments (HIRA) are conducted anytime a change is made to the process, facility design, reconstruction of management system. The assessments are viewed annually. The Regional and Corporate Safety team conducts safety assessments on site at Smithfield locations that include audits (SIOS< Machine Guarding, Lockout Tagout, Powered Industrial Trucks, Industrial Hygiene, Fire Protection, etc... on a regular basis.	13.19.3
403-3 Occupational health services	Worker Health and Safety , p. 58 Health and Safety Policy Smithfield maintains several occupational health services that contribute to minimizing the health risks of the workforce. These include maintaining separate occupational medical records from personal health-related information. Personal health-related information is kept confidential in the worker's personnel file with Human Resources. Occupational health services are provided based on legal requirements and workers access to non-occupational medical and healthcare services are facilitated, for example, through company clinics or disease treatment programs, referral systems, and health insurance or financial contributions. Additionally, a first aid cabinet is always available on site.	13.19.4

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403-4 Worker participation, consultation, and communication on occupational health and safety	<p><u>Worker Health and Safety</u>, p. 58 <u>Health and Safety Policy</u></p> <p>Smithfield measures worker participation monthly. Participation is identified in several different ways. Examples of participation include: volunteer leading/presenting monthly line topics, volunteer for First Aid / CPR training, participation in safe work demonstrations (inside the facility or in the community), participation in other safety functional teams, participating Personal Protective Equipment trials, voluntary participation in safety inspections, leading safety task activities, etc. Regulatory training required by a task is not considered to be participation.</p> <p>SIPS is promoted by the on-site Core Team which is led by the senior official of the site who is the Core Team Leader. Promotion is conducted through town hall meetings, line meetings, postings and many other activities. SIPS is designed to be a part of the overall operational procedure that includes new line introduction, new product development, engineering controls and administrative controls to assure that any impact on the safety program and the safety of the workers is part of the discussion and planning. Workers are provided with many opportunities to be engaged; a full list of participation ideas can be found in our SIPS program under the Worker Participation Clause.</p>	13.19.5
403-5 Worker training on occupational health and safety	<p><u>Worker Health and Safety</u>, p. 58 <u>Health and Safety Policy</u></p> <p>In 2023, Smithfield's U.S. employees had a 62.2 percent engagement rate in worker safety training activities. Training needs for each task are determined during the Hazard Identification & Risk Assessment process. Various methods are utilized to deliver the training such as hands-on, Smithfield University, Train-safe, classroom, PowerPoint, and may include third-party instructors or off-site training for more specific training. Training development is dependent on the training; regulatory required training is developed through the Corporate Core Team to ensure that the training is standardized and covers all regulatory requirements.</p>	13.19.6
403-6 Promotion of worker health	<p><u>Worker Health and Safety</u>, p. 58 <u>Health and Safety Policy</u></p>	13.19.7
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p><u>Worker Health and Safety</u>, p. 58 <u>Health and Safety Policy</u></p> <p>This is common on our hog production side as we have multiple contract farms where our workers will enter and work on the site. Smithfield's primary responsibility is to always protect the safety & health of our workers, including when working at non-company-owned locations. Standard Operating Procedures are developed for Smithfield workers to include inspection/operation of any equipment they may be utilizing and the general condition of the location. Smithfield sets a high standard for the locations to maintain a safe work environment; failure to abide by those commitments could result in discontinued use of the location.</p>	13.19.8

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403-8 Workers covered by an occupational health and safety management system	<p>Worker Health and Safety, p. 58 Health and Safety Policy To maintain a safe and healthy working environment, every worker and visitor at one of our locations is required to comply with the requirements specified in SIPS.</p>	13.19.9
403-9 Work-related injuries	<p>Worker Health and Safety, p. 58 Health and Safety Policy In 2023, U.S. operations had a Total Incident Frequency Rate (TIFR) of 2.42, a Days Away Restricted or Transferred (DART) rate of 1.68, and Days Away From Work (DAFWII) rate of 0.43. In 2023, there were 2 deaths in the US from work-related injuries, rate of 0.0005% per 200,000 hours worked. Total working hours: 63,027,562 hours</p> <p>Contractors are responsible for their employees and the tracking of data. We do not compile this tracking by each contractor in U.S. or EU.</p>	13.19.10
TRAINING AND EDUCATION (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11 Diversity, Culture and Engagement, p. 52 Governance, p. 73</p>	
404-1 Average hours of training per year per employee	<p>Diversity, Culture and Engagement, p. 52 Total training hours = 118,519 Female - 36,947 hrs / 4,009 = 9.22 hrs Male - 77,069 hrs / 6,279 = 12.27 hrs Frontline employees - 29,797 hrs/ 4,037 people = 7.38 hrs Middle management - 34,857hrs/ 3,647 people = 9.56hrs Senior executives - 1,158hrs/ 189 people = 6.13 hrs</p>	
404-2 Programs for upgrading employee skills and transition assistance programs	<p>Diversity, Culture and Engagement, p. 52</p>	

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404-3 Percentage of employees receiving regular performance and career development reviews	In 2023, two formal performance reviews were conducted to evaluate employees performance against objectives, business goals and their core competencies, where 100% of the US workforce took place in Smithfield's multidimensional performance campaign appraisal. To enhance our performance and career development reviews, we additionally conducted Foundational Instructor-led classes to all exempt and nonexempt employees in our facilities and farms. The series consisted of the following topics: DiSC styles , Emotional Intelligence, Smithfield PLUS and Core Four classes - Communication, Respect, Gratitude, Accountability). We also launched a Culture of Coaching series where we are giving managers the training and tools to increase their employee assessment skills, performance reviews and coaching for employee development. Lastly, we have been providing an enhanced onboarding experience for new and tenured employees with a formal On-the-Job Training and Buddy (peer-to-peer) training system, along with focused training and development courses to enhance our leadership interactions with team members.	
DIVERSITY AND EQUAL OPPORTUNITY (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Diversity, Culture and Engagement , p. 52 Governance , p. 73 Code of Business Conduct and Ethics Diversity Statement	13.15.1
405-1 Diversity of governance bodies and employees	2023 employee Diversity Breakdown Total POC 65% White 50% Hispanic/Latino 25% Black/African American 18% Native 17% Asian 5% Other 1%	13.15.2
ANTI-DISCRIMINATION (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Diversity, Culture and Engagement , p. 52 Governance , p. 73 Code of Business Conduct and Ethics Diversity Statement	

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Disclosure	Location	GRI Sector Standard Ref #
406-1 Incidents of discrimination and corrective actions taken	Smithfield and its affiliated entities have in place robust policies prohibiting discrimination, harassment and retaliation, along with well-publicized procedures for making complaints about such matters. Among the available avenues for complaint are the company's dispute resolution process and its ethics hotline. Like any company with more than 50,000 employees spread across more than 40 work sites, Smithfield periodically receives lawsuits and agency charges that allege discrimination. Smithfield defends against such matters and resolves them as appropriate. There were no adverse verdicts against Smithfield in any employment discrimination case in 2023. 103 internal complaints alleging discrimination. Remediation implemented: 25 incidents	13.15.4
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.18.1
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy All our employees have the right to exercise freedom of association and collective bargaining.	13.18.2
CHILD LABOR (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.17.1

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Disclosure	Location	GRI Sector Standard Ref #
408-1 Operations and suppliers at significant risk for incidents of child labor	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield strictly prohibits anyone under the age of 18 from working in any of its processing facilities or in any position deemed to be off-limits for those under the age of 18 by the Fair Labor Standards Act and analogous state law. This prohibition is included in Smithfield's Code of Business Conduct and Ethics, in employee handbooks, in written policies distributed to all employees, and on postings in Smithfield facilities. To enforce this prohibition and reduce its risk, Smithfield uses the federal E-Verify system and requires or encourages its sanitation contractors and temporary labor partners to do the same. Smithfield requires its supervisors and managers to help enforce this prohibition, and continually trains its Human Resources staff on best practices for recognizing identity fraud, including misrepresentations about age.	13.17.2
FORCED OR COMPULSORY LABOR (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.16.1
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield strictly prohibits anyone under the age of 18 from working in any of its processing facilities or in any position deemed to be off-limits for those under the age of 18 by the Fair Labor Standards Act and analogous state law. This prohibition is included in Smithfield's Code of Business Conduct and Ethics, in employee handbooks, in written policies distributed to all employees, and on postings in Smithfield facilities. To enforce this prohibition and reduce its risk, Smithfield uses the federal E-Verify system and requires or encourages its sanitation contractors and temporary labor partners to do the same. Smithfield requires its supervisors and managers to help enforce this prohibition, and continually trains its Human Resources staff on best practices for recognizing identity fraud, including misrepresentations about age.	13.16.2
SECURITY PRACTICES (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	

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Disclosure	Location	GRI Sector Standard Ref #
410-1 Security personnel trained in human rights policies or procedures	Smithfield's Chief Security Officer is responsible for ensuring all security personnel at Smithfield locations have been trained according to their own organization's policies, which include equal employment non-discriminatory work practices, prohibitions against harassment and violence, as well as employee health and safety policies, etc. Smithfield's Human Rights Policy is reviewed annually with all security personnel and contractors at each location.	
RIGHTS OF INDIGENOUS PEOPLES (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.14.1
411-1 Incidents of violations involving rights of indigenous peoples	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield did not have any incidents of violations involving the rights of indigenous people in this reporting period.	13.14.2
HUMAN RIGHTS ASSESSMENT (2016) / GRI 3: MATERIAL TOPICS		
412-1 Operations that have been subject to human rights reviews or impact assessments	20 operations in Poland	
412-2 Employee training on human rights policies or procedures	U.S. 20,751 training hours / 100% employees trained Mexico 6 training hours / 1.00% employees trained Poland 10 training hours / 0.30% employees trained Romania 598 training hours / 24% employees trained	

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Disclosure	Location	GRI Sector Standard Ref #
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	The Company has proactively conducted assessments of its workforce and those of its labor contractors to help ensure compliance with child labor and work eligibility laws. Smithfield Code of Code of Business Conduct and Ethics Human Rights Policy	
LOCAL COMMUNITIES (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Helping Communities , p. 38 Governance , p. 73	13.12.1
413-1 Operations with local community engagement, impact assessments, and development programs	At Smithfield, we focus our giving on three key areas: hunger relief, education, and community vitality. Smithfield's Community Development team includes SMEs that focus on our key operating priorities such as our People, our Plants (Facility and Distribution Center Communities), and Pigs (Hog Production Communities). Our team also works cross-functionally with other departments such as Marketing and Human Resources to create programs that support our products and our people, our Legal and Government Affairs teams to minimize business disruptions, and Corporate Communications team to provide content for storytelling in our local communities. In 2023, Smithfield has conducted several related activities to engage the local communities in which we operate. These include: a donation of 30.2 million protein servings valued at \$31.89M, via monetary contributions, product donations, and employee volunteer hours. We undertake a number of activities in this area, such as: patronage classes, internships and cooperation with universities. In Romania, through the "Be one of us Program", we support a wide array of unique customs and festivals, related to the traditional village calendar in Timis and Arad Counties. We purchase goods/services from companies employing disabled people (as per RO law Nr. 448/2006) or coming from vulnerable groups.	13.12.2
SUPPLIER SOCIAL ASSESSMENT (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Governance , p. 73 Supplier Code of Conduct	

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Disclosure	Location	GRI Sector Standard Ref #
414-1 New suppliers that were screened using social criteria	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy Smithfield monitors our suppliers' compliance through monthly meetings, emails, supplier platform and filling out supplier forms and surveys, including questions focused specifically on social impacts. We maintain the right, though not currently exercised, to conduct formal audits of suppliers to confirm compliance with company standards.	
414-2 Negative social impacts in the supply chain and actions taken	To monitor the potential negative impacts of our suppliers, we actively track their performance through our supplier platform, discuss any negative actions and work with them to remediate these negative actions.	
PUBLIC POLICY (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.24.1
415-1 Political contributions	Public Policy Since 2000, the Smithfield Political Action Committee (HAMPAC) has assisted numerous state and federal candidates in both major political parties in their bids for elected office. Contributions by HAMPAC are made objectively and on a bipartisan basis that includes consideration of the candidate's voting record, leadership committee assignments and interest and commitment to issues of importance to our company and industry. The candidates that HAMPAC and its donors have supported understand the issues of importance to our industry and have stood with us as policy and regulatory champions. This report has been prepared to inform contributors how their funds are being used by HAMPAC. 2023 Political donations: Political campaign donations in the US: \$179,600 Lobbying in the US: \$3,150,733	13.24.2
CUSTOMER HEALTH AND SAFETY (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainability Story , p. 11 Food Safety and Quality , p. 65 Health and Wellness , p. 69 Governance , p. 73 Health and Safety Policy Sodium Policy	13.10.1

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Disclosure	Location	GRI Sector Standard Ref #
416-1 Assessment of the health and safety impacts of product and service categories	<p>Food Safety and Quality, p. 65</p> <p>The company employs several mechanisms to ensure that its products and services do not pose a threat to the health and safety of consumers. These include rigorous testing procedures, adherence to safety guidelines, certification in accordance with the Technical Regulation on Food Safety (TIF), and compliance.</p> <p>We maintain a HACCP plan that describes all quality and food safety controls. In addition there are daily taste panels ensuring consumer quality aspects. All products are tested for various parameters in internal and/or external labs with the Safe Quality Food (SQF) certification. We follow a corrective action plan procedure for any non-conformity. We maintain quality departments in our plants which are managed by four quality managers (1 in each plant) and which include quality controllers, laboratory operators and a hygiene team.</p> <p>Risk minimization strategies and avoidance of hazardous chemicals are integral aspects of our product design processes. We do so through our Food Safety and Quality trainings that focus on GMPs, product handling procedures, quality attributes, SQF/BRC or IFS standards and foreign material prevention.</p> <p>We follow all applicable EU regulations and local laws required by different countries where our products are delivered.</p>	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None.	
MARKETING AND LABELING (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11</p> <p>Food Safety and Quality, p. 65</p> <p>Health and Wellness, p. 69</p> <p>Governance, p. 73</p>	

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Disclosure	Location	GRI Sector Standard Ref #
417-1 Requirements for product and service information and labeling	<p>Food Safety and Quality, p. 65 Health and Wellness, p. 69 Ingredient Glossary</p> <p>To ensure that that we provide the most accurate information and do not mislead consumers about our products, we have the following processes in place:</p> <ul style="list-style-type: none"> • Product attribute claims are all reviewed and approved by our regulatory compliance department. This applies to all communication – whether it be packaging, advertising, social media, website info, and sale materials. • Each claim must be substantiated with data (ie this item has 25% less sodium than our regular item) and then is run by legal if there are any questions / concerns. • If there are any new claims that had not been made prior with respect to product attributes, those also are approved through the USDA. • In addition to specific product claims, all nutritional information on our packages is reviewed and approved by the regulatory department. Nutritional information is regularly tested and adjusted when formulas are changed or packaging graphics are refreshed to ensure that we are communicating the most accurate and up-to-date information. • All of our brand sweepstakes and contests are vetted and approved the legal department. We do this to ensure that we are abiding by all state and federal laws. In addition, it ensures that we are not misleading consumers and are protected legally if any issues arise. 	
417-2 Incidents of noncompliance concerning product and service information and labeling	In Romania, we had 3 incidents with a final client: two for products with another label and one for wrong price on label. No fine or penalties.	
417-3 Incidents of noncompliance concerning marketing communications	In 2023, there were no incidents of noncompliance.	

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Disclosure	Location	GRI Sector Standard Ref #
CUSTOMER PRIVACY (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainability Story, p. 11</p> <p>Privacy Policy</p> <p>We have a confidentiality and data protection policy that describes procedures for the collection of personal and sensitive data from customers and third parties for the following purposes:</p> <ol style="list-style-type: none"> Addressing legal requirements from competent authorities. Conducting studies for internal control purposes. Informing about the range of new products and/or services, as well as benefits, discounts, promotions, market studies, notifications of changes in conditions, and, in general, all advertising derived from the products and/or services offered by GCM. Analysis of the usage of our products and/or services. Fulfillment of our terms and conditions arising from a legal relationship. 	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Privacy Policy</p> <p>Smithfield maintains a security operations and monitoring function responsible for responding to cybersecurity incidents involving consumer data. The response process includes communication to management who with legal counsel ensure stakeholder notification is completed in accordance with regulatory, and internal policy requirements.</p>	

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SOCIOECONOMIC COMPLIANCE (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Animal Care , p. 20 Food Safety and Quality , p. 65 Governance , p. 73	
419-1 Non-compliance with laws and regulations in the social and economic area	Animal Care , p. 20 Food Safety and Quality , p. 65 In 2018 the Company was named as one of 16 defendants in a series of civil class action lawsuits alleging antitrust violations in the pork industry. These cases, which were filed in Minnesota federal court, alleged that starting in 2009 and continuing through at least June of 2018 the defendant pork producers agreed to reduce the supply of hogs in the United States in order to raise the price of hogs and all pork products, in violation of antitrust laws. The Company has denied these allegations and has not incurred any penalties or adverse judgments as a result of these cases. In order to avoid the expense and distraction of litigation, however, the Company reached agreements to settle with three putative classes of plaintiffs. Several direct purchaser plaintiffs opted out of the settlement and filed individual lawsuits against the Company. Those suits remain pending, and the Company continues to defend against these claims. In addition, on November 11, 2022, a group of plaintiffs filed a separate class action lawsuit against Smithfield Foods, Inc., Smithfield Packaged Meats Corp., and fourteen other defendants in federal court in Colorado. Those plaintiffs allege that the defendants, most of whom operate beef or pork processing plants, conspired to drive down wages paid to plant workers in the United States in violation of antitrust laws. The Company denies these allegations and intends to vigorously defend against the lawsuit. The Company has not incurred any penalties or adverse judgments arising out of this case, which remains pending. The company complies with all applicable laws and regulations with respect to consumer data privacy and protection. The company maintains a Privacy Policy and California Privacy Statement, which restricts the collection, storage and use of consumer data for particular business purposes, and has a dedicated email address, privacypolicy@smithfield.com , for receiving consumer privacy inquiries and requests, which is monitored by the company’s Law Department. Consumer inquires and requests may also be received via a toll-free number monitored by the company’s Consumer Affairs group.	




UN SDG Index

UN Sustainable Development Goals

At Smithfield, we believe that the UN Sustainable Development Goals (SDGs) play a critical role in addressing the most pressing challenges facing our world today. Our goal is to explore new approaches to enhance our reporting processes and disclosures, and to make meaningful progress toward the select SDGs referenced in this table.

	<p>Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<ul style="list-style-type: none"> • Helping communities – targets • Combating food insecurity • International efforts • Commonwealth Clash • California Commitment Tour • Disaster relief • Feeding local youth • Serving rural communities in Mexico • Relief for Ukraine • Food safety and quality – targets • Global food safety initiative standards • Team members training and certification • Tracing Our Products through the Supply Chain • Recalls • Food Safety and Quality Oversight 		<p>Goal 6: Ensure availability and sustainable management of water and sanitation for all</p>	<ul style="list-style-type: none"> • Water Conservation • Maintain Compliance with Laws, Regulations and Permits Pertaining to Wastewater Treatment
	<p>Goal 3: Ensure healthy lives and promote well-being for all at all ages</p>	<ul style="list-style-type: none"> • Health and wellness – targets • Educating youth about balanced, healthy diets • Fighting pediatric cancer • Raising funds to fight breast cancer • Serving rural communities in Mexico • Relief for Ukraine • Smithfield Injury Prevention System (SIPS) • Hazard Risk and Identification System (HIRA) • Let's get healthy together program • Safety software system • Innovating for healthier foods • Meat in the diet • BioScience Vision • Hogs Helping Humans • Developing innovative medical devices • Partnering for biomedical research • Genetics 		<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<ul style="list-style-type: none"> • Diversity culture and engagement – targets • Worker health and safety – targets • Helping our Heroes • Relief for Ukraine • Equal Opportunity Employer Policy • Nondiscrimination Policy • DCE training • Employee business resource groups (EBRGs) • Tracking supplier diversity • Minority farmer program • Smithfield's Black Professionals Network Celebrates Juneteenth • Paid parental leave
	<p>Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> • Advancing educational opportunity • Supporting the Nation's educators • Mentoring students • Smithfield scholarship program • Supporting environmental education • Supporting future farmers • Supporting education in Europe • Serving rural communities in Mexico • Free tuition • Promoting STEM with minorities 		<p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<ul style="list-style-type: none"> • Reducing food loss and waste • BioScience Vision • Genetics
	<p>Goal 10: Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> • Community Engagement • Developing Our Teams and Future Leaders • Our Supply Chain 		<p>Goal 10: Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> • Community Engagement • Developing Our Teams and Future Leaders • Our Supply Chain

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	<p>Goal 12: Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> • Reducing landfill waste • Reducing consumer waste • Ensuring proper fertilizer use • Healthy hogs for a healthy planet • Reducing food loss and waste • Bakery upcycling program
	<p>Goal 13: Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> • Environmental stewardship GHG – targets • Environment Water and Waste – targets • Environmental policy • Water policy • Climate mitigation strategy • Producing renewable natural gas • Reducing emissions through feed management • Making fertilizer from manure • Genetics • Exceeding environmental compliance
	<p>Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> • Animal care – farms targets • Animal care – processing targets • Written animal care program • Providing pigs with housing • Providing animals access to adequate water and high-quality feed • Treating animals that are in need of care • Practicing humane handling of our animals that complies with all applicable legal and regulatory compliance • Providing training for team members and caretakers • Conducting annual third-party audits of our hog production and processing operations • Providing anonymous communication channels to report noncompliance • Preventing foreign animal diseases • Partnering to prevent African Swine Fever • Animal antibiotic use • Barn enrichment

EEG Grants Funded 2023

In 2023, Attorney General Stein awarded \$2.3 million in EEGs to 18 recipients throughout North Carolina.

Grant	Award
<p><u>Attorney General Josh Stein Announces \$1.2 Million in Environmental Grants in Central North Carolina</u></p>	Community Technical Assistance will receive \$43,265 to connect young people and seniors in Goldsboro to clean up the Little Washington Community, which has been devastated by severe flooding over the years.
	The Eno River Association will receive \$60,000 to help create a strategic conservation plan that protects the Eno River Basin and addresses underserved communities in Orange and Durham counties.
	The Lumbee Land Development will receive \$173,172 to study and improve the environmental design of Hayes Pond in Maxton, which is within Lumbee land.
	North Carolina State University will receive \$176,391 to study how to improve farm management of manure and flood risks in eastern North Carolina.
	The Coharie Indian Tribe will receive \$150,000 to create a watershed protection plan to manage the Coharie River Watershed in Clinton.
	The Tar River Land Conservancy will receive \$100,000 to purchase 134 acres of private property to safeguard 5,100 feet of streams and shoreline and create hiking and walking trails near Franklinton.
	The Three Rivers Land Trust will receive \$150,000 to purchase 1,011 acres of riparian forest to protect the Downing Creek Aquatic Habitat, the Drowning Creek Slops, and the Upper Drowning Creek Swamp Forest.
	The Wildlife and Outdoor Recreation Foundation will receive \$200,000 to purchase 48.12 acres to add to existing wetlands and implement measures to prevent flooding and erosion.
<p><u>Attorney General Josh Stein Announces More than \$540,000 in Environmental Grants in Eastern North Carolina</u></p>	The Conservation Fund will receive \$150,000 to protect 3,530 acres along the Lumber River, which will become a part of the Lumber River State Park.
	The Craven County Department of Solid Waste and Recycling will receive \$200,000 to stabilize shorelines and reinforce swales in the county to help prevent erosion.
	North Carolina State University will receive \$176,391 to study how to improve farm management of manure and flood risks in eastern North Carolina.
	Coastal Carolina Riverwatch will receive \$128,751 to study whether farm-raised and wild-caught oyster populations in the White Oak River Basin are contaminated with PFAS, dangerous toxic chemicals that are harmful to health and do not degrade in the environment.
East Carolina University will receive \$44,656 to help local governments with largely underserved communities better develop and act on sustainability, resiliency, and recovery plans.	

EEG Grants Funded 2023

Grant	Award
<p><u>Attorney General Josh Stein Announces More than \$420,000 in Environmental Grants in Southeastern North Carolina</u></p>	<p>The Conservation Fund will receive \$150,000 to protect 3,530 acres along the Lumber River, which will become a part of the Lumber River State Park.</p>
	<p>The North Carolina Wildlife Resources Commission will receive \$250,000 to purchase about 441 acres to protect critical habitats for species that need conservation. The land will also expand public hunting and recreation areas.</p>
	<p>Catawba College will receive \$28,875 to identify, study, and map feral swine populations across central and southeastern North Carolina. The college will partner with the North Carolina Department of Agriculture and Consumer Resources and the North Carolina Feral Swine Task Force to find solutions to mitigate the environmental harms of feral swine.</p>
<p><u>Attorney General Josh Stein Announces More than \$366,000 in Environmental Grants in Western North Carolina</u></p>	<p>The Mainspring Conservation Trust will receive \$175,000 to clean up and restore a brownfield site in Franklin close to a prehistoric Cherokee platform mound and the Little Tennessee River.</p>
	<p>The city of Morganton will receive \$150,000 to restore water quality in and around Bethel Park and put in place measures to help prevent flooding and erosion.</p>
	<p>The Town of Boone will receive \$41,400 to restore water quality, improve aquatic habitats, and create more public access and greenway areas along 1,620 linear feet of rivers.</p>

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