

Smithfield

Good food. Responsibly.

Good Is What We Do

2022 SUSTAINABILITY IMPACT REPORT



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This report covers Smithfield Foods’ approach to sustainability and our 2022 progress against goals and targets, which include the environmental, social and governance (ESG) topics that matter most to our business and stakeholders. All references to “Smithfield,” “we,” “us,” and “our” refer to Smithfield Foods and its subsidiaries.

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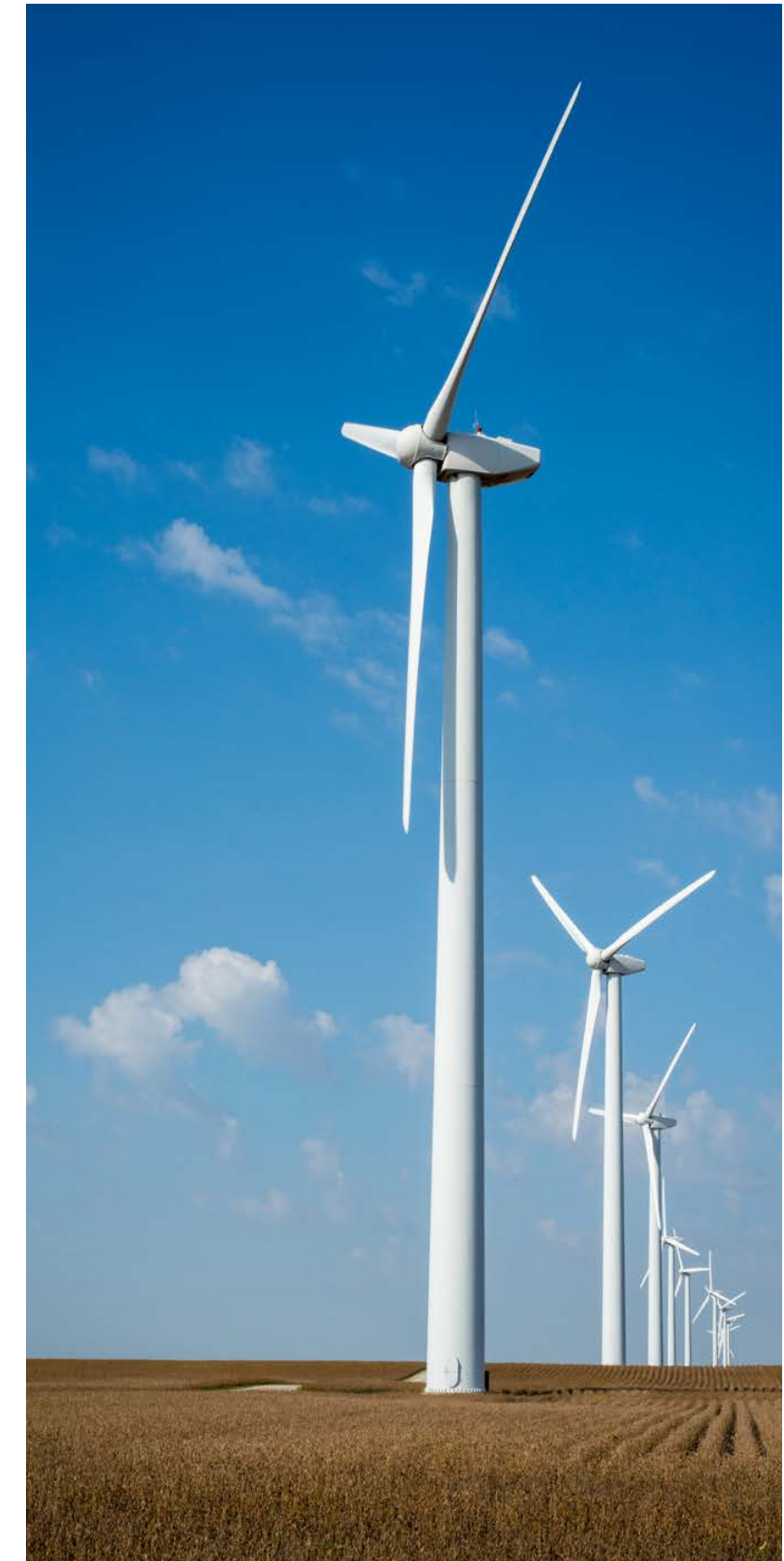
Reporting Considerations

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and in consideration of the IFRS 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.

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; however, **WH Group's sustainability reporting** considers recommendations from the Task Force on Climate-Related Financial Disclosure (TCFD).

This report contains "forward-looking" statements within the meaning of the federal securities laws. The forward-looking statements include statements concerning 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 risk; 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 realize the anticipated strategic benefits of the acquisition of Smithfield Foods, Inc. by WH Group; 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.





Shane Smith joined Smithfield in 2003. 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.

From Our CEO

Dear Stakeholders:

At Smithfield, our work is centered on feeding the world's growing population with wholesome, safe and affordable food. But we do more than produce good food. From our farms and feed mills to our processing facilities and transportation network, sustainability is our responsibility as an industry leader and a strategic priority for every part of our business. We are making a lasting difference by providing good jobs, being good stewards and doing good in our communities.

Our operating model is among the most vertically integrated in the food production industry. We manage, support or work directly with every part of our supply chain, from the farmers who raise our hogs and grow the grain that feeds our animals to the drivers who deliver our products to store shelves. As a result, our work directly impacts global issues like climate and environmental stewardship, animal care, food security, health and nutrition and community building. Our unique business model is not only a competitive advantage that ensures the safety and quality of our products; it also allows us to take a holistic approach to sustainability—to measure and manage our impact on people and the planet every step of the way. And, as we progress toward our goals, we also support our customers, suppliers and farmers in furthering their own sustainability objectives. Good

business supports our goals and creates value in every part of our operations.

Smithfield has prioritized transparent reporting and sustainable operations for more than two decades, and we've made remarkable recent progress as we've pursued our ambitious 2030 carbon reduction goals. Sustainability has also become an essential value creator for Smithfield, supporting our performance and culture. This report is a clear reflection of the way we live our values—gratitude, communication, respect and accountability—day in and day out. It highlights the responsibility we feel and the respect with which we treat our ecosystems, animals, people, communities and customers. I am tremendously proud of what we do and of our hardworking team members around the globe who live our commitment to "Good food. Responsibly.®"

On behalf of the entire Smithfield family, thank you for your confidence and support. It is an honor to share our progress with you.

A handwritten signature in black ink that reads "Shane Smith". The signature is fluid and cursive, with a large initial "S".

Shane Smith
President & CEO



Stewart Leeth has extensive experience in governance and sustainability. He has guided Smithfield’s sustainability program through several industry firsts, including the announcement of aggressive carbon-reduction goals and animal well-being commitments and our transition to more progressive farming practices.

A Conversation with Our Chief Sustainability Officer

What makes Smithfield’s sustainability strategy so successful?

Continuous improvement is ingrained in our culture and foundational to our strategy. Our pursuit of better has helped us develop a legacy of providing the world’s growing population with safe, affordable food. This means that sustainability is not only about transparent reporting for Smithfield. It’s also about improving our operations. Every day, our workers around the globe strive to build upon our heritage to produce food more efficiently and with less impact on the environment.

Our culture of continuous improvement is bolstered by years of initiatives and successes, and embodied in our ISO 14001 Environmental Management System (EMS). From environmental stewardship to food safety, Smithfield has researched, innovated and implemented best practices for decades to help drive progress and set higher standards across our business and industry.



What makes Smithfield’s approach to sustainability different?

We have been intentional about our business growth, expanding our operations to reach every part of our value chain. When it comes to sustainability, this level of vertical integration differentiates us and gives us the power to manage our impact and ignite meaningful change in both our company and our industry. From grain farming and hog genetics to consumer marketing and product tracking, sustainability is part of our strategy and day-to-day operations in almost every step of our value chain.

We have also entered adjacent markets that advance our sustainability goals. For example, our expansion into bioscience both reduces waste in our supply chain and serves a public good by bringing innovative, life-saving pharmaceutical products to market. Our unique level of vertical integration allows us to trace those products, such as heparin, through the supply chain, making Smithfield a trusted research partner and supplier.

Which of Smithfield's 2022 sustainability accomplishments are you most proud of?

Smithfield's sustainability program has accelerated over the past several years, with the addition of our seventh sustainability pillar in 2020 and the announcement of an ambitious set of additional sustainability targets in 2021. In 2022, we forged ahead toward our 2025 and 2030 targets and advanced our sustainability strategy in several key areas:

- Environmental stewardship progressed across our business. For example, we completed a comprehensive watershed analysis—a substantial undertaking for our sustainability and facilities management groups. We made progress toward our food loss and waste goals with innovative projects like our bakery upcycling program. And we expanded our global anaerobic digester footprint to generate more clean, renewable energy while reducing emissions.
- We centralized performance tracking and policy implementation in food safety and quality and worker health and safety to achieve consistent alignment, facilitate best-practice sharing and enable more-agile decision-making.
- We advanced our diversity, equity and inclusion initiatives and achieved our goal to increase the racial diversity of our leadership team by promoting and hiring Black, Hispanic and other underrepresented groups to reflect at least 30% of supervisors and above by 2030 – eight years ahead of schedule.
- We continued to make life-changing investments in the hard-working farm families participating in our minority contract farmer program.



Every year, I am immensely proud of the creative and thoughtful ways in which our teams engage with our local communities—particularly in fighting food insecurity. In 2022, we donated more than 6.7 million pounds of protein and other food—the equivalent of 27 million servings—to support communities around the world.

What has been the most challenging?

The pork industry is highly regulated. At Smithfield, compliance is paramount, and we focus heavily on “beyond compliance” programs. At the same time, our company and industry often face negative publicity around modern agriculture, and it is our responsibility to be good stewards. For more than 20 years, we have addressed this fundamental challenge head-on with our stakeholders by elevating the important work we’ve always done through our sustainability program while feeding a growing population and providing good jobs. We are fortunate to have dedicated, motivated team members across our entire value chain working to innovate our processes and products so we can fulfill this important work while using less land, water and energy and producing less waste.

What future opportunities excite you the most?

The progress we have made as a management team to unify around our sustainability goals is particularly exciting. I expect our shared team vision to have a substantial impact as we forge ahead across all seven of our sustainability impact pillars: animal care; diversity, equity and inclusion; environment; food safety and quality; health and wellness; helping communities; and worker health and safety. Several significant initiatives hold a great deal of promise for Smithfield:

- We have elevated community outreach and development within the management team to centralize our efforts for the greatest impact.
- We’ve made substantial investments in renewable energy and bioscience projects, including joint ventures and partnerships that hold significant promise for future innovation. As a board member and active team member on these partnerships, I’m privileged to witness the brilliant minds and innovative outcomes of this work firsthand.
- We continue to execute our Unity & Action strategy to promote diversity. These programs have made a tremendous impact in less than two years, and it’s exciting to think about how new partnerships and expansion of these initiatives could shape our company and industry.



About Smithfield

Smithfield Foods, Inc. is a U.S. food company that employs nearly 60,000 people in seven countries and partners with thousands of American farmers.

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Our Story

Our company traces its history back to 1936, when Joseph W. Luter Sr. and his son, Joseph W. Luter Jr., opened the Smithfield Packing Company in Smithfield, Virginia.

OPERATIONS DATA

57,000+

Employees

7

Countries of operation

65

Global Facilities

OUR BRANDS

Smithfield



Our Businesses

As one of the largest food companies in the U.S., feeding a growing world population is Smithfield Foods’ primary business. We produce and market a variety of fresh meat and packaged meat products both domestically and internationally. Our company has also expanded into several adjacent markets—namely bioscience, renewable energy and grain—furthering our mission to produce good food the right way with respect for our people, animals, communities and planet.

2022 FINANCIAL HIGHLIGHTS

Sales	Investments in R&D
\$19.1 billion	\$89.9M
Number of Customers Supplied	Number of Countries Products are Sold
5,100	92

AFFILIATED BUSINESSES



Smithfield BioScience launched in 2017 to provide essential life-saving pharmaceutical solutions. The proven science, safety and sustainability methods used in our BioScience operations demonstrate our commitment to make a unique difference in the world.



Smithfield Renewables launched in 2017 to accelerate Smithfield’s emissions reduction and renewable energy use goals. Smithfield Renewables develops and implements innovative, sustainable management approaches in four key areas: manure management; grain farms and feed milling; processing, transportation and non-grain; and consumer, retail and food waste.



Smithfield Grain was established in 2014 with the goal of sourcing more essential commodities, such as corn, soybeans, wheat and sorghum, directly from local farmers. Smithfield Grain harnesses the scope and strength of our vertically integrated business to help farmers succeed in a cycle of low commodity prices and declining incomes.



Smithfield Premium Genetics, established in 2003, operates a genetic research center in North Carolina. Researchers and veterinarians identify traits that favor animal health and performance, reduce processing and food waste and satisfy consumer preferences.



Our Principles and Values

Our guiding principles – Responsibility, Operational Excellence and Innovation – define the way we work every day.

Our “Core Four” Values are the standards that define our culture and the behaviors that are central to our success. They serve as the basis for how we work with one another at all levels of our organization:

OUR GUIDING PRINCIPLES



We accept **RESPONSIBILITY** in everything we do

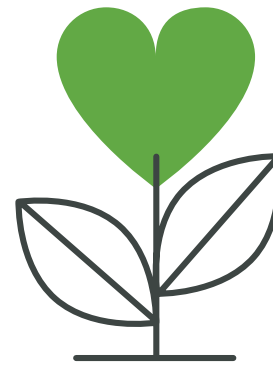


Our pursuit of **OPERATIONAL EXCELLENCE** is unrelenting



INNOVATION is part of our DNA

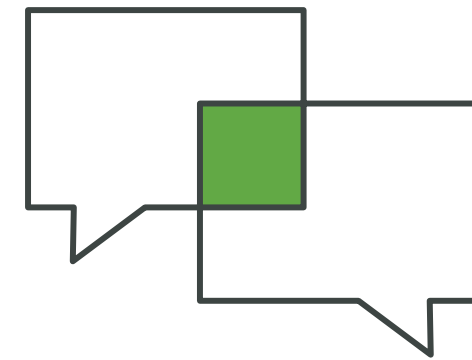
OUR “CORE FOUR” VALUES



1

GRATITUDE

We are thankful for our people and make a point to recognize contributions, big and small, to ensure others feel valued.



2

COMMUNICATION

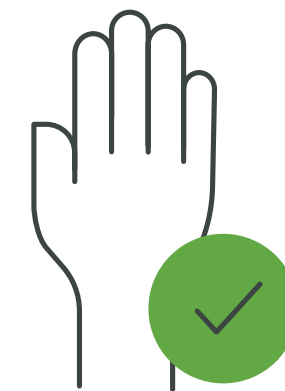
Communication is an essential part of building a team that has a shared vision, walks forward together, trusts one another and always improves.



3

RESPECT

We practice humility and integrity in our treatment of others with respect for all individuals.



4

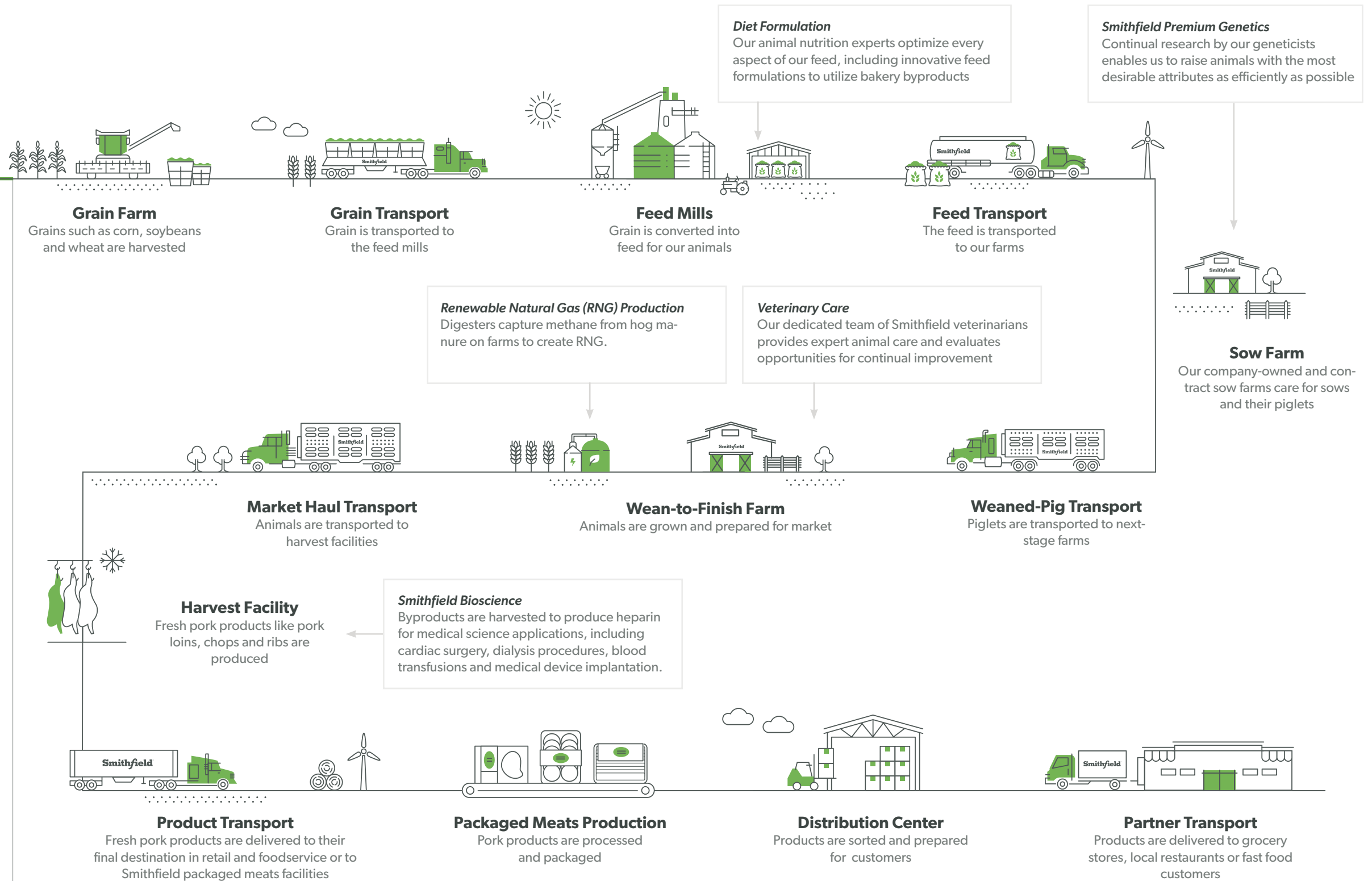
ACCOUNTABILITY

We act honorably and hold ourselves accountable to each other and for our people, words and actions and successes and failures.

How We Work

We don't just make good food. We operate a vertically integrated business that encompasses the entire food production process, from farm to fork.

Our vertically integrated business model ensures the supply of consistent, high-quality, traceable food and raw material and creates value in bioenergy and biomedical products. It has also resulted in extensive research and investments that address some of the greatest sustainability challenges and opportunities facing our industry. Our principles, values and operating standards in every stage of our supply chain guide us as we strive to include sustainability as part of the equation for every business decision.



Where We Work

Smithfield has operations in 28 states and seven countries, with nearly 60,000 employees across the U.S., Hungary, Poland, Romania, Slovakia, the United Kingdom (UK) and Mexico.

Proudly Made in the USA

The majority of Smithfield operations are located in the U.S., where we have nearly 40,000 employees. Across the country, we operate 43 facilities and more than 400 company-owned farms and contract with more than 2,100 family-owned farms to raise hogs for processing.

Partnerships Expand Footprint in North America

In Mexico, Smithfield Foods has a controlling interest in Granjas Carroll de México. GCM is a fully integrated pork company that supplies domestic retail, wholesale and industrial trade channels, as well as numerous export markets. Our footprint in Mexico spans 140 sites, including hog farms, feed production, pork processing and distribution. In December 2022, we completed the divestiture of our stake in Norson Holdings, a leading pork producer in Mexico.

Growing to Serve Europe

The European Union (EU) is the world's top exporter of pork meat products, 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. In 2022, we acquired additional operations in Romania.

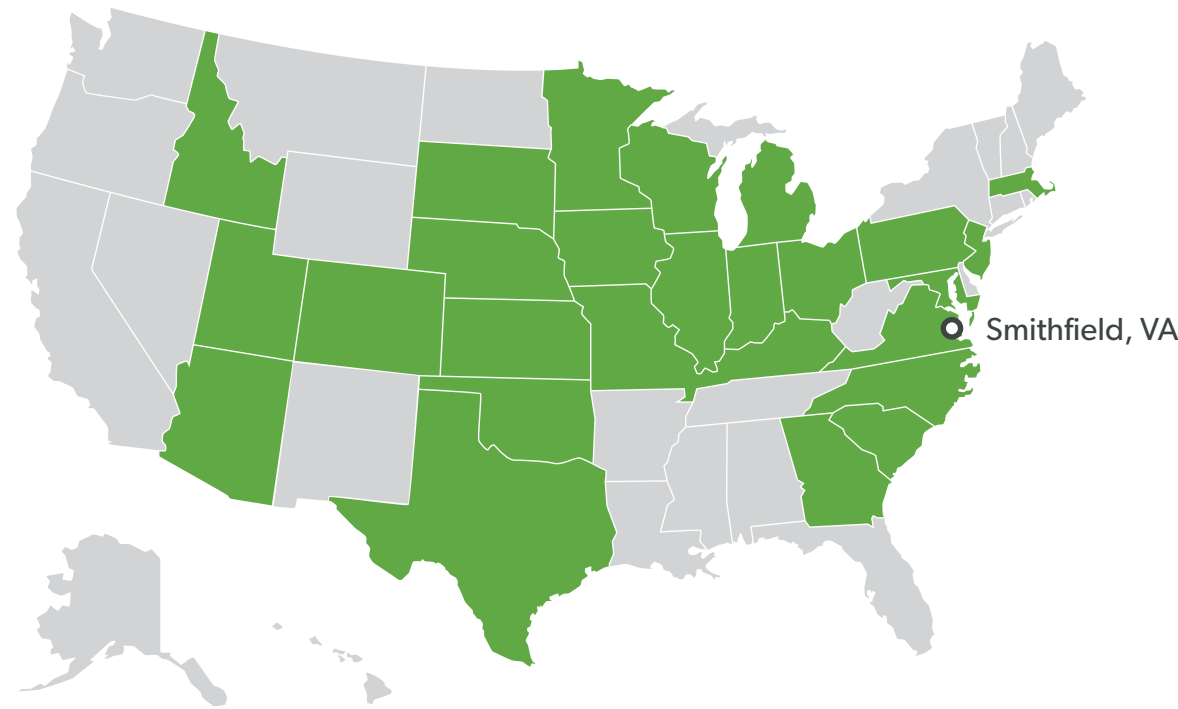
In addition to strengthening our vertically integrated supply chain, these transactions continue to make us more competitive in European markets and across the globe. Today, our European operations provide nearly 18,000 jobs across 21 facilities, 58 company-owned farms and five offices in Hungary, Poland, Romania, Slovakia and the UK. We also contract with more than 1,000 family farms in Central Europe.



Our Locations

With nearly 60,000 employees in seven countries, Smithfield is a premium supplier of high-quality pork products to domestic and international markets.

UNITED STATES OF AMERICA



EUROPE



MEXICO





Sustainability at Smithfield

Our duty 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 Sustainable Impact Priorities

Sustainability has been a Smithfield priority for more than two decades, a legacy memorialized in our [first environmental report in 2001](#). We have continually operationalized and evolved our approach to create a comprehensive and authentic sustainability program, and we share our best practices with our parent company, WH Group, for a broad global impact. Since our 2013 acquisition, our parent company continues to make significant capital investments in our operations, providing critical support for our innovative sustainability programs.

Identifying Stakeholder Priorities

Understanding what is important to our stakeholders is an essential way we strengthen our business in support of our mission. We engage with stakeholders from our entire value chain—including farmers, employees, customers, communities, governments and regulators, suppliers, industry associations and academia—using a comprehensive approach that includes partnerships, collaborations, data analysis and other forms of direct communication.

In addition to opportunities for direct stakeholder engagement, we regularly monitor and analyze global and local trends, regulations and voluntary policy initiatives to inform our evolving business strategy, operations, risk-management practices and reporting processes.

Understanding outside perspectives and trends helps us achieve our business goals. In April 2022, we launched the Continuous Improvement (CI) group within Smithfield Hog Production to improve our operations and bolster our response to stakeholder engagement. The CI group is charged with finding better ways of working and communicating, implementing and auditing changes on farms. Before implementing improvements, the CI group incorporates feedback from internal and external stakeholders, including research and animal welfare teams, veterinarians and growers.



Materiality Assessment

We have conducted regular materiality assessments over the last two decades, including two in the last five years, and are committed to refreshing our materiality assessments regularly. Our most recent assessment, completed in February 2023, solicited stakeholder feedback through a rigorous process and was performed in accordance with industry best practices:

- Interviewed with internal and external stakeholders, including Smithfield leadership, suppliers, customers, investor groups, trade associations, community groups and regulators
- Benchmarked against the sustainability strategies and programs of our peer companies

MATERIALITY ASSESSMENT MATRIX				
IMPORTANCE TO EXTERNAL STAKEHOLDERS	High (Major)	<ul style="list-style-type: none"> – Biodiversity – Deforestation 	<ul style="list-style-type: none"> – Active stakeholder engagement – Employee engagement and development – Waste and air quality management – Water stewardship 	<ul style="list-style-type: none"> – Climate action – DEI – Human rights – Sustainable supply chain management – Transparency, ethics and compliance
	Medium (Significant)	<ul style="list-style-type: none"> – Technology and Innovation 	<ul style="list-style-type: none"> – Community outreach – Engaging with consumer behaviors – Product packaging and material management 	<ul style="list-style-type: none"> – Animal welfare and antibiotics – Nutritious, affordable and safe food – Occupational health and safety
	Low (Moderate)			<ul style="list-style-type: none"> – Economic impacts and value creation
		Low (Moderate)	Medium (Significant)	High (Major)
		IMPACT ON SMITHFIELD'S SUCCESS (INTERNAL STAKEHOLDERS)		

This analysis covered more than 20 sustainability topics and identified nine high-priority sustainable impact priorities for Smithfield (listed alphabetically):

- Active shareholder engagement
- Climate action
- DEI
- Employee Engagement and Development
- Human rights
- Sustainable supply chain management
- Transparency, ethics and compliance
- Waste and pollution management
- Water stewardship

For more information on how we define our material topics, see Appendix – Material Topics.

Sustainability Strategy and Pillars



Our sustainability strategy is informed by our sustainable impact priorities, guided by GRI, SASB and the UN's Sustainable Development Goals, and grounded in seven pillars organized according to our principles for doing good.

Our sustainability strategy and pillars are built on a strong foundation of Good Business: integrity, compliance, governance and trust.






OUR COMMITMENTS



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 where we work and live
-  Diversity, equity and inclusion: 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

We are passionate about producing good food the right way and strive to be a sustainability leader that sets benchmarks for our industry. Sound governance principles and management practices, which form a foundation for our sustainability strategy, cut across each of our seven pillars.

Our Enterprise Risk Management System, Code of Business Conduct and Ethics, and our approach to stakeholder engagement, public policy and supply chain management help build trust, transparency, progress and value for our company and stakeholders.



Sustainability Oversight

Smithfield's sustainability strategy is guided by our sustainability advisory team, which is led by our chief sustainability officer (CSO) and includes corporate-level oversight committees and a core team to further drive progress. On a management level, our CSO reports directly to our chief executive officer (CEO) and supports the sustainability initiatives of our parent company, WH Group.

Sustainability Performance and Reporting

Goals and targets aligned with each sustainability pillar focus on continuous improvement in support of our sustainability strategy. These goals and targets are regularly evaluated and adjusted. Our CEO reviews our sustainability performance on a regular basis.

We also periodically use third-party auditing to validate our environmental, sustainability and regulatory compliance programs. This helps us identify and manage risk, develop corrective actions and management plans, and minimize potential impacts on human, animal and environmental health.



Good Stewards

We believe sustainability is critical to a resilient global food supply, and we are diligently working to be responsible stewards of the animals and natural resources under our care.

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Animal Care

We maintain a steadfast commitment to the safety, health and comfort of our animals. We pioneer and follow industry best practices to prevent animal disease, ensure a biosecure environment for our animals and provide safe, comfortable housing through every stage of our animals' lives. Our goal is to obtain one or more external certifications from globally recognized animal care organizations for company-owned farms by 2025. To learn more, please 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](#)



Our Approach

Our comprehensive [Animal Care Management System](#) and [Animal Care Policy](#) document our approach and ensure that everyone in our organization is equipped to provide the best possible treatment for our animals. This underscores our commitment to responsible animal welfare practices, humanely producing wholesome, safe, affordable food products for our customers, and continuously improving our operations. Our animal care programs were created in consultation with some of the world's foremost experts in animal behavior and handling, and include:

- Monthly and quarterly training for employees in our facilities and on company and contract farms, which takes place in the classroom, online, and hands-on in facilities
- Annual third-party audits of our hog production and processing operations to ensure compliance with our animal care policies
- Reporting and response mechanisms to ensure any instances of noncompliance are immediately corrected

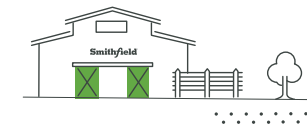
Animal Care Oversight

Our animal care committee supplements similar committees within our hog production division. It consists of leaders from our hog production and processing operations and is responsible for the oversight and implementation of our animal care policies and procedures. In 2021, our partnership with a third-party advisory panel brought together a group of highly respected animal welfare academic and industry experts to review our policies, procedures and processes to identify and advise on animal welfare best practices within the pork industry. We continually update our animal care policies based on current research and ensure alignment with these best practices across our operations.

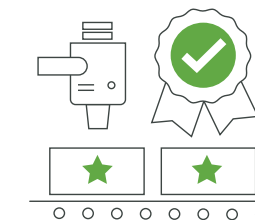
2022 Animal Care Spotlight

FARMS	
Target	2022 Status
Continue to maintain and implement updates to our Animal Care Management System and achieve an excellent annual audit score (97-100%) globally	ACHIEVED
Obtain one or more external certifications from globally recognized animal care organizations for company-owned farms by 2025	ON TRACK
Maintain group housing for all confirmed pregnant sows on company-owned farms globally	ACHIEVED
In our European facilities, provide pigs and poultry with housing, floor area and surface area consistent with EU requirements	ACHIEVED
Maintain principles for judicious use of antibiotics as defined by the U.S. Food and Drug Administration (FDA) and American Veterinary Medical Association and continue transparent reporting of antibiotic usage	ACHIEVED
Assess barn enrichment and recommendations on company-owned farms by 2030	ON TRACK
PROCESSING FACILITIES	
Target	2022 Status
Maintain a written program for animal welfare at processing facilities globally	ACHIEVED
Maintain a systematic program for animal care based on the North American Meat Institute's (NAMI's) recommended Animal Handling Guidelines and Audit Guide at every applicable facility in the U.S.	ACHIEVED
Maintain the U.S. Department of Agriculture's (USDA's) Process Verified Program certification in the U.S.	ACHIEVED
Receive certifications for all live animal suppliers in the U.S. to the National Pork Board's Pork Quality Assurance® Plus (PQA® Plus)	ACHIEVED
Maintain Transport Quality Assurance® (TQA®) certification for all live animal transporters in the U.S.	ACHIEVED
Achieve an annual audit score of excellent (97-100%) at every processing facility globally	ACHIEVED

HIGHLIGHTS



Group housed pregnant sows on all company-owned farms globally



Annual audit score of excellent at all global processing facilities



Animal Housing

Smithfield hogs are raised in climate-controlled barns with ample access to food and water. Our housing systems are designed, maintained and operated to provide an environment that supports our animals' health and well-being and complies with all applicable legal and regulatory requirements.

Group Housing for Female Pigs



From specialized nutrition to housing, sows require individualized care before, during and after pregnancy. In 2017, we completed a 10-year, \$360 million investment to convert all company-owned sow farms, including those in Poland and Romania, to group housing. Group housing allows for exercise, typical foraging behavior and lounging.

Prior to pregnancy confirmation at approximately 35-42 days after insemination, sows are housed in individual stalls to help ensure their protection and proper care. Several scientific studies indicate that housing sows individually after breeding reduces fighting, injuries and stress, and better assures a successful pregnancy as compared to sows that are mixed into a group setting immediately after breeding. Following pregnancy confirmation, sows are housed in group pens until farrowing, when they move to individual stalls to keep their piglets safe.

We closely track group-housed pork throughout our supply chain and are supporting our contract farms' transition to group housing. As of 2022, 36% of our contract farmers in the U.S. and 100% of our contract farmers in Poland follow this science-based animal care practice.

“Our experience and findings in working with Smithfield revealed a deep commitment to animal care with best-in-class standards, policies and procedures. Animal care sits squarely at the forefront of Smithfield’s priorities. The fact that Smithfield has gone the extra mile to engage a third party to review their processes speaks volumes to their dedication to animal welfare.”

— Excerpt from 2021 Center for Food Integrity Report

California Proposition 12 and Massachusetts Question 3

California Proposition 12 (Prop 12) and Massachusetts Question 3 are the results of ballot initiatives introduced by animal-rights activists as part of ongoing efforts to undermine livestock agriculture and meat consumption. These ballot initiatives prohibit the sale of certain pork products raised on farms that do not meet new state housing standards. Industry organizations such as the National Pork Producers Council (NPPC), American Farm Bureau Federation (AFBF), the North American Meat Institute (NAMI), the Food Equity Alliance and other groups have publicly concluded that the standards proposed are arbitrary, not based on science and will increase food costs without providing any animal care benefit.

On October 11, 2022, the U.S. Supreme Court (SCOTUS) heard the case brought by NPPC and AFBF against Prop 12. The court is expected to issue a decision in 2023. Enforcement of Prop 12 has been delayed until July 2023 to allow time for SCOTUS to rule on the constitutionality of the new law. Implementation of the Massachusetts Question 3 initiative also has been delayed until SCOTUS rules on the constitutionality of Prop 12.

Smithfield is committed to serving its customers in California, Massachusetts and elsewhere, and we will continue to do so while complying with all applicable laws and regulations. We are assessing new ways to minimize sow stress and injuries and evaluating options to ensure the continuity of the nation's pork supply.

Barn Enrichment



Environmental enrichment in this context means the addition of materials that may supplement physical or mental stimulation livestock receive in their habitat. It is not clear whether enrichment plays an important role in the health and welfare of the animal, and, to date, studies on the topic pertaining to swine are mixed. We continue to study the issue.

We monitor environmental enrichment research and information, partner with organizations to uncover new insights and modify our environments to improve pig performance and health whenever possible.

- Smithfield partners with select universities to review environmental enrichment research and its application to the U.S. swine industry. Our partnerships support a science-based approach to pinpoint the ideal developmental stages to offer enrichments and the most effective types of enrichment.
- Our teams in Romania are exploring enrichment with the use of wooden rulers for pigs to play with and chew. Romania also trialed alfalfa briquettes, jute bags, hemp twine, cubic stone, plastic balls and rubber occupational objects. In Poland, our farms have implemented easy-to-clean environmental enrichments to help prevent the spread of African Swine Fever (ASF).

While we expect research in this area to be ongoing, our goal is to assess barn enrichment scientifically and determine if programs will be beneficial and applicable to our animals.



Animal Safety and Biosecurity

According to the World Health Organization, biosecurity is a “strategic and integrated approach to analyzing and managing relevant risks to human, animal and plant life and health, and associated risks for the environment.” Biosecurity risk management on our farms and in our facilities supports our efforts to help feed a growing world population, provide jobs in our communities and sustain our supply chain partners, such as grain farmers. Our animal care and biosecurity measures are designed to prevent the spread of animal disease by enforcing strict biosecurity rules, providing proactive veterinary care, including routine diagnostic testing, and segregating feed and supply deliveries, transportation fleets and farms by health status.

Preventing African Swine Fever and Other Communicable Diseases



ASF is a highly contagious, viral, swine-only disease that is nearly always fatal to pigs. While promising vaccines are in development, there are currently no prevention treatments. ASF cannot be transmitted to humans, is not a food safety issue and has not been detected in the U.S., but it presents a major risk to the global supply of pork products and Smithfield’s international operations. All our U.S. and global farms and facilities have comprehensive ASF plans that were developed in close collaboration with expert veterinarians, government officials and other industry stakeholders. This allows us to quickly respond to the presence of ASF in any of our animals.



Smithfield emphasizes diligence, preparedness and responsiveness to early indicators to stay ahead of incidents before industry issues arise. Our interventions include:

- A Foreign Animal Disease (FAD) Manual and internal FAD Crisis Plan, which define our prevention and response procedures under a variety of potential scenarios.
- Biosecurity plans, which are updated routinely by staff veterinarians and are reviewed and approved by state veterinarians in the U.S.
- Restrictions that require stringent approval for visitors to our farm and packing plants in the U.S. from foreign countries where ASF has been detected, including the Dominican Republic and Haiti. Smithfield employees returning from these countries are required to take five nights of downtime before returning to work, while other foreign travel requires four nights of downtime. Our operations in Europe have similar standards.
- Our internal ASF working group spans our hog production and packing plant teams and prepares for potential foreign animal disease outbreak scenarios.

Partnering to Prevent ASF in the U.S.



Smithfield Hog Production is actively engaged with regulators, veterinarians and industry experts to protect against the introduction of diseases such as ASF into the U.S.

- Smithfield employees contribute as members of working groups at USDA, National Pork Board, NPPC and the U.S. Swine Health Improvement Plan (SHIP) to review ASF response plans.
- We advocate for the establishment of a coordinated USDA authority over ASF response, containment and eradication, versus state-by-state decision-making that could delay response and prolong an outbreak.
- We participate in USDA-led mock ASF outbreak exercises to drill on response protocols. These exercises are joined by state animal health agencies and other pork industry participants and are designed to improve outcomes in an outbreak.
- We advocate for policies supported by other countries that would allow regions of the U.S. not impacted by ASF to maintain pork supply chain operations, including exports.

Antibiotic Use



Responsible use of antibiotics is an important animal welfare tool to treat, prevent and control disease and keep Smithfield animals healthy. Smithfield is committed to the judicious use of antibiotics to safeguard human and animal health, because research shows that the misuse or overuse of antibiotics in human and animal medicine may contribute to the emergence of resistant microorganisms. All use 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.

We became the first major U.S. hog producer to report on antibiotic use in 2013 and the first to end the use of medically important antibiotics for growth promotion at our company-owned and contract farms in 2016. Our vertically integrated supply chain has enabled us to ensure compliance with our **Antibiotics Use Policy**, accurately report antibiotic use and quickly transition our animals away from medically important antibiotics for growth.



RESPONSIBLE USE OF ANTIBIOTICS

	2020 mg/kg	2021 mg/kg	2022 mg/kg
	US: 205	US: 239	US: 239
	Europe: 258	Poland: 183 Romania: 227	Poland: 218 Romania: 225
			Mexico: 291

Our antibiotic use varies year-to-year due to a variety of factors, including weather conditions, inventory decisions, type of antibiotic used, the prevalence of disease and active ingredient concentration. Annual milligrams per pound represents the total amount of active ingredients of antibiotics administered to the animals divided by the total weight of live hogs produced.

Environmental Stewardship

We hold ourselves to a high standard of responsibility for environmental stewardship, and we continually develop innovative solutions to improve our conservation of precious natural resources. To learn more, view our [Environmental video](#).

ENVIRONMENTAL POLICIES

[Environmental Policy Statement](#)

[Water Policy](#)



Our Approach

For us, environmental stewardship is not just about compliance. It's about doing what's right and taking action to reduce the potential impact of our operations on the planet. Our focus is on finding bold, impactful solutions to optimize our supply chain, reduce waste and improve our environmental efficiency.

Environmental Oversight

Our environmental compliance committee is led by our senior director of environmental affairs and includes environmental leads from all divisions worldwide. The committee meets quarterly and reports directly to our chief sustainability officer.

Our Environmental Management System helps us manage our environmental actions in a comprehensive, systematic and documented approach aligned with International Organization for Standardization (ISO) 14001 standards. All our manufacturing facilities (except new acquisitions and those where certification is not applicable) and all our company-owned farms are ISO 14001:2015-certified. This international standard sets requirements for environmental management systems and helps organizations improve environmental performance through more efficient use of resources and waste reduction. We also maintain robust, standardized internal auditing systems that ensure consistent environmental compliance across all our operations.

2022 Environmental Stewardship Spotlight

CLIMATE	
Target	2022 Status
Achieve carbon-negative status in all company-owned U.S. operations by 2030	ON TRACK
Reduce GHG emissions across our U.S. value chain by 30% by 2030 compared to a 2010 baseline	ON TRACK
Obtain 50% of electricity needs from renewable resources by 2030	ON TRACK
Proactively identify and prepare strategies to address and adapt to climate-related risks and opportunities	ON TRACK
WASTE AND PACKAGING	
Target	2022 Status
Achieve a 75% reduction in solid waste compared to a 2010 baseline and zero waste to land-fill (ZWTL) certification at 75% of our U.S. facilities by 2025	BEHIND SCHEDULE
Achieve 90% recyclable, reusable or industrially compostable consumer packaging by 2030	ON TRACK
Reduce virgin petroleum-based plastic use by 50% by 2030 compared to a 2019 baseline	ON TRACK
WATER	
Target	2022 Status
Reappraise our entire U.S. water supply footprint and adopt internationally recognized water stewardship standards by 2025	ON TRACK
OTHER	
Target	2022 Status
Reduce notices of violation (NOVs) to zero	ON TRACK

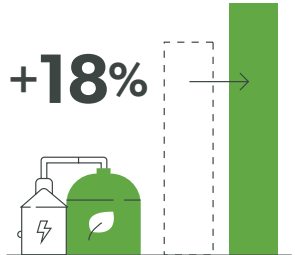
HIGHLIGHTS

100%




Applicable facilities and farms that are ISO 14001 certified

+18%



Increase in biogas production

18



Total Zero Waste to Landfill sites

Our Path to Carbon Negative



In 2020, we expanded our previous goal to reduce GHG emissions across our U.S. value chain 25% by 2025, setting even stronger 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. To affirm our environmental commitments, we joined **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) in partnership with CDP, the United Nations Global Compact, the World Resources Institute and the World Wide Fund for Nature.

GLOBEE AWARDS

Smithfield was awarded “Manufacturing Company of the Year” in 2022 for our carbon reduction efforts.

EMISSIONS PROGRESS

While we are committed to meaningfully reducing emissions in every part of our value chain, we are focused on making the greatest progress in our top four activities impacting GHG emissions:

Livestock Farming

At 38% of our total emissions, livestock farming and manure is the largest contributor to our overall GHG emissions due to its high concentrations of methane (CH₄). Methane, if left uncaptured, directly affects air quality through the creation of ground-level ozone.

Retail & Consumer

Energy used during in-home storage, preparation, consumption and disposal accounts for 26% of our GHG emissions. This is an indirect scope.

Feed Production

Grain farms and feed milling, including the production of animal feed from corn and soy meal, account for 25% of our overall GHG emissions. This is an indirect scope.

Processing Facilities

The operations that support the processing and packing of our products contribute 7% of our total emissions.



Our goals are to reduce GHG emissions by 30% across our entire U.S. value chain and become carbon negative in all U.S. company-owned operations by 2030.

Producing Renewable Natural Gas



Smithfield’s greatest opportunity for GHG reduction is in manure as our primary contributor to emissions. While manure on hog farms is highly regulated at the federal and state level, Smithfield Renewables takes manure management a step further. We are leading the way with voluntary, innovative environmental management practices that reduce emissions by capturing fugitive emissions from on-farm lagoons and converting them into clean, low-carbon renewable energy.

Since 2018, Smithfield’s company-owned operations have been rapidly adding anaerobic digesters to complement traditional manure management systems. Anaerobic digesters capture natural emissions from manure and convert them into pipeline-quality renewable natural gas (RNG). According to the **U.S. Environmental Protection Agency (EPA)**, the benefits of anaerobic digesters on livestock farms are not limited to environmental protection. They also enable rural economic growth, sustainable food production and better community connections.

As of 2022, we operate more than 100 digesters covering over one million hog spaces to produce approximately one million dekatherms of RNG per year. In the U.S., Smithfield primarily feeds RNG to existing pipelines and grids as a clean, renewable source of energy. Our operations in Mexico take a different approach: heating barns with biogas to reduce both energy costs and emissions. Since 2018, our Mexico operations have reduced energy consumption from the grid from 161 kWh to 143 kWh for an approximate cost savings of \$500,000.

Maximizing Routine Maintenance



Smithfield hog barns are equipped with slatted floors to keep animal housing clean and free of manure. Underground pipes transfer the manure to anaerobic lagoons for storage and treatment. Periodically, these lagoons must be cleared of sludge, which is high in nitrogen, phosphorus and other nutrients and used as an organic crop fertilizer. An innovative Smithfield partner in Utah has developed a method for creating value from this sludge, using drying beds in the desert to develop 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, Smithfield’s director of environmental compliance and his team are partnering with North Carolina State University to refine this approach for non-arid locations with the use of drying greenhouses.

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. Fully understanding the emissions impacts of crops in specific regions helps us identify best practices to implement throughout our supply chain and provides opportunities to experiment with alternative feed ingredients that carry 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.



Smithfield Sustainability Awards

Taking care of our planet is a team effort. Each year, we recognize the impressive efforts of team member projects that uphold our commitment to sustainability. Our sustainability awards recognize achievements by individuals or teams in six areas: community outreach; energy; packaging; training/education/ISO 14001; waste; and water/wastewater. Award winners are highlighted through this report.

In 2022, over 120 projects across Smithfield’s facilities were considered for awards. Combined, these projects resulted in reducing environmental impacts and resulted in cost savings of more than \$13.1 million.

2022 Zero Hero Awards

Each year, we also recognize the impressive efforts and talents of Smithfield employees who go above and beyond to ensure their locations receive zero NOVs. Our 2022 Zero Heroes were:

Chuck Schulz

Sioux Falls, South Dakota

Carolyn Rowe

Warsaw, North Carolina

Investing in Technology



In 2022, we completed a number of companywide and local projects that improve efficiency and reduce our environmental impact in every step of our supply chain.

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—from changing feed production quantities and eliminating unnecessary steam production to installing motion and twilight sensors—to reduce the energy needed to make one ton of feed by 5Kw from 2021. In addition, by partnering with transportation, the team improved feed ordering and reduced fuel consumption for delivery.

2022 Sustainability Award Winners: Energy

Jerzy Kowalski
Szczecin, Poland

Julie McCaleb
Hog Production Midwest



We also installed photovoltaic panels to convert thermal energy to electricity on two of our hog farms in Romania. Currently, a significant proportion of the electricity needed to run the farm is generated by these panels.

Our fresh meats team ensures efficiency at every stage of animal processing. In addition to installing frequency converters in electrical motors and adjusting wastewater treatment plant operating schedules, the team rebuilt its central heating automation systems to reduce energy consumption from 2021. The team also replaced conventional lighting with LEDs to reduce electricity consumption and minimize replacement.

The expansion of our Smithfield BioScience facility in Cincinnati, Ohio, enables us to increase our production of Heparin Sodium active pharmaceutical ingredient (API), an anticoagulant that is derived from purified pig intestine tissue. As part of the expansion, we implemented several environmental upgrades, including closed-loop solvent/reuse and barrel collection systems.

We recently opened a state-of-the-art **distribution facility in Olathe, Kansas**, designed with cutting-edge logistics and sustainability technology. Our Olathe facility combines innovations in robotics, numerical simulation, thermodynamics, algorithms, computer vision and software to enable reliable and efficient access to inventory via automation and reduce our environmental footprint.

Producing Clean, Renewable Energy



At Smithfield, we continually seek out partnerships and investments that extend our impact and drive our sustainability goals.

In 2022, **TPG Rise Climate**, the climate investing strategy of TPG’s global impact investing platform TPG Rise, partnered with Monarch Bioenergy to rapidly accelerate the development of its closed loop, zero-waste RNG systems.

This investment demonstrates TPG’s confidence in our proven, market-based solutions to address demands for both sustainable agriculture and renewable energy. Also in 2022, Monarch began evaluating the development of additional RNG systems beyond Missouri to expand our clean energy footprint.

Our **first project** with Align RNG in Milford, Utah, has been producing renewable natural gas since 2020 from a network of 26 farms that raise hogs under contract with Smithfield. RNG volumes from these farms have increased every year since the project began, and we are nearing completion of similar projects in North Carolina and Arizona. A second RNG project in North Carolina and another project in Virginia are currently under construction as well.

In addition to our 2019 **ALLETE Clean Energy Diamond Spring** project, we have undertaken a wind turbine pilot with Eocycle Technologies in Colorado. Eocycle produces small, individual wind turbines to power farms.



Water Conservation



Smithfield strives to reduce the impact of our operations on our planet’s water resources and has pledged to reappraise our entire U.S. water supply footprint and adopt internationally recognized water stewardship standards by 2025. We strictly regulate the application of nutrients on company and contract hog farms, employ grain supply chain innovations to protect water from nutrient runoff and partner with local water authorities to reduce impacts of groundwater use.

In 2021, we completed water footprint assessments using a total cost of water model for Smithfield manufacturing facilities to develop reduction strategies. 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. To track our water conservation goals, we review water data at least quarterly to identify areas for improvement and solutions for water use reduction.



2022 Sustainability Award Winners: Energy

Cynthia Scaturico
Carroll, Iowa

Jose Guzman
Hermosillo, Mexico



17%

Normalized reduction of water usage from 2014 to 2022



Responsible Fertilizer Use

Whether grown to feed people or animals, crops require nitrogen and phosphorus in the form of fertilizer to sustain growth. However, when fertilizers are used in excess, they can negatively impact land, air and downstream water quality. Vertical integration allows Smithfield to set expectations of environmental stewardship beyond the hog farm to the grain supply level.

Our Poland facility, 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 to improve nutrient balance and minimize potential impact to natural ecosystems.

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

Smithfield Grain partners with independent agronomic consultants across the U.S. to help farmers develop site-specific sustainability strategies. Smithfield shares in the cost of these services to help farmers reduce water use and improve water quality, use nitrogen management tools to optimize nutrient absorption and use less fertilizer, and use alternative crops and curated seed mixes to optimize soil health. These efficiencies result in better crop yields, reduce GHG emissions and support farmers economically.

Eliminating Waste in Our Processing Operations



In 2012, Smithfield set a goal of Zero Waste to Landfill (ZWTL) at one facility by 2018. We proudly surpassed that mark in 2018 with eight facilities and expanded our goal to achieve ZWTL at 75% of our company-owned facilities by 2025. In 2022, we made incremental progress toward our goal, adding seven facilities for a total of 40% of Smithfield facilities being ZWTL-certified.

While we had hoped to reach 50% ZWTL facilities by the end of 2022, we continue to face the challenge that many recycling companies do not accept unwashed or used plastics. Several new initiatives we put in place laid the groundwork for continued success toward our goal, including our transition to recycle-ready consumer packaging, proactively improving our own collection and recycling infrastructure, and partnering with organizations that share our commitment.

Our 2025 production-weighted goal to reduce waste sent to landfills by 75% from a 2010 baseline is on track, with a 56% reduction as of the end of 2022.

2022 Sustainability Award Winners: Reducing Waste

Phyllis Fannin
Grayson, Kentucky

Michael Larrison
Omaha, Nebraska



VERTICAL INTEGRATION AT WORK

Materials Waste Management



To accelerate our waste-reduction efforts, we transitioned from regional efforts to centralized performance tracking with a network of “recycling leaders” in 2021. We ensure that every facility has a recycling leader who is empowered to share best practices across the network and develop partnerships with representatives from the recycling markets. Not only does this improve accountability, it also increases cost savings and performance across our entire value chain.

Reducing Consumer Waste



While many factors related to at-home consumption of our products are beyond Smithfield’s control, we pursue strategies that reduce the environmental impact it takes for consumers to enjoy our products—from ready-to-eat product lines that require limited home preparation to supporting food waste reduction in households and communities.

In 2021, we announced our goal to transition to 90% recyclable, reusable or industrially compostable consumer packaging while also reducing the use of virgin petroleum-based plastic by 50% by 2030. To meet these goals, we established an internal cross-functional team to investigate strategic packaging and plastic-reduction options. Our team is focused on the following four areas to reduce consumer waste:

2022 Sustainability Award Winners: Packaging

Charlie Prentice

Kinston, North Carolina
President’s Award

Lily Koss

Cudahy, Wisconsin

Roland Sorenson

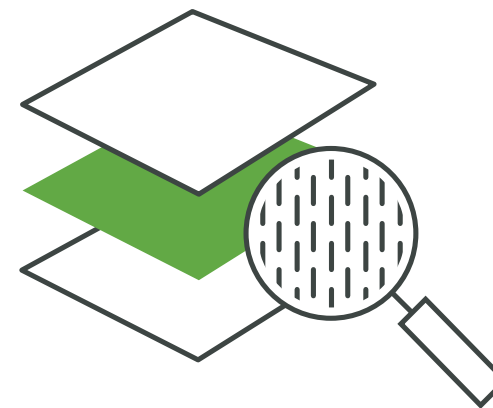
Salt Lake City, Utah



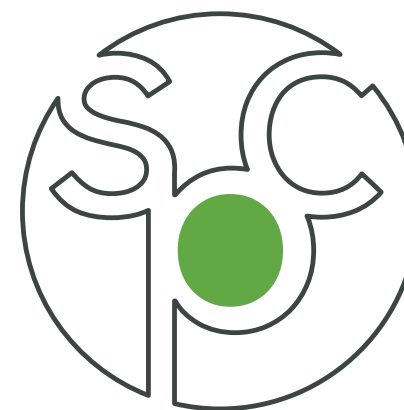
Developing our next-level consumer packaging strategy, particularly related to recycling infrastructure challenges in the U.S., and food safety and security worldwide.



Partnering with our strategic sourcing team to source the right vendors and partners.



Identifying materials that can be replaced with compostable, recyclable or reusable packaging, resulting in an imperceptible or favorable change to our business, customers and consumers. In 2022, we tested recyclable replacements for products packaged in polystyrene trays in select markets.



Partnering with the Sustainable Packaging Coalition to promote cross-industry coordination and innovation and provide more accessible recycling solutions for our consumers.

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 and 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 and convert it into appropriate animal feed (coarse ground, fine ground or pellet) based on ration formulations established by nutritionists, with hog health and sustainability as key considerations.
- Our processing plants harvest porcine byproducts, including organs, mucosa, pig tissue and other parts, for Smithfield BioScience to use in heparin production for medical and surgical applications. Read more in Health and Wellness.
- We continually work to develop new high-quality protein products that require fewer resources and have a smaller environmental footprint. The Smithfield Genetics team ensures that 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 entire value chain, from breeding to farms to the final product. The hogs we raise today represent a unique combination of three heritage breeds: 100% Durocs on the male side and a 50-50 cross between Landrace and Large White hogs on the female side.

Reducing Food Loss and Waste



More than one-third of all available food in the U.S. goes uneaten through loss or waste. When food is wasted, it also wastes the land, water, labor, energy and other resources necessary to produce and dispose of the unused food. Reducing food waste can have a significant impact on reducing GHG emissions.

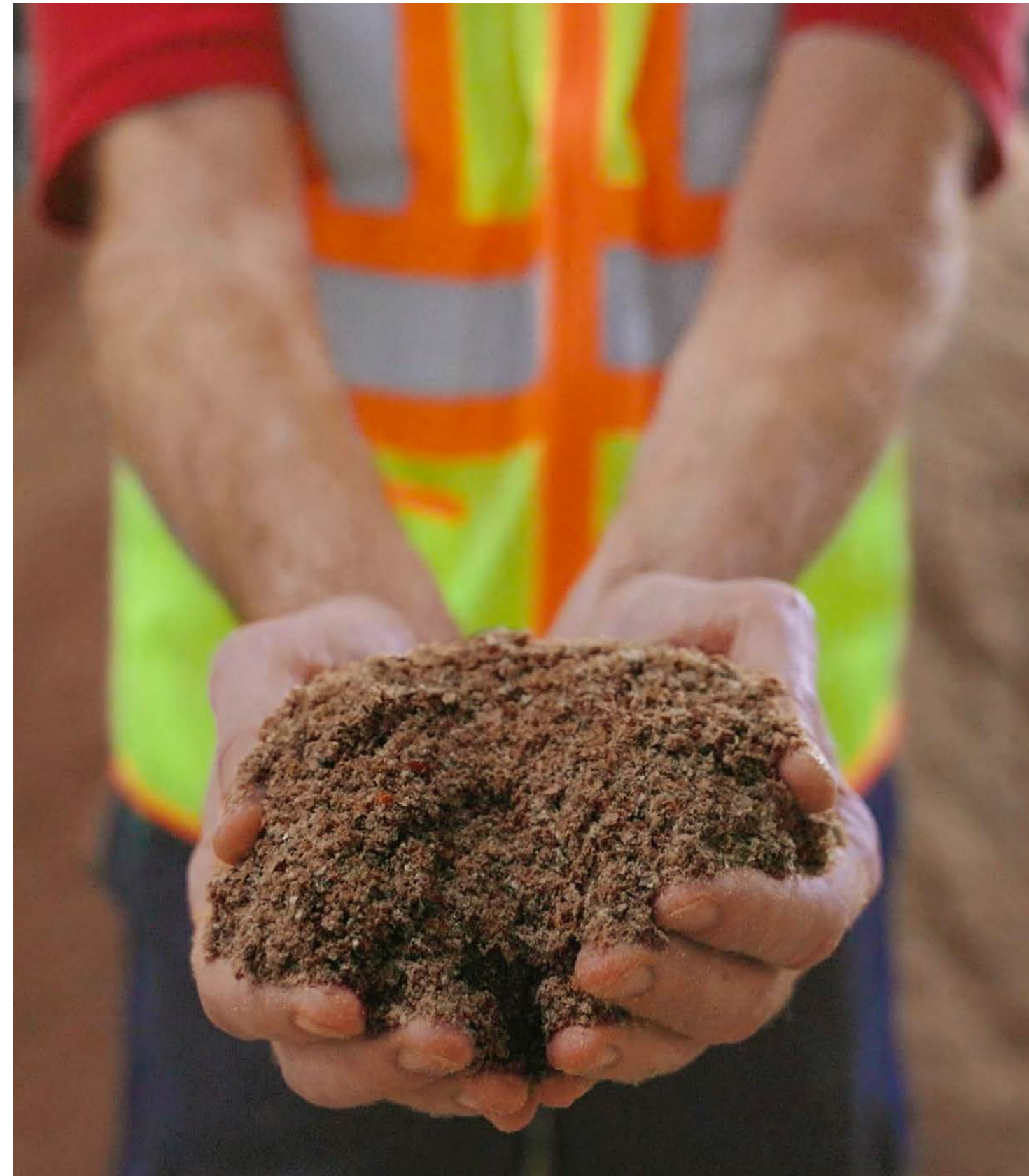
In 2015, USDA and EPA announced the U.S.’s first-ever food loss and waste reduction goal to cut overall food loss and waste in half by 2030. In 2022, Smithfield accepted an invitation from USDA to become a U.S. Food Loss and Waste 2030 Champion and **committed to reducing food loss** and waste in our U.S. operations by 50% by 2030.

Partnering to Reduce Food Loss and Waste



We believe that the most effective way to reduce food loss and waste is through industry partnerships, collaboration and education. Our participation as a U.S. Food Loss and Waste 2030 Champion is only one of the ways in which we’re prioritizing this important work.

- Smithfield joined the groundbreaking **10x20x30 initiative** as a supplier to halve food loss and waste by 2030. The effort catalyzes a “whole chain” approach to fight food loss and waste and supports upstream waste reduction.
- Smithfield is a member of the **Farm Powered Strategic Alliance**, an initiative that aims to avoid or eliminate food waste first and repurpose what can’t be eliminated into renewable energy via farm-based anaerobic digesters.



VERTICAL INTEGRATION AT WORK

Bakery Upcycling Program



As a USDA Food Loss and Waste Champion, we have committed to innovating our feed formulations to include byproducts and are investing in specialized equipment to facilitate the efficient processing of difficult-to-recycle packaged bakery products. We are developing new donation channels and composting and waste-recycling processes to reduce the strain on U.S. natural resources and meet the challenges of climate change.

[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, equity and inclusion; and ensuring the health and safety of our employees.

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Worker Health and Safety	48

Helping Communities

We have a great responsibility to support the communities we call home. Through targeted philanthropy and volunteerism, we aspire to make a meaningful impact that addresses food insecurity, advances education and supports the vitality of our local communities.

[View our Helping Communities video.](#)



Our Approach

As a global food company, providing essential protein to a growing world population is key to our future. To fulfill our promise to produce “Good food. Responsibly.®,” we work to address nutritional insecurity by supporting nonprofit organizations and communities in need with financial and in-kind donations. Our giving focuses on three areas: food insecurity, education and community vitality.

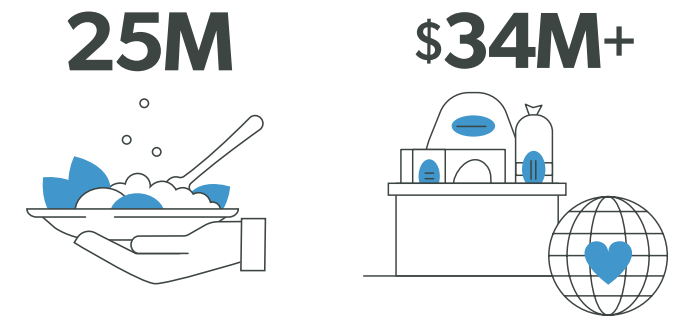
Community Engagement Oversight

Our community development team, led by our vice president of community development, enacts proactive and coordinated community engagement efforts for Smithfield’s U.S. operations. The team partners with our employees and operations leaders, as well as local officials, business leaders, 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.

2022 Helping Communities Spotlight



HIGHLIGHTS



Smithfield donated close to 25 million servings of protein valued at \$34.22 million to support communities around the world.

HELPING COMMUNITIES

Target	2022 Status
Give back to our local communities through philanthropic and volunteer support at each global Smithfield operation annually	ON TRACK
Continue to fight food insecurity across the U.S. by donating an additional 100 million servings of protein through our Helping Hungry Homes® program by 2025	ACHIEVED
Double our previous goal of donating an additional 100 million servings of protein through our Helping Hungry Homes program to target a total of 200 million servings by 2025	ON TRACK
Develop the next generation of leaders through scholarship assistance for students and donations to schools and educational programs	ON TRACK
Honor the service and sacrifice of American veterans and their families through our Helping Our Heroes program, which includes hiring initiatives, career development and programs to strengthen the community and family support systems veterans rely on	ON TRACK

Combating Food Insecurity



Our Helping Hungry Homes® program provides hunger and disaster relief and fights food insecurity. Since 2008, we have donated hundreds of millions of servings of protein to food banks, disaster relief efforts and community outreach programs in all 50 U.S. states, as well as in Poland, Romania and Mexico. During the pandemic, we increased donations to exceed our 2025 donation target of an additional 100 million servings four years early. In 2022, we donated close to 25 million servings of protein to food banks, disaster relief efforts and community outreach programs across the U.S. through this program. To reflect our continued commitment to fighting food insecurity, we increased our pledge to 200 million servings by 2025.

2022 Sustainability Award Winners: Community Outreach

Rick Bowen

Clinton, North Carolina

Bogdan Ban

Timisoara, Romania



Supporting Food Banks in Poland

Under a long-term central partnership with the Food Banks Federation in Poland, Smithfield Polska donated 35 tons of meat products to serve underprivileged communities surrounding its facilities.

Commonwealth Clash

As presenting sponsor of the annual rivalry games known as the **Commonwealth Clash**, Smithfield® united with the University of Virginia (UVA) and Virginia Tech to recognize two Virginia food banks for their commitment to providing communities with accessible nourishment. As an extension of Smithfield's Helping Hungry Homes® program, the brand donated over 60,000 pounds of protein—more than 240,000 servings—to the Blue Ridge Area Food Bank and Feeding Southwest Virginia during the 2022-2023 school year to aid in hunger relief efforts for children, seniors and families. In the wake of a tragic shooting that claimed the lives of three UVA football players, Smithfield Foods donated an additional \$30,000 to the UVA Strong Fund in their honor.

Food Pantry Relief Program in Mexico

Operated by Granjas Carroll de México (GCM) and GCM Foundation in partnership with Puebla and Xalapa Food Banks and Rotary International Club Xalapa, our food pantry relief program reached 267 families in 2022. GCM delivered two food packages per family per month, a total of 4,800 from June to December 2022. This project works to end poverty and hunger and empowers communities through the creation of local organizing committees. The Food Pantry Relief Program currently operates in six communities in the states of Puebla and Veracruz.

California Kindness Project

Smithfield Foods' Farmer John® brand has been rooted in California since 1931. In the summer of 2022, Farmer John embarked on year three of its California Commitment Tour to feed, celebrate and serve residents across the state. Over the course of eight weeks, Farmer John's food truck made several stops per week to deliver free grab-and-go lunches to essential businesses and donate desperately needed protein to local food banks. Farmer John extended this tour with the launch of the **California Kindness Project**, which invites California organizations to apply for grants to improve the lives of local citizens. After receiving more than 120 applications from charities and organizations, **10 organizations** were carefully selected to receive grants ranging from \$3,000 to \$25,000, for a total of \$100,000 in financial support. Several of our brands, including **Farmland®** and **Smithfield**, run food truck and grant programs in their local communities.

Disaster Relief

In the wake of Hurricane Ian, Smithfield sent 37,000 pounds of protein—the equivalent of 150,000 servings—to the devastated community of Fort Myers, Florida. The food was delivered to **Mercy Chefs**, a Portsmouth, Virginia-based nonprofit that deploys to disaster zones across America, to serve free, chef-prepared, restaurant-quality hot meals to victims, volunteers and first responders. Through our partnership with Mercy Chefs, we also sent 20,000 pounds of food to Kentucky after severe weather caused devastating flooding.

Hunger Relief Day at the North Carolina State Fair

As the largest corporate sponsor of the North Carolina State Fair, Smithfield hosted Hunger Relief Day in 2021 and 2022 to benefit the Food Bank of Central and Eastern North Carolina and its partners. On Hunger Relief Day, fairgoers received free admission to the fair in exchange for a donation of six canned goods, which Smithfield supplemented with a significant donation of protein. This made the fair accessible to families who could not otherwise afford admission and also helped fight food insecurity in rural communities. Hunger Relief Day has become one of the largest one-day canned-food drives in the state.

Innovating to Improve Access in Food Deserts

A significant number of Sioux Falls, South Dakota, residents live in food deserts, or areas where people have limited access to healthy, affordable food. In February, Smithfield's Sioux Falls facility partnered with the Multi-Cultural Center of Sioux Falls and Fair Market to host a pop-up grocery store, offering discounts on shelf-stable groceries. Smithfield helped source food donations and contributed free Smithfield products to all pop-up shoppers. Since then, we have partnered with the Sioux City Neighborhood Network and the Union Gospel Mission to support deliveries of food to rural communities and Native American reservations.



One Million Meals Provided by Smithfield Romania's "Food for Souls"



Smithfield Romania launched its Food for Souls program in 2009, offering free Comtim pork products to organizations in more than 60 communities from Timiș and Arad Counties, where the company operates. Volunteers cook and serve these hot meals to people at social risk, supplementing their daily nutrition with an essential source of high-quality animal protein.

In 2022, Food for Souls reached its 13th year of uninterrupted support and has provided over one million meals to 45 non-governmental associations, social canteens, hospitals, and day and night centers caring for children, the elderly, single mothers, and other at-risk populations.

“You cannot educate and raise a healthy child if you don't provide a healthy and diversified diet. We are deeply grateful to Smithfield Romania for their support in this regard, which contributes to the growth of the children in our care. The products offered by Smithfield Romania help to complete the necessary food requirements and come with a culinary diversity adored by children. The pork dishes prepared in the kitchen of the home manage to cover an important part of the childrens' menu, which we would find difficult to purchase at the same quality of Comtim products.”

— **Father Justin Tanase Evans**

Executive Director of the Humanitarian Foundation Saints Hierarchs Leontine and Theodosius

Advancing Educational Opportunity



Smithfield invests in educational programs that support agriculture, science, technology, mathematics, and diversity, equity and inclusion.

Smithfield Foods Scholarship Program

Each year since 2002, the **Smithfield Scholarship Program** has awarded educational scholarships to eligible dependents of our employees. Smithfield provides up to \$7,500 per student per year through a non-competitive, need-based application process, in partnership with 20 U.S. colleges and universities, including several historically Black colleges and universities (HBCUs). To date, we have awarded over 1,400 annual scholarships worth nearly \$8.1 million. In 2022, we expanded the program to include several new colleges and funded 118 scholarships worth more than \$546,000.

Advancing Environmental Education

The **National Conservation Foundation Envirothon** is 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. Smithfield donated \$30,000 in 2022 to provide scholarships to competition winners. In addition, Smithfield employees across the U.S. served as volunteer advisers to lead local training sessions, facilitate program curricula and coordinate activities to help further students' environmental knowledge and problem-solving skills throughout the year.



“It’s an extreme honor to be recognized as an emerging leader in the work of sustainability, particularly as it relates to agriculture and food delivery. I am equally honored to represent Smithfield Foods in a way that’s meaningful and impactful.”

— **Steve Evans**

Vice President of Community Development
2022 Future Leader Award Recipient
2022 World Sustainability Awards

The annual award recognizes high-performing individuals who are passionate about environmental and social justice and are making a lasting impact on sustainability. Smithfield was also recognized as a finalist for the Business Transformation Award and the Diversity and Inclusion Award.

Farmland Supporting Future Farmers

Smithfield Foods' Farmland brand launched year two of its Honoring the Heartland Tour, a 12-week mission that celebrates the American Heartland region's role in farming and food production and supports the next generation of farmers. Farmland served over 7,500 "grab-n-go" meals to farming communities, provided more than 245,000 servings of protein to benefit Heartland

neighborhoods and donated \$150,000 to the Future Farmers of America (FFA) at the national and state level. Farmland's FFA Heartland Grant Program also awarded individual grants valued at \$1,000 each, for a total of \$20,000, to fund agricultural and community projects that empower students' goals and inspire growth in the agriculture industry.

Teaching a Balanced Diet and Healthy Lifestyle

For the ninth consecutive year, Smithfield Romania supported themed workshops organized on International Food Day to encourage local students to adopt balanced diets and healthy lifestyles. Smithfield Romania volunteers partnered with mountain climber Horia Colibășanu and French retailer Carrefour to visit Periam High School to promote healthy food choices. Seventy-five students received gift packs with healthy snacks, learned the basic rules for a balanced diet and discovered how a healthy lifestyle helped Horia become the most successful climber in Romanian history.

Back to School in Central Europe

The Smithfield Polska Foundation, established in 2007, provides educational support for children in communities where Smithfield Polska operates. In the 2022-2023 school year, the foundation granted a total of 430 scholarships, for a total of \$200,000, to local students.

Each year since 2006, Smithfield Romania volunteers have organized a "Back to School" caravan to provide students from Timiș and Arad counties with backpacks filled with school supplies, caps and tips for a healthy lifestyle and a balanced diet. In 2022, over 800 pre-school and school-aged students received these supplies.

Community Engagement



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.

Supporting Small Farmers

Farming is hard work. From unpredictable weather to volatile commodity prices, farmers face many uncertainties season after season. It's even tougher for smaller and underrepresented producers. Smithfield helps these producers adopt high-tech manure management systems that create stable new revenue sources to supplement farm incomes. Supporting smaller and underrepresented producers is not only good for individuals and the industry—it's also good for their families and communities.

Teaming Up for Teens

On behalf of our nearly 1,300 Monmouth, Illinois, team members, Smithfield donated \$15,000 to **Recharge Teen Center**, a newly renovated safe place for community youth to find enrichment and access resources including a food and hygiene pantry, washer and dryer, kitchen, gaming room, and library of 400 donated books. In addition to Smithfield's donation, members of our Monmouth leadership team are serving as mentors and are providing education and development opportunities focused on economics, budgeting, workplace safety and industry career opportunities.



Helping Our Heroes

Launched in 2020, Helping Our Heroes is a Smithfield veteran engagement program that honors the service and sacrifice of American veterans and their families. The program helps prioritize veteran employment and career development and strengthens veterans' community and family support systems. In pursuit of our goal to hire 4,000 veterans by 2025, we conducted our first national military and veterans hiring event to celebrate Military Appreciation Month in May. Smithfield recruiters visited military bases and partnered with local agencies in five U.S. states, all in one day, to show our deep support for our military community including active duty and transitioning military, veterans, and spouses.

Play Defeats Pediatric Cancer

For the fifth consecutive year, Smithfield Foods' Gwaltney® brand has partnered with the **Roc Solid Foundation** to bring the power of play to families facing pediatric cancer. Gwaltney contributed \$50,000 and served as a sponsor of the inaugural "Play Defeats Cancer Tour," which built 30 playsets for families in 30 days across the country. Gwaltney also constructed a playset for a family near Miami, Florida, provided playsets to six families throughout the Southeast, and participated in Roc Solid's Ready Bag program by hosting a packing party to fill bags with comfort items and essentials for families with children requiring hospitalization.

Raising Funds to Fight Breast Cancer

During Breast Cancer Awareness Month in October, our Women's Connect Employee Business Resource Group (EBRG) 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. Over 30 women across our U.S. locations participated in a bra decorating contest, which highlighted stories of triumph, loss and courage, and over 500 Smithfield team members voted for their favorite design. An additional 40 Smithfield team members participated in the Foundation's 5K Race.

Serving Rural Communities in Mexico

The GCM Foundation strengthens our neighboring communities with strategic social investments that fight poverty in rural settings. The foundation partners with local health, sports, culture, development, food aid and environmental care organizations to improve quality of life for local families. In 2022, we completed 55 different projects that served over 43,000 beneficiaries in 27 communities in two states.



Relief for Ukraine

Since the onset of the war in Ukraine, Smithfield has provided dedicated support for Ukrainian team members and refugees by securing transport, accommodations, employment and other types of care. Smithfield Europe has provided regular donations of protein to food banks and temporary shelters across the region, for a total of approximately \$1 million in in-kind support and \$1 million in monetary donations.

Our Smithfield team members in Poland and Romania worked diligently around the clock in a full-scale mobilization effort to support Ukrainian refugees. In Poland, every Smithfield facility held collection events and donated a total of 120 cubic tons of meat products and 2,864 bedding products through partnerships with almost 50 charitable organizations. Smithfield Romania's Food for Souls program supported refugees in Romania with 26,600 canned pork products, as well as housing and health products.

To support peace and justice, and in response to escalating violence, Smithfield also extended donations of \$250,000 each to the following partner organizations:

- **Global Red Cross Network**, providing immediate relief, long-term recovery and critical humanitarian services in Ukraine and surrounding countries including temporary shelter, counseling, health services and supplies.
- **Mercy Chefs**, warehousing and distributing shelf-stable food, water, fresh fruit, baby formula, and other basic supplies into Ukraine and to refugees on the Ukrainian border.
- **Save the Children**, delivering humanitarian assistance to children and their families in Ukraine and the region, including food, water, hygiene kits, mental health support and cash assistance.
- **World Central Kitchen**, serving refugees in southern Poland, Romania, Moldova and Hungary, and partnering with restaurants inside Ukraine to provide hot meals to anyone in need.

Diversity, Equity and Inclusion

We are driving change in our industry by building a culture that celebrates diversity, fosters an inclusive work environment and promotes equity across our business and in our communities. To learn more, view our [diversity, equity and inclusion video](#).

DIVERSITY, EQUITY AND INCLUSION POLICIES

[Diversity Statement](#)

[Equal Opportunity Employer Nondiscrimination Policy](#)



Our Approach

In 2020, we formalized our commitment to making our company and industry a more diverse, equitable and inclusive place to work by adding diversity, equity and inclusion (DEI) as our seventh sustainable impact pillar. DEI is an important part of our business strategy, and we have set aggressive goals to increase gender and racial representation in every part of our business, from senior management to suppliers to production partners. We are also taking steps to model our leadership team according to the diversity within our company and our supply chain.

We are executing on our DEI commitments through our Unity & Action program, a \$15 million investment in building a diverse, equitable and inclusive company and industry. Our actions are focused on promoting and supporting DEI in three areas: our culture, our supply chain and our community.

Diversity, Equity and Inclusion Oversight

DEI is supported at the highest levels of our organization. Together, our diversity, equity and inclusion and employee experience and engagement teams lead the implementation of our people and culture strategy, developing companywide initiatives and establishing metrics to support our goals. These teams report to our CEO on a quarterly basis.

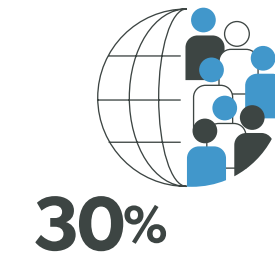
2022 Diversity, Equity and Inclusion Spotlight



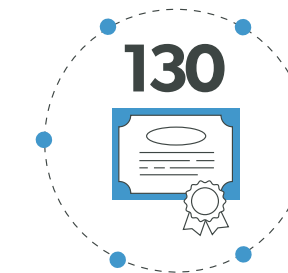
DIVERSITY, EQUITY AND INCLUSION

Target	2022 Status
Maintain our Operations Leadership Program (OLP)	ON TRACK
Fund education programs that provide access to quality education and bridge divides in communities	ON TRACK
Increase production facility spend with minority-owned businesses by 14% by 2025 to achieve a more inclusive supply chain	ON TRACK
Further diversify our Smithfield Foods Scholarship Program to include additional historically Black colleges and universities (HBCUs)	ON TRACK
Establish and maintain a minority grower program to increase the number of hog suppliers from diverse backgrounds within our agricultural supply chain	ON TRACK
By 2030, increase the racial diversity of our leadership team by promoting and hiring Black, Hispanic and other underrepresented individuals to reflect at least 30% of supervisors and above	ACHIEVED
By 2030, increase the gender diversity of our leadership team by promoting and hiring female leaders to represent at least 35% of supervisors and above	ON TRACK

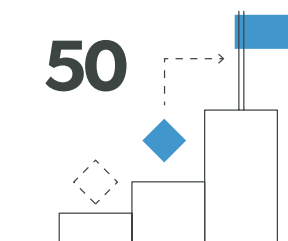
HIGHLIGHTS



Achieved our goal of increasing the racial diversity of our leadership team, eight years ahead of target



Number of graduates served by Operations Leadership Program (OLP)



Number of promotions resulting from OLP

Our Culture

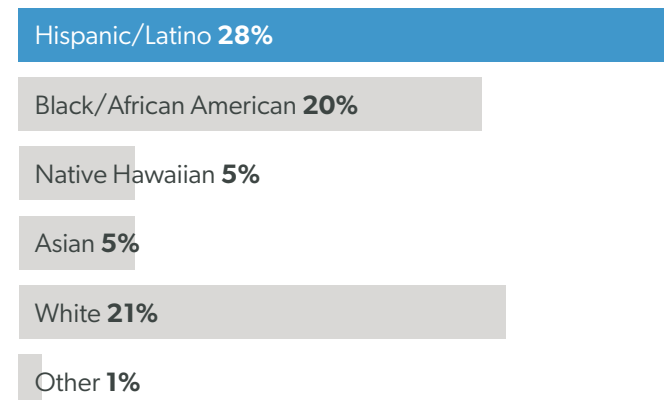
At Smithfield, DEI goes beyond diversity and representation. While many elements of equity and inclusion—finding value in different perspectives and doing the right thing—have been ingrained in our culture for decades, we are strengthening our culture and fostering an environment that brings underrepresented voices to the table and allows all our employees and partners to thrive.

DEI DATA

Gender Breakdown



Ethnicity Breakdown



Developing Our Teams and Future Leaders



We are serious about our commitment to providing a workplace where we celebrate our differences, respect the feelings and opinions of others and value the experiences that make us unique. Education is an important way we strengthen understanding and belonging within Smithfield.

Launched in 2020, our Unity & Action program expanded our professional development offerings to create a diverse pipeline of candidates to fill future management positions. For example, our Operations Leadership Program (OLP) is an intensive, three-month development program targeted toward our operations-based leaders at the production supervisor level that teaches the skills and knowledge to become next-level Smithfield leaders. OLP includes personal mentorship and networking components that facilitate learning from key cross-functional members of the Smithfield team. To date, OLP has welcomed six cohorts, served more than 130 graduates representing 37 locations and resulted in nearly 50 promotions. Eighty-five percent of current program participants and alumni are from diverse backgrounds with a focus on women and underrepresented groups.

We also support our employees and their families in their pursuit of higher education through our tuition assistance benefit, available to all full-time employees, and the **Smithfield Scholarship Program**, a non-competitive, need-based scholarship available to eligible dependents of our employees. In 2022, we expanded our scholarship program to include several HBCUs.

DEI Training

In 2022, we developed a DEI portal that provides access to monthly highlights of culturally significant events, curated learning modules, videos, books and articles. We also targeted our plant, farm, feed mill, distribution center and corporate human resources managers with the soft launch of our three-part diversity, equity and inclusion training series covering the following topics:

- Diversity, Equity and Inclusion Matters
- Creating a Culture of Belonging
- Embedding Equity into the Employee Experience

In 2023, we plan to connect with all employees at all levels of our organization by implementing this training companywide through in-person, live virtual, and online supplemental courses.

Employee Business Resource Groups (EBRGs)

Smithfield’s EBRGs are open to all employees. They foster supportive communities that help strengthen professional and personal connections across all organizational levels and operating areas. In 2022, our four EBRGs—Black Professionals Network, Women’s Connect, Smithfield NEXT (for young professionals) and Smithfield Salutes (for veterans)—hosted more than 75 professional development events spanning over 800 employee subscribers. Women’s Connect established nine regional chapters at various domestic locations. We are also implementing updated EBRG governance to promote greater alignment to our DEI strategy and cross-collaboration between EBRGs.



Donta Blackwell

Superintendent
Tar Heel, North Carolina

Donta joined Smithfield in general production in 2012 and earned his college degree while working full time for the company, with help from Smithfield’s tuition assistance program. In 2020, he joined Smithfield’s first OLP cohort and was promoted from production supervisor to superintendent of our Tar Heel, North Carolina, facility five months after completing the program.

Our Supply Chain



Smithfield has the influence and responsibility to advance economic opportunity by supporting minority-owned businesses across our supply chain. We are committed to intentionally creating diversity in our supply chain, specifically within hog farming.

Minority Farmer Program

We launched our minority farmer program in 2020 to help address historic barriers to farm ownership facing Black and other minority farmers. One year later, we welcomed **the Martins**, a family of Black farmers from Wayne County, North Carolina. In 2022, we welcomed our first family of Asian descent to our farming operations via the program. The Ng family are Burmese refugees who had farmed hogs in their village before emigrating to the U.S. and hoped to return to that work after more than five years here. With Smithfield’s support, the Ng family now owns and operates a farm, and will be able to create successful family outcomes through wealth generation.

Tracking Supplier Diversity

Supplier diversity is important to both Smithfield and our customers, and we report our supplier diversity metrics to certain customers on a quarterly basis. As a result, all suppliers are required to provide their SBA Classification during onboarding. We are striving for greater representation from our suppliers, and our corporate purchasing and strategic sourcing teams continually work to promote supplier diversity through our spending in material categories, from packaging and ingredients to maintenance and service.



MANUFACTURING INSTITUTE 2022 STEP AHEAD AWARDS



“I’m humbled to be recognized among female leaders who are as passionate about manufacturing as I am. As leaders in our industry, it’s important we remember that equipment and machinery don’t matter nearly as much as the people working them. We also have a responsibility to support one another in our careers, and especially other women.”

— **Tammy Russ**

Senior Operations Manager for Smithfield’s Tar Heel, North Carolina, Facility
2022 STEP Ahead Honoree

The annual award seeks to inspire the next generation of female manufacturing leaders by recognizing the outstanding accomplishments of industry women demonstrating leadership in their companies and communities.

[Watch a video about Tammy’s story.](#)

Education in Our Communities



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



Smithfield’s Black Professionals Network Celebrates Juneteenth

In recognition of Juneteenth, our Black Professionals Network (BPN) led an EBRG-wide volunteer event in partnership with An Achievable Dream Academy in Newport News, Virginia. Smithfield’s involvement focused on the power of literacy. Volunteers read the book “We Belong Together,” along with wisdom from Dr. Martin Luther King Jr. This will be an annual event for our BPN, with goals to partner across our locations.

Partnering to Improve Access to Education



We pledged to support additional access to education through multi-year community partnerships with:

- North Carolina Business Committee for Education, with a \$1 million grant to fund wireless hotspots for students in rural areas and address long-term internet access solutions in underserved communities, and a \$1 million grant to fund an apprenticeship program.
- Minorities in Agriculture, Natural Resources and Related Sciences (MANNRS), to promote a diverse K-12 and collegiate student talent pipeline interested in food, agriculture and natural resource careers.
- The Heritage STEM Camps Foundation, to fund a science, technology, engineering and math (STEM) summer camp empowering minority women ages 12-18 in the mid-Atlantic region.
- An Achievable Dream, to support equity in education and provide resources to public school districts in underserved communities in the Tidewater region of Virginia.

GLOBEE AWARDS



Smithfield received 2022 GLOBEE® Business Awards “Video of the Year” recognition for our documentary highlighting the importance of diversity, equity and inclusion in American agriculture.

Worker Health and Safety

From industry-leading safety practices and professional development opportunities to competitive benefits and compensation, Smithfield offers a culture and support systems that ensure employee well-being at work and at home, and we strive to lead our industry in occupational safety and health.

EMPLOYEE HEALTH AND SAFETY POLICIES

[Health and Safety Policy](#)

[Transparency in Coverage Policy](#)



Our Approach

Our comprehensive approach to employee health and safety is more than just a set of rigorous policies. It is a critical element of the culture that makes Smithfield a great place to work. We require strict adherence to our health and safety policies from every employee and visitor at every Smithfield facility around the world. We also practice “stop work authority,” which empowers all our employees to stop work, without fear of retribution, if they believe something is unsafe.

Employee health includes well-being in and out of work. To support our employees’ financial, physical and mental health at every life stage, we take action to provide a positive work environment, competitive pay and benefits, and unique learning opportunities.

Worker Health and Safety Oversight

Our global health and safety team, led by our vice president of risk management and director of corporate safety, 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.

2022 Worker Health and Safety Spotlight



HIGHLIGHTS



Incident rates below global industry averages



Safety engagement exceeded 50% of front-line employees globally

53%

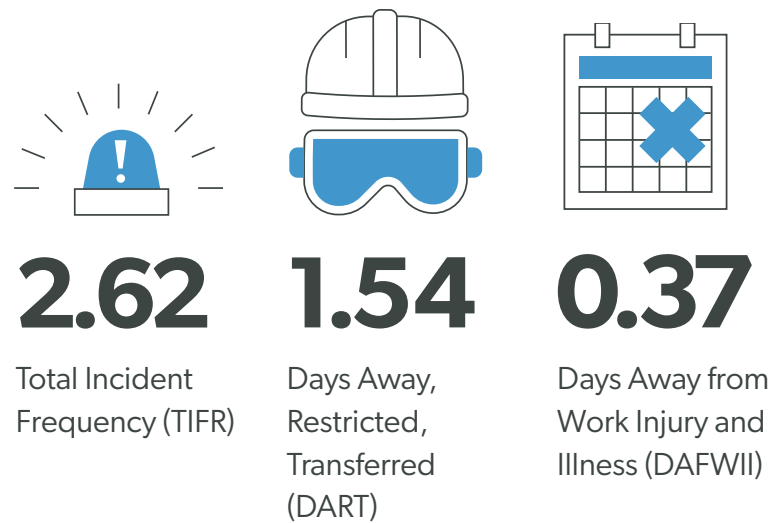
WORKER HEALTH AND SAFETY

Target	2022 Status
Obtain ISO 45001 Health and Safety certification at all facilities globally by 2025	ON TRACK
Continue to maintain employee health and safety with incident rates below global industry averages	ACHIEVED
Increase safety engagement to 50% or more of front-line employees globally by 2025	ACHIEVED
Score at least 90% on Smithfield Injury System (SIPS) audits at all locations globally by 2025	ACHIEVED

Health and Safety Metrics

We strive to reduce our recordable safety incidents each year and achieved the lowest OSHA Total Incident Frequency (TIFR); Days Away, Restricted, Transferred (DART); and Days Away from Work Injury and Illness (DAFWII) rates in company history in 2022.

2022 Workplace Safety Statistics



VERTICAL INTEGRATION AT WORK

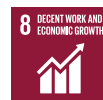
Smithfield Injury Prevention System (SIPS)



Building on the success of our 2007 Employee Injury Prevention Management System, we implemented the Smithfield Injury Prevention System (SIPS) in 2018. This comprehensive, global occupational health and safety management system is designed to drive health and safety improvements and ensure the effective and consistent management of injury prevention, education and tracking in every part of our business. It is based on ISO 45001 guidelines, supports our goal of achieving ISO 45001 certification in all Smithfield operations by 2025, and encompasses OSHA regulatory required programs and standards. SIPS applies to all workers, as defined by ISO 45001, including management, hourly, temporary employees, co-packers and contract workers.

We review this policy at least annually, communicate it to every employee and all visitors at every Smithfield facility, and require strict compliance at all times. To ensure the effective and consistent operation of SIPS, we complete audits of all Smithfield facilities each year and began implementing a centralized safety software system in 2021 to simplify management, tracking and reporting of critical health and safety information in every part of our operations. In 2022, we completed this implementation and expect to expand its scope to include our process, permit and audit systems in the near future.

Engaging with Our Teams to Build a Better Smithfield



Our culture is what makes Smithfield a great place to work, and we continually seek new ways to make it even better. We value our employees' opinions and engage with them regularly through surveys, suggestion boxes, roundtable meetings, brainstorming sessions and our open-door policy. We also empower them to be a part of the problem-solving process. Each month, more than 50% of our employees engage directly with the company, and we have established a goal of 55% for 2023. Based on this feedback, we made the following improvements in 2022:

- Defined roles and responsibilities more clearly to minimize variables, making training more precise and efficient
- Instituted new training programs and established leadership and development goals to help our team members advance their careers
- Increased pay and adopted more flexible policies where possible
- Bolstered our recruiting and hiring initiatives, rolled out an employee referral bonus program, and improved our onboarding process for a more seamless new job transition
- Adopted an opportunity log for workers to submit and track safety program ideas

Business Continuity

Our team members and contract farmers raise animals, produce food, and make life saving pharmaceuticals. It is important to our team members, customers, and communities that our operations continue to meet demand when faced with climate or other risks such as natural disasters, fires or electric grid instability. In these circumstances, employee and community safety, animal care, and environmental sustainability are our priorities. We seek to ensure safety and business continuity with the following:

- Each of our facilities has an emergency response protocol, holds regular employee training and conducts drills to prepare for various events.
- Engineering best practices are a standard element of our property risk management, facility design, construction, and modification processes. For example, 2020 rainfall was more than 140% of the established benchmark of 48 inches for Eastern North Carolina. The excess rain raised concerns about high freeboard levels causing an environmental impact. Thanks to our stringent operating policies and facilities engineering, Smithfield had no environmental incidents related to high lagoon levels.
- We regularly host local officials and emergency responders in our facilities to strengthen our relationships with our communities, collaborate on emergency preparedness, and maintain a transparent dialogue that alerts us to local issues before they escalate.



North American Meat Institute (NAMI) will be recognizing 30 of Smithfield's U.S. locations with Environmental Recognition Awards and 33 of its U.S. facilities with Worker Safety Awards. Awards are earned based on an evaluation of the facility's safety performance as well as its implementation of an effective safety and health program.

Employee Benefits



Our people matter. We are proud to offer our employees 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 employees but may vary due to geographic location or collective bargaining agreements.

2022 Sustainability Award Winners: Training

Priscilla Rodriguez
Hermosillo, Mexico

Monica Okulewicz
Elk, Poland



Let's Get Healthy Together!

Our "Let's Get Healthy Together" program supports good health through enhanced benefits, educational programs, screenings and encouragement. All full-time employees in the U.S. are eligible to receive supplemental support for smoking cessation; maternity, asthma and diabetes care; and other voluntary benefits.

Paid Parental Leave

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

Developing Our Team



We continually offer and, in many cases, require training, learning and professional development opportunities for Smithfield employees. These learning opportunities take many forms. We view these opportunities as investments in the future for both our business and our employees. A trained and skilled workforce strengthens our continuous improvement culture, helps our employees reach their professional and personal goals and ensures that 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, professional development opportunities include:

- Smithfield University, an online learning platform that offers hundreds of courses with topics ranging from food safety to leadership development. Smithfield employees participated in over 23,000 online safety courses in 2022.
- Our tuition assistance program, which reimburses eligible undergraduate and graduate tuition expenses up to \$6,000 and \$7,500, respectively, for full-time employees pursuing a college education. Currently, over 100 employees participate in this program.
- Our apprenticeship program, launched in 2019, that is developing 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 employees participate in this program across the U.S.



“ Smithfield places a high value on the health and safety of our employees, and we are consistently in search of innovative methods to make the workplace safer. I am proud that I work for a company that is dedicated to ensuring that each and every employee has a safe and healthy working environment.”

— **Diana Valentin**
Regional Safety Director

Smithfield Employee Safety Awards

Recognizing and awarding our team members' innovative work and outstanding behaviors 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

Rosemary Feed Mill Motor Control Design

Smithfield Hog Production
Rose Hill, North Carolina

SAFETY PROFESSIONAL OF THE YEAR

Cristina Denmon

Smithfield North
Smithfield, Virginia

WORKER SAFETY EXCELLENCE LOCATION OF THE YEAR

Greenfield Distribution Center

Greenfield, Indiana

Safety Excellence Circle

Recognizes locations that met or exceeded safety goals for 2022:

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

Good Work is Teamwork

Smithfield's ROI Awards are an annual opportunity to recognize employees who exemplify our guiding principles of Responsibility, Operational Excellence, and Innovation (ROI). In 2022, we received a record 958 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

Operational Excellence

Innovation

GRAND PRIZE WINNERS

Raul H. Garcia

Plant Maintenance Supervisor
Wichita, Kansas

Raul makes Smithfield a great place to work. He goes out of his way to fix problems and teach others how to identify opportunities and problem solve for themselves. His contagious smile and jokes can make anyone's day brighter.

Grant Ulmer

Associate Business Manager
Smithfield, Virginia

Grant took our customer service to the next level, making Smithfield a preferred vendor for transportation companies. He customized an online platform that streamlines communications with our customers and carriers by automatically routing requests to the correct internal point of contact.

Jeremy Howard

Director of Analytics
Smithfield Premium Genetics

Jeremy repurposed everyday technology to suit an agriculturally relevant use case on our farms, saving farm technicians up to 20 hours a week.

WINNERS

Lactate Shortage Team

Cross-functional team based in the U.S.

Solidarity with the Medical System Team

Romania

Thermal Imaging Inspections Team

North Region Hog Production

Nathan's Famous® Hot Dog Change Team

Springdale, Ohio

Pedro Mena

Superintendent Administration Fabrication
Denison, Iowa

Line Seven Team

Wichita, Kansas



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	55
Health and Wellness	59

Food Safety and Quality

At Smithfield, food safety and quality are more than a set of standards to meet. They are ingrained in our culture and touch every Smithfield employee—from our farms 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](#).



Our Approach

We are focused on producing safe, wholesome products for our customers and consumers. To do so, we operate under strict programs and policies that ensure food safety and quality in every step of our value chain. We also collaborate with the USDA Food Safety and Inspection Service (FSIS) and industry organizations on projects aimed at improving food safety and increasing consumer protection.

Food Safety and Quality Oversight

Our food safety and quality assurance team is led by our vice president of food safety and quality assurance. The team follows rigorous daily food safety processes and reports to our chief manufacturing officer on a weekly basis.



In 2021, we combined our food safety and quality assurance departments for our fresh and packaged meat operations to achieve a standardized, comprehensive approach that underscores our food safety culture and commitment to producing high-quality, safe food for our customers around the world. In all our food-processing facilities, this program includes:

- Alignment around manufacturing intelligence (M-IQ), the methodology that standardizes all aspects of our manufacturing operations—from food safety and quality policies to data collection—and defines how we produce our products
- Clean, safe facilities that eliminate microbiological, chemical and foreign material
- Training to ensure that all our workers understand our policies, procedures and customers' expectations, and how to execute to those standards
- Regular, unannounced audits to ensure that our food safety and quality policies are always followed
- Food safety and quality assessment dashboards that track and deliver monthly reports on facility-level compliance and improvements on key food safety and quality metrics such as customer complaints, recalls and product shelf life
- Sharing best practices among facilities

2022
Food Safety and
Quality Spotlight



FOOD SAFETY AND QUALITY

Target	2022 Status
No incidents requiring a recall	NOT ACHIEVED
Maintain GFSI certification at all applicable facilities	ACHIEVED
Maintain a robust food safety and quality employee training program	ACHIEVED

HIGHLIGHTS

\$5.2M Food safety expenditure

5,368 U.S. training hours for food safety and quality

100% Applicable facilities GFSI certified and certifications maintained

Global Food Safety Initiative Standards

Smithfield measures food safety and quality performance against the **Global Food Safety Initiative** (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 Standard (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 Point (HACCP)-certified employees 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, 48% of our facilities are Calidad Suprema-certified and our food plant is ISO 22000-certified. 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 ISO 22000-certified.

For a full list of industry certifications and verifications, please [visit our website](#).

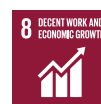
Setting Expectations with Suppliers

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

Employee Training and Certification

We continually train our employees on the principles of food safety and quality and foster a problem-solving environment that enables a proactive, strategic approach to addressing issues. Our workers are often the closest to our day-to-day processes, so we seek their input to continuously improve our training and operations. Smithfield food safety and quality training includes the following:

- Certification trainings, such as HACCP training for applicable employees at each of our facilities
- Required annual food safety and quality training for all employees in our food-processing facilities



“The practical application of basic science to industry challenges has been a passion of mine, and I am fortunate that I am able to apply my experiences in meat science and food safety to real-time solutions every day.”

— **Dr. Kaitlyn Compart**

Director of Scientific Affairs

2022 Achievement Award Recipient

This annual award recognizes young professional members who have demonstrated significant contributions to the industry.

Standardizing Best Practices

Smithfield operates under a comprehensive set of more than 50 food safety and quality policies that are evaluated and updated annually. When we monitor temperatures, inspect equipment, load trailers, process food and collect data in the same way at every facility, the result is consistent, quality products that our customers and consumers can trust.

Our teams are always on the lookout for ways to improve our food safety and quality processes. Within our facilities, our food safety and quality leaders have the authority to make improvements and take countermeasures above and beyond our standards to correct any issues. When improvements are identified and implemented, they are evaluated by the Smithfield team, shared across all Smithfield facilities and incorporated into our standard operating policies when appropriate.

When we acquire a new facility, our food safety and quality team is first on the ground to begin training and implementing Smithfield policies. We expect new facilities to operate according to Smithfield standards within three months, and there are 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 the farm all the way to store shelves. This enhances our ability to manage a recall, if one should occur, and keep our customers and consumers safe.



Recalls

Each year, our goal is zero product recalls. Should we be faced with a product recall, however, our food safety and quality systems prepare us to respond quickly. In the event of a recall, we immediately involve USDA and alert retailers and media to prevent the items from being sold or consumed. Our facilities in Poland, Romania and Mexico coordinate with multiple governmental agencies and organizations that oversee food safety requirements and recall procedures.

In June 2022, we voluntarily recalled a limited quantity of ready-to-eat bacon bits from our Sioux Center, Iowa, facility for potential contamination with metal fragments. The limited voluntary recall was conducted out of an abundance of caution with the involvement of USDA FSIS. There were no confirmed reports of injury or any adverse reactions due to consumption of these products.

Our international operations reported five product recalls regarding food safety in Poland and two product recalls in Romania in 2022.

Safer Working Conditions for Safer Foods



In addition to standardizing our food safety and quality processes across all Smithfield facilities, we standardized our personal protective equipment (PPE) at all U.S. locations in 2022. Now, our teams wear the same type of hard hats, safety glasses, masks, plastic gloves, sleeves and aprons that have undergone the same inspections and sanitization processes. This keeps our employees safe from any potential hazards and protects our products from potential contamination. It also results in consistency across all our facilities so that customers, inspectors and traveling employees know exactly what to expect when visiting a new site.

Health and Wellness

“Good” doesn’t stop with our products. It’s in everything we do. From simpler nutrition and ingredient labels on our packaging to harvesting lifesaving pharmaceuticals for use in medical applications, we’re not just producing good food — we’re making good progress toward a healthier world. To learn more, view our [Health and Wellness video](#).

HEALTH AND WELLNESS POLICIES

[Sodium Policy](#)



Our Approach

As one of the world’s leading food and protein companies, we leverage our vertically integrated supply chain to:

- Produce delicious, affordable, nutritionally important protein
- Equip our customers and consumers with the information they need to make responsible food choices
- Proactively partner with our food service and retail customers, and healthcare experts, to improve the healthful attributes of our products
- Commercialize valuable bioscience products from our vertically integrated production process to save lives and improve human health
- Support our workers and communities with the resources they need to live a healthy lifestyle

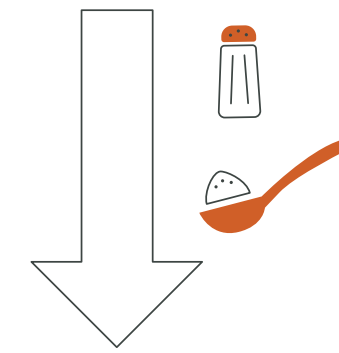
Health and Wellness Oversight

Our health and wellness initiatives are led by our research and development team in coordination with cross-functional leaders from our food safety and quality assurance, operations, labeling and specifications departments. This team reports to our chief manufacturing officer.

2022 Health and Wellness Spotlight



HIGHLIGHT



Over 25% of product portfolio reformulated to reduce added sugars and sodium

HEALTH AND WELLNESS

Target	2022 Status
Increase transparency through cleaner labeling across 100% of our product line by 2025	ON TRACK
Reduce added sugars by 10% across our entire product line by 2025 from a 2020 baseline	ON TRACK
Reduce sodium by 10% across our entire product line by 2025 from a 2020 baseline	ON TRACK
Maximize our vertically integrated supply chain to produce products critical to human health, including pharmaceuticals and nutraceuticals	ON TRACK
Provide a variety of products for different diets and needs	ON TRACK
In our international operations, include products designed to address health and wellness in accordance with EU nutrition and labeling standards	ACHIEVED

Innovating for Healthier Foods



From simplifying ingredients to reducing our use of common allergens, Smithfield is dedicated to improving the health profiles of all our products. Our goal is to reduce added sugars and sodium by 10% and to increase transparency through cleaner labeling across 100% of our product line by 2025 from a 2020 baseline.

To accomplish this, our research and development teams work diligently with leaders across our organization to identify opportunities to transform our ingredient lists via substitution and elimination. For example, we continue to use cultured celery juice and cherry powder as alternatives to sodium nitrate and sodium erythorbate in our all-natural and naturally cured products. In 2022, we focused on reducing the use of corn-based sweeteners and honey and reformulated over 25% of our product portfolio to reduce added sugars and sodium. To sustain these improvements, we're streamlining our production processes and product formulations, ensuring quality and consistency every step of the way.



In September, Smithfield participated in the White House Conference on Hunger, Nutrition and Health, a collaboration between the U.S. public and private sectors to close disparities and drive transformative change to end hunger and improve nutrition and physical activity. Prior to the conference, Smithfield formally submitted our commitments to end food insecurity.

Labeling and Marketing

Responsible marketing and transparent nutrition and ingredient labels keep consumers informed and allow them to make responsible choices when it comes to nutrition. Smithfield was the first company in our industry to publish an **online ingredient 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 that our products are accurately represented by our packaging and marketing materials. We have worked 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



Our work to advance human health isn't limited to our food products. Launched in 2017, Smithfield BioScience is an innovative part of our vertically integrated operations that increases the functionality and viability of Smithfield's non-food byproducts for the advanced development of pharmaceuticals, medical devices and other human health applications. Our business structure allows us to control every stage of production and deliver premium products for the development of lifesaving biomedical innovation. To learn more, please view our [BioScience video](#).

BioScience Vision

Smithfield BioScience creates valuable bioproducts from the animal protein production process, including active pharmaceutical ingredients and medical device components. We produce products that benefit humanity and save lives every day.

BioScience Oversight

The Smithfield BioScience leadership 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

Hogs and humans have similar anatomy. As a result, hog byproducts—such as living cells, tissues and organs—are valuable for human medical uses. Heparin is an anticoagulant used in cardiac surgery, dialysis procedures, blood transfusions, COVID treatments, medical device coatings and other applications. It is derived from purified pig intestine tissue. As a respected Heparin active pharmaceutical ingredient (API) manufacturer and the only vertically integrated, U.S.-based supply chain, Smithfield produces 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 one million patients with blood-clotting issues.

Developing Innovative Medical Devices

In partnership with **BioCircuit Technologies**, a National Institutes of Health-funded medical device company, we announced the launch of Nerve Tape, a medical device that enables suture-less nerve repair following traumatic injuries. Composed of decellularized porcine small intestinal submucosa (SIS) embedded with microscale hooks for tissue attachment, this technology allows surgeons to operate faster and achieve precise, reliable rejoining of injured nerves, simplifying the surgical process and improving patient outcomes. The devices are assembled using SIS tissue harvested from Smithfield's U.S. operations.

Partnering for Biomedical Research

Smithfield BioScience is proud to partner with leading health and research organizations to advance biomedical research, develop techniques to extract important APIs from porcine organs and tissues and deliver innovative new pharmaceuticals and medical device components. We partner with the research and development teams of many leading global pharmaceutical entities, including:

- The U.S. Department of Defense and the Advanced Regenerative Manufacturing Institute to develop cutting-edge wound healing and surgical products from decellularized porcine organs and tissues
- Rensselaer Polytechnic Institute for developing and testing new heparin applications
- Dr. George Christ's research group in the Laboratory of Regenerative Therapeutics at the University of Virginia to develop clinical interventions and improve function for patients suffering from skeletal muscle loss using porcine-derived materials.





Good Business

As a trusted food and protein company, Smithfield is rooted in responsibility, operational excellence and innovation. 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 live by our policies every day and evaluate them on a regular basis to ensure that they reflect our goals, the needs of our stakeholders, and the state of our industry. They underscore our focus on transparency and responsible conduct across all of our operations. Smithfield policies are implemented through communication and training programs for our employees.

GOVERNANCE POLICIES

[Our Governance Policy Drives success](#)

[Supplier Code of Conduct](#)

[Human Rights Policy](#)



Governance Oversight

Corporate- and executive-level oversight lead our core team to drive our efforts and progress. Our corporate governance team, led by our chief legal officer who reports directly to our CEO, drives ongoing progress to do our work the right way and create value for all our stakeholders. 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 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 non-retaliation policy for anyone who reports a problem in good faith or participates in an investigation.

Reporting and Addressing Concerns

Per our Code of Business Conduct and Ethics, ethics and compliance questions, suspected violations of law or policy or retaliation 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 employees and internet for U.S. employees, is staffed by third-party ethics and compliance specialists and is available in every country in which we operate, 24 hours a day, 7 days a week. It is a confidential way for employees to ask questions, seek guidance and 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 companywide messages, signage and intranet content. Information is also included in our Code of Business Conduct and Ethics.

Human Rights Policy

Smithfield is committed to and conducts our 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 for all those who do business with us, in addition to other contract terms and conditions that apply. The degree to which suppliers comply with these applicable requirements and the extent of their sustainability efforts will be considerations for future business with Smithfield.

Political Involvement and Public Policy

Smithfield supports pro-growth public policy and has a special interest in national, state and local regulations that impact agriculture, grain and livestock production, animal disease, renewable energy, pharmaceutical supply chain, rural communities, immigration, labor, tax reform and international trade.



Other Key Policies and Statements

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



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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	Our Business, p. 8 Stakeholder Engagement, p. 14
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.
North American Meat Institute (NAMI) Recommended Animal Handling Guidelines and Audit Guide	The NAMI 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 first-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 continual improvement and is actively 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			
Code	Metric	Unit of Measure	2022 Response
GREENHOUSE GAS EMISSIONS			
FB-MP-110a.1	Gross global Scope 1 emissions	Metric tons (t) CO ₂ -e	US and Global 2022 Scope 1 Emissions were 2,957,489 metric tons of CO ₂ e.
ENERGY MANAGEMENT			
FB-MP-130a.1	(1) Total electricity consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	7.9 million GJ consumed in 2022.
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 (%)	782,711,247 cubic meters (21.85 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	15
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 (%)	5,742,600mt 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 2022, 100% of our applicable facilities in the United States, Poland and Romania were certified to GFSI standards through audits conducted by Safe Quality Food (SQF), BRC Global Standard, International Food Standards (IFS) and ISO 22000.

SASB Index

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry and Dairy			
Code	Metric	Unit of Measure	2022 Response
FOOD SAFETY CONT.			
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.
FB-MP-250a.3	(1) Number of recalls issued and (2) total weight of products recalled	Number, Metric tons (t)	In 2022, there was one voluntary product recall of a limited quantity of products in the U.S. Poland reported five product recalls regarding food safety. Romania had two recalls last year.
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	973 milligrams per kilogram of live weight globally (no medically important antibiotics used as of 2016).
WORKFORCE HEALTH & SAFETY			
FB-MP-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate	Rate	Total Incident Frequency Rate (TIFR) of 2.62.
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, sows 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.
FB-MP-410a.3	Percentage of production certified to a third-party animal welfare standard	Percentage (%) by weight	100% of Revenue. All of Smithfield's applicable facilities are ISO certified.

SASB Index

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry and Dairy			
Code	Metric	Unit of Measure	2022 Response
ENVIRONMENTAL & SOCIAL IMPACTS OF ANIMAL SUPPLY CHAIN			
FB-MP-430a.2	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Percentage (%)	<p>All our suppliers must be certified under the Pork Quality Assurance® Plus (PQA® Plus) program and all hogs must be delivered to our facilities by live animal truck drivers certified by the Transport Quality Assurance® (TQA®) program. In this reporting period, 100% of live animals were delivered by PQA Plus certified suppliers; 100% of supplier locations were site assessed; drivers delivering animals to our facilities were TQA certified.</p> <p>We require our suppliers to meet the applicable European standards. In Europe, 100% of our pig supply met the sow housing requirements.</p> <p>In Poland, 86% of our contract finishing farms are certified to the Global Good Agricultural Practices that regulate animal welfare, production hygiene, transportation, and other processes.</p>

Sustainability Accounting Standards Board (SASB) Index - Meat, Poultry and Dairy			
Code	Metric	Unit of Measure	2022 Response
ACTIVITY METRIC			
FB-MP-000.A	Number of processing and manufacturing facilities	Number	65

SASB Index

SASB Processed Foods Standards			
Code	Metric	Unit of Measure	2022 Response
FOOD SAFETY			
FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Number, Percentage (%)	N/A
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	<p>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.</p> <p>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 2022, we achieved recertification for the Global Food Safety Certification at all applicable facilities.</p>
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 2022.
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 2022.</p> <p>No penalties or fines related to Incidents of noncompliance concerning marketing communications during the 2022 reporting period.</p>

SASB Index

SASB Processed Foods Standards			
Code	Metric	Unit of Measure	2022 Response
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 (%)	319,965 metric tons of packaging waste in 2022.
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 consumer packaging that is 90% recyclable, reusable or industrially compostable while reducing the use of virgin petroleum-based plastic by 50%.</p>
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	<p>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.</p>

SASB Index

SASB Processed Foods Standards			
Code	Metric	Unit of Measure	2022 Response
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 Processed Foods Standards			
Code	Metric	Unit of Measure	2022 Response
ACTIVITY METRIC			
FB-PF-000.A	Weight of products sold	Metric tons (t)	6M mt
FB-PF-000.B	Number of production facilities	Number	65

SASB Index

SASB Food Retailers & Distributors Standards			
Code	Metric	Unit of Measure	2022 Response
FLEET FUEL MANAGEMENT			
FB-FR-110a.1	Fleet fuel consumed, percentage renewable	Gigajoules (GJ), Percentage (%)	No. 2 oil - 0 GJ in 2022.
ENERGY MANAGEMENT			
FB-FR-130a.1	(1) Operational electricity consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	7.9 million GJ consumed in 2022
FOOD WASTE MANAGEMENT			
FB-FR-150a.1	Amount of food waste generated, percentage diverted from the waste stream	Metric tons (t), Percentage (%)	147,876 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 (%)	Smithfield is aware of a potential breach involving customer credit card information from our e-commerce websites. This potential breach is currently being assessed by our IT security team, the third-party website hosting provider, and third-party investigators. In the meantime, Smithfield is actively putting additional measures in place to enhance security on these sites.
FB-FR-230a.2	Description of approach to identifying and addressing data security risks	N/A	Privacy Policy
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 2022, we achieved recertification for the Global Food Safety Certification at all applicable facilities.

SASB Index

SASB Food Retailers & Distributors Standards			
Code	Metric	Unit of Measure	2022 Response
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.
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, sows 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.
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			
Code	Metric	Unit of Measure	2022 Response
MANAGEMENT OF ENVIRONMENTAL & SOCIAL IMPACTS IN THE SUPPLY CHAIN CONT.			
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 consumer packaging that is 90% recyclable, reusable or industrially compostable while reducing the use of virgin petroleum-based plastic by 50%</p>

SASB Food Retailers & Distributors Standards			
Code	Metric	Unit of Measure	2022 Response
ACTIVITY METRIC			
FB-FR-000.C	Number of vehicles in commercial fleet	Number	70 leased tractors.

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.

In 2022, we have expanded our international data to include our operations in Mexico, Hungary and Slovakia.

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. 12 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.wh-group.com .	
2-2 Entities included in the organization's sustainability reporting	Our Businesses , p. 9 Where We Work , p. 12 Our Sustainable Impact Priorities , p. 15	
2-3 Reporting period, frequency and contact point	January 1, 2022 – December 31, 2022 We report on our sustainability process annually. Publication Date Contact Us	
2-4 Restatements of information	No restatements for 2022 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. 9 Our products are sold in 92 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. Smithfield had no significant changes to size, structure or ownership during the reporting period.	
2-7 Employees	Where We Work , p. 12 Temporary Employees US: 4,250 Poland 2,713 Part-time Employees US: 172 Poland: 48 Romania: 8 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. 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.).	
2-8 Workers who are not employees	Smithfield hired 6,963 contractors in 2022. These contractors signed a formal contract with a labor dispatch company as of the end of the reporting period.	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
G O V E R N A N C E		
2-9 Governance structure and composition	<p>Our Sustainable Impact Priorities, p. 15 Governance</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. 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	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.	
2-11 Chair of the highest governance body	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.	
2-12 Role of the highest governance body in overseeing the management of impacts	<p>From Our CEO, p. 4 Q&A with Our Chief Sustainability Officer, p. 5 Our Sustainable Impact Priorities, p. 15 Governance</p> <p>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>Our Sustainable Impact Priorities, p. 15 Governance</p> <p>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>	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
GOVERNANCE CONT.		
2-14 Role of the highest governance body in sustainability reporting	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	
2-15 Conflicts of interest	Code of Business Conduct and Ethics Supplier Code of Conduct 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.	
2-16 Communication of critical concerns	Smithfield's Chief Sustainability Officer regularly meets with our President and CEO to discuss economic, environmental, social and other sustainability-related topics.	
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 Sustainable Impact Priorities , p. 15 Governance	
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	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. 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.	
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 Guiding Principles, p. 10 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>	
2-25 Processes to remediate negative impacts	<p>In 2022, Smithfield conducted and completed 34 audits.</p> <p>The Company's Internal Audit (IA) function evaluates the effectiveness of the company Hotline through assessing the timeliness in which management addresses the complaints and also assesses the remediation of select Hotline complaints for consistency and against Company policies and procedures. For 2022, IA opined as part of its semi-annual ERM report to the WH Group Board that the Ethics and Compliance risk area was deemed effective and met the Hong Kong Exchange's definition of effective for its ERM reporting.</p>	
2-26 Mechanisms for seeking advice and raising concerns	<p>Code of Business Conduct and Ethics</p> <p>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.</p>	
2-27 Compliance with laws and regulations	<p>Our Approach to Animal Care, p. 20 Our Approach to Food Safety & Quality, p. 55</p>	
2-28 Membership associations	Key Collaborators - Appendix	

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
STAKEHOLDER ENGAGEMENT		
2-29 Approach to stakeholder engagement	Our Sustainable Impact Priorities , p. 15 Governance	
2-30 Collective bargaining agreements	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. 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. *Figure includes U.S. Distribution Centers, Facilities, and DSD branches	
GRI 3: MATERIAL TOPICS		
3-1 Process to determine material topics	Our Sustainable Impact Priorities , p. 15	
3-2 List of material topics	Our Sustainable Impact Priorities , p. 15	
ECONOMIC PERFORMANCE (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	From our CEO , p. 4 Our Sustainable Impact Priorities , p. 15 Helping Communities , p. 36 Governance	13.2.1, 13.22.1
201-1 Direct economic value generated and distributed	Helping Communities , p. 36 About Smithfield Trusted Brands Our Operations Smithfield is a wholly owned subsidiary and does not make specific financial information publicly available. In 2022 Smithfield's revenue totaled \$19.1B, with over \$5.5M being returned as community investments through our cash charitable donation programs.	13.22.2
201-2 Financial implications and other risks and opportunities due to climate change	Environmental Stewardship , p. 26 Eliminating Waste in Our Processing Operations 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.	13.2.2

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
ECONOMIC PERFORMANCE (2016) / GRI 3: MATERIAL TOPICS CONT.		
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	Our Sustainable Impact Priorities , p. 15 Diversity, Equity, and Inclusion , p. 43 Governance	
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. 12 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 Sustainable Impact Priorities , p. 15 Helping Communities , p. 36 Governance Supplier Code of Conduct	
203-1 Infrastructure investments and services supported	Helping Communities , p. 36	13.22.3
203-2 Significant indirect economic impacts	Helping Communities , p. 36	13.22.4

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
PROCUREMENT PRACTICES (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Our Path to Carbon Negative , p. 28 Governance Supplier Code of Conduct	
204-1 Proportion of spending on local suppliers	Our Path to Carbon Negative , p. 28 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 Sustainable Impact Priorities , p. 15 Governance 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 Sustainable Impact Priorities , p. 15 Governance Code of Business Conduct and Ethics	13.25.1
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

GRI Index

GRI 1: Foundation		
Reporting Principles and Requirements		
GRI 2: General Disclosures 2021		
Disclosure	Location	GRI Sector Standard Ref #
TAX (2019)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance 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.	

GRI Index

GRI 1: Foundation										
Reporting Principles and Requirements										
GRI 2: General Disclosures 2021										
Disclosure	Location									GRI Sector Standard Ref #
MATERIALS (2016)/GRI 3: MATERIAL TOPICS										
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Environmental Stewardship , p. 26 Governance Environmental Policy									
301-1 Materials used by weight or volume	U.S. Facilities & Farms*									
	Total Waste Disposition (tons)	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Cardboard recycled	27,833	26,724	27,288	27,173	28,702	29,552	20,623	28,391	27,609
	Metals recycled	2,016	2,153	3,973	3,318	3,367	5,981	6,338	3,150	7,497
	Plastics recycled	884	1,259	2,395	1,655	1,579	2,259	1,347	1,326	1,363
	Sludge for beneficial use	40,478	73,287	68,392	62,905	58,743	62,127	34,719	105,748	101,289
	Waste to energy	31,179	55,201	49,112	59,314	66,987	82,148	68,475	36,239	26,417
	Hazardous waste	13.00	9.30	9.40	7.50	37.10	13.50	6.00	20.50	12.32
	Universal waste	37.00	62.40	28.70	27.20	18.80	19.40	14.78	17.72	25.30
	Solid waste to landfill	65,400	70,946	71,373	68,590	74,674	52,806	44,079	49,714	49,656
TOTAL	167,840	229,642	222,571	222,990	234,108	234,906	154,979	224,606	213,868	
<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	
Solid waste to landfill	14.40	12.80	13.40	11.00	9.90	11.31	15.20	16.90	11.29	
<i>*Does not include manure management</i>										

GRI Index

GRI 1: Foundation																																																																																																						
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GRI 2: General Disclosures 2021																																																																																																						
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MATERIALS (2016)/GRI 3: MATERIAL TOPICS CONT.																																																																																																						
301-2 Recycled input materials used	Eliminating Waste in Our Processing Operations 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.																																																																																																					
ENERGY (2016)/GRI 3: MATERIAL TOPICS																																																																																																						
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Environmental Stewardship , p. 26 Governance Environmental Policy																																																																																																					
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> </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>10.7</td> <td>10.86</td> <td>10.60</td> <td>11.17</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> </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>29.27</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> </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> </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>13.28</td> <td>12.37</td> <td>12.04</td> <td>42.137</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> </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> </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>19.68</td> <td>18.93</td> <td>18.53</td> <td>48.637</td> </tr> </tbody> </table> <p>*2022 now includes transportation diesel where prior years did not</p>	Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022	Natural gas	8.27	8.85	6.99	9.40	10.54	10.7	10.86	10.60	11.17	Propane	1.40	1.31	1.55	1.35	1.66	1.53	1.25	1.34	1.60	No. 2 oil (Includes transportation diesel)*	0.74	0.75	0.90	0.86	0.96	0.94	0.16	0.01	29.27	No. 6 oil	0.13	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	Total direct energy use	10.84	11.35	9.68	11.88	13.34	13.28	12.37	12.04	42.137	Electricity	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50	Total indirect energy use	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50	Total energy use	16.62	17.31	15.74	17.82	19.90	19.68	18.93	18.53	48.637	
Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022																																																																																													
Natural gas	8.27	8.85	6.99	9.40	10.54	10.7	10.86	10.60	11.17																																																																																													
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No. 2 oil (Includes transportation diesel)*	0.74	0.75	0.90	0.86	0.96	0.94	0.16	0.01	29.27																																																																																													
No. 6 oil	0.13	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																																																																																													
Total direct energy use	10.84	11.35	9.68	11.88	13.34	13.28	12.37	12.04	42.137																																																																																													
Electricity	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50																																																																																													
Total indirect energy use	5.78	5.96	6.06	5.94	6.56	6.41	6.56	6.49	6.50																																																																																													
Total energy use	16.62	17.31	15.74	17.82	19.90	19.68	18.93	18.53	48.637																																																																																													

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	International Facilities & Farms									
	Direct and Indirect Energy Use by Fuel Type (gigajoules in millions)	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Natural gas	0.87	0.91	0.99	1.07	1.09	1.07	1.00	1.32	1.92
	Propane	0.23	0.25	0.29	0.31	0.33	0.32	0.32	0.31	0.26
	No. 2 oil	0.09	0.10	0.11	0.10	0.08	0.08	0.04	0.001	0.02
	Coal	0.58	0.55	0.55	0.56	0.57	0.53	0.51	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
	Electricity	0.85	0.9	0.98	1.02	1.03	1.01	1.06	1.32	1.41
	Steam	0.01	0.01	0.02	0.02	0.003	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
	Total Energy Use	2.63	2.72	2.93	3.08	3.10	3.01	2.93	2.95	3.47
302-3 Energy intensity	In 2022, Smithfield U.S. operations had an energy intensity ratio of 0.422 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	Our 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 2022 energy consumption data and cannot be directly compared to prior years due to the inclusion of new data.									

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Disclosure	Location									GRI Sector Standard Ref #																																																																																										
WATER AND EFFLUENTS (2018)/GRI 3: MATERIAL TOPICS																																																																																																				
3-3 Management of material topics	<p>Our Sustainable Impact Priorities, p. 15 Environmental Stewardship, p. 26 Governance Environmental Policy Water Policy</p>									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>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> </tr> </thead> <tbody> <tr> <td>Groundwater</td> <td>4.55</td> <td>4.69</td> <td>4.67</td> <td>4.58</td> <td>5.40</td> <td>5.19</td> <td>5.2</td> <td>4.60</td> <td>4.71</td> </tr> <tr> <td>Third-party (Municipal)</td> <td>3.84</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> </tr> <tr> <td>Surface water</td> <td>0.79</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>0.79</td> </tr> <tr> <td>Reused and recycled</td> <td>0.47</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>0.99</td> </tr> <tr> <th>Water Discharge (billions of gallons)</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> </tr> <tr> <td>Public-owned wastewater treatment plant</td> <td>3.04</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> </tr> <tr> <td>Direct</td> <td>2.44</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> </tr> <tr> <td>Land irrigation</td> <td>2.51</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> </tr> </tbody> </table>									Water Withdrawal by Source (billions of gallons)	2014	2015	2016	2017	2018	2019	2020	2021	2022	Groundwater	4.55	4.69	4.67	4.58	5.40	5.19	5.2	4.60	4.71	Third-party (Municipal)	3.84	4.17	4.18	4.34	4.82	4.95	4.73	4.60	4.82	Surface water	0.79	0.94	0.94	0.97	1.02	1.00	1.08	0.78	0.79	Reused and recycled	0.47	0.50	0.30	0.32	0.16	0.26	0.05	0.63	0.99	Water Discharge (billions of gallons)	2014	2015	2016	2017	2018	2019	2020	2021	2022	Public-owned wastewater treatment plant	3.04	3.23	3.41	3.26	3.61	3.45	4.63	3.56	3.23	Direct	2.44	2.77	2.63	2.79	2.73	2.80	2.76	2.51	2.40	Land irrigation	2.51	2.45	3.16	2.35	2.23	3.29	2.87	2.73	1.54	13.7.2
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WATER AND EFFLUENTS (2018)/GRI 3: MATERIAL TOPICS CONT.										
	International Facilities & Farms									
	Water Withdrawal by Source (billions of gallons)	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Groundwater*	1.09	1.26	1.27	1.37	1.41	1.45	1.41	1.70	2.61
	Third-party (Municipal)	0.60	0.65	0.65	0.65	0.64	0.56	0.49	0.76	0.85
	*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>									13.7.3
BIODIVERSITY (2016)/GRI 3: MATERIAL TOPICS										
3-3 Management of material topics	<p>Our Sustainable Impact Priorities, p. 15 Environmental Stewardship, p. 26 Governance Environmental Policy</p>									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	<p>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 locations in high Biodiverse value areas.</p>									13.3.2

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BIODIVERSITY (2016)/GRI 3: MATERIAL TOPICS CONT.																			
304-2 Significant impacts of activities, products and services on biodiversity	Environmental Stewardship We finished installing manure-to-energy technology on nearly all our company-owned finishing farms in northern Missouri. In addition to generating carbon negative RNG at a rate of approximately 800,000 dekatherms annually, we have planted hundreds of acres of prairie grass through this partnership to provide ecological services and wildlife habitat for monarch butterflies across the state. The ecological services that would be derived from 100 million acres of cover crops and 30 million acres of reconstructed and restored prairie would reduce flooding, absorb nutrients, substantially reduce soil erosion, help cool our atmosphere and provide critical wildlife habitat for many threatened wildlife species and pollinators.	13.3.3																	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	None.	13.3.5																	
EMISSIONS (2016)/GRI 3: MATERIAL TOPICS																			
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Environmental Stewardship , p. 26 Governance Environmental Policy	13.1.1																	
305-1 Direct (Scope 1) GHG emissions	<p>U.S. Facilities*</p> <table border="1"> <thead> <tr> <th>Direct emissions</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>U.S. Facilities (metric tons CO₂e)</td> <td>3,062,101</td> <td>2,711,506</td> <td>2,957,489</td> </tr> </tbody> </table> <p>Our efforts to identify and report on GHG emissions continues 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). Those estimated emissions are reported here. We are presently conducting a limited assurance on our most recent inventory process. We recognize that future refinements along with changes in the science and methodologies of GHG reporting may result in corrections or changes in GHG reporting in future reports.</p> <p>International Facilities</p> <table border="1"> <thead> <tr> <th>Direct emissions</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>International Facilities (metric tons CO₂e)</td> <td>111,739</td> <td>65,952</td> <td>225,874</td> </tr> </tbody> </table>	Direct emissions	2020	2021	2022	U.S. Facilities (metric tons CO ₂ e)	3,062,101	2,711,506	2,957,489	Direct emissions	2020	2021	2022	International Facilities (metric tons CO ₂ e)	111,739	65,952	225,874	13.1.2	
Direct emissions	2020	2021	2022																
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305-2 Energy indirect (Scope 2) GHG emissions	<p>Indirect (Scope 2) U.S. GHG emissions*</p> <p>2022 - 986,769mT CO2e 2021 - 995,801mT CO2e 2020 - 1,003,906mT CO2e</p> <p>Indirect (Scope 2) International GHG emissions 2022 - 222,881mT CO2e</p> <p><i>*Our efforts to identify and report on GHG emissions continues 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). Those estimated emissions are reported here. We are presently conducting a limited assurance on our most recent inventory process. We recognize that future refinements along with changes in the science and methodologies of GHG reporting may result in corrections or changes in GHG reporting in future reports.</i></p> <p>See GRI 305-1.</p>	13.1.3
305-3 Other indirect (Scope 3) GHG emissions	<p>Smithfield is developing an all-inclusive data collection model. Throughout the next reporting cycle (ending in May of 2023) this tool will provide a more comprehensive measurement of year-over-year data throughout our value chain.</p> <p>Indirect (Scope 3) U.S. GHG emissions*</p> <p>2022 - Approximately 30MM mT CO2e 2021 - Approximately 30MM mT CO2e 2020 - Approximately 30MM mT CO2e</p> <p><i>*Our efforts to identify and report on GHG emissions continues 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). Those estimated emissions are reported here. We are presently conducting a limited assurance on our most recent inventory process. We recognize that future refinements along with changes in the science and methodologies of GHG reporting may result in corrections or changes in GHG reporting in future reports.</i></p>	13.1.4

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305-4 GHG emissions intensity	U.S. Facilities*										13.1.5
	GHG Emissions (Direct & Indirect) (normalized)	2014	2015	2016	2017	2018	2019	2020	2021	2022	
	(metric tons CO2e/cwt)	0.0106	0.0098	0.0100	0.0098	0.0099	0.0098	0.0100	0.0097	0.01	
<p>*Our efforts to identify and report on GHG emissions continues 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). Those estimated emissions are reported here. We are presently conducting a limited assurance on our most recent inventory process. We recognize that future refinements along with changes in the science and methodologies of GHG reporting may result in corrections or changes in GHG reporting in future reports.</p>											
305-5 Reduction of GHG emissions	International Facilities										13.1.6
	GHG Emissions (Direct & Indirect) (normalized)	2014	2015	2016	2017	2018	2019	2020	2021	2022	
	(metric tons CO2e/cwt)	0.0159	0.0152	0.0143	0.0136	0.0137	0.0142	0.0129	0.0110	0.1035	
<p>Our Path to Carbon Negative, p. 28 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.</p>											

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Disclosure	Location									GRI Sector Standard Ref #																																								
EMISSIONS (2016)/GRI 3: MATERIAL TOPICS CONT. *																																																		
305-6 Emissions of ozone-depleting substances (ODS)	<p>Our Path to Carbon Negative, p. 28</p> <p>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 employees on the proper management and disposal of refrigerants.</p>									13.1.7																																								
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>U.S. Facilities</p> <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> </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> </tr> </tbody> </table> <p><i>*These values will vary year to year depending on the local and state reporting cycles.</i></p> <p>International Facilities</p> <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> </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> </tr> </tbody> </table>									Significant air emissions	2014	2015	2016	2017	2018	2019	2020	2021	2022	Nitrous oxide (N2O) emissions (metric tons)	3,207	3,233	3,200	2,985	4,212	3,639	3,600	2,607	482.7	Significant air emissions	2014	2015	2016	2017	2018	2019	2020	2021	2022	Nitrous oxide (N2O) emissions (metric tons)	337	276	289	292	320	309	298	31.01	147.17	13.1.8
Significant air emissions	2014	2015	2016	2017	2018	2019	2020	2021	2022																																									
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WASTE (2020)/GRI 3: MATERIAL TOPICS																																																		
3-3 Management of material topics	<p>Our Sustainable Impact Priorities, p. 15</p> <p>Environmental Stewardship, p. 26</p> <p>Governance</p> <p>Environmental Policy</p>									13.8.1																																								

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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	
	Cardboard recycled	27,833	26,724	27,288	27,173	28,702	29,552	20,623	28,391	27,609	
	Metals recycled	2,016	2,153	3,973	3,318	3,367	5,981	46,718	3,150	7,497	
	Plastics recycled	884	1,259	2,395	1,655	1,579	2,259	1,347	1,326	1,363	
	Wastewater sludge land applied	40,478	73,287	68,392	62,905	58,743	62,127	34,719	105,748	101,289	
	Waste to energy	31,179	55,201	49,112	59,314	66,987	82,148	68,475	36,239	26,417	
	Hazardous waste	13.00	9.30	9.40	7.50	37.10	13.50	6.00	20.50	12.32	
	Universal waste	37.00	62.40	28.70	27.20	18.80	19.40	14.78	17.72	25.30	
	Solid waste to landfill	65,400	70,946	71,373	68,590	74,674	52,806	44,079	49,714	49,656	
	TOTAL	167,840	229,642	222,571	222,990	234,108	234,904	228,655	224,606	213,868	
<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		
Solid waste to landfill	14.40	12.80	13.40	11.00	9.90	11.31	15.20	16.90	11.29		
<i>*Does not include manure management</i>											

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3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Environmental Stewardship , p. 26 Governance Environmental Policy , p. 20									
ENVIRONMENTAL COMPLIANCE (2016)/GRI 3: MATERIAL TOPICS CONT.										
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
	Notices of violation (NOVs)	18	11	18	13	18	20	13	9	14
	Fines (\$U.S.)	\$ 400	\$ 400	\$ 6,500	\$ 17,545	\$ 169,962	\$ 49,335	0	\$ 63,465.36	\$ 335,922.94
	Compliance on Contract Farms	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Notices of violation (NOVs)	14	34	41	48	30	46	85	78	27
	International Facilities & Farms									
	Compliance at Company-owned Farms & Facilities	2014	2015	2016	2017	2018	2019	2020	2021	2022
	Notices of violation (NOVs)	5	6	7	7	5	4	0	4	14
	Fines (\$U.S.)	\$ 6,155	\$ 750	\$ 120	\$ 803	\$ 2,454	\$ 128	0	\$ 6,200	\$ 44,851

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3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Environmental Stewardship , p. 26 Governance Environmental Policy Supplier Code of Conduct	
SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)/GRI 3: MATERIAL TOPICS CONT.		
308-1 New suppliers that were screened using environmental criteria	Environmental Stewardship , p. 26 Eliminating Waste in Our Processing Operations , p. 32 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.	
308-2 Negative environmental impacts in the supply chain and actions taken	Number of suppliers assessed for sustainability risks in the last 3 years: 573 Suppliers (3% of suppliers) 0 classified as a high-sustainability risk	
EMPLOYMENT (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Diversity, Equity, and Inclusion , p. 43 Worker Health and Safety , p. 48 Governance Smithfield Careers	

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EMPLOYMENT (2016)/GRI 3: MATERIAL TOPICS CONT.		
401-1 New employee hires and employee turnover	<p>New Hires: US - 22,410 Meixco - 566 Poland - 2,952 Romania - 651</p> <p>Turnover: 27,014</p> <p>By age & region - <30: US - 6,264 Poland - 946 Romania - 256 30-50: US - 10,499 Poland - 1,366 Romania - 396 >50: US - 5,896 Poland - 671 Romania - 183</p> <p>By gender & region - Male: US - 13,993 Poland - 1,598 Romania - 553 Female: US - 8,666 Poland - 1,385 Romania - 282</p>	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p><u>Smithfield Careers</u> Smithfield has an annual incentive program for all salaried employees and additional incentive programs for senior executives.</p> <p>We reinforced our commitment to education by funding more than \$1 million worth of educational scholarships to children and grandchildren of our U.S.-based employees. 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 employees. The company also provides employees 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 employees who are injured on the job, in accordance with state laws. We accommodate pregnant employees, as required by U.S. law, which includes accommodating nursing mothers who need lactation rooms. We accommodate employees with disabilities in accordance with U.S. law.</p> <p>Significant locations of operations are defined as Smithfield - and its subsidiaries - owned sites</p>	

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EMPLOYMENT (2016)/GRI 3: MATERIAL TOPICS CONT.		
401-3 Parental leave	<p>Total number of employees that were entitled to parental leave, by gender. 6,751 Female and 11,607 Male – Total 18,358</p> <p>Total number of employees that took parental leave, by gender. 174 Female and 363 Male – Total 537</p> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender. 165 Female and 359 Male – Total 524 (9 Females and 4 Males did not return from leave)</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. 8 Female and 54 Male – 62 Total (still employed after 12 months as of 3/20/2023)</p>	
LABOR/MANAGEMENT RELATIONS (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Our Sustainable Impact Priorities, p. 15</p> <p>Diversity, Equity, and Inclusion, p. 43</p> <p>Worker Health and Safety, p. 48</p> <p>Governance</p>	
402-1 Minimum notice periods regarding operational changes	<p>Worker Health and Safety, p. 48</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. Under the WARN Act, we also notify state-level dislocated worker units so they can offer prompt assistance.</p>	
OCCUPATIONAL HEALTH AND SAFETY (2018)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	<p>Q&A with our Chief Sustainability Officer, p. 5</p> <p>Our Sustainable Impact Priorities, p. 15</p> <p>Worker Health and Safety, p. 48</p> <p>Materiality</p> <p>Governance</p> <p>Health and Safety Policy</p>	13.19.1

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Disclosure	Location	GRI Sector Standard Ref #
OCCUPATIONAL HEALTH AND SAFETY (2018)/GRI 3: MATERIAL TOPICS CONT.		
403-1 Occupational health and safety management system	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>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 employees, 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.</p>	13.19.2
403-2 Hazard identification, risk assessment, and incident investigation	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>The Smithfield Hazard Identification & Risk Assessment (HIRA) process covers all jobs and tasks at any plant or farm. The assessment identifies potential hazards by evaluating historical incident data, and observation by a team including hourly workers, safety professionals, engineering and the site-assigned Core Team. Once potential hazards of a task are identified, the process then identifies controls that are in place such as guarding, training and PPE, to protect workers from the risk. The effectiveness of those controls is then evaluated for assurance. Frequency and potential are also factors in the overall Risk Factor ranking score. Once the assessment is completed, the Core Team will then establish Objectives & Management plans to reduce the hazard risk ranking score. Assessments are reviewed and revised anytime an incident occurs to evaluate what lack of control may have been a factor as well as whenever new tasks are created. The HIRA process is conducted by hourly workers with the assistance of the site Core Team and Safety professional to assure the process is conducted effectively. Assessments are reviewed annually to verify revision and to assure that any new tasks have been included in the overall HIRA. The HIRA process is conducted by hourly workers with the assistance of the site Core Team and Safety professional to assure the process is conducted effectively. From Day-1 in the New Employee Orientation workers are instructed that they have the right and are encouraged to report any work-related hazards to their immediate supervisor and upper management, without any fear of appraisal. Workers are legally protected under the OSHA Workers Right Act which is posted on bulletin boards in all locations. Smithfield also provides a Hotline number for workers to call to voice concerns. Workers can provide their name or make the call anonymously. From Day-1 in the New Employee Orientation workers are made aware that they have the right to remove themselves from work situations that they deem to be hazardous. As part of the training workers are advised that they are to immediately contact their supervisor, Safety professional or Human Resources about any situations that they deem could be hazardous to themselves or co-workers. The OSHA Workers Right Act, also protects workers from any fear of reprisal for voicing their concerns. Smithfield also provides a Hotline number for workers to call to voice concerns. Workers can provide their name or make the call anonymously.</p>	13.19.3
403-3 Occupational health services	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>Occupational medical records are maintained separately from personal health-related information. Personal health-related information is kept confidential in the worker's personnel file with Human Resources.</p>	13.19.4

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OCCUPATIONAL HEALTH AND SAFETY (2018)/GRI 3: MATERIAL TOPICS CONT.		
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>Smithfield measures worker participation monthly. Participation is identified in several different ways, some other 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>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>In 2022, Smithfield's U.S. employees had a 34 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. Site-specific training is developed by the Corporate Core Team or can be developed by the location.</p>	13.19.6
403-6 Promotion of worker health	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p>	13.19.7
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Worker Health and Safety, p. 48 Health and Safety Policy</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
403-8 Workers covered by an occupational health and safety management system	<p>Worker Health and Safety, p. 48 Health and Safety Policy</p> <p>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

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OCCUPATIONAL HEALTH AND SAFETY (2018)/GRI 3: MATERIAL TOPICS CONT.		
403-9 Work-related injuries	<p>Worker Health and Safety, p. 48 Health and Safety Policy In 2022, U.S. operations had a Total Incident Frequency Rate (TIFR) of 2.62, a Days Away Restricted or Transferred (DART) rate of 1.54, and Days Away From Work (DAFWII) rate of 0.37. In 2022, there were 2 deaths in the US from work-related injuries, rate of 0.0005% per 200,000 hours worked, and 1 in Poland, rate of 0.01% per 200,000 hours worked. Total working hours: 102,096,645 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 Sustainable Impact Priorities, p. 15 Diversity, Equity, & Inclusion, p. 43 Materiality Governance</p>	
404-1 Average hours of training per year per employee	<p>Diversity, Equity, & Inclusion, p. 43 Total training hours = 163,798 Female - 23,888 hrs / 3,627 = 6.59 hrs Male - 58,250 hrs / 5,906 = 9.86 hrs Individual contributors - 45,083 hrs/ 11,391 people = 3.96 hrs Middle management - 36,290 hrs/ 4,802 people = 7.56 hrs Senior executives - 286 hrs/ 120 people = 2.38 hrs</p>	
404-2 Programs for upgrading employee skills and transition assistance programs	<p>Diversity, Equity, & Inclusion, p. 43</p>	
404-3 Percentage of employees receiving regular performance and career development reviews	<p>% of employees subject to performance reviews: In 2022, 14% of the US workforce took place in Smithfield's multidimensional performance campaign appraisal</p>	

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DIVERSITY AND EQUAL OPPORTUNITY (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Diversity, Equity, & Inclusion , p. 43 Governance Code of Business Conduct and Ethics Diversity Statement	13.15.1
405-1 Diversity of governance bodies and employees	2022 Employee Diversity Breakdown Total POC 59% Hispanic /Latino 28% Black /African American 20% Native / 5% Asian 5% White 21% Other 1%	13.15.2
ANTI-DISCRIMINATION (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Diversity, Equity, & Inclusion , p. 43 Governance Code of Business Conduct and Ethics	
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 2022.	13.15.4

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Disclosure	Location	GRI Sector Standard Ref #
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance 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 Sustainable Impact Priorities , p. 15 Governance Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	13.17.1
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 We have not identified any operations as having significant risks or incidents of child labor. Our business overall is not at high risk because we do not source high risk agricultural commodities, conflict minerals or finished consumer products or components containing such material.	13.17.2

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FORCED OR COMPULSORY LABOR (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance 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 We have not identified any operations as having significant risk for incidents of forced or compulsory labor. Our business overall is not at high risk because we do not source high risk agricultural commodities, conflict minerals or finished consumer products or components containing such material.	13.16.2
SECURITY PRACTICES (2016) / GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance Code of Business Conduct and Ethics Supplier Code of Conduct Human Rights Policy	
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 Sustainable Impact Priorities , p. 15 Governance 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

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LOCAL COMMUNITIES (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Helping Communities , p. 36 Governance	13.12.1
413-1 Operations with local community engagement, impact assessments, and development programs	Helping Communities , p. 36	13.12.2
SUPPLIER SOCIAL ASSESSMENT (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance Supplier Code of Conduct	
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 supplier 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.	
PUBLIC POLICY (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Governance Public 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. 2022 Political donations: Political campaign donations in the US: \$517,400 Lobbying in the US: \$77,500	13.24.2

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Disclosure	Location	GRI Sector Standard Ref #
CUSTOMER HEALTH AND SAFETY (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Health and Wellness , p. 59 Food Safety and Quality , p. 55 Governance Health and Safety Policy Sodium Policy	13.10.1
416-1 Assessment of the health and safety impacts of product and service categories	Food Safety and Quality , p. 55 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 2022, we achieved recertification for the Global Food Safety Certification at all applicable facilities.	13.10.2
MARKETING AND LABELING (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Health and Wellness , p. 59 Food Safety and Quality , p. 55 Governance	
417-1 Requirements for product and service information and labeling	Health and Wellness , p. 59 Food Safety and Quality , p. 55 Ingredient Glossary Smithfield makes every effort to ensure that our consumers receive the most current information about the ingredients and nutritional value of our products. Our labeling and any product-related claims are clear and accurate, in accordance with the labeling requirements unique to each country in which we operate. Smithfield did not have any penalties or fines associated with product labeling regulations during 2022. We are working on ways to improve our product labeling and our ingredient listings in an effort to help consumers better understand exactly what goes into our foods.	
417-2 Incidents of noncompliance concerning product and service information and labeling	In 2022, there were no incidents of noncompliance.	
417-3 Incidents of noncompliance concerning marketing communications	In 2022, there were no incidents of noncompliance.	

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CUSTOMER PRIVACY (2016)/GRI 3: MATERIAL TOPICS		
3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Privacy Policy	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Policy	
SOCIOECONOMIC COMPLIANCE (2016)/GRI 3: MATERIAL TOPICS		
In 2022, there were no incidents of non-compliance. 3-3 Management of material topics	Our Sustainable Impact Priorities , p. 15 Food Safety and Quality , p. 55 Governance	
SOCIOECONOMIC COMPLIANCE (2016)/GRI 3: MATERIAL TOPICS CONT.		
419-1 Non-compliance with laws and regulations in the social and economic area	Animal Care , p. 20 Food Safety and Quality , p. 55 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.	

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.

OUR IMPACT: HOW WE ARE CONTRIBUTING		
	<p>Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<p>Provide Safe, Affordable and Nutritious Protein Responsible Fertilizer Use Healthy Hogs for a Healthy Planet Reducing Food Loss and Waste Vertical Integration at Work: Bakery Upcycling Program Partnering to Reduce Food Loss and Waste Combating Food Insecurity One Million Meals Provided by Smithfield Romania’s “Food for Souls” Food Safety and Quality Oversight</p>
	<p>Goal 3: Ensure healthy lives and promote well-being for all at all ages</p>	<p>Combating Food Insecurity One Million Meals Provided by Smithfield Romania’s “Food for Souls” Vertical Integration at Work: Smithfield Injury Prevention System (SIPS) Engaging with Our Teams to Build a Better Smithfield Developing Our Team Safer Working Conditions for Safer Foods Innovating for Healthier Foods Our Approach to BioScience</p>
	<p>Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>Advancing Educational Opportunity Community Engagement Education in Our Communities Partnering to Improve Access to Education</p>
	<p>Goal 6: Ensure availability and sustainable management of water and sanitation for all</p>	<p>Water Conservation Maintain Compliance with Laws, Regulations and Permits Pertaining to Wastewater Treatment</p>
	<p>Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Producing Renewable Natural Gas Facilities Upgrades</p>
	<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Combating Food Insecurity Community Engagement Developing Our Teams and Future Leaders Engaging with Our Teams to Build a Better Smithfield Employee Benefits Developing Our Team Employee Training and Certification</p>
	<p>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>Our Path to Carbon Negative Producing Renewable Natural Gas Maximizing Routine Maintenance Facilities Upgrades Other Emissions-Related Investments Eliminating Waste in Our Processing Operations Reducing Food Loss and Waste Our Approach to BioScience</p>
	<p>Goal 10: Reduce inequality within and among countries</p>	<p>Community Engagement Developing Our Teams and Future Leaders Our Supply Chain</p>
	<p>Goal 12: Ensure sustainable consumption and production patterns</p>	<p>Barn Enrichment Antibiotic Use Maximizing Routine Maintenance Reducing Emissions through Feed Management Facilities Upgrades Other Emissions-Related Investments Responsible Fertilizer Use Eliminating Waste in Our Processing Operations Vertical Integration at Work: Materials Waste Management Reducing Consumer Waste Healthy Hogs for a Healthy Planet Partnering to Reduce Food Loss and Waste Community Engagement</p>
	<p>Goal 13: Take urgent action to combat climate change and its impacts</p>	<p>Our Path to Carbon Negative Reducing Emissions through Feed Management Facilities Upgrades Other Emissions-Related Investments Reducing Consumer Waste</p>
	<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>	<p>Group Housing for Female Pigs Barn Enrichment Preventing African Swine Fever and Other Communicable Diseases Partnering to Prevent ASF in the U.S Other Emissions-Related Investments</p>

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