

# COMPANY STEWARDSHIP REPORT



We Believe in Responsible  
Food and Agriculture®

# TABLE OF CONTENTS



03

Leadership Message

04

Company and Business Partners

19

Our Associates



31

Building Community Bonds

39

Agricultural Customers  
& Grain Farmers

46

Our Food Products



53

Environment

62

Animal Care

73

United Nations Sustainable  
Development Goals Alignment



# A MESSAGE FROM JIM PERDUE, CHAIRMAN, AND KEVIN MCADAMS, CHIEF EXECUTIVE OFFICER

Perdue is proud to present our latest Company Stewardship Report, showcasing our strides toward fostering sustainability in the planet's food systems while meeting the ever-increasing global demands for our products.

For over a century, we have aligned our operations with our core values (see page 9) of **quality**, **integrity**, **teamwork**, and **stewardship**, and these principles have guided us in consistently delivering high-quality, wholesome products while maintaining the trust of our customers and consumers.

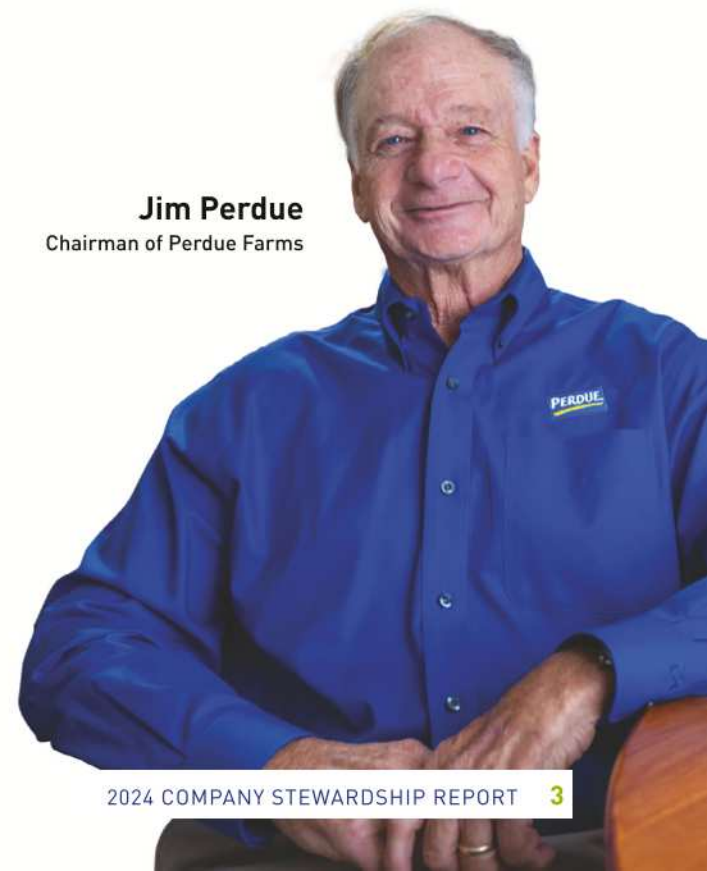


**Kevin McAdams**  
Chief Executive Officer

At Perdue Farms, we strongly uphold the belief that conducting business with integrity, protecting, and preserving our natural resources, fostering diversity in our workforce, and treating animals ethically are not only moral imperatives, but also vital for sustained success. In this report, you'll discover the steps we've taken, the investments we've made, and the outcomes we've achieved through:

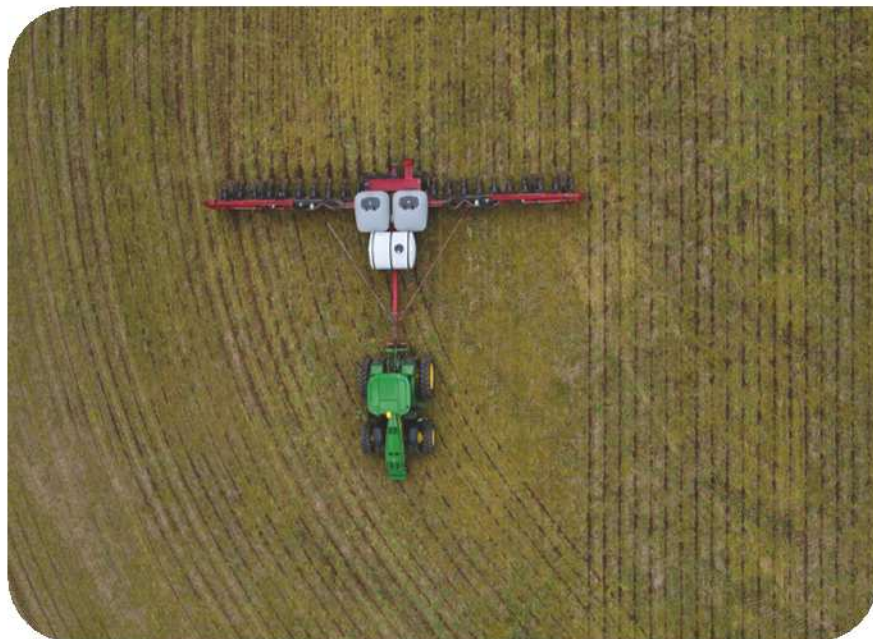
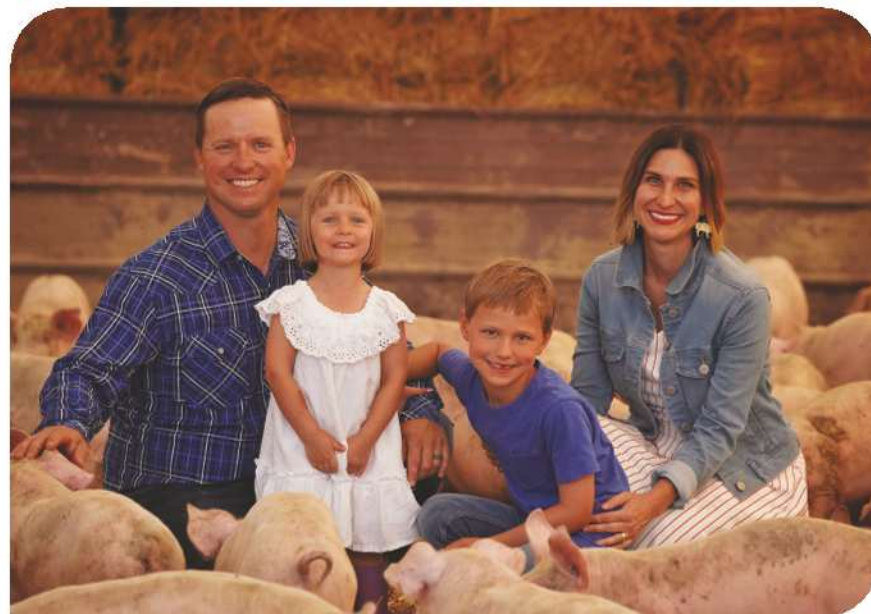
- 1 **Our steadfast dedication to nurturing a diverse and inclusive workforce, understanding that diversity encompasses more than just gender, race, or ethnicity. By fostering an environment that values and embraces differences, we encourage creativity, innovation, and cooperation.**
- 2 **Our unwavering commitment to the humane treatment of animals, ensuring they receive dignified and respectful care, in line with our principles of stewardship.**
- 3 **Our initiatives aimed at promoting environmental sustainability and conservation across our operations. We strive to reduce our environmental impact by implementing practices that conserve natural resources, minimize waste, and advocate for renewable energy sources.**
- 4 **Our commitment to being responsible members of the communities in which we live and work, fostering positive relationships, and supporting local economies through collaborative efforts.**

Our report truly embodies the spirit of teamwork and partnership. Together with our stakeholders, we have built a legacy of ethical excellence. That same spirit will guide us on our path forward.



**Jim Perdue**  
Chairman of Perdue Farms





# COMPANY & BUSINESS PARTNERS

**RESPONSIBLY CONTRIBUTING TO THE ECONOMIC  
STABILITY OF THE COMPANY AND OUR BUSINESS PARTNERS.**



# ABOUT PERDUE FARMS

**Perdue Farms is a fourth-generation, family-owned, U.S. food and agricultural company based in Salisbury, Md.**

Since our beginning on Arthur and Pearl Perdue's farm in 1920, through our expansion into agribusiness and introduction of the PERDUE® brand of chicken under Frank Perdue, and continuing with our third generation of family leadership under Chairman Jim Perdue, we've remained family owned and operated.

Now in our second century, our path forward is about getting better, not just bigger. We continue to listen — and respond — to consumers, customers, our farmers, and other stakeholders, continuously innovating and improving in what we produce and what we do.

We never use drugs for growth promotion in raising poultry and livestock, and we are actively advancing our animal welfare programs. Our brands are leaders in no-antibiotics-ever chicken, turkey, pork, beef and lamb, and in USDA-certified organic chicken and beef.



**1920**  
**Company Founded**

**7,342**  
**Grain Farmers**

**9.8 Billion**  
**Total Sales**

**20,590**  
**Associates**

**1,790**  
**Poultry Farms**

**520**  
**Hog Farmers**

**80**  
**Beef Cattle Ranchers**

# OUR VISION

To Be the Most Trusted Name in Food and Agricultural Products®

## OUR VALUES SHAPE OUR FUTURE



### QUALITY

We live up to the standards and expectations of Our Quality Policy, penned under the direction of Frank Perdue.

Contribution to quality is a responsibility shared by everyone in the Perdue organization.



### INTEGRITY

We do the right thing for the right reason and always keep our promises.



### TEAMWORK

We work together to accomplish something greater than one could alone.

We value and protect the safety of others.

We make each other successful.



### STEWARDSHIP

We protect our environment, ensure the well-being of our associates, provide for the welfare of the animals in our care, live up to our civic responsibilities and generate earnings for the future of our company.





# OUR BUSINESSES

Through two operating divisions – Perdue Foods and Perdue AgriBusiness – we are empowering consumers, customers and farmers with trusted choices.



Perdue Foods raises animals to create products for consumers and retail and food service customers. Through our leadership in animal care and no-antibiotics-ever, we are driving change in animal agriculture.

Our brands are leaders in no-antibiotics-ever, vegetarian-fed chicken, turkey, pork, beef, and USDA certified organic chickens, as well as premium pet treats.



Perdue AgriBusiness partners with farmers, local communities, and customers worldwide to grow, process, sell, and transport grains, oil, feed ingredients, and more. Perdue AgriBusiness supplies Perdue Foods and many companies around the world with the goods they need to produce everything from chicken feed to coffee creamer. The Perdue AgriBusiness team:

- Merchandises grain and oilseeds for feed, food, and biofuel markets
- Crushes soybeans for use in feed, food, and industrial markets
- Merchandises vessels of grain and oilseeds internationally via our deepwater port in Chesapeake, Virginia
- Offers alternative ingredients to reduce the cost of animal feed
- Refines oils and makes custom blends to supply to major food companies
- Is one of the largest suppliers of organic feed ingredients in the world
- Develops nutritional supplements to increase cheese and butter output in dairy cows
- Provides logistics solutions for planned and just-in-time deliveries



Perdue AgriBusiness' freight brokerage business, Perdue Logistics™, is providing the company with the opportunity to leverage capacity and systems to adapt to market dynamics in the truck transportation business.

Since its launch in 2021, Perdue Logistics footprint has grown domestically to service all lower 48 U.S. states and internationally to Canada, Mexico and the Netherlands. Our diverse customer base expands beyond feed ingredients to aggregates, fertilizer, steel, lumber, construction equipment and more. The improvement in freight efficiency is aiding Perdue AgriBusiness trading teams with market intel to seek a wider reach for potential new business.

Perdue Logistics is our answer to help solve our partners' logistics challenges by serving as the facilitator between customer and carrier to deliver the commodities that keep America thriving. We are leveraging our combined transportation experience, industry leading technology and trust with our carrier partners.

# OUR BRANDS

- PERDUE<sup>®</sup>, PERDUE<sup>®</sup> Simply Smart<sup>®</sup> and PERDUE<sup>®</sup> Harvestland<sup>®</sup> no-antibiotics-ever, vegetarian-fed poultry
- PERDUE<sup>®</sup> Harvestland<sup>®</sup> and PERDUE<sup>®</sup> Simply Smart Organics<sup>®</sup> USDA Certified Organic Chicken
- Coleman All Natural Meats. No Antibiotics ever, no added hormones. All vegetarian fed American Human Certified Pork and no antibiotics ever, no hormones beef and poultry.
- PERDUE<sup>®</sup> Chicken Plus<sup>®</sup> blended chicken-and-vegetable product line with 1/4 cup of vegetable nutrition and 9 grams of protein per serving
- Niman Ranch<sup>®</sup> Certified Humane<sup>®</sup> no antibiotics, no hormones, crate-free pork, beef and lamb raised by independent family farmers and ranchers.
- Prairie Grove<sup>®</sup> no-antibiotics-ever pork
- Petaluma Poultry's ROSIE<sup>®</sup> organic chicken and ROCKY<sup>®</sup> free-range chicken are local brands from chicken raised in and around Sonoma Valley, California
- Draper Valley Farm's ROXY<sup>™</sup> organic chicken, RANGER<sup>®</sup> free-range chicken and DRAPER VALLEY<sup>®</sup> no-antibiotics-ever chicken are local brands from chicken raised and distributed in the Pacific Northwest
- Yummy<sup>®</sup> all natural, no-antibiotics-ever chicken products
- Spot Farms<sup>®</sup> and Full Moon<sup>®</sup> premium dog treats made with human-grade ingredients





# RESPONSIBLY CONTRIBUTING TO OUR BUSINESS PARTNERS

As a family-owned, privately held company, we make business decisions that effectively balance our long-term strategies with short-term requirements while staying true to what we believe in. That way, we can make sure our actions bring us closer to our goals.

We have a Code of Ethics and Business Conduct, which we share with all associates.

We also know that our ability to contribute positively to others depends on the resources we generate through our business. Our value of stewardship includes the responsibility to generate profitable growth to support the strategic plans of our company, sustaining us into the future.

We understand that our success goes hand in hand with our ability to help our business partners—including our customers, independent farm families and vendors—be successful. This is founded in our core values of quality, integrity, teamwork, and stewardship, and it extends into our strategic growth plans.

## Supporting Our Family Farmers

Most of our chickens and turkeys are raised on local farms by more than 2,200 independent farmers contracted to care for our poultry on their farms.

Our poultry house contracts are designed to help insulate farmers from most of the financial risks associated with raising chickens and turkeys—including volatile markets—while providing year-round farm income and rewarding top performance. Those contracts were developed with input from our farmers and are written to include provisions for peer review to resolve potential issues between the company and our farmers.





# OUR FARMER RELATIONSHIPS

## Perdue has been contracting with farmers to raise our poultry since the 1950s.

Many of the farm families raising our chickens have been with our company across multiple generations, with sons and daughters deciding to build poultry houses based on the experiences of their parents and grandparents. Our ability to attract new farmers is dependent upon the trust we earn within the farm community.

Farmers are paid for raising chickens and turkeys, with higher pay going to those who are most effective. A contract poultry operation is like any other business in that farmers need to reinvest in their operations to remain competitive. In addition, standards related to food safety, bird health and welfare and environmental stewardship change over time because of, among other things, advances in animal husbandry, changing consumer and customer expectations and new laws and regulations. However, Perdue often provides no-interest financing and other incentives to assist farmers with necessary upgrades.

## Our High Standards

We have high standards for how we expect our animals to be raised, including no-antibiotics-ever protocols, poultry care programs that exceed the norm for the U.S. poultry business, environmental stewardship, and the expectation that farmers raising our chickens will be good neighbors.

We promise to consider our farmers when making changes. We are modifying our business relationships with contracts that reward care and welfare in addition to production and efficiency.

Farms raising our poultry are subject to third-party certifications and verifications, including our USDA Process Verified Program for Poultry Care, USDA Certified Organic and Global Animal Partnership certifications.

### Under the Contract Growing Relationship

- Perdue delivers day-old chicks to the farms and provides feed, veterinary care and advice.
- Our flock advisors, veterinarians, and poultry care officers – backed by an advanced team of scientists and laboratory technicians working with leading research and analytical equipment – assist our farmers.
- Perdue maintains ownership of the chickens, and the farmers are responsible for providing housing that meets Perdue's standards and caring for the birds.



## Niman Ranch Farmers

Niman Ranch is a community of more than 600 small- and mid-size independent family farmers and ranchers who raise pork, beef and lamb traditionally, humanely and sustainably. All Niman Ranch farmers and ranchers are 100% Certified Humane®, raising their livestock outdoors or in deeply bedded pens, with no crates, antibiotics or added hormones-ever.



## Coleman Hog Farmers

At Coleman All Natural Meats, natural is in our name for a reason. We ensure that our network of family farmers meets or exceeds more than 200 science-based humane animal care standards and protocols, which include no antibiotics ever, no added hormones, fed an all-vegetarian diet and humanely raised crate-free.



# THE FAMILY STORY CONTINUES IN OUR SECOND CENTURY

For 104 years, Perdue Farms has remained family owned, and the Perdue family is committed to continuing that legacy in our second century.

Two generations of the Perdue family work in the company today and the family is committed to keeping Perdue Farms a family owned, values-driven business.

Chairman Jim Perdue is the third generation to lead the company. Also, five members of the next generation of Perdues are working in the business.



**JIM PERDUE**

Chairman,  
Perdue Farms



**CHRIS PERDUE**

VP of E-commerce,  
Perdue Farms



**RYAN PERDUE**

VP of Specialty Meats and  
Emerging Brands



**CHRIS OLIVIERO**

VP of Supply Chain  
Transformation



**RICK LLOYD**

Director of Strategic Sales,  
Growth and Innovation



**BEN HILDEBRAND**

Director of Environmental  
Sustainability



## Our Heritage

The Perdue family farmhouse, located across the street from our headquarters in Salisbury, Md., is a daily reminder to all of us at Perdue of the tenants of quality, integrity, hard work and trust upon which the business was built.

The farmhouse was built in 1917 by company founder Arthur Perdue. Three years later, he and his wife, Pearl Parsons Perdue, began a small poultry operation on its grounds in 1920. Their only child, son Franklin Parsons Perdue, was born in the home in May of that year.

The farmhouse underwent a restoration in 2007, revealing the original wood-side exterior, interior hardwood, woodwork, and fireplaces. The work also uncovered a wood shingle hidden in one of the walls, signed and dated "September 1917" by Arthur Perdue.

In 2017, the Perdue family farmhouse was designated a Maryland Century Farm and is included on the Maryland Inventory of Historic Properties. The home retains its original floor plan and many original architectural features. Family photos, furnishings and memorabilia are on display throughout the home along with some family narrated videos.





# PERDUE FARMS SHINES SPOTLIGHT ON COMMITMENT TO NO ANTIBIOTICS EVER

At a pivotal time when Perdue Farms' top competitors went back to using preventative antibiotics, the company demonstrated its steadfast commitment to using only the highest quality vegetarian diet with no animal by-products or antibiotics ever.

To build awareness of its unwavering No Antibiotics Ever commitment, the company launched a new consumer marketing campaign with Jim, Chris and Ryan Perdue. The spot highlights the bold steps Perdue continues to take to reinforce its mission to earn and keep the trust of consumers at this critical point in time. Perdue Farms also issued an open letter from Jim Perdue in The Wall Street Journal that speaks to why the company will continue to say no to shortcuts, hormones, steroids, and antibiotics.





# REGENERATIVE FARMING

## Decarbonization Through Partnerships

Acknowledging the significant role farmers play in feeding the global population while also recognizing the challenges posed by agriculture's contribution to greenhouse gas emissions, Perdue AgriBusiness has embarked on driving sustainability within the agricultural sector through the implementation of regenerative farming practices.

Leveraging its extensive farmer network and collaborative efforts with key stakeholders like Bayer, Perdue is committed to commercializing decarbonization opportunities that drive meaningful environmental impact, while underscoring the company's role as a pioneer in the transition to a low-carbon economy. With agriculture responsible for one-quarter of worldwide GHG emissions, as reported by the IPCC, both Perdue and Bayer understand that addressing this issue requires collective action and innovative solutions.

Perdue invested in its first Sustainability Pilot with Bayer in 2022. Perdue, with a focus on stewardship and sustainable agriculture, pays farmers to play a central role in reducing carbon emissions and adopting regenerative farming practices such as no-till, strip-till and cover crops. Working with Bayer ForGround® and their Climate Fieldview™ platform, Perdue captures field data for emissions calculations. Through this collaboration, Perdue grain farmers can participate in a carbon foot printing program, enabling them to quantify their environmental impact accurately. Moreover, participating farmers gain access to Bayer's Climate FieldView platform, facilitating direct communication and data exchange between Perdue and its growers, streamlining operations, and enhancing sustainability efforts.

"Our partnership with Bayer provides a critical digital footprint by connecting Perdue directly with our farmers through Climate FieldView," says Perry Aulie, senior vice president of value-added products for Perdue AgriBusiness.



Business to business customers are telling Perdue that low carbon products will be in high demand. Thus, many of Perdue's growers have already adopted sustainable farming practices, such as cover cropping and no-till or strip-till farming to reduce greenhouse gas emissions and Perdue AgriBusiness is making it easier and incentivizing growers to adopt regenerative practices, which should drive further adoption.

"We have learned that we need to take away some of the complexity experienced with regenerative initiatives and make this easier and less time-consuming for growers," Aulie explains. "If we do that, we expect to produce 250 million pounds of low-carbon chicken and low-carbon food oil annually within the next five years. And, if sufficient customer demand is seen in the market, Perdue can get to this number faster."

## Perdue Farms Forges Ahead on Combating Climate Change and Enhancing Sustainability of Perdue Products

Perdue Farms is poised to lead the charge in decarbonizing the agricultural sector through strategic partnerships and innovative initiatives. Leveraging its extensive farmer network and collaborative efforts with key stakeholders, Perdue is committed to commercializing decarbonization opportunities that drive meaningful environmental impact.

One such initiative focuses on the production of low-carbon chicken and sustainable food oil using sustainable farming practices (cover crops, no-till) to reduce greenhouse gas (GHG) emissions.

## Momentum of Continuous Improvement

As Perdue enters its second Sustainability Pilot for the 2024 growing season, the company is buoyed by the momentum and enthusiasm generated by B2B and consumers wanting lower carbon products. Farmer engagement has been strong, reflecting the trust and rapport that Perdue has built with its growers over the years. However, the company remains committed to maintaining this momentum and continually improving its sustainability efforts.

"Our biggest challenges will likely be effectively communicating these results to consumers in a way that resonates and keeps the momentum going," acknowledges Aulie. "We plan to review our goals annually and look to double our impact every year." While data collection and analysis are essential for measuring progress, the true climate impact of regenerative agriculture lies in capturing carbon in the soil and preventing its release through regenerative practices. Perdue and Bayer recognize the importance of accurately measuring and scaling their impact, underscoring the significance of our ongoing collaboration.

"Regenerative agriculture is not new, but our ability to grow and scale and accurately measure our impact is still maturing," concludes Aulie. "Finding a partner to grow with you is critical. And most important, we can never lose sight of the farmer being at the center. Their work and our ability to drive change start and end on the farm."

As Perdue and Bayer continue to advance sustainability within the agricultural sector, this partnership serves as a model for collaborative innovation and collective action in addressing the pressing challenges of climate change and food security.



# MISSOURI'S PASTVINA ACRES EARNS NIMAN RANCH 2023 SUSTAINABLE FARM OF THE YEAR

**David and Christy Borrowman of Pastvina Acres in Smithfield, Missouri were named Niman Ranch's 2023 Sustainable Farm of the Year for their ongoing commitment to the principles of regenerative agriculture and sustainability.**

In addition to raising their hogs outdoors and in deeply bedded hoop barns, the Borrowmans use many sustainable practices on their farm, including cover crops, no-till and diverse plantings, to build healthy soil. Through the USDA's Conservation Stewardship Program, the Borrowmans have converted 52 acres of hilly, eroded row crop land into a wonderland of native prairie wildflowers and pollinator habitat, home to a wide variety of insect life including Monarch butterflies and honeybees.

"When you're out in the pollinator habitat, it literally buzzes with energy, and it's not just the honeybees," said David. "It's all the other pollinators and birds. It's a big part of our farm." The Conservation Stewardship Program was first drafted by the late Dave Serfling, an early Niman Ranch hog farmer, a fact that David feels further enhances his farm's special connection to Niman Ranch.



The Borrowmans have also reduced their reliance on synthetic fertilizers by one-third since they started farming. They credit this reduction to several factors including nutrient-rich composted manure provided by their Niman Ranch hogs, as well as new technology to replace synthetic nitrogen and phosphorus fertilizers that prevents run-off, a leading contributor to water pollution and the Gulf of Mexico dead zone.

Both Borrowmans were raised in multigenerational farm families but pursued other careers after college. Following a three-year stint in Prague, Czech Republic, they returned home and began raising hogs and row crops in 2015. In 2018, they joined the Niman Ranch network, which has given them the financial security to expand their operation.

To David, sustainability is also an economic concept. He cites the Niman Ranch Next Generation Foundation, a non-profit that provides grants, scholarships and mentorships for young farmers.

"This is part of the conversation we don't have very often," he said. "If you don't have farmers able to make a living economically, you won't have sustainable farms. You have to have people."



## Perdue Organic Chicken Farmers in Delaware Recognized for Environmental Excellence

Delaware's first organic poultry farmers John and Linda Brown received the 2024 U.S. Poultry & Egg Association Family Farm Environmental Excellence Award for their high standards for sustainability.

The Browns operate L&J Farm of Harrington, Delaware, and raise 150,000 organic broiler chickens a year for Perdue. The Browns have always viewed their farm as a showcase for how to do the right things for the environment and their neighbors. They have opened their doors to many people over the years, including professionals, CEOs, farm suppliers, buyers, schools and more.

Linda is an officer on the Tax Ditch Committee, part of the network of drainage ditches on Delmarva that help protect the Chesapeake Bay watershed. The Browns also take online courses to keep up with the latest best management practices.

Linda and John have implemented many measures on their farm to make it more environmentally and neighbor friendly. Grass buffers at fans and tree buffers along the property line help to ensure that dust and odors are contained. A pollinator garden, heavy use pads, improved roads and storm water drainage ponds help to protect and enhance the surrounding environment. Using solar energy collected from an array located on their farm helps to reduce their carbon footprint.



## Supporting Next Generation of Farmers and Rural Leaders

As part of a commitment to foster the next generation of farmers and rural leaders, Perdue Farms awarded nearly a total of \$325,000 in scholarships to Niman Ranch young farmers and future leaders and children of Perdue associates and farm partners in 2023.

The Niman Ranch Next Generation Foundation awarded nearly \$250,000 in scholarships and grants for young farmers and future rural leaders. Grants awarded support funding investments on the farm for humane livestock production and regenerative agriculture practices.

The Franklin P. and Arthur W. Perdue Foundation, the charitable giving partner of Perdue Farms, awarded \$75,000 in scholarships to 15 children of Perdue associates and independent poultry farmers.





## Perdue Farms Honored for Corporate Stewardship

Perdue Farms received recognition in the Business Concept's CSR Excellence Awards as one of the top 50 companies in the United States for corporate social responsibility by the 2023 National Diversity Awards, underscoring its leadership in social and environmental responsibility.

The Business Concept CSR Excellence Awards named Perdue Farms the Most Impactful Responsible Food & Agriculture Company – USA. This merit-driven global award recognizes organizations striving for ethical, social, and environmentally conscious practices under the umbrella of corporate social responsibility. Perdue's recognition was based on its Delivering Hope To Our Neighbors® outreach, its journey of continuous improvement to make operations more sustainable to support its associates, farmers, customers and consumers for generations to come.

In addition, The National Diversity Awards acknowledged Perdue Farms as one of the top 50 companies in the US for corporate social responsibility. This accolade celebrates companies that demonstrate exceptional leadership through sustainable practices and responsible corporate citizenship. Perdue Farms stood out for its commitment to community betterment, collaboration with diverse stakeholders and strategic sustainability initiatives.



## Perdue Farms Wins Two Diversity Impact Awards

Perdue Farms' Associate Resource Group, Groundbreaking Associate Inclusion Network (GAIN), has earned the prestigious 2023 Diversity Impact Award™, ranking 12th in the national Top 25 Employee Resource Group (ERG) Award category.

GAIN's dedicated mission is to cultivate an inclusive environment that nurtures a sense of belonging among all associates of color at Perdue. Remarkably, this is the second Top 25 Diversity Impact Award™ for Perdue Farms, which stands as the only agricultural company to be recognized in the Top 25.

Also, all six of Perdue Associate Resource Groups were recognized with a Diversity Impact Spotlight Award. This award recognizes a corporation for Associate Resource Groups that had significant organizational impact.

The honors received underline Perdue Farms' dedication to building an organizational culture that values diversity and inclusion, setting a benchmark for others in the industry.





## Newsweek Names Perdue Farms One of America's Greatest Workplaces for Job Starters

Perdue Farms was recognized as one of America's greatest workplaces for job starters in 2024 by Newsweek, the only agricultural company and one of only two Meat, Poultry & Fish companies awarded this distinction. This award is a testament to Perdue Farms' commitment to providing all its associates with a safe, supportive and healthy work environment where they have the chance to learn and grow every day.

"We are immensely proud to receive this recognition from Newsweek and remain steadfast in our commitment to attracting and developing talent, early in their careers," said Julie Katigan, Chief Human Resources Officer at Perdue Farms. "Our valued associates are our biggest asset and the

reason for our success. By continuously fostering a culture that empowers young professionals, we ensure Perdue Farms will thrive well into its second century of business."

Newsweek's annual ranking, "America's Greatest Workplaces for Job Starters," conducted in partnership with data-intelligence firm, Plant-A, presents a comprehensive listing of organizations excelling in cultivating young talent. The evaluation process incorporates insights from employees with fewer than five years of experience within companies with over 500 employees.

# GOVERNANCE AND ACCOUNTABILITY

## Stewardship is part of our company culture, goals, and day-to-day operations:

- Our company's sustainability platform, "We believe in responsible food and agriculture," is part of our formal vision- and-values framework and is communicated to all associates. Our company's Values are Quality, Integrity, Teamwork and Stewardship, and our stewardship goal reads: "We protect the environment, ensure the well-being of our associates, provide for the welfare of the animals in our care, live up to our civic responsibilities and generate earnings for the future of our company."
- Ensuring adherence to our values, including the stewardship platform, is the responsibility of the Chairman and a shared accountability of all associates.
- Each year, our company sets goals in the areas of people, products, planet and profitability and communicates those goals to all associates. All managers are held accountable for goals in the areas of associate safety, health and retention; product quality, safety and customer service; environmental stewardship; and financial performance. The board and senior leadership approve these goals. The board reviews results, and progress toward the goals factors into management compensation.

For our environmental stewardship goals, we measure reductions in intensity (use per pound of product). While annual reductions or increases in production impact our results from one year to the next, we feel this metric encourages ongoing responsibility and makes us accountable for responsible growth.

## Compliance and Ethics Are Prerequisites to Trust

### We operate all our facilities in compliance with:

- All applicable federal, state and local laws and regulations.

### We are committed to:

- Managing our business ethically and with a sense of responsibility and stewardship
- Respecting human rights and dignity
- Upholding and protecting the legal rights of our associates
- We expect the same from our suppliers and business partners

## Code Of Ethics

Perdue's Code of Ethics governs our business behavior and conduct. To this end, all salaried associates are required to sign a Code of Ethics certification that they will abide by our expected code of conduct.

All associates must follow our policies and are expected to base their actions and decisions on our values. This includes always acting with honesty and integrity.





# OUR ASSOCIATES

**BEING A RESPONSIBLE EMPLOYER, INVESTING IN  
OUR ASSOCIATES' GROWTH, SAFETY AND WELL-BEING.**

# ENGAGING OUR ASSOCIATES TO FORM A MORE DIVERSE AND INCLUSIVE WORKPLACE

**At Perdue Farms, we recognize that fostering a diverse and inclusive workplace is not just a moral imperative, it's a strategic advantage. By actively engaging our associates through our six Associate Resource Groups (ARGs) and 22 Diversity and Inclusion Councils, we cultivate a workplace environment where every individual feels valued and heard.**

Our associates are empowered to celebrate their unique cultures and differences, contributing to a richer, more creative, and more innovative workplace.

By recognizing and celebrating the power of difference, Perdue Farms builds a stronger, more cohesive workforce. This approach not only enriches our company culture but also bolsters our reputation as a leader in Corporate Stewardship.

## Associate Resource Group and Diversity Councils

Associate Resource Groups (ARG) and Diversity Councils play a leading role in our journey towards diversity and inclusion. We believe that the first step to creating an inclusive workplace starts with understanding the diverse needs of our associates.

From professional development to cultural celebrations, our ARGs and Diversity Councils facilitate an environment where every associate's voice can be heard and valued, directly contributing to their well-being and the success of our business.

We support these diverse needs through inclusive programs such as our annual Day of Understanding and diversity training sessions.

In FY24, our Groundbreaking Associate Inclusion Network ARG was recognized as a Top 15 ARG in the U.S., while all our ARGs received 2023 Impact Awards.





# OUR ASSOCIATE RESOURCE GROUPS



The mission of our **Groundbreaking Associate Inclusion Network (GAIN) Associate Resource Group** is to foster belonging for people of color at Perdue Farms and help them reach their full potential. They received national recognition as an Employee Resource Group, ranking 12th in the U.S. GAIN offers various programs like financial trainings, book club, the You Belong Here Campaign, associate recognition, and community involvement.



Perdue Farms values and supports women through our **Perdue Organization for Women Associate Resource Group**. This group advocates for women, promotes their participation in business decisions, and fosters a diverse and inclusive workplace. They offer various learning and networking opportunities for both women and men to empower personal and professional growth.



Our **Veterans Associate Resource Group's** mission is to support veterans, service members, and military families, recognizing their contributions and experiences while serving our country. They achieve this by organizing special events, communicating internally and externally, and fostering a military-friendly company.



Our **Disabled Associates and Family Members (DAFM) Associate Resource Group** supports associates and their families who have disabilities. It raises awareness and acceptance of individuals with disabilities. They provide information on available resources like transportation, counseling, employment support, and educational advocacy. Recently, they sponsored Perdue's Autism Awareness Month, displaying posters to promote acceptance and appreciation for individuals living with autism.



**PRIDE Alliance** is dedicated to creating a safe and supportive environment for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) associates and allies. It aims to provide a platform for education, advocacy, and community building, ensuring that everyone feels included and celebrated within our organization.



**WeBelieve, Perdue's interfaith and spiritual Associate Resource Group**, is committed to being there for all associates and the community to build a strong network of associate and community well-being.

# ASSOCIATE RESOURCE GROUP TESTIMONIALS

At Perdue, we deeply value the diverse experiences and perspectives each member of our team brings to the table. We are committed to fostering an inclusive environment where everyone — regardless of national origin, color, gender, sexual orientation, religion, or disability — is respected, appreciated, and recognized. Engaging our associates in diversity efforts helps to mirror the multicultural markets we serve, enhancing our customer connections and business performance.



"I am deeply proud of POW's commitment to advancing the voice and power of women in the workplace. Through initiatives like professional development programs and self-defense training, alongside fostering safe spaces for candid conversations, we are not only nurturing empowerment but also acknowledging the ongoing work needed to ensure our voices are truly heard."

— Rita Harkless, POW co-chair



"I am proud of the efforts made by DAFM in providing resources like Parents Place of Maryland to our associates. Recourses like this help parents navigate the challenges of securing proper educational services for children with or without disabilities. When we have events with organizations like Parents Place of Maryland at our facilities, it helps underscore our commitment to building a more inclusive workplace."

— Ed Flanagan, DAFM, co-chair



# ASSOCIATE RESOURCE GROUP TESTIMONIALS



“GAIN is relentlessly dedicated to creating a thriving, inclusive, empowered, environment for all which translates to greater success for associates, our communities and Perdue. Through the GAIN Leadership Masterclass, monthly GAIN Financial Literacy webinars, GAIN community volunteerism, and national recognition as a “Top 15” Diversity Impact Award recipient, we are proudly making a positive difference internally, externally and nationally! Together we GAIN!!”

— Vencia Molock, GAIN co-chair



“VARG stands as a beacon of support and gratitude, making a profound difference through our care packages for active military members and honoring those who have served through our Wreaths Across America partnership. Together, we celebrate and uplift our heroes, one thoughtful gesture at a time.”

— Derek Leiter, VARG co-chair



## An Investment In Our Associates

Our company is committed to investing in the education of our associates as a cornerstone of their career growth and development. We believe that by providing educational opportunities, we not only enhance our associates' skills and knowledge but also empower them to innovate and drive success within our organization. This investment reflects our dedication to fostering a culture of continuous improvement and professional advancement.



**95,000**

Number of visits to our on-site Wellness Centers

**3,500**

Participants who participated in 350 leadership courses

**87.60%**

Turnover rate versus 88% goal

**30%**

Reduction in Total Recordable Incident Rate



**ATTRACTING,  
DEVELOPING,  
RETAINING  
AND ENGAGING  
OUR ASSOCIATES**

**22**

Number of Inclusion Councils at our Foods operations

**6**

Number of Associate Resource Groups helping us build a diverse, inclusive and engaged workforce and workplace



# PERDUE TRUCKERS LOG SAFE DRIVING MILESTONES

Perdue truck drivers are some of the safest on the road and among our company's most visible and valuable ambassadors. In FY24, 10 Perdue drivers achieved safe driving milestones of one million miles or more without a Department of Transportation recordable incident. We salute their commitment to safety!

## 4 MILLION MILES

- Robert Timmons, Salisbury, Maryland, Perdue Transportation Inc. (PTI)

## 3 MILLION MILES

- Ronald Blanding, Dillon, South Carolina (PTI)

## 2 MILLION MILES

- Ronnie Leatherbury, Accomac, Virginia (PTI)

## 1 MILLION MILES

- Robbie Gray, Salisbury, Maryland (PTI)
- Erwin Ricks, Prince George, Virginia (PTI)
- Mark Paterra, Salisbury, Maryland (Bulkfeed)
- David Carter, Candor, North Carolina (Bulkfeed)
- Gary Whitley, Lewiston, North Carolina (Livehaul)
- Edmund Kelly, Rockingham, North Carolina (PTI)
- Charles Jacobs, Perry, Georgia (PTI)



Robert Timmons

## Wage, Working Conditions, Compliance and Our Responsibility to Our Associates and Communities

We are committed to involving our associates in creating a safe, secure, inclusive, productive and healthy work environment with competitive wages and benefits that comply with all applicable laws and regulations.

### This includes:

- Continuously working to improve associate safety, health and wellness.
- Treating all associates with dignity and respect, promoting diversity and inclusion, and ensuring equal opportunity.
- Protecting associate rights, encouraging engagement and providing mechanisms to address issues and work grievances without retribution including Open Door Policy and management reviews.
- Measuring and fostering associate satisfaction.
- Setting annual "People" goals as we strive to continually improve associate safety, retention, health and engagement.



## Providing Competitive Wages and Benefits and Complying with All Applicable Laws

We offer competitive wages and a comprehensive benefits package, including options for medical, dental and vision coverage, a 401(k) savings plan with dollar-for-dollar match up to 5 percent of pay, and bonuses. Regular checks of local market wages through publicly available information and the use of compensation surveys ensure we remain competitive in each area in which we operate our business.

- The combination of payrate and company-paid benefits puts the total compensation for our production associates above \$22 per hour at all locations.
- Our healthcare coverage design is in accordance with the requirements of the Affordable Care Act. Perdue pays 70% of the cost of insurance and associates share approximately 30% of their cost of coverage. Perdue benefit offerings include an Employee Assistance Program (EAP) to support the overall mental health and wellbeing of our associates so they can lead happier and more productive lives at home and at work.
- "Sicktime" or short-term disability coverage is available to all associates.
- Perdue associates accrue Paid Time Off (PTO) hours after 90 days of employment that can be used for vacation, sick leave or any personal need for time off. Time is not lost annually; associates can accrue a bank of up to 125% of their PTO allotments.
- We provide all required Personal Protective Equipment (PPE) to all associates, free of charge.





## Zero Tolerance for Underage Labor in Our Business

Underage labor has no place in our industry or business, and we have zero tolerance for it. Perdue Farms prohibits the employment of individuals under the age of 18, and we make every effort to ensure all partners we do business with comply with child labor laws.

We have strengthened our efforts to hold suppliers accountable for child labor compliance by implementing age verification audits, tightening facility access procedures, and launching an internal reporting campaign.

We also remain committed to collaborative partnerships with local schools to detect and address underage labor in the communities we are actively present in. We are committed to working with key stakeholders to eliminate child labor from any part of the supply chain.

## We continue to comply with all applicable wage and hour laws and regulations, including those related to minimum wage, overtime compensation, piece rates and any/all legally mandated benefits.

- We pay “punch-to-punch” to ensure our associates are paid for all donning and doffing time and we conduct audits in our plants to ensure we remain in full compliance.
- We provide associates with a full accounting of all time worked, with direct deposit to a debit card or bank account. We have kiosks at all our plants where associates can view or print pay stubs.
- Our production facilities provide regular and scheduled breaks for meals and rest during the workday. We also maintain adequate staffing levels to accommodate associate requests for personal breaks during shifts.
- We publish associate policies and procedures for our associates to view via kiosks in our plants or from their HR departments.
- We also require that our associates and anyone working on our behalf – including business partners, vendors, service providers, independent contractors, and each of their subcontractors – comply with all applicable laws and regulations in the countries in which they and Perdue operate, as well as with our company’s procedures and policies.
- Perdue Farms requires that everyone working for Perdue and/or in a Perdue facility adhere to an absolute prohibition on the use of human trafficking, including child labor.

# A TRACK RECORD OF SAFETY

**Workplace safety is an imperative at Perdue Farms that includes an uncompromising company commitment and an ongoing safety culture that engages all our associates. Our focus remains on ensuring we provide safe places for our associates to work allowing them to return home safely at the end of each workday.**

Perdue has a standard, company-wide safety program that encourages active associate participation and input. Associates take part in safety committees, which meet regularly to discuss safety issues, as well as perform safety inspections before the start of each work shift. Associates have the authority to stop production or prevent start-up if any unsafe conditions exist. In addition, associates attend safety awareness training and are encouraged to look for and report any potential hazard.

## **Perdue Recognized as Leader in Poultry Industry Workplace Safety**

In 2023, the Joint Industry Safety and Health Council recognized 32 Perdue Foods' facilities across 14 states for leadership in implementing innovative and effective workplace safety health processes and systems.

The Perdue facilities received the Award of Distinction, the Council's highest award to include food producing facilities in Cromwell, Kentucky, and Schulenburg, Texas, and a feed mill in Nashville, North Carolina. Nineteen Perdue operations earned the Award of Honor, the Council's second highest award, while nine facilities received the Award of Merit.





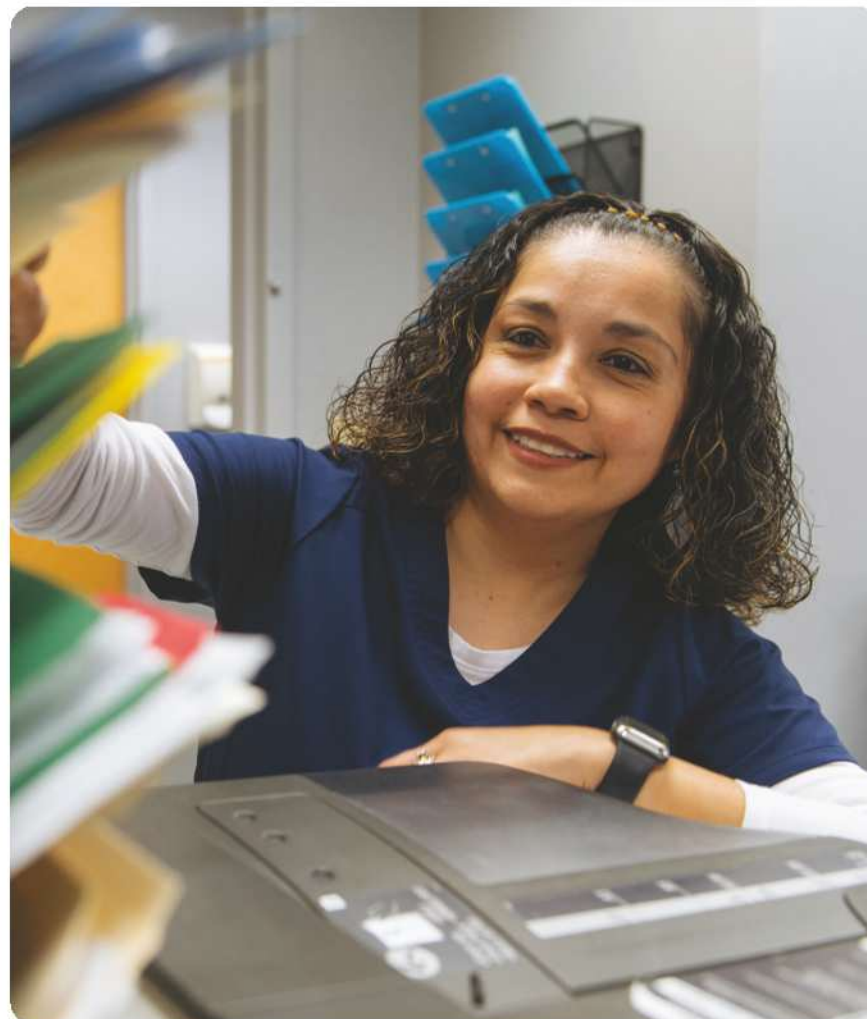
# CONTINUOUSLY IMPROVING ASSOCIATE SAFETY, HEALTH AND WELLNESS

**Our safety programs create a workplace culture in our operations where our OSHA metrics are better than the manufacturing sector, and among the best among the poultry industry.**

- We employ a full Corporate Safety and Security Staff, have safety and security managers in each facility and safety teams – consisting of both hourly and management associates – that constantly monitor safety procedures. We continuously review and make improvements to our safety policies and procedures to ensure ongoing improvement.
- We provide all associates with on-going safety training, including new procedures and equipment.
- Our production operations have and continue to maintain safe line speeds.
- We continue to evaluate new technology to reduce risk exposures on our production lines. This includes adjustable workstations where our safety teams, including hourly associates, provide input on ergonomics.
- Job rotation is required and monitored in jobs where appropriate.
- Proper recording and reporting of all safety incidents addressed during orientation and team meetings throughout the year.

Most of Perdue's on-site Wellness Centers include fully equipped doctor's offices staffed by healthcare providers from the community, providing associates and their dependents convenient access to primary care. There is no copay for associates enrolled in our health plan to use a Perdue Wellness Center, including doctor and other health care provider appointments. Associates can make appointments during work hours and "stay on the clock" during their appointments.

Additionally, we provide support for our associates, helping them to adopt or maintain healthy lifestyles. The goal of our Wellness Center programs is to prevent diseases such as diabetes and hypertension, resulting in measurable improvements in associate health and wellness.





## Treating All Associates with Dignity and Respect, Promoting Diversity and Inclusion and Ensuring Equal Opportunity

Perdue is committed to treating all associates with dignity and respect and has a strong policy against any form of discrimination, harassment, or abuse. This includes discrimination or harassment based on race, national origin, gender, gender identity, sexual orientation, religious beliefs, age, color, disability, pregnancy or any other characteristic protected by law. Anyone found participating in such behavior is subject to disciplinary action, up to and including employment termination.

We take pride in the diversity of our workforce and the way our facilities attract and bring together people from different racial, ethnic, religious, and cultural backgrounds.

In 2014, we committed to move beyond diversity by taking a more active role in creating an inclusionary workplace. Perdue Farms is signatory to CEO Action for Diversity and Inclusion. We now have our Inclusion Councils, composed of diverse associates representing different areas of the company, providing direct input to the senior management team. We also have several

Associate Resource Groups designed to help us build a diverse, inclusive, and engaged workforce and workplace. We have a senior leader who acts as the Company's Chief Diversity Officer to help guide our path forward.

As part of our Equal Employment Opportunity Policy, we reaffirm our commitment to recruit, hire, train, promote and administer all personnel actions without regard to color, race, religion, age, sex, gender identity, national origin, marital status, sexual orientation, veteran status, pregnancy, status as a qualified individual with a disability, and any other characteristic protected by law.

Further, as a government contractor/subcontractor, we annually write Affirmative Action Plans for each unit within the company. Perdue encourages diversity through targeted recruiting strategies.



## Associates Rights, Voice and Engagement

We prefer to take a team approach to management, and the Perdue Continuous Improvement Process encourages associate involvement and engagement by seeking their input, experience, and insights, to help us improve our processes, increase efficiencies, and reduce waste.

Committees such as Safety Teams, Diversity and Inclusion Teams, Green Teams, and teams focused on food safety and quality include both hourly and salaried associates working together.

We hold associate roundtables regularly in which associates can bring up any topic they wish to discuss. A rotating schedule ensures we include participation from a large percentage of our associates throughout the year.

We provide all associates mechanisms to address any concerns they may have, such as:

- Our Open-Door Policy allows any associate to speak to any member of management at any time.
- Our "See Something, Say Something" confidential hotline allows associates to call a third-party, toll-free hotline to anonymously report suspected illegal or unethical activity. Any complaints made to the hotline and subsequent investigations are overseen by our Legal Department and the Perdue Compliance Office.
- Our Peer Review Program allows associates who have been disciplined or terminated to appeal their cases in front of a panel of their peers, selected by them, from a group of trained panelists. If the panel's decision is to remove the discipline or reinstate the associate, that decision is final.

We strive for an environment in which a union would have nothing to offer our associates. We believe that when and if problems arise, they are best worked out with honest and frank discussions in an atmosphere of mutual trust, respect, and cooperation directly between management and associates.





# BUILDING COMMUNITY BONDS

**WE ARE COMMITTED TO BEING A RESPONSIBLE  
MEMBER OF THE COMMUNITIES WHERE WE DO BUSINESS.**



# DELIVERING HOPE TO OUR NEIGHBORS®

## A CULTURE OF GIVING BACK

Through our Delivering Hope To Our Neighbors® outreach, we strive to improve quality of life and work to build stronger communities.

Whether that is through decades of financial donations from the Franklin P. and Arthur W. Perdue Foundation and Perdue Farms, or the generosity of our associates through personal financial giving and volunteerism in support of causes that matter to them, our communities, and the company, our collective efforts represent hope.

Giving back has long been a part of the Perdue Farms culture. That tradition continues through our "Delivering Hope To Our Neighbors®" outreach to improve quality of life and build strong communities where we live and work, and beyond.



One of our key pillars through which we deliver hope in communities where our associates live and work, and beyond, is alleviating hunger and food insecurity. As a food company, we are uniquely positioned to help thousands of Americans experiencing food insecurity. Through collaborative partnerships, our nutritious protein donations helped struggling individuals and families put meals on their tables in FY24, especially during difficult economic times.

Since 2000, Perdue Farms has partnered with Feeding America® and its network of food banks to help neighbors in our communities who are struggling with food insecurity. Through our Fiscal Year 2024, we have delivered nearly 97 million pounds of protein to regional food banks serving our communities – the equivalent of almost 81 million meals. Perdue Farms was one of the first meat companies to implement a formal program of ongoing donations of perishable protein products, creating a model for other companies to follow.

We are also dedicated to Delivering Hope To Our Neighbors in our communities in other ways, including through the power of volunteerism and encouraging our associates to engage in causes to support our neighbors. Our associates have big hearts and are making a difference in their communities.

We also improve quality of life in our communities with targeted philanthropic partnerships through the Franklin P. and Arthur W. Perdue Foundation, the charitable giving arm of Perdue Farms. In FY24, the Foundation earmarked nearly \$1.5 million to 69 nonprofits in our communities. The financial contributions strengthen our communities by focusing efforts on education, agriculture, the environment, health and social services, public safety, and fighting hunger and poverty.





## How Perdue Farms supported its neighbors in FY24:



Blue Ridge Area Food Bank | Verona, Virginia

In the Shenandoah Valley in Virginia, Perdue continued support for Blue Ridge Area Food Bank with funding and food for "Good Food School Market" Child Nutrition Program. The Good Food School Market is a privately funded child nutrition program that brings fresh produce and shelf-stable foods into schools for distribution to students and families experiencing food insecurity and seeks to reduce the stigma of receiving food assistance.



Skagit Food Distribution Center | Mount Vernon, Washington

In Mount Vernon, Washington, Perdue funding helps provide nutritious meals to 27,500 people served at the Community Action's Skagit Food Distribution Center, a network of 19 food banks and hot meal programs.



Habitat For Humanity of Wicomico County | Salisbury, Maryland

In Salisbury, Maryland, associates helped a family of six, including four children realize their dream of homeownership in partnership with Habitat for Humanity of Wicomico County. "It's been wonderful that we've had this opportunity to be involved," said Carrie Johnson, Perdue transportation manager. "Just seeing the family and knowing that they're going to get their own home, their own place, especially for the children, it's an amazing feeling."



Milton Community Food Pantry | Sussex County, Delaware

In Sussex County, Delaware, Perdue Foundation funding enabled the Milton Community Food Pantry to build a new food distribution center with a walk-in freezer and cooler combination to better sort, store, and pack food boxes for more than 2,000 food-insecure neighbors.



Hunger Action Month | Cromwell, Kentucky

During Hunger Action Month in September, Perdue associate donated 11,000 pounds of non-perishable food and the company matched their donation that was delivered to local food banks.

The company also earmarked 400,000 pounds of no-antibiotics-chicken – the equivalent of 330,000 meals to 10 food banks including the Maryland Food Bank, Food Bank of Delaware, Middle Georgia Community Food Bank, Harvest Hope Food Bank in South Carolina, Blue Ridge Area Food Bank, Food Bank of Southeastern Virginia and the Eastern Shore and FeedMore in Virginia, and the Food Bank of the Albemarle, Food Bank of Central & Eastern North Carolina, and Second Harvest Food Bank of Metrolina in North Carolina.

"High food prices have put a strain on everyone's budget, which is why this donation of protein-rich chicken could not have come at a better time," said Carmen Del Guercio, president and CEO of the Maryland Food Bank. "We're grateful for partners like Perdue Farms that recognize the challenges Maryland families currently face and are stepping in to make this donation available for our network of community partners to distribute across Maryland."





**United, We're Making a Difference:** In 2023, Perdue associates helped contribute more than \$400,000 in personal pledges and fund-raising for local United Ways in our communities. Our associates' donations often represent the largest percent of contributions to support those local United Way campaigns. The Franklin P. and Arthur W. Perdue Foundation provides partial matching grants to support associates' contributions and other funding that supports United Way partners in our communities.



Family Crisis Center / Iowa

In Iowa, a \$25,000 Perdue Foundation grant enables the Iowa Family Crisis Center to provide foster children a safe space to connect with their biological parents at a new family visitation and exchange center. The facility offers families and foster families a space for supervised visits, professional staff and a safe place to drop off and pick up children for custody exchanges. Before the new space, "Biological parents had no opportunity to enjoy a meaningful connection with their children in a semi-private setting. We're grateful to have the support of Perdue Farms and to help remove barriers so families can spend quality time together," said Jessica Rohrs, executive director for Family Crisis Centers.



International Center of Kentucky | Kentucky

In western Kentucky, Perdue is helping the International Center of Kentucky provide refugees and immigrants much-needed transportation to job interviews and workplace orientation in the region. "For many refugees, transportation is often a barrier to securing employment," said Albert Mbanfu, CEO of the International Center of Kentucky. "Funding support from Perdue Farms for a 76-seat bus and a van helps eliminate that barrier and is an important part of a support structure that enables them to assimilate and integrate into the community."



Gwinnett County Sheriff's Office | Atlanta, Georgia

In the suburban Atlanta area, Perdue Farms provided the Gwinnett County Sheriff's Office a truckload protein donation to help feed more than 3,000 families during the department's third annual Thanksgiving Drive-Thru Food Giveaway.



Haitian Development Center of Delmarva | Salisbury, Maryland

In Salisbury, Maryland, Perdue provided financial support for the Haitian Development Center of Delmarva's after-school program. The center provides such services as helping Haitian parents enroll their children in school, interpretation, and document translation. College student tutors provide homework help and polish learning skills of Haitian students in grades three to eight.



Salvation Army / Salisbury, Maryland

**Brightening the Holidays for Children:** Across our company footprint, associates provide holiday gifts for hundreds of children and families through partnerships with The Salvation Army Angel Tree program and other similar programs with nonprofits.



# FILLING IN THE LEAP DAY GAP



## Perdue Farms Joins Forces with Feeding America®, Donating 2.75 Million Servings of Chicken to Communities Across the U.S.

Perdue Farms made its largest ever one-time food donation in FY24, partnering with Feeding America® to tackle the heightened food insecurity challenge that further impacted families with an extra day this Leap Year.

To do this, the company deployed more than 70 tractor trailer loads of no-antibiotics-ever chicken across the country, providing 3.3 million pounds of chicken, or roughly 2.75 million meals.

The partnership is part of Perdue's Delivering Hope To Our Neighbors® outreach to improve quality of life and building stronger communities where we live and work, and beyond.

The donations aimed to alleviate the strain on families facing hunger, in addition to fill an urgent need at food banks, with Feeding America reporting a 500-million-pound protein gap within its network.

## Perdue Strike Out Hunger Challenge on Delmarva Has Delivered 1.3 million Meals for Hunger Relief

Since 2011, Perdue Farms, in partnership with the Delmarva Shorebirds minor league baseball team, the Class A affiliate of the Baltimore Orioles, and three food banks on the Delmarva Peninsula, have delivered more than 1.7 million meals through the Perdue Strike Out Hunger Challenge on Delmarva.

During the 2023 season, the collaborative partnership, which also engages Shorebirds' fans and the community at-large, generated a record 380,000 meals to help those struggling with food insecurity in our neighbors.



We're grateful to Perdue Farms and the Delmarva Shorebirds for once again stepping up to the plate for our neighbors in need. At a time when high food prices are putting a strain on everyone's budget, we really appreciate their efforts to help stock our shelves so that no one on the Eastern Shore, or anywhere in Maryland, goes to bed hungry.

—Jennifer Small, Vice President  
Partner Logistics and Programs  
for the Maryland Food Bank.



**THE MOVEMENT TO END HUNGER TAKES DEDICATED PARTNERSHIPS THAT HELP US MEET THE NEEDS AND DESIRES OF OUR NEIGHBORS SO THEY CAN THRIVE. WE ARE GRATEFUL FOR PERDUE FARMS' GENEROUS COMMITMENT, WHICH WILL HAVE AN IMMEDIATE IMPACT BY PROVIDING ACCESS TO NUTRITIOUS PROTEIN FOR PEOPLE FACING HUNGER.**

— Linda Nageotte, President & COO of Feeding America



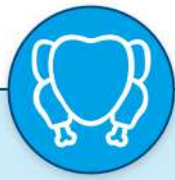
## Fighting Hunger With Feeding America®

In 2023, Feeding America® recognized Perdue Farms as a Guiding Partner for its donation of more than four million pounds of nutritious protein, primarily chicken. It was the third year in the company's five-year commitment to donate a minimum of 20 million pounds by 2025. Through 2023, the company has donated 15.35 million pounds of protein toward that goal. Since 2000, Perdue Farms has provided Feeding America®:



**81MM+**

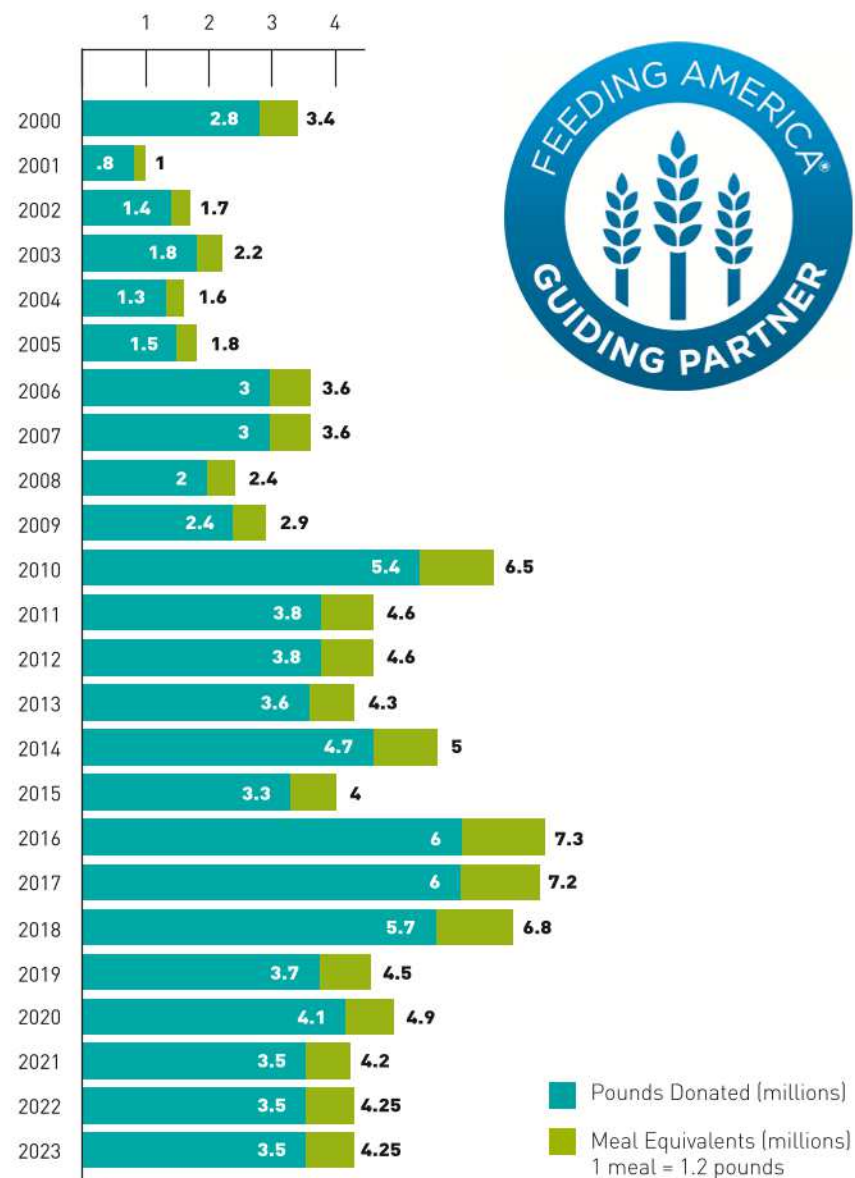
Meal equivalents donated to  
Feeding America since 2000



**97MM+**

Pounds of food donated to  
Feeding America since 2000

## Perdue's Contributions to Feeding America® over the Past 24 Years





# A DAY OF DELIVERING HOPE:

## Perdue Partners with Maryland Food Bank and McCormick & Company to Feed 5,200 Food Insecure Neighbors

Perdue Farms and McCormick & Company, two iconic Maryland companies, joined the Maryland Food Bank and others in a Day of Delivering Hope to deliver nutritious meals to 5,200 individuals and families struggling with food insecurity throughout the eight counties of the Eastern Shore of Maryland.

The meal kits included PERDUE® no-antibiotics-ever chicken marinated with McCormick's Old Bay® seasoning, McCormick's Zatarain's® rice, tomato sauce, a vegetable seasoned with McCormick's All-Purpose Himalayan Pink Salt with Black Pepper and Garlic, and Mason Dixie cheddar biscuits.

"At Perdue, we are passionate about our efforts to help alleviate hunger in our communities, especially here in our home state," said Perdue Farms' CEO Kevin McAdams. "It's gratifying to see what we can accomplish together with like-minded partners to bring some hope to our neighbors."



## The Franklin P. & Arthur W. Perdue Foundation

The Franklin P. and Arthur W. Perdue Foundation is the charitable-giving arm of Perdue Farms. Through grants, we strive to support organizations and programs that benefit the communities where our associates live and work. We work to strengthen our communities by focusing our efforts on education, agriculture, the environment, health and social services, public safety, and fighting hunger and poverty. We also support events that celebrate the heritages and cultures of our communities.

**In 2023, the Perdue Foundation awarded more than \$1.5 million in grants to 69 non-profit organizations. Some of those included:**



**\$385,000**

TO FIGHT HUNGER  
AND POVERTY



**\$174,878**

TO SOCIAL CAUSES  
AND MENTORING



**\$156,333**

TO ENVIRONMENTAL  
AND AGRICULTURAL



**\$296,350**

TO EDUCATION  
AND LITERACY



**\$85,000**

TO SCHOLARSHIPS



**\$256,900**

TO HEALTHCARE



**\$186,634**

TO FUND COMMUNITY  
IMPROVEMENT AND  
PUBLIC SAFETY

*Franklin P. & Arthur W. Perdue Foundation*





## Perdue Truckers Deliver Holiday Cheer in Operation Teddy Bear

In Salisbury, Maryland, Perdue truck drivers delivered a little hope to residents of the Holly Center as part of a 38-year December tradition called Operation Teddy Bear. For nearly four decades Perdue truckers have given residents of the State of Maryland residential facility for people with mental and physical limitations, rides in their big rigs on an 11-mile loop in our hometown.

"Operation Teddy Bear really serves to kick off the holiday season for Perdue and its drivers," said Chairman Jim Perdue. "Events like this really showcase the heart and soul of our drivers, and illustrate a commitment to giving back, including those members of the community who volunteer their time each year to help make this event possible."

## Coleman Natural Foods Continues Support for American Humane's Pups4Patriots

"At Coleman, we take our ability to help those who defend us and our freedom in a personal way," said Mel Coleman, co-founder Coleman Natural foods and vice president of Perdue Premium Meat Company. "We are honored to support American Humane's Pups4Patriots program to help train and provide service dogs to the men and women who valiantly serve our country. Since 2019, we have been able to help support the training of more than 30 service dog teams and look forward to helping many more successful pairings."



## Saluting Our Fallen Heroes in Partnership with Wreaths Across America

As part of our ongoing commitment to honor veterans and those who made the ultimate sacrifice for our country, each year Perdue truck drivers participate in the Wreaths Across America® mission to deliver remembrance wreaths to the nation's veterans cemeteries. Our drivers, many of them veterans, have delivered more than 350,000 wreaths to cemeteries from New York to Florida over the past 17 years.





# AGRICULTURAL CUSTOMERS & GRAIN FARMERS

**RESPONSIBLY PRODUCING SAFE, HIGH-QUALITY, AFFORDABLE  
FOOD FOR CUSTOMERS AND CONSUMERS WORLDWIDE.**



# A LEGACY OF FOCUSING ON THE FARMER: 'YOU GROW IT, WE WILL BUY IT'

Since the construction of the company's first grain-receiving facility in Salisbury, Md., in 1960, Perdue AgriBusiness has focused on bringing value to the farm gate — recognizing that viable crop farms are essential to our company's supply chain.

While our business has grown significantly in size and scope, we remain focused on helping farmers increase the profitability of their operations:

- Our "you grow it, we will buy it" promise to local farmers ensures that they will have a competitive local market for whatever row crops they chose to produce. We will never turn farmers away and are continuously investing in our grain-receiving facilities to better serve farmers and support local organizations.
- Our network of grain elevators and rail, truck and marine transportation provides Mid-Atlantic farmers with access to domestic and international markets.
- By creating and supporting markets for specialty crops, such as high-erucic acid rapeseed, along with organic grains and cover crops, such as winter wheat, we're providing opportunities for farmers to diversify their operations and potentially increase revenue per acre.





# THIRD-GENERATION MARYLAND GRAIN FARMERS VALUE PERDUE AGRIBUSINESS PARTNERSHIP

**Our “you grow it, we buy it” promise makes a real difference in the lives of our farm partners.**

Dale Brown is part of a three-generation grain farm family operating under the name of Nelson Farms Partnership in Carolina County on Maryland’s Eastern Shore. Dale’s grandfather started the business in 1958. Today, Dale runs the day-to-day business of the operations along with his father, uncle, cousin and her husband.

Dale worked on the farm growing up before going off to college. Upon graduation, he worked off the farm for about 10 years, before returning to join the family business in 2015.

Today, they prioritize crop diversification on about 4,700 acres as a security measure and grow corn, soybeans and wheat using minimum tillage practices. The Browns deliver a significant amount of their grains to the Perdue feed mill in Bridgeville, Delaware and like that it’s nearby and, thanks to real-time cameras accessible on their mobile devices, they never have to wait in long lines.

“The majority of our grains go to Perdue,” said Dale. “Perdue is a constant here on the Shore. We do have choices, but we’ve stayed with Perdue because they have a feed mill nearby in Bridgeville. Working with Perdue has been an easy choice for us.”



## Investing In Innovative Specialty Crops

Perdue AgriBusiness continues to invest in the sustainable production of innovative specialty crops for our customers. Our products and services lead the way in traceability and sustainability.

Perdue offers growers access to additional premiums for enhancing crop rotations, implementing regenerative agriculture practices (such as no-till and cover crops), increasing biodiversity, promoting pollinator crops, and producing the highest nutrient dense heart healthy solutions for our consumers.

Perdue Specialty Crops contracts crops such as High Erucic Acid Rapeseed (HEAR), Organic Grains such as corn, high oleic soybeans, wheat, canola, and sunflower, offering growers unique opportunities to earn potentially more revenue per acre.

Perdue partners with its growers to make an impact across the value chain. Perdue strives to exceed the expectations of our customers with solutions that are sustainable and support local communities that drive transformative outcomes for society. At Perdue, we believe in responsible food and agriculture.





## Chesapeake Revs Up Operations with New Extractor, Boosts Efficiency and Better Serves our 700 Virginia Grain Farmers

In Perdue's Fiscal Year 2023 Stewardship report, we highlighted the investment we are making at our Chesapeake, Virginia oilseed crushing facility. After about two years, we successfully completed the operational upgrade and have installed a cutting-edge extractor, which is the centerpiece of this project.

This new technology is already yielding impressive results, improved oil recovery by 1%, which translates to significant annual benefits of \$5 million at current market prices. Furthermore, Chesapeake achieved a new record by loading a staggering 63 containers, the equivalent of approximately 1,764 tons of soybean meal, for export.

These enhancements also impact our 700-plus Virginia grain farmers, who provide us with their crops and made this upgrade possible. Renovating and expanding our Chesapeake operation allows us to increase local origination and improve our processing capabilities, as well as enhance logistical efficiencies across our supply chain to continue meeting customer demand. This state-of-the-art extractor is one of four solvent extraction soybean crush plants we operate on the Eastern Seaboard. This achievement at Chesapeake underscores the company's commitment to delivering top-tier products to a global market.

"The dedication of our team and the implementation of this advanced technology position us to deliver even greater value to our customers," said Wayne Hudson, Perdue AgriBusiness senior vice president of operations.

This project highlights Chesapeake's commitment to continuous improvement and its focus on remaining an industry leader.



# LEVERAGING OUR DEEPWATER PORT TO REACH AROUND THE WORLD

Through our deepwater port in Chesapeake, Va., Perdue AgriBusiness is able to access harvests in the northern and southern hemispheres and be a year-round supplier to our customers.

Perdue AgriBusiness exports grains, soybeans, soymeal and soy oil by shipload and containers. Our Chesapeake facility is connected to the rest of the grain-receiving and handling network by barge, rail and truck.



**3.1 MILLION**

Metric tons of soybean, soybean meal, and wheat Perdue AgriBusiness exported to 31 countries in fiscal year 2023



**63 MILLION**

Bushels grain storage at facilities from Pennsylvania to Georgia to Indiana.



**200 MILLION**

Bushels of grain handled via truck and rail.



**5,800**

Farmers and partners from whom we purchase 200 million bushels of grain.



# 100% USA SUPPLY CHAIN

## Our Commitment to Healthy Flocks and Families

As backyard poultry enthusiasts, we understand the integral role that ingredient sourcing plays in the health and vitality of our feathered friends. Our commitment to stewardship extends beyond merely providing nutritious sustenance for flocks; it's also about ensuring their well-being and, by extension, the health of your family. That's why the Perdue Animal Nutrition team launched FREEDOM FLY; black soldier fly larvae poultry treats with a 100% USA supply chain.



**Traceable and Transparent Supply Chain:** We recognize the importance of transparency in the origin and production of food. That's why Freedom Fly sources its BSFL exclusively from a 100% USA supply chain. Grown, dried, and packaged in Kentucky in facilities compliant with the rigorous standards set by the US Food Safety Modernization Act, the larvae undergo thorough inspection at every stage to ensure safety and quality.

**Sustainable Packaging Solutions:** Our responsibility to the environment extends beyond the contents of our product. Freedom Fly's packaging is crafted from 100% recycled paperboard, supporting a circular economy. The box is made in Indiana, printed in Pennsylvania, and packed and sealed in Arkansas. Furthermore, our boxes and resealable inner bags are fully recyclable, minimizing our environmental footprint and contributing to a greener future.

**Safe and Natural Feeding Practices:** Feeding your flock should never come at the expense of their health or the environment. Freedom Fly BSFL are all-natural and free from added hormones, antibiotics, or pesticides. Raised on a regulated diet to ensure premium quality, our larvae offer a safe and nutritious treat for all poultry species.

Our commitment to stewardship goes beyond mere words — it's ingrained in every aspect of our operation. From sourcing the finest quality ingredients to fostering sustainable practices, Freedom Fly stands as a beacon of excellence in backyard poultry nutrition.



## Niman Ranch Celebrates 25th Annual Hog Farmer Appreciation Dinner

In August 2023, Niman Ranch farmers, customers, partners, chefs and vendors came together to honor and celebrate the contributions of independent family farmers at the 25th Annual Hog Farmer Appreciation Dinner in Des Moines, IA.

For three days, the Niman Ranch network gathered to celebrate, learn and share ideas, culminating in a Saturday evening dinner prepared by renowned and award-winning chefs from around the country. Each of the six courses on the menu featured Niman Ranch pork. Nearly 600 guests attended the annual celebration.



## Niman Ranch Farmer Ambassadors Share Their Story, Connecting Farm to Table

Niman Ranch has developed a unique Farmer Ambassador program, helping educate and showcase what makes the Certified Humane® brand and farmer community stand out in the industry. In 2023, dozens of Niman Ranch's farmer and rancher ambassadors visited with customers, distributors, consumers and other partners across the country to share their unique experiences in agriculture and commitment to animal care, sustainability and producing a quality product.





# OUR FOOD PRODUCTS

**RESPONSIBLY PRODUCING SAFE, HIGH-QUALITY, AFFORDABLE  
FOOD FOR CUSTOMERS AND CONSUMERS WORLDWIDE.**





## Delivering Trust Across Multiple Brands and Proteins

Through our PERDUE®, PERDUE® SIMPLY SMART®, PERDUE® CHICKEN PLUS™, PERDUE® HARVESTLAND®, COLEMAN ALL NATURAL MEATS®, NIMAN RANCH®, PASTUREBIRD®, YUMMY®, and multiple other local brands, we're bringing innovative product solutions for consumers to market while raising animals to higher standards. That's made us a leader in raising animals with a diet free from animal by-products, hormones and antibiotics. We also have a full range of foodservice products, from conventional to organic, and our Perdue International offerings reach customers around the globe.

## Still the Leader in Raising Animals with No Antibiotics Ever

When it comes to antibiotics, we continue to say no – with a full roster of 100% No-Antibiotics-Ever brands. Now in our second century of business, we proudly lead the industry in animal welfare. Our 2016 announcement that we converted all our chicken production to a no-antibiotics-ever program remains the tipping point that moved no-antibiotics-ever into the mainstream and pioneered the industry to follow. At a time when competitors are going back to using preventative antibiotics, we want to reinforce our commitment to feeding our chickens, and your family, clean food.



# FOOD AWARDS



*PureWow.*

Pure Wow

"Best Frozen Dinosaur  
Chicken Nuggets"

PERDUE®  
Panko-breaded Dino  
Chicken Nuggets



Men's Health

"Best Food for  
Men 2023"

Perdue Harvestland Free  
Range Chicken Thighs



**Men'sHealth**

Men's Health Food  
Awards 2024

"Best Fresh Poultry"

Perdue Harvestland  
Free Range Boneless  
Skinless Chicken Thighs



the  
spruceEats

The Spruce Eats

"9 Best Mail Order  
Turkeys of 2024:  
Best for a Full Meal"

Perdue Premium  
Holiday Turkey at  
PerdueFarms.com



**Progressive  
GROCER**

2023 Progressive  
Grocer Editor's Pick

"Best New Products"

Niman Ranch Grass-Fed  
Angus Pulled Beef







## PERDUE® Enters the Snack Category with Chix Mix

In FY24, we introduced Chix Mix, a limited-edition snack food inspired by the high-quality, all-vegetarian diet that Perdue Farms feeds its chickens. Featuring a delicious mix of corn, wheat and edamame, Chix Mix is made from most of the same ingredients that go into the company's chicken feed. Plus, we added a dash of tasty BBQ spices just for humans.

In recent years, consumers have become increasingly interested in the health and quality of the foods they eat, as 63% of consumers like to know where their food comes from, according to the Power of Meat report from the North American Meat Institute and FMI. Perdue feels the same way about the feed it provides its chickens. That's why the company has committed to using only the highest quality vegetarian diet with no animal by-products or antibiotics ever. When combined with the company's best-in-class animal care practices, the result is healthier birds – and better tasting chicken.



## Perdue Farms Debuts New Seasoning for Grilling Season

Perdue Farms debuted its first-ever custom in-house seasoning: The Farmhouse Blend, featuring a proprietary blend of herbs and spices. The company's newest offering is that all consumers need to elevate their fresh chicken dishes to a whole new level when grilling.

As experts in protein, Perdue Farms knows exactly what it takes to make favorites like grilled chicken taste delicious – and that there is no better way to show off one's cooking skills in the summer than on the grill. The all-in-one blend combines the flavors of roasted garlic and herbs with the savory essence of umami to deepen the flavor and perfectly complement the protein so that no other seasonings are needed to serve up flavorful chicken this summer.

## PERDUE® Launches Custom, First-of-its-Kind Beer Can Chicken Beer, A Summer Ale Expertly Crafted to Make the Perfect Beer Can Chicken

PERDUE® is making chicken the star of the grill with the launch of PERDUE® Beer Can Chicken Beer, a honey double-citrus summer ale brewed with classic grilled chicken seasonings like rosemary, thyme, and pink peppercorn to help backyard grillers make the perfect beer can chicken.

Created in partnership with Torch & Crown Brewing Company, PERDUE®'s custom Beer Can Chicken Beer is tangy, juicy, and has just a hint of sweetness. Perfectly crafted for both summer grilling and sipping—you'll have to make sure you save enough for cooking the chicken!

The recipe starts with PERDUE® chicken and the beer itself, of course, plays a crucial role in beer can chicken – a method of indirect grilling that involves pouring a directed amount of the beer into a food-grade roasting stand and then standing a chicken upright and cooking it using a grill or smoker. Not only does the brew infuse the bird with flavor, marinating it from the inside out, but it keeps the chicken moist and tender during the cooking process.










## PERDUE® Releases Air Fryer Ready™ Crispy Wings, the First Ever Wing Made for Air Fryers, Nationwide

PERDUE®'s new Air Fryer Ready™ Crispy Wings, available in Roasted, Hot N' Spicy and Lemon Pepper varieties, are the first ever at-home wings specifically formulated for air frying. Packed with rich flavor, the new offering is mess-free and allows you to prepare restaurant quality wings quickly and easily at home.

**Air Fryer Ready™ Crispy Wings are available in three delicious mouthwatering flavors:**

-  **Hot N' Spicy Air Fryer Ready™ Crispy Wings** are a burst of fiery flavor. Coated in a paprika-based bold spice blend, these wings are sure to test your taste buds.
-  **Lemon Pepper Air Fryer Ready™ Crispy Wings** offer a savory and tangy bite with zesty undertones from lemon oil and lemon juice, and features subtle warmth from turmeric and onion, delivering a bold flavor in every bite.
-  **Roasted Air Fryer Ready™ Crispy Wings** are a perfectly crispy savory wing that is sure to be a crowd pleaser. Each bite is packed with a variety of balanced flavors like onion and garlic, followed by deliciously juicy, tender chicken.



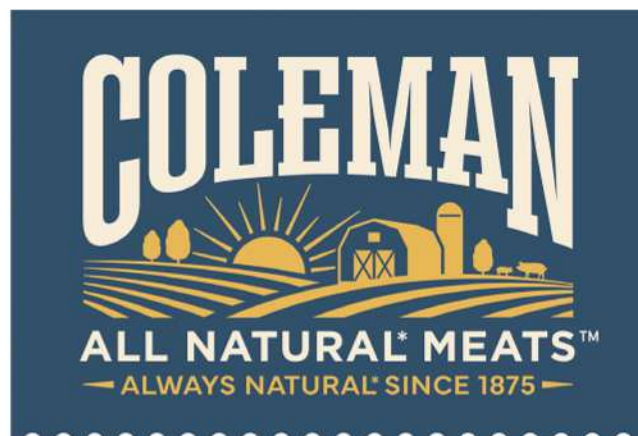
## Full Moon® Launches New Artisanal Sausage Recipes

Full Moon® Artisanal Sausage Recipes were created for devoted pet owners who prioritize their own health, wellness and quality food, these snackable treats will help them do the same for their furry friends.

Like all Full Moon® products, Artisanal Sausages are made using 100-percent human-grade ingredients sourced responsibly from family farms, meaning they look, smell, and taste just like the food you would cook in your own kitchen. The new offering is available in two delicious recipes:

-  **Chicken Apple Sausage:** Juicy apple morsels pair nicely with cage free chicken for a savory yet sweet treat. Added bonus: Each soft and chewy sausage piece is sliced to perfection for ultimate snackability!
-  **Turkey Cranberry Sausage:** It's fall all year round with these tender turkey sausage slices. Whole cranberries and bits of sweet potato take center stage for a bite-size savory treat packed with BIG flavor. Don't be surprised if your dog gobbles these right up!





## Coleman All Natural Meats Launches Rebrand

In FY24, Coleman All Natural Meats, the leading legacy all-natural meat brand since 1875, announced a new rebranding effort to support the company's strategic shift into more branded consumer retail and expand nationally into foodservice outlets. The move comes in response to positive customer feedback as well as growing consumer desire for claim-based meats, such as no antibiotics ever, no added hormones and humanely raised crate free pork.

The all-natural premium brand unveiled a new logo and packaging that celebrates the brand's family farm heritage and commitment to all-natural, humanely raised, crate-free pork sourced from American farmers, with no antibiotics ever, no added hormones and fed an all-vegetarian diet. The new packaging also features the tagline "Always Natural Since 1875," which speaks to the longevity of the brand, against the background of a bright contemporary designed farm with clean, easy-to-read typeface.

## Niman Ranch and Certified Angus Beef Launch Certified Angus Beef Grass-Fed By Niman Ranch



In FY24, Niman Ranch and Certified Angus Beef joins forces to bring consumers Certified Angus Beef Grass-Fed by Niman Ranch. This new product, mainly available in select markets and used by chefs and retailers, combines the renowned quality of the Certified Angus Beef® brand with the trusted humane and sustainable practices of Niman Ranch and its network of independent family ranchers. The result is a grass-fed beef product that is well-marbled, tender, delicious and naturally raised without the use of hormones or antibiotics.

"In a marketplace that is increasingly more competitive and crowded, the Certified Angus Beef and Niman Ranch brands together offer chefs and grocery stores the opportunity to provide a grass-fed option for those that are looking for it, with a product that is also tender, flavorful and juicy," said John Stika, president of Certified Angus Beef.

## Niman Introduces First Value-Added Lamb Products

Niman Ranch launched its first value-added lamb products in FY24 with gyros and merguez lamb sausage. Tapping into US consumers' craving for global spices, the gyros and merguez sausage offer flavorful but not spicy hot protein options. The gyros are a blend of Niman Ranch lamb, beef and spices, including seasoned pepper, oregano, marjoram and thyme. The merguez sausage, stuffed in natural lamb casings, has a North African flavor profile with a custom blend of three different paprikas, harissa and cumin.





# FOOD SAFETY & QUALITY FOUNDATIONS OF TRUST

## Food Safety Originates on the Farm and Never Stops

Our comprehensive farm-to-fork food safety program begins with healthy animals and includes our all-vegetarian diet free of animal by-products. It continues through processing, packaging and distribution, as well as consumer education and awareness. We emphasize early interventions and never let up on any of our efforts. Food safety teams at our plants share ideas and technologies across the company to drive continuous improvement. We back up those efforts with in-house microbiology labs to test products for food safety.

- Our products, including those sold at retail, for foodservice and for export, meet the requirements of the Global Food Safety Initiative (GFSI).
- We were one of the first companies to use High Pressure Pasteurization for enhanced food safety, adding an extra layer of assurance for our ready-to-eat products, such as PERDUE® SHORTS CUTS® sliced, fully cooked chicken breast strips.
- We have longstanding practices to protect the safety and integrity of our products, including full traceability, and as always, we continue to meet the standards prescribed by federal, state and local authorities to ensure the safety of our products, including as it relates to bioterrorism.



**100%** of products meet the requirements of the **Global Food Safety Initiative**.



**100%** of our branded U.S. consumer products are from animals raised with No Antibiotics Ever, fed an all-vegetarian diet **with no animal by-products** and **never administered** drugs for growth promotion.



**100%** of U.S.-sold products are **made in the U.S.** from animals raised and processed in the **U.S.**

## We're Committed to Quality

Quality is a commitment we live up to with annual goals, audits and measurements at every step in the supply chain. Our quality improvement process engages all associates in problem-solving because we believe in making things better together. At our Perdue Foods Innovation Center in Salisbury, Maryland, we check our products against the competition. We share the results of our consumer hot-line calls and consumer and customer concerns with operations and management, including Chairman Jim Perdue, to zero in on any issues.

## Our Quality Policy

- Food safety is paramount. Our decisions and actions will always support it. Food safety will never be compromised — ever!
- We will produce products and provide services at all times that meet the expectations of our customers, consumers, associates, farmers, and ranchers.
- Our commitment is to be increasingly superior through innovation and continuous improvement. We will not be content to be of equal quality to our competitors.
- Contribution to food safety and quality is a responsibility shared by everyone in the Perdue organization. We hold each other accountable to meeting these expectations.

Whole Birds (including chicken and turkey) rankings from the USDA Salmonella Performance Standards as of **March 23, 2024**

**8** CATEGORY 1

**4** CATEGORY 2

**0** CATEGORY 3

Parts rankings from the USDA Salmonella Performance Standards as of **March 23, 2024**

**7** CATEGORY 1

**4** CATEGORY 2

**1** CATEGORY 3

Ground rankings from the USDA Salmonella Performance Standards as of **March 23, 2024**

**0** CATEGORY 1

**0** CATEGORY 2

**3** CATEGORY 3







# ENVIRONMENT

BEING RESPONSIBLE STEWARDS OF OUR NATURAL RESOURCES.



# A MESSAGE FROM DREW GETTY VP OF ENVIRONMENTAL SUSTAINABILITY

**At Perdue Farms, we are committed to stewardship and being the most trusted name in food and agriculture products. In FY24, we continued our focus on reducing our greenhouse gas emissions and water use and increasing the amount of waste we divert from landfills.**

Here are a few examples across Perdue Farms that not only demonstrate our broad commitment to environmental stewardship but highlight the direct impact we are having across the communities where we live and work.

- At our Cromwell, Kentucky processing facility we worked with GreenGasUSA to cover our anaerobic lagoon to capture the methane emitted and convert it to renewable natural gas. This work helped to further reduce our environmental footprint and advance our company-wide carbon-reduction goals.
- At our processing facility in Washington, Indiana we completed a detailed sustainable operations assessment, which provides us a direct line of site into the steps we can take to make the facility more sustainable. As we move forward, the assessment will help serve as a blueprint at other Perdue sites across the company to better improve our environmental footprint.

- The Washington, Indiana facility was also re-certified in FY24 as a zero-waste processing facility by GreenCircle. The feed mill operation, which supports the processing facility, was also named a zero-waste facility following an extensive audit by GreenCircle.
- At our Marietta, Pennsylvania crude oil transloading facility, we significantly reduced our greenhouse gas emissions by improving our internal infrastructure and ability use rail transportation. Following our capital improvement, we removed the equivalent of 724 trucks off state roadways in one calendar year by switching to rail: that is equal to avoiding roughly 152 metric tons of emissions annually.
- We also continued to see positive environmental impacts from existing projects. For example, our Bainbridge, Pennsylvania soybean processing facility has reduced 33,700 metric tons of CO2 equivalent over the past six years — that is equal to sparing 35.9 million pounds of coal from burning. By harnessing let-down steam from Lancaster County to power our operations, while also returning used process water to the county for treatment and reuse, in calendar year 2023 alone we sent back 22.35 million gallons of used process water to be reused.
- At our Lewiston, NC plant, more than 142,000 metric tons of CO2e were captured from our anaerobic lagoons and converted to renewable natural gas since the project came online in 2023.

We remain dedicated to reporting our progress in an open and transparent way and we look forward to announcing new goals soon, as our sustainability efforts expand further into our operations and throughout on integrated supply network.



Washington, Indiana, turkey plant

## Tracking Our Environmental Goals



**96.8%**

AMOUNT OF SOLID WASTE DIVERTED FROM LANDFILLS IN FY24 THROUGH THE DEDICATED EFFORTS OF OUR ASSOCIATES.



**13.3%\***

INCREASE IN WATER USAGE INTENSITY IN FY24 COMPARED TO FY23.



**3.6%**

REDUCTION IN GREENHOUSE GAS INTENSITY IN FY24.

Our partnership with GreenGasUSA (see page 38) and driving our learnings throughout the organization were key contributing factors.

\*The main reason for this increase was the reduction in total pounds of products or materials Perdue produced. When you make fewer products or materials, but still use a similar amount of water, the water intensity goes up.





# ACCOUNTABILITY FOR ENVIRONMENTAL STEWARDSHIP IS SHARED ACROSS THE ORGANIZATION

We recognize that our consumers, customers, and communities expect us to be responsible stewards of our shared natural resources. We also recognize that producing more with less is not the full measure of sustainability, and that we need to take a holistic approach that overlaps with our commitments to food safety and quality, animal welfare, associate well-being, consumer preferences, community concerns and supporting family farms.

In pursuit of our vision “to be the most trusted name in food and agricultural products®,” we know we must go beyond compliance to actively address the full range of environmental stewardship challenges related to animal agriculture and food production. We know that environmental stewardship includes partnering with and supporting efforts and organizations that bring stakeholders together to protect our natural resources.

We count stewardship among our core company values and incorporate environmental sustainability into our company goals, which the senior leadership team and board approve.



- The environmental goals, including greenhouse gas emissions, water use, energy use, recycling, and compliance, are factored into management compensation and represent an accountability that all associates share.
- We have environmental scorecards for each of our operations to track our progress in reducing energy and water use, increasing recycling, and growing community involvement and associate engagement.
- We have environmental managers responsible for each of our large facilities, and each facility has an environmental management system to reduce environmental impacts and lower our overall carbon footprint.



## Green Team Sustainability Project Wins

Each year, every Perdue facility commits to a Facility Sustainability Project that shows a reduction in emissions, wastewater, natural resources consumption or solid waste. The projects, which are a critical part of each location's Environmental Sustainability Scorecard, are led by our committed associates. Called the "Green Teams," the groups comprise both hourly and salaried associates who work together to deepen our collective dedication to environmental stewardship while also demonstrating our core value, teamwork, in action.

Here are some of our Green Teams' latest accomplishments:

### *Water usage and care*

- The Accomac, Virginia plant is preserving freshwater previously used at high rates – 10 gallons per minute or 14,400 gallons per day – by using a new dry polymer in their production that can be mixed with recycled water instead. Not only does that mean more than 5.25 million gallons of water per year will now be recycled water versus fresh water, but it also unlocked around \$200,000 in annual savings on chemical costs.
- The Rockingham, North Carolina plant also made upgrades to their systems that aimed to reduce freshwater use. By replacing water-cooled oil coolers on several compressors, they are saving 10 gallons a minute or 14,400 gallons per day, and next up they plan to make the same upgrades to the remaining compressors.

- The amount of water needed in daily operations is also being reduced at the Dillon, South Carolina plant where the team put in place an automated recycle and cleaning system that helps reduce the chemicals and water needed in the chiller system and disrupts the normal process of adding the chemicals and water to the system constantly by recycling it instead.
- In Bridgewater, Virginia, the team invested in a Wastewater Effluent Monitoring system to help ensure compliance in wastewater management to protect and preserve the community water.
- The Salisbury, Maryland operation has seen a 2% reduction in water use over the past year, thanks to a new pump that allows the tumblers and sprayers to use recycled water instead of drinkable, city water.
- In Cofield, North Carolina, the team invested to reroute the water lines by removing an old cooling tower, no longer in use, which helped them reduce well water usage by more than 17%.

### *Recycling improvements and efficiencies*

- The plant team in Concord, North Carolina is cutting down on its trips to landfill through a partnership with Keter Environmental. One baler is being used to separate dry and wet cardboard to recycle more efficiently, and the other is being used for non-contaminated plastics/film to separate those for separate recycling. These efforts are expected to result in the removal of one compactor from pack out and eliminate one haul to landfill per week.

### *Reducing energy use*

- In Mount Vernon, Washington the team has partnered with its electricity provider, Puget Sound Energy, for a three-year-long program aimed at strategic energy management. By tracking the site's energy usage and tracking energy-reducing projects as they are completed, the plant receives incentives that they can reinvest in operations – like adding a new wastewater system in July 2023. Estimated annual electricity savings is 3%, or more than 150,000 kWh, after just one year of partnership.



Perdue Farms converted 14 facilities to LED light fixtures in 2023 as part of its ongoing work to reduce kWh usages and CO2 emission.



## Enhancing Animal Nutrition for Methane Reduction

Perdue Animal Nutrition, in partnership with a team from Cornell University, is embarking on a groundbreaking initiative to mitigate methane emissions through advancements in animal nutrition. This industry-academia match grant is funded by the California Department of Food and Agriculture. As the leading dairy state in the U.S., California faces unique challenges in managing methane emissions, particularly from dairy cows.

The grant received will help fund Perdue Animal Nutrition's ongoing scientific research to learn more about how animal feed and nutrition impacts methane emissions.

Methane, a potent greenhouse gas, is a byproduct of livestock digestion, particularly in ruminant animals like cows. Through innovative approaches focusing on dietary modifications, particularly involving the supplementation of fatty acids, Perdue aims to reduce methane production in dairy cows. Research has shown that certain fatty acids can alter the microbial population in the cow's rumen, leading to decreased methane emissions without compromising animal health or productivity.

This project, which is a core sustainability initiative proposed for the whole dairy industry, is a natural extension of Perdue's commitment to environmental stewardship and sustainability.



Methane-capture system | Cromwell, Kentucky

## Perdue Farms extends its partnership with GreenGasUSA, furthering its commitment to reducing carbon emissions in food production

In our second initiative together, GreenGas has enhanced our existing methane-capture system at Perdue's Cromwell, Ky., facility, improving operational efficiency and creating local jobs. The Cromwell project was completed and online in December 2023 and aims to reduce GHG emissions by 5,000 MTCO<sub>2</sub>e annually. GreenGas specializes in renewable energy solutions, helping companies convert waste streams into renewable natural gas (RNG) to offset fossil fuel consumption. Previously, Perdue and GreenGas successfully launched a similar project in North Carolina, reducing carbon emissions by 17%. This extension underscores Perdue's commitment to sustainability and collaboration with innovative partners like GreenGas.



# WE'RE COMMITTED TO ENSURING HEALTH OF CHESAPEAKE BAY WATERSHED

## Perdue Farms teams up with the Alliance for the Chesapeake Bay and the National Fish & Wildlife Foundation (NFWF)

Perdue Farms is collaborating with The Alliance for the Chesapeake Bay (Alliance) and the National Fish & Wildlife Foundation (NFWF) to enhance conservation practices on poultry farms across Pennsylvania. This initiative, funded by a \$1 million Innovative Nutrient and Sediment Reduction grant from NFWF, alongside Perdue's commitment of \$300,000, aims to foster environmental stewardship among farmers and protect the health of the Chesapeake Bay watershed.

Since receiving the grant, the Alliance has made substantial strides, meeting with more than a dozen farmers, many of whom are installing manure storage and/or compost barns. Also, these farmers are planting about 1,800 trees within their pastures and around chicken barns, further bolstering conservation efforts.

"At Perdue, we recognize the importance of environmental sustainability and are proud to collaborate with the Alliance, NFWF, and our farm partners to safeguard natural resources," said Drew Getty, vice president of environmental sustainability at Perdue Farms.

This initiative directly addresses the needs and challenges expressed by poultry farmers, aiming to overcome barriers to conservation work by providing financial and technical support to up to 80 of Perdue's poultry farmers in Pennsylvania.

Rather than focusing solely on specific aspects of farm operations, this project prioritizes comprehensive conservation practices, including manure stacking, mortality composting sheds, riparian forest buffers, and vegetative environmental buffers. Such practices not only enhance environmental sustainability but also benefit cleaner water and air, biodiversity, animal welfare, and climate change mitigation.

"Our collaboration with Perdue and NFWF exemplifies our commitment to supporting farmers in implementing critical conservation practices," said Brittany Smith, Pennsylvania Agriculture Projects Manager at the Alliance for the Chesapeake Bay.

This initiative aligns with the Alliance's Corporate Sustainability Initiative, which aims to accelerate conservation efforts throughout agricultural supply chains in the Chesapeake Bay watershed. With more than 10,000 poultry farms in Pennsylvania alone, this project holds significant potential to increase overall conservation efforts within the watershed.







## PROTECTING OUR NATURAL RESOURCES

### Through Project Clean Stream

#### Environmental Stewardship Initiative

In 2008, Perdue Farms and its associates joined the Alliance for the Chesapeake Bay's Project Clean Stream initiative to clean up waterways and shorelines in the Chesapeake Bay watershed. Since then, Perdue has expanded the Project Clean Stream concept across the company and engaged associates in environmental clean-up projects in our communities.



**500,000+ Pounds**

Pounds of trash and debris associates have removed from streams, waterways, roadways, parks and more in communities where we live and work, including within the environmentally sensitive Chesapeake Bay watershed.



**\$80,000**

The Perdue Foundation investment in support of the Alliance for the Chesapeake Bay and Project Clean Stream.



**23,769**

Number of associate volunteer hours contributed to the project.



# COLLABORATING WITH OYSTER RECOVERY PARTNERSHIP IN MARYLAND

Perdue Farms continues its longstanding commitment to environmental stewardship by partnering with the Oyster Recovery Partnership (ORP) to bolster the health of the Chesapeake Bay watershed. Since 2009, Perdue associates and family members collaborated with ORP representatives to construct oyster cages, aiding the Marylanders Grow Oysters program. This initiative, part of Perdue's "Delivering Hope To Our Neighbors®" campaign, aims to enhance community well-being and ecological vitality.

The Marylanders Grow Oysters program, supported by the Maryland Department of Natural Resources, empowers waterfront property owners to cultivate oysters for eventual placement in local sanctuary preserves. These oysters, nurtured through their most vulnerable first year of life within the cages, are subsequently transplanted to sanctuaries to enrich ecosystems and provide habitat for marine life.

Perdue's partnership with ORP spans 14 years, during which associates have contributed more than 8,000 volunteer hours, resulting in the planting of more than 25 million juvenile oysters. Through such collaborative efforts, Perdue Farms exemplifies its dedication to conservation and the preservation of the Chesapeake Bay watershed.

## 25 MILLION YOUNG OYSTERS PLANTED





## Perdue AgriBusiness Pioneers Sustainability in Soybean Processing

Since opening the soybean crushing plant in Bainbridge, Pennsylvania in 2018, Perdue AgriBusiness has set a new standard for environmentally conscious agriculture processing.

Perdue continues to partner with the Lancaster County Solid Waste Management Authority (LCSWMA) to reduce greenhouse gas emissions and maximize energy efficiency. This innovative collaboration has allowed the Bainbridge plant to significantly shrink its environmental footprint, making it one of the greenest facilities of its kind.

The state-of-the-art facility has revolutionized soybean processing, eliminating the need for fossil fuels and wastewater generation. Instead, Perdue harnesses the let-down steam from LCSWMA's waste-to-energy process to power its operations, a move that has saved an impressive 33,700 metric tons of CO2 equivalent in the last six years alone — equivalent to preventing the burning of 35.9 million pounds of coal.



Soy crush plant | Bainbridge, Pennsylvania

Completing the circle, Perdue sends used process water back to LCSWMA, which treats and reuses it as a part of their zero-discharge program. Perdue sent 22.35 million gallons of used process water back to LCSWMA in 2023, which otherwise would have to be treated and potentially discharged to the Susquehanna River.

Moreover, Perdue's Bainbridge plant has streamlined the supply chain for Pennsylvania farmers, offering them a convenient local solution for processing soybeans. Previously, farmers had to contend with transportation costs and out-of-state processing facilities, eating into their margins. With Perdue's facility in their backyard, farmers now have a one-stop shop, fostering local economic growth and supporting the state's agricultural community.

Since 2018, Perdue has collaborated with over 3,500 farmers across Pennsylvania, processing 88 million bushels of soybeans annually. This not only meets the local demand but also significantly contributes to Pennsylvania's agricultural output, where soybean production stands at 29.6 million bushels annually, while the state consumes over 44 million bushels of soybean meal each year.

Perdue's commitment to sustainability and local empowerment sets a new precedent in agricultural processing. By prioritizing environmental responsibility and community collaboration, the Bainbridge plant exemplifies how innovation and partnership can pave the way towards a more sustainable future in agriculture.



Crude Oil Trans-loading | Marietta, Pennsylvania

## Marietta Crude Oil Transloading Facility

Perdue AgriBusiness is making significant capital investments to improve its internal infrastructure, which is leading to reductions in greenhouse gas emissions.

At its Marietta, Pennsylvania crude oil transloading facility, Perdue invested in rail infrastructure that now limits the number of trucks we put on the road. Railroad transport has been shown to be three to four times more fuel efficient than truck transport.

Prior to our capital improvements, 100% of the oil that left our nearby Bainbridge, Pennsylvania oil seed crush plant, traveled via tank truck. Following our capital improvements, in 2023 Perdue removed the equivalent of 724 trucks off state roadways: that's equal to avoiding roughly 152 metric tons of emissions annually.





# ANIMAL CARE

**RESPONSIBLY RAISING ANIMALS FOR FOOD.**



# WE BELIEVE IN RESPONSIBLY RAISING ANIMALS FOR FOOD

## A Holistic Approach: Our Position on Animal Care and Welfare

At Perdue Farms, our vision is “to be the most trusted name in food and agricultural products®.” That trust extends to our animal care and welfare commitments, and we embrace our responsibility to ensure animals are treated with dignity and respect. In fact, animal welfare is an important part of our company value of stewardship.

Our standards for animal care are guided by the Five Freedoms, the globally accepted gold standard for animal husbandry, including:

- **Freedom from hunger and thirst**
- **Freedom from discomfort**
- **Freedom from pain, injury or disease**
- **Freedom to express normal behavior**
- **Freedom from fear and distress**

For us, the Five Freedoms align with our animal care goal of going beyond giving animals what they need, to giving them what they want.

Our approach to animal care is a process of continuous improvement involving a wide range of stakeholders, with a commitment to transparency. We believe that welfare goes beyond meeting the physical needs of animals and that success is measured by more than efficiency and productivity.

We take a collaborative approach to animal care, adhering to strict requirements under the guidance of a team of veterinarians and animal welfare professionals, and input from third-party experts.

Mistreatment or abuse of animals is never tolerated. All associates handling live animals are provided training, including their responsibility to report any violations of our animal welfare policies. The farmers and ranchers who raise animals for us share the responsibility to provide care according to our best practices and standards, and to alert us to any issues involving animal health or welfare. We regularly engage them for their input as part of our continuous improvement process.







**All species that are raised and sourced for all our brands and products are done so under the following standards:**

- The avoidance of confinement for all species.
- No artificial or hormonal growth-promoting substances used, including beta antagonists or ractopamine.
- Antibiotics will only be used when prescribed by a veterinarian with duration limits to ensure the best animal welfare for the animals.
- An emphasis on the freedom to express natural behaviors through environmental enrichments suitable for each specific species.
- Animals raised and sourced throughout our operations have not been subject to any genetic modification or are derived from cloned stock.
- An emphasis on the avoidance of routine activities such as tail docking and teeth clipping/ grinding on pigs, beak trimming on poultry, and tail docking on cows.
- Travel times for all poultry and livestock are kept to a minimum and our goal is to not exceed eight hours.
- Animals are rendered insensible prior to being harvested.
- In compliance with all local, state and federal laws and regulations such as Global Animal Partnership, Certified Humane®, American Humane, USDA Certified Organic, United Egg Producers certified, National Dairy Farmers Assuring Responsible Management and USDA Processed Verified.



# ANIMAL WELFARE OVERSIGHT AND AUTHORITY

At Perdue Farms, we believe that animal welfare and good business are synonymous. Our stakeholders trust us to do the right thing. For us, animal welfare is a journey of continuous improvement, one in which we are committed to getting better by learning, listening, and responding.

To guide our journey and ensure compliance to our current animal welfare programs at Perdue Farms, our activities follow these Best Practices and Guiding Principles:

## Best Practices:

- The internationally accepted “Five Freedoms” as applied to raising animals.
- Animal welfare practices should balance scientific knowledge and professional judgment with consideration of ethical and social values.
- The actual care of animals should be foremost, not how people might perceive practices in a farm environment.
- Animals should be treated with respect throughout their lives and provided a humane death when processed for food or when they are euthanized for any reason.

## Guiding Principles:

- We hold ourselves accountable for our programs through our Senior Executive Animal Care Steering Team.
- We have a Chief Animal Care Officer assigned for oversight of our programs and our USDA Processed Verified Program for Animal Care (Professional Animal Auditor Certification Organization certified), which is fully supported by our board and senior management.
- We also have oversight from the Perdue Animal Care Council, composed of Perdue managers to provide corporate oversight and leadership. The council is also charged with reviewing recent advances in animal care and acts as a liaison with outside animal welfare experts.
- We support all our operations that harvest animals, including chicken, beef, pork, lamb, and turkey, with certified animal welfare specialists to maintain our animal welfare standards.
- We are third-party audited throughout Perdue with every species by highly regarded certification agencies such as Certified Humane, American Humane, USDA Organic, Global Animal Partnership, USDA-AMS Process Verified Program and others in the industry.
- We work with independent experts in animal husbandry to help guide and improve our animal welfare programs.
- We provide a toll-free hotline where anyone can report welfare violations.
- We provide formal welfare training and annual refresher training for all Perdue associates and contractors, including farmers and ranchers, who handle live animals.
- We perform regular internal and external audits of our procedures to further strengthen our commitment and to guarantee continuous improvement of our processes.
- We require the farmers and ranchers who raise animals for food to sign an animal welfare agreement to ensure our protocols and program standards are met.
- We hold an annual Animal Care Summit, hog farmer weekend and beef summit with diverse stakeholders, including animal welfare advocates and experts, farmers, ranchers, and customers.





# PERDUE FARMS SHARES INDUSTRY-LEADING COMMITMENTS AND INNOVATIONS AT 8TH ANNUAL ANIMAL CARE SUMMIT

In FY24, Perdue Farms hosted its eighth annual Animal Care Summit near its Salisbury, Maryland headquarters. The event plays an integral role in the company's animal care strategy, with the latest summit focused on reaffirming the importance of, and Perdue's commitment to, 'No Antibiotics Ever' (NAE) practices.

"In 2002, we listened to consumers and made the decision to transform our company to remove all antibiotics from Perdue products. To accomplish that, we needed to enhance our animal care practices, ultimately benefitting the health, environment, and quality of our chickens," said Dr. Bruce Stewart-Brown, Perdue's Senior Vice President of Technical Services and Innovation and veterinarian who is helping guide Perdue's approach to animal care. "Using antibiotics for preventive care can be a crutch, and we firmly believe a better, more sustainable approach is to provide better care, and stop covering up poor environmental conditions and bad practices."

"At Perdue, our annual Animal Care Summit allows us to share our latest progress and challenges, including the balance of advancing animal care practices while leveraging our vertical integration to improve environmental impacts across our supply chain," said Drew Getty, Vice President of Environmental Sustainability at Perdue Farms. "We're proud of our long legacy of animal care, which dates to the company's founding in 1920. It's not always the easy way, but it's the Perdue way."



This year, summit attendees, including farmers, retailers, and animal advocates, experienced an interactive farm tour for an inside look at how Perdue is investing in the future, including:

- A first-ever look into the future of chicken house enrichments, an innovative advancement that shows how enrichments can provide space improvements, giving chickens the opportunity to move beyond the floor of the chicken house.
- A deep dive into on-farm hatcheries, showcasing the positive benefits of this unique practice and the interesting research behind Perdue's strategy.
- An interactive chicken feed demonstration, transparently explaining the benefits of the nutritious, all vegetarian, no-antibiotic-ever feed that is given to every Perdue chicken.

Dr. Stewart-Brown, Dr. Lance Price, professor at George Washington University, and Dr. Michelle Kromm, principal at FoodForward LLC, offered an in-depth look at the state of antibiotics in livestock, including roadblocks to curbing unnecessary use and the implications of overuse, from diminished efficacy of antibiotics for humans to lessened ability to treat sick animals. The panel also emphasized the importance of working closely with veterinarians to bring solutions to the broader animal agriculture industry.

In addition, attendees heard from experts on a variety of topics, including the Better Chicken Commitment and our research into slower growing breeds. Perdue presented the results of a 26-flock trial involving side by side houses comparing the current commercial breed compared to a GAP/BCC compliant slower growing breed. This trial also included a Life Cycle Assessment comparing the carbon footprint of these two breeds.

Perdue's annual Animal Care Summit exemplifies the company's transparency in its practices to key stakeholders by showing its progress to its Commitments to Animal Care program established in 2016, which includes:

- Chickens: Based on the "Five Freedoms," Perdue will go beyond just the needs of its chickens to also include what its chickens "want."
- Farms: Perdue will recommit to relationships with farmers who raise its animals.
- Trust: To build trust, Perdue will be transparent in its programs, goals, and progress.
- Continuous Improvement: Perdue will continue to build an animal care culture within the company through continuous improvement.



# 10 NEW ANIMAL CARE INITIATIVES FOR 2024

As part of its commitment to continuous improvement in animal care and welfare, Perdue Farms announced the following 10 new animal care initiatives for 2024.

- 1 EXPLORE ENRICHMENTS AS ADDITIONAL SQUARE FOOTAGE IN EXISTING POULTRY HOUSE**  
Identify third-party academic institution to help study and document use of elevated enrichments.
- 2 TRANSITION CHICKEN'S HOUSE EXTENSIVE ENRICHMENT PROJECT FROM RESEARCH FARM TO TWO COMMERCIAL POULTRY FARMS**  
Build super-enriched farms and study benefits and challenges.
- 3 LIFE CYCLE ASSESSMENT (LCA) PHASE 2.**  
As a follow-up to last year's assessment of chickens raising for "Better Chicken Commitment", conduct LCA comparison of no-antibiotics-ever programs with varying bird sizes.
- 4 50% OF CHICKEN HOUSES THAT RAISE OUR CHICKENS HAVE WINDOWS BUT HOUSE MANAGEMENT CAN DIFFER**  
Work to standardize the use of windows and determine if a study is needed to optimize their use.
- 5 WITH LITTER (CHICKEN HOUSE FLOORING MATERIAL) MANAGEMENT PARAMOUNT TO FLOCK HEALTH AND WELFARE, STANDARDIZE METHOD TO DESCRIBE LITTER CONDITION**  
Write and implement standardized litter scoring method for all locations. Determine if a study is needed to optimize their use.
- 6 OUR CHICK LIVEABILITY IS BETTER THAN INDUSTRY AVERAGE. ANALYZE DATA TO IDENTIFY OPPORTUNITIES FOR IMPROVEMENT.**  
Identify cause of flocks with below normal chick starts and determine if process improvement opportunities exist to enhance starts.
- 7 OUR OVERALL LIVEABILITY IS BETTER THAN INDUSTRY AVERAGE. ANALYZE DATA TO IDENTIFY OPPORTUNITIES FOR IMPROVEMENT.**  
The report would be a discussion of those issues that the biggest challenge(s).
- 8 WITH MACHINE CATCHING TECHNIQUES EVOLVING IN RECENT YEARS, EXPLORE THE BEST WAYS TO DO THIS AND IDENTIFY HOW WE HOLD OURSELVES ACCOUNTABLE TO FOLLOW THEM.**  
Identify and document best practices that allows an auditor to check compliance.
- 9 ON-FARM HATCH HAS SIGNIFICANT POTENTIAL WELFARE BENEFITS. EXPAND THIS PROJECT INTO COMMERCIAL CHICKEN HOUSES TO DETERMINE VALUE FOR ALL SEASONS.**  
Place minimum of one flock a week each season in different bird size programs and report on benefits and challenges.
- 10 HAVING RUN AND AUDITED OUR BROILER BREEDER WELFARE PROGRAM FOR SEVERAL YEARS, INVITE A THIRD PARTY TO AUDIT PROGRAM COMPLIANCE.**  
Engage USDA, AMS to audit our compliance. We find them to be one of the strictest and consistent auditing programs.



## Verified Poultry Care

Our USDA Process Verified Program for Poultry Care covers all our poultry operations.

The Perdue Poultry Care Program encompasses all phases of our supply chain, including breeder and hatchery operations, appropriate comfort and shelter on the farms, comprehensive healthcare and monitoring, nutrition, catching, transporting, and harvesting.

Our USDA Process Verified Program for Poultry Care provides the added assurance of an audited program with more than 50 documented points from hatchery to harvest, and it covers all our growing areas and harvest operations.

Our Poultry Care Program combines principles from the National Chicken Council, our own best practices, and the Perdue Commitments to Animal Care initiatives to create a baseline of care that helps ensure the health, comfort, and safety of every chicken we raise.

Our chickens are raised in temperature-controlled housing with fresh air ventilation and are protected from the elements, disease, and predators. They have constant access to:

- Food and water
- Sufficient room to move and exhibit their natural behaviors
- Periods of light and darkness.



## Organic and Free-Range Chicken

All our organic and free-range chickens are raised on farms that provide:

- Natural sunlight
- Open, fresh-air ventilation
- Enrichments, such as bales of hay or straw, that add complexity to the chickens' environment
- Access to outdoor areas that are typically at least half the size of the chicken house
- Multiple doors—situated approximately every 50 feet—running the length of the chicken house to encourage birds to go outdoors
- Sunshades or awnings over each doorway
- Outdoor water access
- Pastures with a mixture of grass and earthen areas, allowing the birds to forage and take dust baths

## Global Animal Partnership (GAP) Certified Chicken Farms

In addition, our organic chickens are raised on farms rated GAP 2 or higher by the Global Animal Partnership (GAP). On GAP 2-4 farms, to protect birds from the elements, they are allowed outside during the daytime once their feathers are fully developed, which is typically around 4 weeks of age.

Birds may come indoors at night and when temperatures are too cold for their comfort. For GAP 5 farms, birds have outdoor perches and are allowed 24-hour access to the pasture area. This program uses a breed that is better suited to the outdoors.

## Our Better Chicken Commitments

We're committed to meeting demand from current and future customers who desire a sustainable supply of chicken that meets all the "2024" animal welfare criteria outlined in the "Joint Animal Protection Agency Statement on Broiler Chicken Welfare Issues" and by the Global Animal Partnership:

- Offering slower-growing breeds with measurably higher welfare outcomes and reduced stocking density
- Providing enhanced housing environments, including brighter light, improved litter conditions and enrichments that encourage normal behaviors
- Converting from electrical to controlled atmosphere stunning and demonstrating compliance via third-party verification
- Converting our second harvest plant to controlled atmosphere stunning in Dillon, South Carolina in 2024.





## Perdue Turkeys

PERDUE® is the nation's largest No-Antibiotics-Ever turkey brand\*. All our No-Antibiotics-Ever turkeys are fed a vegetarian diet and are certified in the USDA Process Verified Program by USDA auditors. Our growing barns provide natural light for our turkeys. We do not use antibiotics preemptively for disease prevention.

As part of our commitment to higher welfare standards for the turkeys we raise, we follow the National Turkey Federation Standards of Animal Care Guidelines, and our farms are audited annually by PAACO certified auditors.

The farmers who raise our turkeys share an equal responsibility to provide care according to our standards and make us aware of any issues involving animal health or welfare.

*\*Source: MULO & MULO + Convenience data is reported by Information Resources, Inc. through its Integrated Fresh Market Advantage = Integrated TSV Syndicated Database, for the Total Turkey RWNW NAE & Total Ground Turkey NAE Categories for the 52-week ending period 10/04/20.*



# PERDUE PREMIUM MEATS COMPANY

## Niman Ranch Animals

Niman Ranch is a community of more than 600 independent family farmers and ranchers who raise pork, beef and lamb traditionally, humanely and sustainably to deliver the Finest-Tasting Meat in the World®.

Niman Ranch livestock are raised outside or in deeply bedded pens where the animals can root, roam, socialize, play and exhibit their natural behaviors comfortably. Niman Ranch protocols strictly prohibit antibiotics, hormones, gestation and farrowing crates, and animal byproducts in feed.

Niman Ranch is the largest farmer and rancher network in North America to be 100% Certified Humane®, a certification recognized as one of the most stringent animal welfare protocols available. In addition to third-party certification, all Niman Ranch farms and ranches are personally inspected before being accepted into the program and are visited and audited regularly by Niman Ranch field agents.

Niman Ranch has letters of support from the Humane Society of the United States, American Society for the Prevention of Cruelty to Animals and Compassion in World Farming recognizing the brand's long-held leadership in animal care.

## Niman Ranch Leads Advocacy for Humane Animal Care/Prop 12

Niman Ranch continued its animal welfare leadership in the industry as an outspoken advocate for crate-free hog production, including its support for California's ground-breaking Proposition 12 and Massachusetts' Question 3 laws. Niman Ranch submitted an amicus brief to the U.S. Supreme Court in support of these laws, which was cited in the final majority opinion upholding Proposition 12 and Question 3 as constitutional.



## Coleman Natural Hogs

Our Coleman Natural operations source hogs only from American Humane Certified™ U.S. family farms that are free of gestation and farrowing crates and never use antibiotics, hormones or growth-promoting drugs.

Our hogs are raised on an all-vegetarian diet in a combination of pastures, hoop barns, outdoor lots and controlled-atmosphere barns with fresh-air ventilation.

The American Humane Certified program provides third-party verification for every step of live production, transport and harvesting. Our farmers must meet or exceed more than 200 science-based humane animal care standards to produce for the Coleman Natural brand.





# TRANSPARENCY

Transparency is a big part of a commitment to influence and change the culture around animal care within our associates, farmers, and anyone else who encounters our animals.

## Social Media: Perdue Foods Farmer Advocates Open Up

Perdue Foods is partnering with social-media-active farmers to help increase their visibility and share their stories with more people. Five Perdue Foods family farmers — Kenny Young (KennyYoung K T Young Farm), Laura Landis (@WorthTheWaitFarm), Val Nasir (@followvalsflock), Tara Green (@greengatefarmers\_wife) and Bobbi Jo Webber (@WebberFamilyFarm) — are creating social media content including educational pieces about raising chickens as well as stories about their history, farms, families and animals. They are passionate about farming, raising animals thoughtfully and always going the extra mile to produce a better tasting product, and enjoy educating their followers on social media about their work and what it takes to feed America.



Bobbi Jo Webber / Delaware poultry farmer

By using the hashtags #PerdueProud and #PerdueFoods\_FarmerAdvocate, their posts are shared across Perdue's social media properties, enlightening Perdue Foods' followers and reaching a wider audience for their information.

Look for our farmer advocates on all the Perdue social channels: **Facebook, Twitter, Instagram, YouTube, and Pinterest.**

## Farm Open Houses

We routinely invite people to tour our farms and plants. We encourage our farmers to be open to visitors within the constraints of biosecurity and business needs. Over a year, a range of stakeholders, including retail and foodservice customers, media, advocacy groups, community members, students, and government representatives, visit our facilities. We track the number of tours by audience and have a goal to conduct 100 tours a year. We conducted 117 tours in 2023.



## On-Farm Learning Centers – An Important Part of Our Transparency

As part of Perdue's commitment to transparency, three on-farm Poultry Learning Centers in partnership with families in Georgia, Kentucky, and North Carolina, are providing interactive experiences to learn about various aspects of poultry farming and proper animal care.

At these educational facilities, the family hosts guests of all ages for a transparent, interactive experience to learn about various aspects of poultry farming and proper animal care. Built seamlessly into the side of a working chicken house, each learning center includes a large viewing room that allows guests to observe the birds undisturbed in their environment.

Educational videos explain what visitors see inside the chicken house, as well as the timeline from when farmers receive the birds to how they raise and care for them while they are on the farm. Also, guests can experience hands-on learning using actual poultry equipment that replicates what they see through the window, including mechanized feeders and waterers and automated temperature-control technology.

Stephen Brake, a second-generation poultry farmer in Pinetops, N.C., has hosted more than 3,000 students for tours on his farm, and the interest in learning more is only growing.

The success of the education center, which officially opened its doors in 2020, was on display in early 2024 as Steven was joined by state and local government officials, academic partners, and Perdue to celebrate an expansion – a new, fully integrated classroom and bathroom and shower facilities – that will allow the farm to accept larger groups traveling from further distances.

Steven hopes that the education center can continue to drive transparency about the poultry industry while also showing students of all ages where their food comes from, hopefully inspiring some future farmers along the way.

"For agriculture to succeed in this digital age and beyond, we must come together as farmers and do more outreach to the public, advocating for our industry and teaching the next generation," he said.

And, at the end of the day, he shares what makes it worth the incredible effort he and the team have put into the education center. "When a student who's been through here comes up and says, 'you changed my life,' that is worth more than any dollar can ever mean."



## Strengthening Farmer Relationships

Strengthening relationships with our farmers is one of four pillars of our Commitments to Animal Care poultry program.

In 2016, we created Farmer Councils in each of our poultry live production areas – broilers, breeders and turkey – to share information and receive feedback.

Since then, 20 percent of our farmers have participated in the Farmer Council process. Councils meet for four hours every six months to discuss how we can be the farmers' choice to supply them with birds. Our focus is to understand their business from their perspective – a key learning opportunity that is mutually beneficial.





# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

## UN SDG Alignment: FY2024 Company Stewardship Report

### 1. No Poverty

- Competitive wages and benefits, including medical, dental and vision plans
- Increase in hourly production compensation — total hourly compensation, including benefits, exceeds \$22, and average hourly production rate is 303%\* of the federal minimum wage (FOR HR)
- 401(k) with matching contributions
- Training, opportunities for advancement and tuition reimbursement, along with commitment to affirmative action, diversity, and inclusion
- Support for community nonprofits addressing issues related to poverty
- In 2023, Perdue Foundation awarded \$435,650 in grants to fight hunger and poverty

### 2. Zero Hunger

- Economic opportunities in rural communities
- Feeding America® Mission Partner and support for hunger relief efforts
- In 2023, donated 4.2 million pounds of protein to support hunger relief efforts
- In 2023, Perdue Foundation awarded \$385,000 in grants to fight hunger and poverty

### 3. Good Health and Well-Being

- On-site Wellness Centers with \$0 co-pay
- Healthier product choices
- Support for community nonprofit health agencies

### 4. Quality Education

- Associate tuition reimbursement
- Support for local schools and educational programs
- In 2023, Perdue Foundation awarded \$296,350 in grants for education and literacy programs, \$85,000 in scholarships and \$174,878 for social causes and mentoring programs.

### 5. Gender Equity

- Commitment to equal opportunity, diversity, inclusion and equity
- Strong policy against any form of discrimination, harassment or abuse
- Three female senior leaders report directly to the CEO
- Offer six associate resource groups
- Women comprise 60% of the independent executive directors of the Board

### 6. Clean Water and Sanitation

- Planet Scorecard includes audit and compliance scores and annual goals to reduce water usage
- Annual environmental audits of wastewater pre-treatment and treatment facilities
- GEMI local water tool for water risk assessments at all our large facilities

### 7. Affordable and Clean Energy

- Reduced scope 1 and 2 carbon equivalent emissions by 3.6 % in 2023
- Planet Scorecard sets annual goals to reduce fossil fuel and electricity usage
- Two solar farms producing 2.8 MW of renewable energy
- Through the first year of operation, more than 142,000 metric tons of CO2e were captured from our Lewiston, NC anaerobic lagoons and converted to renewable natural gas.
- Cogeneration plant uses biomass to produce steam for our Cofield, N.C. feed mill
- Soybean crushing plant in Bainbridge, Pa., taps existing Lancaster County Solid Waste Management Authority waste-to-energy and reduces transportation miles to reduce greenhouse gas emissions by 72%.

### 8. Decent Work and Economic Growth

- Safe, productive and rewarding work environment
- Treating associates with dignity and respect
- Opportunities for economic advancement
- Code of Ethics and Open Door Policy

### 9. Decent Work and Economic Growth

- Investments in facility expansions and improvements as well as technology improvements.



**10. Reduced Inequalities**

- Competitive wages and benefits
- Opportunities for advancement
- Participation in national coalition CEO Action for Diversity and Inclusion with Associate Engagement on Issues
- Economic investment in rural communities

**11. Sustainable Cities and Communities**

- Responsibly contributing to the economic development of our communities
- Feeding America® Mission Partner and support for hunger relief efforts
- Food donations following natural disasters
- In 2023, donated 4.2 million pounds of protein to support hunger relief efforts
- Energy and water reduction efforts, environmental compliance efforts
- In 2023, Perdue Foundation awarded \$1.5 million in grants to 69 nonprofits, including \$186,634 for community improvement and public safety, and more than \$400,000 to local United Way chapters.
- Associate support communities through nonprofit partnership and service on Boards.

**12. Responsible Consumption and Production**

- Commitment to environmentally responsible practices.
- Transparent and informative labeling and marketing
- Third-party verifications, certifications and USDA Process Verified Programs

**13. Climate Action**

- Reduced scope 1 and 2 carbon equivalent emissions by 3.6 % in 2023
- Planet Scorecard with annual goals to reduce fossil fuel and electricity usage, and reduce landfill waste and water intensity.
- Two solar farms producing 2.8 MW of renewable energy
- Through the first year of operation, more than 142,000 metric tons of CO2e were captured from our Lewiston, NC anaerobic lagoons and converted to renewable natural gas.
- Cogeneration plant uses biomass to produce steam for our Cofield, N.C. feed mill
- Lewiston, N.C. and Washington, Ind., harvest operations are GreenCircle Zero Waste to Landfill certified for the third and second years running respectively.

**14. Life Below Water**

- Reduced potable water use by 0.21% in 2023
- Planet Scorecard with annual goals to reduce water usage
- Jim Perdue serves on the Board of Directors of the Oyster Recovery Partnership
- A decade-plus of bagging oyster shell and spat for Oyster Recovery Partnership. More than 1,200 volunteer hours have resulted in enough shells to plant more than 25 million young oysters to help rebuild oyster populations in the Chesapeake Bay watershed
- More than 1,000 Perdue associate volunteers have removed more than 510,000 pounds of trash from local streams and planted more than 4,400 trees in support of the Alliance for the Chesapeake Bay Project Clean Stream and related companywide efforts.

**15. Life and Land**

- More than 1,000 Perdue associates have volunteered and removed more than 510,000 pounds of trash from local streams and planted more than 4,400 trees in support of Alliance for Chesapeake Bay Project Clean Stream and related companywide efforts.
- Diverted 96.8% of our solid waste from landfills in 2023
- Environmentally responsible practices
- Member Roundtable on Sustainable Palm Oil
- Agronomy services and products to promote healthy soils
- Support for land conservancies
- In 2023, Perdue Foundation awarded \$156,333 in grants for environmental and agricultural programs
- Audubon Society-certified cattle ranches

**16. Peace, Justice and Strong Institutions**

- Commitment to diversity, inclusion and equity
- Global Company Policies include Discrimination and Violence in the Workplace

**17. Partnerships for the Goals**

- Developing and expanding relationships with NGOs and advocacy groups
- Work with multiple stakeholders to identify shared goals





**We Believe in Responsible  
Food and Agriculture®**