

October 1, 2025



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# CODE OF ETHICS AND BUSINESS CONDUCT

The code is an essential guide but it is not an employment contract. All Perdue associates are employed "at will" which means that either Perdue or the associate can terminate the employment relationship at any time. Perdue management has the right to amend, modify, or revise the code at any time.

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October 1, 2025  
Dear Valued Associates,

Our values were established over a century ago on Arthur and Pearl Perdue's family farm, and they continue to guide our actions today as we work toward our vision ***to be the most trusted name in food and agricultural products.***<sup>®</sup> Perdue's success is built on the trust and confidence our associates, customers, shareholders, business partners, and communities have in us to keep our promises and deliver superior products.

It takes all of us, working together and doing our part, to protect our reputation and uphold our values of ***Quality, Integrity, Teamwork, and Stewardship.*** We have adopted this Code of Ethics and Business Conduct as a practical guide to help put our values into action.

It is the responsibility of all associates, officers, members of the Board of Directors, and business partners to conduct Perdue business with integrity and in compliance with all applicable laws. Integrity is the promise we make—as individuals and as an organization—that people can always count on us. It means we are trustworthy, accountable for our actions, honest and truthful, and unwavering in our commitment to the highest ethical standards. It is also the foundation of our leadership behaviors. It drives us to think like our customers and consumers, become the best in all we do, operate as OnePerdue, act like owners, lead and develop the best teams we can, and engage in respectful, constructive conflict that moves us forward together.

The Code of Ethics and Business Conduct is an essential resource. Whenever you face uncertainty about a business decision, turn to the Code, using it alongside our values and leadership behaviors to guide your actions. Remember, the Code is more than a set of rules—it reflects our company's core values and our commitment to Raise a Better Future.

Thank you for all that you do to protect our values, maintain our reputation for integrity, and ensure that Perdue Farms is the most trusted name in food and agricultural products.



**Kevin McAdams**  
Chief Executive Officer



**G. Andrew Getty**  
Chief Compliance Officer

# UNDERSTANDING AND APPLYING THE CODE OF ETHICS

## The Purpose of the Code

*The Code of Ethics and Business Conduct (the “Code”) is a practical guide to help us make the right decisions as we perform our job duties each day.*

### Who Does the Code Apply to?

All Associates

Officers

Board of Directors

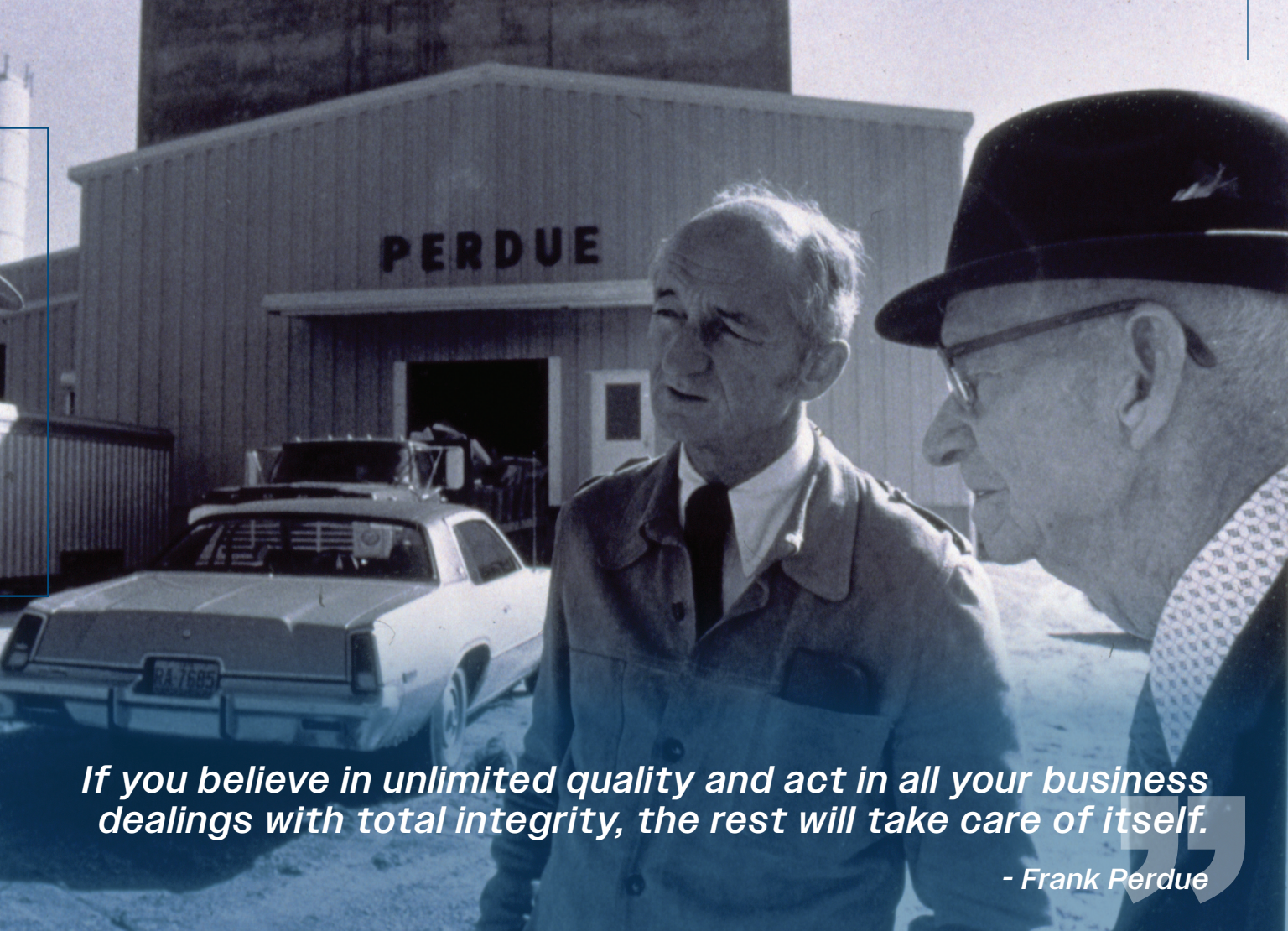
Business Partners

### Our Responsibilities

Everyone in the organization, regardless of role or seniority, must be familiar with and follow the Code. Some parts of the Code will have greater relevance to your role than other parts. Seek guidance if you have any questions about the Code.

Violations of the Code are serious and can result in disciplinary action, up to and including termination of employment. Not only must we all follow the Code, but we all have an obligation to comply with the law. We also have a duty to speak up if we suspect conduct within the Company that is in violation or contrary to the Code.





*If you believe in unlimited quality and act in all your business dealings with total integrity, the rest will take care of itself.*

*- Frank Perdue*

### **Special Responsibilities of Supervisors**

Everyone in the organization must follow the Code, but associates with leadership or supervisory roles have additional responsibilities to:

- Be a role model and demonstrate our values, ethical conduct, and integrity
- Provide guidance to associates on their responsibilities under the Code
- Follow through on counseling associates who fail to adhere to the Code
- Ensure associates know how to report concerns and that retaliation will not be tolerated
- Report to HR or the Chief Compliance Officer any concerns that associates bring to your attention
- Hold business partners, contractors, consultants, and temporary and contingent workers accountable to act consistently with the Code and our values

**Q.** *What are the Perdue Values?*

**A.** For over a century, we have aligned our operations with our core values 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.



**MAKING GOOD  
DECISIONS**

*If you are not sure whether a given set of circumstances is in conflict with the Code, ask yourself the following questions when considering a decision or course of action:*



1.

*Does it honor our values?*

2.

*Does it comply with the law and Company policy?*

3.

*How would the matter appear to my colleagues and the general public?*

4.

*How would my family members react if they knew of the activity?*

## **Seeking Guidance**

Many times, the right thing to do is obvious. Other times, it may not always be easy or straightforward to determine the right decision. The Code cannot address every situation. If you are in doubt, you should seek immediate guidance. There are several ways you can do that:

- Discuss with your supervisor
- Discuss with another supervisor or member of management, if you are uncomfortable going to your supervisor
- Contact HR or the Chief Compliance Officer
- Contact our external confidential ethics reporting hotline

## **Waivers**

In very rare situations, Perdue may grant a waiver of a provision of the Code. A waiver can only be granted by the Chief Compliance Officer in consultation with a Management Committee leader and must be documented.

# SPEAKING UP

*If you have a concern or suspect a potential violation of the Code, speak up immediately. It is your duty to do so and it allows us to clarify issues, avoid problems, or promptly correct mistakes or things that may have gone wrong. There are multiple ways you can report your concerns:*

- To your supervisor
- To HR
- To the Chief Compliance Officer
- Using our external confidential ethics reporting hotline. Perdue takes all reports of Code violations seriously and fully investigates all alleged misconduct.



## **Ethics Reporting Hotline**

877.587.2463

## **Drew Getty**

Chief Compliance Officer  
410.341.2191

## **Lori Elliott**

Human Resources  
410.542.3871



# ZERO TOLERANCE FOR RETALIATION

Perdue prohibits retaliation. Anyone who raises a concern in good faith under the Code will not be subject to retaliation, including adverse employment action, threats, harassment, or negative consequences.

Retaliation goes against our values. An act of retaliation is serious misconduct and will result in disciplinary action, up to and including termination of employment.

## STEP-BY-STEP ETHICS HOTLINE PROCESS



1. When you call the hotline, you will speak to a third-party ethics professional. You will have the option to report anonymously. At the end of the conversation, you will be assigned a case number.

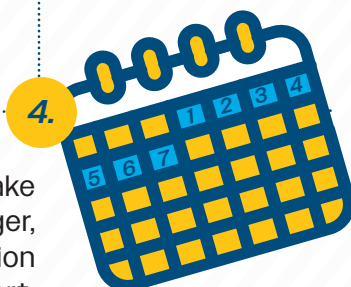
2. Information gathered during the call will be routed to the appropriate Perdue personnel to investigate.



3. You will be able to check on the status of your case by calling the hotline and providing your assigned case number.



5. If possible, the outcome of the investigation will be shared with you or, in the case of anonymous reports, included with the case file.



4. Investigations may take up to a week or longer, depending on the information provided in the report.



## MAINTAINING A SAFE WORKPLACE

*Perdue makes the safety of our associates and workers in our operations a top priority.*

*It is the responsibility of everyone to help prevent injuries and accidents in the workplace and to take action if we see anything that could cause harm.*

*All associates, vendors, consultants, contractors, contingent workers, and visitors must:*



1. Know and follow all safety guidelines and procedures
2. Never take unnecessary safety risks
3. Immediately stop what you are doing if it becomes unsafe
4. Know what to do in case of injury or emergency



## DID YOU KNOW?

In 2024, Perdue earned 41 Joint Industry Safety and Health Council awards, which recognized us as a safety leader in the poultry industry.

5. Respond to all alarms promptly
6. Immediately report any hazards, broken or malfunctioning equipment, or building maintenance issues to a supervisor
7. Arrive to work free from substances that could impair judgment or threaten safety
8. Immediately report any threatening behaviors or aggression by anyone on or off of our premises, whether directed toward you or that you witness, that could potentially lead to violence in the workplace
9. Never bring dangerous weapons to the workplace
10. Never give anyone your Company keys, badges, codes, or passwords
11. Never prop open doors or allow others through secure entrances
12. Immediately report any security concerns or unauthorized persons on Company premises



**Refer to these Company Policies for more Specific Guidance**

[Safety Policies and Procedures](#)

[Safety Rules and Disciplinary Guidelines](#)

[Workplace Violence Policy](#)

[Drug and Alcohol Policy](#)

If you are unable to access the policies in this document, please contact your local Human Resources representative, who will give you paper copies upon request.



## PROMOTING A RESPECTFUL AND INCLUSIVE WORKPLACE

*At Perdue, we are committed to fostering an inclusive culture where all, regardless of background or perspectives, feel respected, valued, and empowered to contribute to our collective success.*

### Equal Opportunity, Dignity, and Respect

We are dedicated to ensuring that everyone in our workplace has an equal opportunity to succeed and do not tolerate discrimination, harassment, or bias on the basis of race, color, religion, national origin, citizenship, age, gender, pregnancy, mental or physical disability, military status, or any other characteristic protected by law. We provide a work environment where all are treated with dignity and respect and are free from intimidation, hostility, or inappropriate behavior.

***We support an equitable and respectful workplace by:***

- Thinking ahead about how our words and actions might be perceived by others
- Reporting inappropriate jokes, insults, emails, texts, social media posts, instant messages, objects, pictures, symbols, cartoons, emojis, stickers, or GIFs
- Never making or tolerating unwelcome sexual remarks or advances, touching, or offensive leering
- Standing up to disrespectful dialogue, bullying, or harassment that we experience or witness and seeking help when necessary
- Reporting inappropriate behavior, whether it targets you or someone else
- Ensuring reporting relationships remain strictly professional and without perception of favoritism or bias



***We maintain a collaborative and supportive workplace by:***

- Actively seeking input, alternative approaches, and opinions
- Listening respectfully to the ideas of others
- Being receptive to constructive feedback
- Addressing concerns with care and empathy

***Collaboration and Support***

We encourage teamwork, support for one another, and a strong sense of community and shared purpose in our workplace.

We value different perspectives, encourage active participation, and recognize the unique contributions of our team members, based on their varied backgrounds and experiences. We embrace continuous growth and improvement and always strive to do our best.



***Refer to these Company Policies for more Specific Guidance***

[Equal Employment Opportunity Policy](#)

[Harassment Policy](#)

# UPHOLDING HUMAN AND LABOR RIGHTS

*As a Company, we respect the rights of every individual and abide by the employment laws in the markets where we operate.*

We are committed to a work environment that is free from all forms of human trafficking, which for purposes of this provision, includes any kind of compulsory, bonded, or forced labor. We prohibit the employment of children under the legal working age. We do not tolerate abusive behavior in any of our operations. We respect the right of workers to raise concerns collectively.

We expect our contractors and suppliers to share our commitment to human rights at the same high standards and eliminate illegal labor from our supply chains. Our Supplier Code of Conduct further reinforces our expectations and shared commitment.

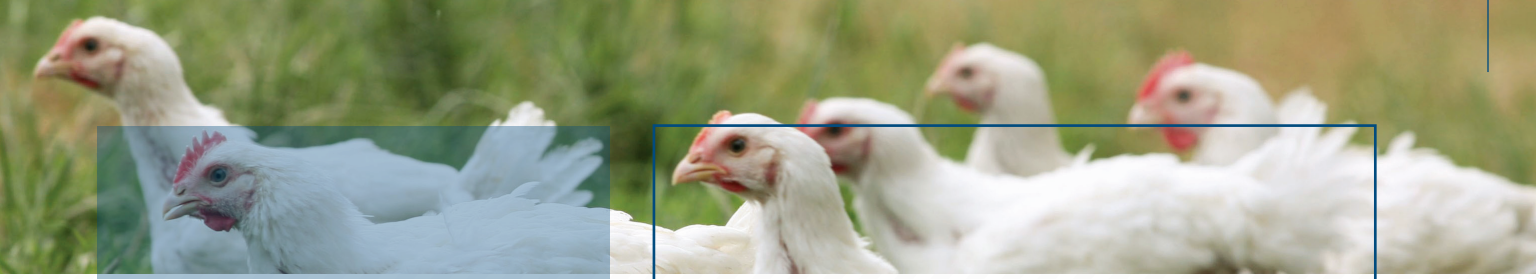
In instances where child labor is identified, remedial measures appropriate for the situation will be implemented, including removing the child or young worker from the work and ensuring their safety.

Similarly, where forced or abusive labor is identified, prompt mitigation measures will be taken appropriate for the situation, with a priority on the worker's safety.

## ***We ensure human & labor rights by:***

- Recognizing any patterns or red flags of possible child labor, forced labor, or abusive conditions
- Monitoring worker overtime hours to ensure voluntary when possible and, in all cases, limited to ensure work hours are not excessive or unsafe
- Immediately reporting any suspected human rights violations or indicators within the Company or our supply chain





# PRODUCING QUALITY, TRUSTED, AND SAFE FOOD PRODUCTS

As a Perdue associate, you have responsibility to the millions of people who trust us to provide them with safe, wholesome, quality food products.

### All associates must:

- Follow [Our Quality Policy](#)
- Know and follow all food safety procedures
- Never take shortcuts that could compromise the safety or quality of our products
- Immediately report any concerns regarding food safety or quality

# ANIMAL WELFARE

We ensure the humane treatment of the animals in our care and will not tolerate inhumane treatment. All associates who work with live animals must follow our Best Management Practices in every phase of live production.

We expect all associates to immediately report to your supervisor or the Chief Compliance Officer any violation of our Best Management Practices, any condition that threatens the well-being of the animals in our care, or if you believe the animals are not being treated in a humane manner.



## DID YOU KNOW?

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

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury, or disease
4. Freedom to express normal behavior
5. Freedom from fear and distress

## Marketing Honestly

At Perdue, we describe our products and capabilities honestly. We ensure our marketing materials are accurate, and we do not untruthfully criticize our competitors. We respond timely to any consumer inquiries or concerns with our products.

## Government Customers

We must adhere to specific obligations for our customers in the government sector. You must consult with the Chief Compliance Officer before entering into any contract with a government customer and, thereafter, know and follow all contract requirements. In addition, HR must follow all applicable employment laws and reporting obligations for government contractors.

**Refer to these Company Policies for more Specific Guidance**  
[Food Safety Quality Manual](#)





# CONDUCTING COMPANY BUSINESS ETHICALLY

## Fair Competition and Antitrust Laws

*We compete strongly within the law. Perdue outperforms the competition by delivering superior food and agricultural products. We strictly adhere to all antitrust laws. Antitrust laws foster competition among business rivals and ensure a competitive free market system.*

*We do not agree with competitors, neither express nor implied, to:*

*Set the price each of us will charge or the amount of product each of us will produce (“price fixing”)*

*Manipulate a bidding process (“bid rigging”)*

*Divide up markets by geography or customer (“market allocation”)*

*Refuse to deal with any person or persons or refuse to offer specific products or services (“group boycotts”)*

***Seek guidance from your supervisor or the Chief Compliance Officer before meeting or engaging in business dialogue with a competitor.***

We ensure we gather information about our competitors in an ethical manner. We do not acquire competitive intelligence by illegal or improper methods, such as theft, blackmail, wiretapping, electronic eavesdropping, bribery, improper inducement, receiving stolen property, or by threats. We are transparent about our identities when gathering competitive intelligence, and we do not use third parties to engage in actions we would not engage in ourselves.

We do not ask new or prospective associates to reveal confidential information about their former employers or inappropriately interfere with their contractual relationship with their former employers. If we learn about confidential information of third parties during the course of our employment, we may not share that information with anyone else, or trade securities based on that information.



## ***Bribery and Other Forms of Corruption***

Like any U.S. company or organization that does business overseas, Perdue and its business partners may be subject to the U.S. Foreign Corrupt Practices Act (“FCPA”).

The FCPA generally prohibits payments by companies and their representatives to foreign governments and quasi-government officials in order to secure business. At Perdue, we do not “buy” business or do business with those who allow corrupt practices. We avoid even the appearance of acting improperly.

***“Bribes” can be defined broadly under the law and can include lavish gifts or entertainment.***

## ***At Perdue, we:***

- Do not offer or promise anything of value to government officials to gain business
- Do not offer or accept bribes or kickbacks from anyone
- Keep accurate and complete records of all payments
- Do not use third parties to offer or give bribes on our behalf or to engage in activity that we would not engage in ourselves
- Use diligence in selecting service providers to ensure their practices are lawful
- Immediately report to the Chief Compliance Officer any suspicion or concern about improper payments

## International Trade Compliance

We do business in countries all over the world and must ensure we follow applicable laws for doing business in those countries. This includes following laws on customs and import controls, export controls, anti-boycott laws, and sanctions/trade embargoes. We cannot knowingly market, sell, or provide services to anyone on embargo or sanctions lists, or participate in or promote boycotts that are not supported by the U.S. government.

## Intellectual Property

We do not engage in any unauthorized use of the intellectual property of others, including copyrighted materials, trademarks, or patented items. We do not use software, music, videos, or text-based content without permission or that is not in compliance with a relevant license for such use. If you become aware of information that may violate the above policies, you should immediately report this to the Chief Compliance Officer for a determination of whether any such information should be destroyed or other action taken to ensure compliance.

## DATA PRIVACY

*In the course of doing business, Perdue associates may have access to personal information of co-workers, job applicants, business partners, and customers.*



This information — known as Personally Identifiable Information (PII), such as Social Security numbers, bank account details, birthdates, email addresses, and medical records — is protected by law and company policy.



Unsecured PII can lead to identity theft and other serious harm, so it must be accessed, used, and disclosed only when necessary for legitimate business purposes. Perdue associates always follow applicable laws and internal procedures to safeguard this information and never share it without proper authorization. Associates must promptly report any accidental or improper access, use, or disclosure to the Legal Department, as legal obligations and timelines may apply.



# ACTING IN THE COMPANY'S BEST INTEREST



# CONFLICTS OF INTEREST

*At Perdue, we do not allow personal interests or relationships or even the appearance of them to influence our business judgment. We avoid conflicts of interest that would cause others to question whether we are acting appropriately and in the Company's best interest.*

## **We avoid conflicts of interest by:**

- Not working for or having a direct or indirect business relationship with a competitor, supplier, or service provider of the Company
- Seeking advance written approval from HR for any outside part-time, full-time, or self-employment opportunity
- Not using Company resources for outside employment or interests, including not conducting such activities during work time at Perdue or allowing outside jobs to interfere with our job performance for Perdue
- Disclosing to HR or the Chief Compliance Officer any direct or indirect (family members employed by or who have) financial interest in Perdue's suppliers, services providers, customers, or other business partners
- Receiving written approval in advance if you serve on the board or volunteer for any of Perdue's suppliers, service providers, customers, or other business partners
- Not hiring or managing close family members, personal friends, or significant others without disclosing and receiving written approval in advance from HR and allowing others to handle employment-related decisions to avoid any perceived favoritism or bias
- Ensuring transparency when considering close friends as potential suppliers or service providers of the Company

## **DID YOU KNOW?**

A conflict of interest is a situation in which an associate is in a position to derive personal benefit from actions or decisions made in their official capacity with the Company. Conflicts of interest resulting from family or other relationships, activities outside of work, financial interests, or other personal interests can interfere with our ability to make unbiased decisions for the Company. Therefore, all associates are expected to disclose any potential conflict of interest to his or her supervisor or the Chief Compliance Officer.

*When in doubt whether a conflict exists, report it.*



# CORPORATE OPPORTUNITIES

We use the knowledge we gain in our work and the Company's assets and resources for the benefit of the Company and not for personal gain. We do not use Company information or property for our own personal gain or for activities that are competitive to Perdue, either during or after our employment with the Company.

## ***Gifts and Entertainment***

Giving and receiving gifts and hospitality is part of doing business and building business relationships.

However, giving or accepting gifts of more than nominal value or appropriate for the circumstance or entertainment that is more than a routine social amenity can appear to be an attempt to gain favorable treatment from the recipient in exchange.



## ***Gift Acceptance Dos and Don'ts***

- ✓ Gifts of nominal value (*less than \$75 USD*)
- ✓ Meals, entertainment, and events as part of business discussions
- ✗ Cash or cash-equivalent gifts
- ✗ Travel from third parties



## ***We avoid potential conflicts involving gifts and hospitality by:***

- Never giving or receiving gifts of cash or cash equivalents
- Not giving or receiving gifts or entertainment with the intention to influence the recipient's behavior
- Giving gifts or entertainment to government customers or federal, state, or local government employees only if permitted and approved by the Chief Compliance Officer
- Providing and receiving meals and entertainment only as part of business discussions
- Accepting gifts of only nominal value (*less than \$75 USD*) and in the normal course of business and which are consistent with industry practices, infrequent in nature, and not extravagant
- Not accepting travel from third parties
- Limiting acceptance of entertainment to athletic, theatrical, or cultural events unless the value is reasonable and has a clear business purpose (*i.e., as part of a conference, educational opportunity, or connected with a business meeting*)
- Seeking guidance from the Chief Compliance Officer when unsure if a gift or hospitality could be perceived to create a conflict of interest or violate this policy

## ***Political Activities***

We encourage associates to be involved in the political process as private individuals and on your own time. You are free to express your political views and to support candidates of your choice. Perdue must comply fully with the letter and spirit of laws that deal with making contributions to federal, state, and local elected officials. Associates are not to make, authorize, or permit any unlawful contribution or expenditure, or use Perdue's funds or property for political purposes, and associates are prohibited from speaking on political matters on Perdue's behalf without the express consent of the Chief Compliance Officer.

# PROTECTING COMPANY ASSETS

## Confidential Information

*You must safeguard and hold in strict confidence the proprietary and confidential information of the Company. Confidential information includes Perdue information that is labeled “confidential” and/or “secret” as well as information that is not so labeled but by its nature should be reasonably construed as being confidential and/or secret to Perdue. Examples include, but are not limited to: Perdue business plans, operating plans, strategic plans, customer lists, financial data, product and service information, sales data, Company reports, contracts and related information, and personnel information.*

Associates must preserve and protect Perdue’s trade secrets and confidential information in any form, electronic or non-electronic form, and understand and comply with the terms of any confidentiality agreement an associate may execute with the Company.

### ***We protect the Company’s confidential information by:***

- Sharing confidential information with only those who are authorized to receive it and have a business need to know it
- Being diligent outside of work to ensure that documents and electronic devices are not visible to others or left unattended
- Not discussing confidential information when we are at risk of being overheard by others
- Never using or disclosing confidential information for our own gain or to benefit anyone except for the Company





Upon termination of employment, or earlier, if requested to do so by Perdue, regardless of the timing, reasons, or circumstances of the termination, associates must deliver to Perdue all materials, documents, passwords, and other tangible or intangible storage media containing any form of confidential information, whether located on Perdue's premises or elsewhere. The obligation to protect the Company's confidential information continues into the future after your employment ends.

The confidentiality requirements in this Code or in any Company policy should not be construed or interpreted as prohibiting associates from reporting any illegal activities to government agencies or law enforcement authorities, or participating in or providing truthful testimony and information to any federal, state, or other regulatory or law enforcement agency in the course of an investigation or proceeding authorized by law. While Perdue encourages its associates to report any actual or potential illegal activity to his or her supervisor, HR, or the Chief Compliance Officer, its provisions do not restrict any associate from making reports directly to appropriate governmental agencies.

## Information Technology

All associates must follow information technology security and user access protocols to protect the Company's systems and data from unauthorized access, modification, duplication, destruction, or disclosure.

### *We use Company technology and information systems responsibly by:*

- Providing access to systems and data only to the extent needed for associates to do their jobs and only for as long as needed
- Protecting our passwords, changing them regularly, and not sharing them with others
- Not downloading unapproved software or opening suspect documents or emails
- Not visiting inappropriate websites on Company equipment and devices
- Protecting hardware from loss, damage, or theft

### *Company Resources*

Perdue's physical assets, such as its facilities, equipment, computers, devices, or other items of value, are to be used for our business and must be maintained and used properly. We must all be good stewards of Company assets and take reasonable care to protect them from loss, damage, destruction, theft, or unauthorized use. We also should be diligent in preventing fraud, waste, and abuse of any Company assets and immediately report any suspected attempt or actual theft or misuse of Company property.

***Refer to these Company Policies for more Specific Guidance***



[Information Technology Policies and Procedures](#)

# PROTECTING THE COMPANY'S REPUTATION

## Responsible Communications

*We are all ambassadors of Perdue. We maintain the Perdue reputation and brand by communicating truthfully and consistently with our customers, business partners, and the community at large. We communicate responsibly to preserve our reputation by:*

- Allowing appropriate personnel to handle external inquiries and only communicating or expressing opinions on behalf of Perdue if authorized by the Company to do so
- Being mindful that social media or online activity, even outside of work, could help or be harmful to Perdue's reputation and ensuring that we identify opinions we express as our individual opinions and not those of the Company, unless authorized
- Being courteous and respectful in our work-related communications
- Never disclosing internal communications or confidential information about the Company, our customers, or business partners
- Not responding to and instead forwarding all media inquiries about the Company to the Corporate Communications Department

### ***Supplier and Service Provider Selection***

We want to work with suppliers, service providers, and business partners who share our commitment to integrity and ethical business practices. We will treat current and potential business partners with respect and honesty, regardless of transaction value or length of relationship. We engage in business partner relationships responsibly by:

- Conducting due diligence on potential business partners to ensure they are qualified, reputable, and respect human rights
- Requiring business partners to follow all applicable legal requirements in practice and in our contract for their services
- Avoiding conflicts of interest in the selection of our business partners and making selections based on quality, price, service, reliability, availability, and ethical business practices and not on friendships or family relationships
- Not accepting inappropriate gifts or entertainment from our business partners



## COMMUNITY ENGAGEMENT

We believe it is our responsibility to participate in and support the communities in which we operate. We encourage all associates to be involved in volunteering and contributing to their communities. However, prior approval is required to make donations of money or time in the Company's name to charitable organizations or community causes.



## ENVIRONMENTAL SUSTAINABILITY

*Perdue is committed to minimizing the environmental impact of our operations. We contribute to a sustainable environment by:*

- Complying with all legal and regulatory requirements for our operations
- Following and complying with the Company's Stewardship Value
- Speaking up if we see anyone not following legal and/or regulatory requirements regarding the environment
- Reducing, reusing, and recycling materials, packaging, etc. and striving for zero waste to landfill
- Identifying ways to reduce the use of water and reduce our impact on water quality
- Identifying ways to reduce the use of fossil fuels and increase renewable energy usage
- Reducing nutrients and other constituents emanating from our operations
- Immediately reporting any accidents, spills, leaks, or discharges that could impact the environment in accordance with applicable law and established Company procedures



## DID YOU KNOW?

Each year, every Perdue facility commits to a Facility Sustainability Project that focuses on a reduction of emissions, wastewater, natural resources consumption, or solid waste. The projects are led by committed associates, both hourly and salaried, and help to reduce our operations' impact on the environment.

**Refer to these Company Policies for more Specific Guidance**  
[Social Media Policy](#) | [External Communication Policy](#)





## MAINTAINING ACCURATE RECORDS

Perdue must maintain and disclose accurate financial records of its business transactions and must ensure proper reporting to auditors of its financial results.

Under no circumstances shall there be any unrecorded fund or asset of the Company or any improper or inaccurate entry knowingly made on the books and records of the Company.

Accurate recordkeeping is essential not only for legal and financial compliance but also for deterring theft, fraud, embezzlement, extortion, and the misappropriation of Perdue property. To maintain accurate records, we must:

- Record all assets, liabilities, revenues, expenses, and business transactions completely, accurately, and in a timely manner
- Use generally accepted accounting principles and follow all internal controls and procedures
- Never set up a secret or unrecorded fund, asset, or liability
- Ensure all payments made on behalf of the Company are supported by appropriate documentation adequately describing the purpose
- Properly organize, file, and label Company records
- Comply with all legal hold notices and never conceal or destroy documents or records that are subject to investigation or may be needed in a litigation proceeding
- Retain records, including documents, electronic information, voicemails and any other form of media, for the specifically required legal period and follow the Company's records retention guidelines. If you have questions regarding which retention period applies to a particular record, please contact the Chief Compliance Officer.
- Store records securely and limit access to records you maintain to those with a business need to access the records
- Immediately report any suspected improper transaction or accounting practice to your supervisor or the Chief Compliance Officer

In addition, Finance and Accounting associates must also comply with the Policy Statement and Code of Ethics for Financial Associates and Accounting Principles and Discipline Outline (*Rules of the Road*).

## DID YOU KNOW?



Legal hold notices, or litigation hold notices, are notices issued by the legal department in which associates are instructed to preserve documents which could be used in litigation, audits, or investigations



**Refer to these  
Company Policies for more  
Specific Guidance**

[Financial Policies](#)

[Accounting Principles and  
Discipline Outline](#)  
(*Rules of the Road*)

[Records Management Policy](#)

October 1, 2025

## SUMMARY AND RESOURCES

Our Code of Ethics and Business Conduct is more than a set of rules. It reflects our core values and guides us in making the right decisions. While it cannot cover every situation you may face while working at Perdue, you're never alone. When in doubt, lean on our values and leadership behaviors, or reach out to the resources listed below.

***Together, that is how we will raise a better future.***

Compliance Department  
[ethicscompliance@perdue.com](mailto:ethicscompliance@perdue.com)

Legal Department  
[legaladmin@perdue.com](mailto:legaladmin@perdue.com)

Your local Human  
Resources Department

## CODE OF ETHICS AND BUSINESS CONDUCT

The code is an essential guide but it is not an employment contract.

All Perdue associates are employed "at will" which means that either Perdue or the associate can terminate the employment relationship at any time. Perdue management has the right to amend, modify, or revise the code at any time.

## Perdue Code of Ethics and Business Conduct Certification

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All associates are required to sign this form upon initial employment and thereafter annually (“certification period”) or whenever the Code is materially revised.

By signing below, I hereby certify and acknowledge that:

1. I have received and read Perdue’s current Code of Ethics and Business Conduct.
2. I fully understand my duty to comply with the Code.
3. I recognize that my failure to comply with the provisions of the Code and to uphold Perdue’s ethical principles may subject me to disciplinary action, up to and including termination of my employment.
4. I certify that I have disclosed any conflict of interest or other violations of the Code to the Chief Compliance Officer.

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Printed Associate Name

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Associate Signature

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Date