



## **Pilgrim's Human Rights Policy**

### **Overview**

At Pilgrim's, the success of our company starts with the success of our people. Our company's vision is to be the best and most respected in our industry, creating the opportunity of a better future for our team members.

For the past seven decades, we have focused on providing a safe and well-managed workplace that enables our team members to thrive. We are humbled by our committed and dedicated workforce of more than 56,000 team members across the U.S., Puerto Rico, Mexico and Europe.

We value the important role we play in the communities where our team members live and work. We understand the responsibility that comes with being a major employer in rural communities, and we work hard to contribute to the well-being of these communities.

Pilgrim's is committed to protecting human rights in our business activities, including our owned operations and supply chain. We also greatly value the health and safety of our employees and other parties associated with our operations, and we continue to focus on creating a workplace atmosphere with the goal of eliminating workplace incidents, risks and hazards. We are committed to operating our business in conformity with all laws and regulations applicable to the health and safety, as well as the human rights of our workforce and supply chain. We also recognize the interdependence of human rights and the environment – particularly as it relates to land and natural resources and the importance of the people whose livelihoods depend on the raw materials and ingredients we source.

Our policy and compliance structure, which includes our team member bill of rights, is based on various authorities, including the International Bill of Human Rights and the Universal Declaration of Human Rights. Our policy and compliance structure was established in partnership with organized labor and governmental bodies. We communicate this commitment to our employees and the public via our Code of Conduct (available in six languages), our health and safety policies and our diversity and inclusion commitments – including our anti-harassment trainings, among others. We communicate our commitment to human rights, to our supply chain, through our Supplier Code of Conduct.

### **Scope of Commitment**

Our human rights policy applies to all Pilgrim's employees, including part-time and temporary workers. Our commitment to respect human rights also extends throughout our supply chain, and we utilize our relationships with our supplier partners to encourage and promote the principles of this policy.

Pilgrim's abides by the laws in the markets where we operate. Where local laws are less stringent than our policies and internationally recognized human rights and employment standards, we are guided by the more stringent policies and standards and encourage our suppliers to follow these standards and principles. We also expect our diverse set of suppliers to meet or exceed our high standards when conducting business with Pilgrim's. Our Supplier Code of Conduct reinforces this commitment and encompasses human rights, forced labor, freedom of association and collective bargaining, minimum age for employment, equal employment opportunity, employment practices, health and safety, environmental issues and business integrity, which includes anti-corruption and bribery.

### **Focus and Key Topics – Labor Rights**

Our approach to human rights starts with understanding how our products, business activities and operations may impact our employees and our supply chain, both positively and negatively. Our human rights values can be traced to our Code of Conduct, adopted by the Board of Directors. The Code of Conduct sets high standards for our team members, including employees, officers and directors. A few of the key areas we focus on include (in alphabetical order):

- appropriate working hours and overtime pay;
- health and safety in the workplace;
- our employees' rights to join or not join a trade union or to have recognized employee representation as required by local law;
- prevention of child labor or forced labor;
- the fair and ethical treatment of all team members, including non-discrimination; and
- the right to legal wages and benefits;

We recognize that some groups, including women and minorities, may be at greater risk of negative human rights impacts due to their vulnerability or marginalization. While Pilgrim's will support these key areas through general programs and policies, Pilgrim's may also implement additional forms of support, strategies for remediation, or access to grievance mechanisms for different populations or circumstances.

Pilgrim's recognizes that other issues may grow in importance over time. We remain steadfast in our commitment to identify these issues and take appropriate actions to respond to potential human rights risks. We leverage our relationships and regular dialogue with stakeholders to capture these changes and review our focus areas.



## **Implementation and Collaboration**

We have engaged an independent third party to maintain an “Ethics Hotline” through both a toll-free phone number and a web-based reporting platform for team members to anonymously report suspected violations of our Code of Conduct or the law. The Ethics Hotline is available to every team member in every country where we operate and is provided in 11 languages to accommodate our diverse workforce. It is an effective tool for gauging the effectiveness of our Code of Conduct, and we continuously monitor and respond to all reported matters.

Pilgrim’s Human Resources department, in collaboration with management, works directly with our facilities to drive improvement in worker conditions and ensure compliance with applicable laws and regulations. Our Human Resources department also conducts training courses for our team members that focus on topics such as workplace health and safety, sexual harassment, discrimination in the workplace and environmental impacts of our operations, among others.

We believe that these training programs promote a workplace culture that acknowledges the importance of all human rights. We also expect our industry partners, including our suppliers and contract growers, to comply with all local, state and federal environmental regulations applicable to their operations; and we expect them to operate their businesses in a manner that promotes ethical behavior and focuses on managing the impacts of their operations on their workers and the communities in which they operate.

We conduct due diligence throughout our business to proactively assess, identify, prevent and mitigate potential adverse human rights impacts to stakeholders across our value chain. Due diligence tools we rely on include, but are not limited to, vendor and customer compliance screening and monitoring. If adverse human rights impacts are revealed due to our business activities or from linkages to our operations, Pilgrim’s is committed to taking timely and transparent action to remediate in a fair and equitable manner in line with the UN Guiding Principles on Business and Human Rights. In addition, grievance mechanisms, including our Ethics Line which is operated by an independent third party, are available for individuals in our supply chain.

Pilgrim’s does not retaliate or permit retaliation against anyone who raises questions or concerns in good faith about corporate activities, and Pilgrim’s is committed to investigating these issues and providing appropriate responses when warranted.



Finally, our commitment to human rights also includes valuing the important role we play in the communities where our team members live and work. We understand the responsibility that comes with being a major employer in rural communities, and we work hard to contribute to the well-being of these communities by providing gainful employment opportunities and participating in volunteerism, donations and sponsorships. To learn more about the steps, we are taking to further our commitments, read our annual ESG Report, which includes initiatives like Hometown Strong, Better Futures, our partnership with Marie Curie, Bright Futures and Teletón Campaign, among many others.

### **Governance and Accountability**

Respect for human rights is an integral part of our global sustainability strategy, and we report on our progress in our annual ESG report, available on our website. Management of human rights is the responsibility of the Human Resources Team and Compliance Team, which includes senior leaders from across the business. Ultimate oversight for human rights resides with our Board of Directors and our Executive Committee (inclusive of the CEO and the CEO's direct reports), who are regularly briefed.



---

Fabio Sandri  
Chief Executive Officer  
Pilgrim's

