The Butterball Way

2018 BUTTERBALL, LLC
CORPORATE SOCIAL RESPONSIBILITY REPORT

Welcome to the first corporate social responsibility report of Butterball, LLC, showcasing how our iconic brand continually strives to make a better Butterball.

Our simple mission is to provide delicious turkey that is trusted and enjoyed by everyone, every day. Our Traditions with Purpose program guides everyday commitment to our four pillars of corporate citizenship — People, Plate, Planet and Philanthropy — as part of our core business.

While this is our inaugural report, acting responsibly in our food and agriculture endeavors has been a core Butterball value for over 60 years. This report for 2018 showcases our progress and our challenges in meeting significant environmental, social and sustainability goals across key sustainability and socially responsible commitments in each of the pillars.

By continually improving, we demonstrate our purpose and stewardship in producing quality turkey products, protecting our environment, pursuing responsible and humane animal care practices, providing for our employees and the communities where they work and live, and delivering meals to disaster victims, first responders and many others.

In the following pages, we illuminate how Butterball delivered responsible food and agriculture practices in 2018 while focusing continuously on sustainability. We also seek to underscore that this commitment endures. We believe in building trust with all of our stakeholders through such openness.

Let's keep making Butterball better. ***It's the Butterball way.***

2018 Highlights

Produced over **1.066 billion pounds** of turkey.

Invested in our **6,000-plus team members'** growth, safety and well-being, achieving the lowest total injury rate in our history.

Introduced a **Butterball Rewards program** that awards points for performance, attendance and other achievements, redeemable for brand-name merchandise, gift cards and travel rewards.

Enhanced our **turkeys' well-being** through advanced technology, additional training and continued partnership with American Humane. We are the only vertically integrated and largest turkey producer to carry the *American Humane Certified*™ seal on all our products.

Served **1.2 million meals** during natural disasters to those in need together with Operation BBQ Relief. This assistance also honored our commitment to the communities we serve when powerful Hurricane Florence affected more than 3,500 of our employees in North Carolina.

Reduced our environmental footprint for producing our products, including:

7.9% reduction in waste per pound of product produced

3.4% increase in recycled material from all waste generated

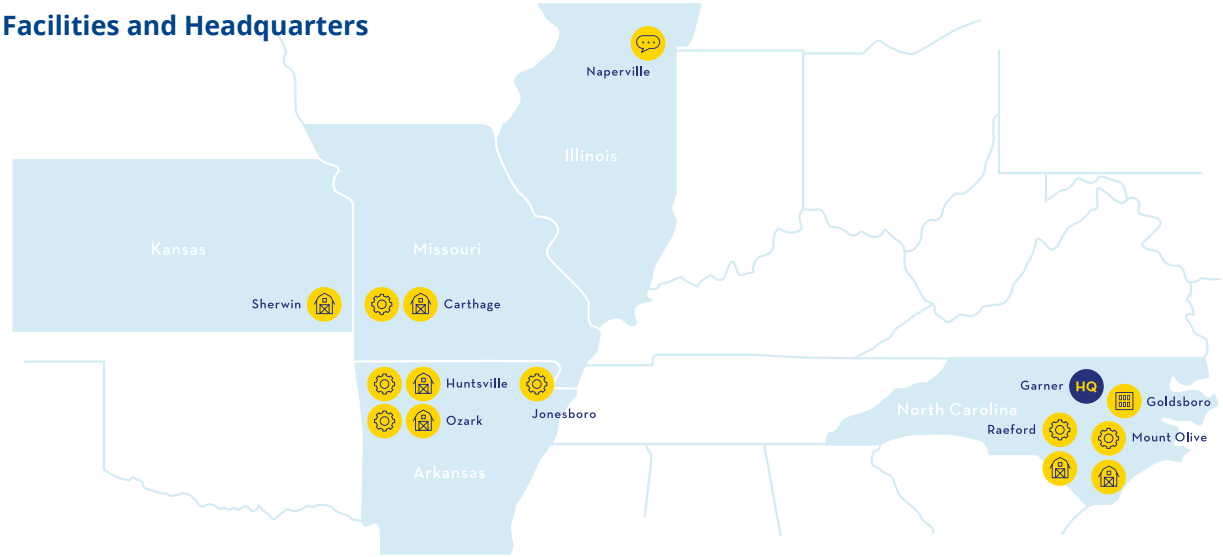
0.4% reduction of electricity usage, with continued upgrading to LEDs across our plants

Adoption of new **"green" initiatives** throughout Butterball

Continued our commitment to developing employees at all levels of our organization and growing our future leaders through our **Leadership Apprentice Program and Management Development Program.**

Helped more than **100,000 cooks** through our popular Turkey Talk-Line and debuted the Amazon Alexa skill, giving answers from Talk-Line experts to common turkey preparation questions.

Our Facilities and Headquarters



A Letter from Our CEO

For more than 60 years, Butterball turkeys have been the centerpiece of American Thanksgiving celebrations. In fact, one in three Thanksgiving turkeys is a Butterball. We're honored to be part of so many family meals, both during the holidays and every day, and we hold ourselves to a high standard of excellence when it comes to our commitment to responsible practices — now and for future generations. After all, our business is rooted in a culture where people and integrity come first.

In 2018, Kerry Doughty, former Butterball, LLC president and CEO, made numerous contributions in the areas of sustainability and social responsibility, for which he was awarded the 2018 Poultry Person of the Year from Urner Barry. Under his leadership, the company completed an overhaul of the brand, from changing our packaging to simplifying ingredient statements to new additions to Butterball's All Natural product line. Under Kerry's leadership, we continued conducting studies with our Animal Care and Well-Being program and certification through American Humane, solidifying our commitment to the highest standards of animal care and well-being. Internally, a key priority Kerry began was the evolution of our current mission, vision and values. This work kicked off with an all-employee survey to gauge the organization's perception of how we currently work, and assessed behaviors necessary to drive the organization forward.

Overall, 2018 was a challenging year within the protein industry, which underscored the importance of enhancing our continuous improvement initiatives and building a robust innovation team to identify unmet needs in the marketplace. We also faced challenges beyond our control with Hurricane Florence impacting our live and processing plants in North Carolina. Our dedicated team members ensured our business sustained minimal impacts, but there were many team members who lost or had severely damaged homes.

In December of 2018, Kerry stepped down as president and CEO, and I had the privilege to step into the position. Working with Kerry during his tenure as president and CEO, I learned a great deal about industry leadership, commitment to building the Butterball brand and the importance of taking care of all our team members.

As we look to the future, I'm excited to build on our past successes and continue to focus on evolving our mission and core behaviors. This initiative will shape our work in 2019 and beyond, as we focus on our strategic priorities of growing innovation, having the right product mix, fostering a culture of continuous improvement and telling our brand story. It will also guide us as we hire new talent and recognize and reward current team members. We have a strong team of people driving our progress, and I'm looking forward to future successes!

Jay Jandrain
President and CEO

2019 CSR Goals at a Glance

- Introduce **an updated mission statement** and the Butterball Way that reflect how our business has changed and that will guide how we work, make decisions and treat people every day.
- Expand **team member training** to include diversity and inclusion as our future direction in hiring and philanthropy centers on enhanced inclusivity.
- Further develop our team member **volunteering program.**
- Enhance our **Butterball Rewards program** to include team members' efforts with sustainability and community contributions.
- Continue identifying opportunities and implementing practices that minimize our environmental footprint by **reducing GHG emissions** and landfill use.
- Focus on enhancing team member development programs to **improve career advancement opportunities** and retention.

People

Our team members are the heart of Butterball.

Their safety, health and satisfaction are our top priority. They are as diverse as the customers we serve. Simply consider: Besides English, we translate materials into Spanish and Creole and, for certain initiatives, add Korean, French, Chinese, Marshallese, Tagalog and Tigrinya.

Strengthened our safety training with quality improvement efforts that link our safety performance with individual engagement. One result: Our Mount Olive, N.C., plant – the industry's largest turkey processing facility with **more than 3,000 team members** – posted a 25% improvement from 2018, based on total days without an injury-related incident, continuing an annual trend since 2008.

In 2018, we:

Engaged our people in work done to **update our mission statement** and core behaviors that reflect the way we work and what we strive to achieve at Butterball.

Offered courses in **CPR training and nutrition for heart health** as part of our corporate partnership with the American Heart Association and the Triangle Heart Walk's Healthy for Good sponsorship.

Introduced **Butterball Rewards** to recognize and reward individuals and teams for exceptional performance and behaviors, providing a foundation to expand the program to include other measures of excellence at work across all levels of our organization.

Implemented a new company-wide emergency notification system to ensure team members' safety and provide urgent workplace updates.

Fully launched our **leadership apprentice program** after a 2017 pilot program designed to further develop and enhance career advancement opportunities.

Versatility Defines Management Development Program

The Leadership Apprentice program is designed to further enable careers by providing a bridge from hourly positions in our plants and live operations function to front-line leadership and specialized positions. Individuals in the program have the opportunity to do hands-on work with multiple team members in various leadership roles. This process provides experiential learning and classroom experiences to team members who are working to acquire the knowledge, skills, abilities and other characteristics to perform the role of front-line leader, such as a supervisor or farm manager. The development is accomplished through a leadership training curriculum, an experience-based development plan and frequent feedback from operational leadership.

As John Rankin was ending his Butterball internship in 2016, he still wasn't sure whether to pursue public relations, his college major. Our Management Development Program (MDP) proved the perfect answer for the now 25-year-old – just as it enticed Tamam Almashni, a 2018 biological engineering graduate in our 18-to-24-month program.

Team members in our enriched Apprenticeship Program preparing them for leadership roles rate it very highly. "My proudest moment was when I got the leadership apprentice position," says Tonya Rowland, who started as a production worker at the Ozark, Ark., plant in August 2015 and has moved up to become an apprentice in January 2019.

"I learned a ton that I never would have gotten in the classroom and in areas I would never have gotten exposed to."

John Rankin

MDP participants rotate assignments across the organization, contributing to projects that reflect their backgrounds and helping determine where they might fit as they begin a Butterball career. John assisted corporate communications with digital signage in our processing plants, then rotated with foodservice, HR and Supply Chain, where he helped introduce manufacturing execution systems that track inventory processes. His last rotation led to his current role as an Operational Analyst—well outside of his initial PR aspirations.

Tamam, 23, learned about the MDP opportunity at an engineering job fair. The program has introduced her to industrial engineering, production and operations, and continuous improvement roles. What sold her on the program? ***"Getting the chance to travel and do different rotations."***

MDP graduates already are moving up – a program goal – with early participants becoming a superintendent, food scientist, marketing manager and industrial engineer, among other roles.

Plate

We commit to providing high-quality, nutritious and affordable products to consumers.

This commitment is illustrated by care we provide for our turkeys. In conjunction with more than 600 contract turkey growers, we are committed to high standards of animal care and well-being. To affirm this commitment, we voluntarily seek and maintain *American Humane Certified*™ status via regular — and periodically unannounced — third-party audits. We have a stringent, zero-tolerance policy against any form of animal mistreatment and provide multiple channels for team members to report (anonymously, if they choose) suspected incidences of mistreatment.

We commit to the highest quality and safety standards in producing the food our consumers love – and we're proud of that. We use no steroids or hormones in any turkey feeds at any stage of production, and many of our products offer all natural and gluten-free options for consumers.

In 2018, we:

Completed our biggest brand refresh in company history, including new packaging designs, plus renovated and simplified ingredient statements; launched new products for a more robust **All Natural line of products.**

Installed high-pressure pasteurization equipment in our Mount Olive facility to **improve shelf life** and pathogen control for some of our consumer packaged goods products like turkey bacon and ground turkey chubs.

Completed the installation of **on-farm video auditing** in select locations to ensure the best care and handling of our turkeys and enhanced our mandatory training on using proper processes and protocols, which must be completed before ever handling one of our turkeys.

Employed the latest pathogen-preventing methods and procedures for sanitizing turkey houses and equipment and trained our team members on proper cleaning techniques.

"You must be aware constantly of potential hazards and behaviors on the job."

Charles Phillips

Committing to Workplace Safety

Butterball is an industry leader in workplace safety – just ask OSHA. The federal worker safety watchdog agency recognizes us for continually exceeding industry benchmarks for safety.

OSHA designates several of our plants as VPP Star sites, including Huntsville, Jonesboro and Ozark, Ark. North Carolina's program — more stringent than OSHA — has honored Mount Olive, the industry's largest turkey processing facility, as a STAR site since 2008. Veteran Complex Safety Manager Charles Phillips explains that such designations allow a site to police itself, with OSHA thoroughly auditing the program every three years.

In 2018, Butterball recorded nearly 6 million employee hours without a lost-time injury. We also recorded a 25% drop in incidents (as minor as a fire extinguisher knocked off the wall) and a 15% decrease in reportable cases. All incidents are investigated.

Charles credits management's commitment in supporting STAR site principles and team member involvement, beginning on the plant floor, for working safely.

"You must be aware constantly of potential hazards and behaviors on the job," he emphasizes.

Planet

As a company grounded in agriculture, we recognize our responsibility to protect the planet we share, preserve the natural resources we rely on to produce our products, and ensure our families and future generations can enjoy a thriving environment.

We measure and strive to reduce our impact on key natural resources and focus our efforts where we can make the biggest difference: in transportation, manufacturing facilities and packaging.

In 2018, we:

Improved the quality of our Huntsville plant's industrial wastewater effluent by eliminating the need to use our lagoons for discharging to the City of Huntsville, due to constructing a **1.78 million gallon** equilization tank (EQ tank).

Improved our **stormwater program** by protecting against erosion at our Raeford facility and Turkey Feed Mill.

We increased our percentage of recycled material from all waste generated from 45.3% in 2017 to 46.8% in 2018. We are working toward a goal of 47.5% in 2019.

We reduced our percent of waste per pound of product produced from 1.31% in 2017 to 1.21% in 2018. We are striving for 1.19% in 2019.

Overall the recycling program continues to work toward our 2022 goal of **52% recycled material from waste.**

Embracing Sustainable Practices Defines This Butterball Grower

Theron Rowbotham didn't think much about where his family's holiday turkey came from until the Hagarville, Ark., farmer in January 2018 became a contract turkey grower for Butterball – one of 634 – and built four houses to raise flocks of turkeys on his 600-acre farm.

"Now when Thanksgiving approaches, I think more about the thousands of tables our turkeys will grace," says the 36-year-old owner of Infinity Ranch, located 38 miles from Butterball's Ozark, Ark., processing plant. That realization for Theron and farm manager Jose Jimenez brings with it the responsibility to operate the farm sustainably and with the turkeys' health and safety top of mind.

The farm employs Butterball's All In-All Out production system. Equipment for brooding and growing purposes exist in the same house, allowing flocks access to the entire length of the house without ever having to move to another. Theron and Jose also monitor each house's environment frequently each day – from air and water quality to temperatures and humidity levels – to maintain a safe and healthy flock.

Theron installed 144 solar panels, enough to power the entire farm and send energy back to the grid, which ensure that electricity to the farm and the flocks is never lost. He works closely with Butterball's live operations team to maximize flock performance. Another watchdog is his toddler daughter Mae, who "likes to go see the turkeys and interact with them."

> ***"Now when Thanksgiving approaches, I think more about the thousands of tables our turkeys will grace."***
>
> Theron Rowbotham

Green Teams

Made up of Butterball employees, Green Teams conduct monthly audits at our facilities to find and fix air leaks, water leaks and steam leaks. A representative of the Green Team reports on the audits at our monthly corporate sustainability meetings. The teams also meet at least quarterly to discuss opportunities for further sustainability improvements.

"We always prepare for the worst."
Josh Batchelor

Natural Disaster Defenses Demonstrate Our Preparedness

Powerful Hurricane Florence barreled through the Carolinas in September 2018, halting our extensive operations in eastern North Carolina. While flooding and power outages occurred, we escaped significant losses and a shortage of favorite everyday products like ground turkey, as our detailed hurricane emergency plan went into action.

Jeffrey Shamblin, our Mount Olive facilities and utilities director, and Josh Batchelor, our Mount Olive wastewater utilities superintendent, relied on detailed weather updates from the safety team to properly prepare for the storm. Meanwhile, their team of 14 working long shifts battened down anything loose, moved equipment and secured backup generators as the hurricane approached. "We always prepare for the worst," says Josh.

Rainfall, not wind, worried them the most, especially as it related to wastewater that must continue to be pumped to protect against an environmental adversity. When the storm stalled over the area for two days, heavy rainfall caused extensive flooding which inundated the main sump pump house and submerged essential electric motors. But the team replaced and made operational four pump motors in 24 hours. "We did the best we could with what we were dealt," says Jeffrey.

As for the turkeys on hard-hit farms, notably few were lost, thanks to intensive preparations from our live operations team. Also, the processing plant was out of power less than a day.

Philanthropy

As a company with a rich history of traditions and a track record of supporting our communities, we know how important it is to ensure our local communities are thriving. Our communities are more than simply where we operate – they are where our team members and consumers live and raise their families.

Through a combination of product donations, volunteer work and financial support, Butterball actively seeks ways to help those in the communities we call home.

We created the Butterball Traditions of Caring Foundation, a nonprofit organization, where team members may contribute to local and national charities supported by the Foundation. Because we know many of our team members care passionately about causes close to their hearts, each location has a voice in the selection of the local charities.

Partnerships like Feeding America, which allows us to feed those in need on a national scale, and Operation BBQ Relief, which provides hot meals to disaster victims and first responders, mean we're able to effectively assist those outside of our local communities.

In 2018, we furnished over **1.2 million meals** to victims of and first responders to Hurricane Florence and other natural disasters through our partnership with Operation BBQ Relief. In addition to providing financial support, Butterball is also the official turkey sponsor for Operation BBQ Relief.

We donated nearly **1.2 million pounds of food** to Feeding America, a national network of food banks to assist those who are food insecure and provide products to areas with scarce food sources.

American Heart Association. Heart Walk.

For the past three years, we have been the Healthy for Good podium sponsor of the American Heart Association. In 2018, the corporate office raised **more than $130,000** for the Triangle Heart Walk in North Carolina.

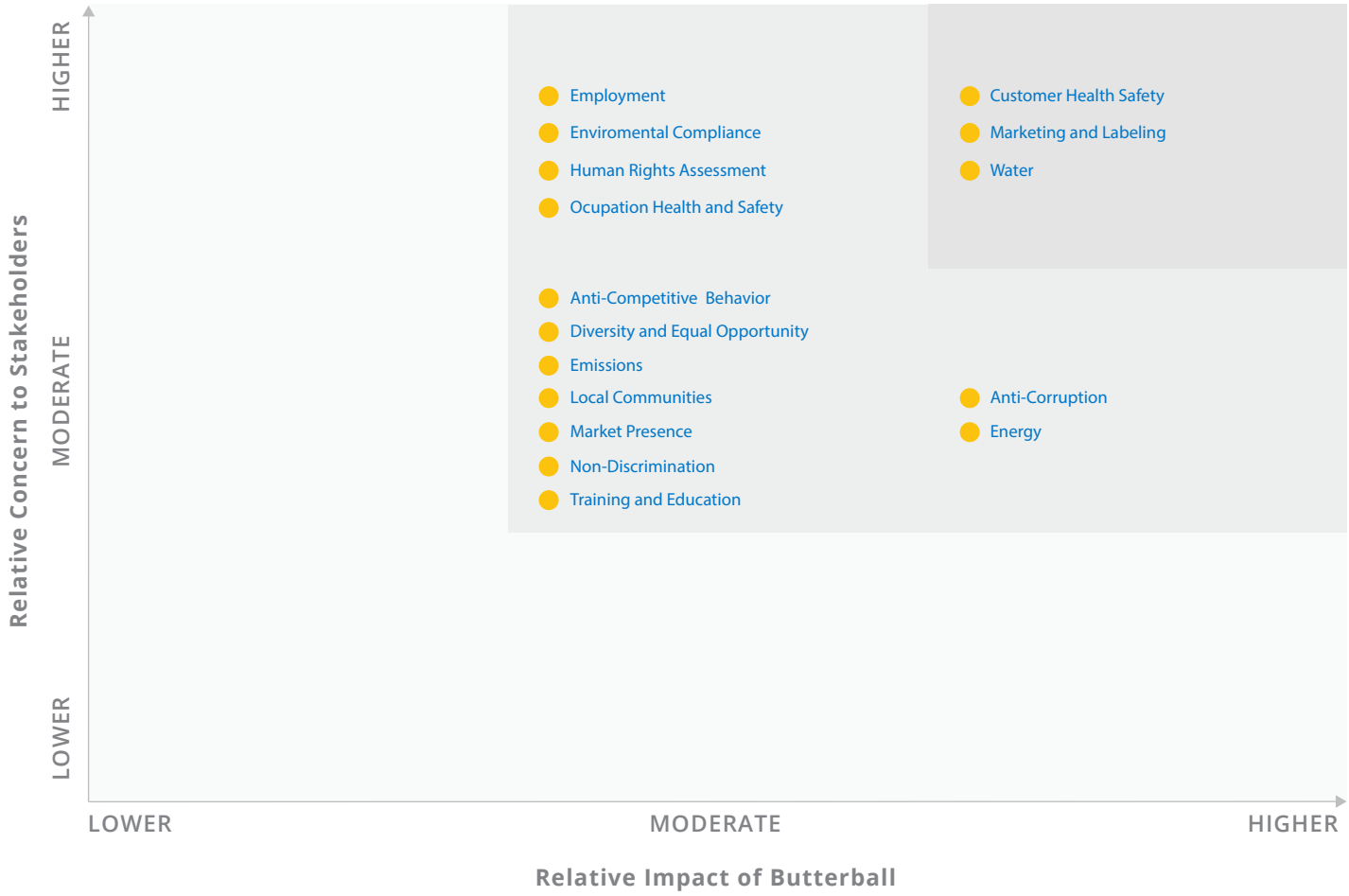
The Butterball Traditions of Caring Foundation is a nonprofit corporation providing assistance to people in need and charitable programs servicing communities where our employees live and work. Through employee contributions and fundraising events, the Foundation contributed **more than $30,000** in 2018 to local charities supporting cancer care and treatment and holiday gifts for children in need.

The Butterball Rewards program will soon provide a means of recognizing team members for exemplary service in their communities.

CSR Materiality Matrix

In accordance with the GRI reporting framework, Butterball conducted surveys and sustainability report audits from a sampling of internal and external stakeholders in the summer of 2018, including: employees, growers/producers, trade unions, local communities, suppliers, specialized service providers, contractors, customers and consumers. We used these surveys and assessments to review the GRI Standard Disclosures and identify and prioritize topics material to the organization. The materiality matrix pictured on this page is a visual representation of some of the topics included in the GRI Core Standards that hold particular significance to Butterball.

Moving forward, we will continue to conduct a materiality audit on an annual basis to ensure we are reporting on the issues most critical to the way we do business and areas where Butterball can create value and have a significant impact. With this in mind, we aim to expand future reports to include sustainability topics specific to the food and beverage sector for animal-sourced food production.



Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	**Organizational profile**				
	102-1 Name of the organization	Butterball, LLC			
	102-2 Activities, brands, products, and services	The Butterball Way > Who We Are butterball.com/products			
	102-3 Location of headquarters	Garner, North Carolina			
	102-4 Location of operations	USA			
	102-5 Ownership and legal form	Privately owned - Butterball, LLC is a joint venture of Maxwell Farms Inc. (an affiliate of Goldsboro Milling Co.) and Seaboard Corporation.			
	102-6 Markets served	i. United States as well as international markets: http://www.butterball.com/about-us/international/markets ii. Agriculture; Food & Beverage Products iii. Retailers, foodservice, military and industrial			
	102-7 Scale of the organization	The Butterball Way > Who We Are			
	102-8 Information on employees and other workers	The Butterball Way > Who We Are			
	102-9 Supply chain	The Butterball Way > Who We Are			
	102-10 Significant changes to the organization and its supply chain	There were no significant changes to our size, structure, ownership, or supply chain in 2018.			

Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	**Organizational profile**				
	102-12 External initiatives	Butterball actively participates on numerous committees and councils to help shape industry policies, social charters and sustainability initiatives. These include but are not limited to: Walmart's Project Gigaton as part of the commitment to the removal of 1 billion metric tons (1 gigaton) of Greenhouse Gases (GHG) by 2030. As part of this, Butterball has chosen the project's Energy Pillar, and has committed to removing 1.5%, or 2,353 metric tons of GHG from our combined Scope 1 and Scope 2 emissions from our combined 6-processing plants. This reduction is a 2022 goal from our 2018 baseline year. Butterball submits emissions information for the area of "climate" to the Carbon Disclosure Project (CDP). We are a founding member for the US Roundtable for Sustainable Poultry and Egg (USRSPE) and have representation on the Board of Directors. This is a recently established roundtable comprised of constituency groups from the poultry and egg value chain. Animal Care and Well Being research is conducted as part of our partnership with American Humane and the development of scientific audit criteria. We work with the Professional Animal Auditor Certification Organization to assist with training and shadow audits in order to certify others, outside of Butterball, to become certified for PAACO. Butterball, along with representatives from our peers in the turkey industry, partners with the National Turkey Federation's baseline pathogen sampling program to gather data to understand and combat pathogen presence. We serve on the Presidential Advisory Committee on Combatting Antibiotic Resistance Bacteria. We are active members of and have Board of Directors representation on the Poultry & Egg Sustainability and Welfare Foundation.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	**Organizational profile**				
	102-13 Membership of associations	Butterball supports many industry-related and advocacy organizations, whether through corporate membership or individual employee involvement. We feel it is important to be active members of groups and associations that represent the food processing industry, animal welfare, environmental stewardship and consumer advocacy. We have company representatives on the boards and committees of many of these groups and associations. While not an exhaustive list, these are examples of our current involvement: The National Turkey Federation, USRSPE, North American Meat Institute, American Humane, the British Retail Consortium, Global Food Safety Initiative, and the School Nutrition Association.			
	Strategy				
	102-14 Statement from senior decision-maker	The Butterball Way > A Letter From the CEO			
	Ethics and integrity				
	102-16 Values, principles, standards, and norms of behavior	The Butterball Way > Who We Are The Butterball Way > People			
	102-17 Mechanisms for advice and concerns about ethics	The Butterball Way > People			
	Governance				
	102-18 Governance structure	The highest governing body of Butterball, LLC is its Board of Directors. Butterball, LLC's routine operations, including decision-making on economic, environmental and social topics are executed by our executive leadership.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	**Stakeholder engagement**				
	102-40 List of stakeholder groups	Employees, Growers/Producers, Trade Unions, Local Communities, Suppliers, Specialized Service Providers, Contractors, Customers, Consumers and Shareholders/Board of Directors.			
	102-41 Collective bargaining agreements	17.2% of total employees are covered by collective bargaining agreements.			
	102-42 Identifying and selecting stakeholders	The Butterball Way > Stakeholders & Materiality			
	102-43 Approach to stakeholder engagement	The Butterball Way > Stakeholders & Materiality			
	102-44 Key topics and concerns raised	The Butterball Way > Stakeholders & Materiality			
	Reporting practice				
	102-45 Entities included in the consolidated financial statements	As a private company, Butterball, LLC does not have public financial statements.			
	102-46 Defining report content and topic boundaries	Butterball anticipates that all stakeholders (employees, customers, consumers and suppliers) will use this report, and representatives of each stakeholder category were surveyed to provide input on material topics and their boundaries. Data within this report is representative of calendar year 2018.			
	102-47 List of material topics	The Butterball Way > Stakeholders & Materiality			
	102-48 Restatements of information	None			
	102-49 Changes in reporting	None			
	102-50 Reporting period	2018 Calendar Year			
	102-51 Date of most recent report	Current			
	102-52 Reporting cycle	Annual			

Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
General Disclosures					
GRI 102: General Disclosures 2016	**Reporting practice**				
	102-53 Contact point for questions regarding the report	Christa Leupen cleupen@butterball.com			
	102-54 Claims of reporting in accordance with the GRI Standards	Core			
	102-55 GRI content index	GRI (link)			
	102-56 External assurance	This report is not externally assured.			
Material Topics					
200 series (Economic Topics)					
Market Presence					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Starting wage: local minimum wage by location Carthage, MO $12.75:$8.60 Huntsville, AR $13.00:$9.25 Ozark, AR $13.00:$9.25 Jonesboro, AR $13.25:$9.25 Mt. Olive, NC $11.75:$7.25 Raeford, NC $11:50:$7.25 NC Farm Labor $9.75:$7.25			

Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
200 series (Economic Topics)					
Anti-corruption					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All aspects of our business are assessed for risks related to corruption. No material risks have been identified.			
	205-2 Communication and training about anti-corruption policies and procedures	The Butterball Code of Conduct is reviewed with all employees and 100% of Butterball employees receive training: anti-harrassment, workplace violence and data security.			
	205-3 Confirmed incidents of corruption and actions taken	There are no incidences of corruption in this reporting period.			
Anti-competitive Behavior					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions instituted alleging anti-competitve behavior, anti-trust, monopoly practices or similar in this reporting period.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
300 series (Environmental Topics)					
Energy					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	1,718,426 gigajoules total energy consumption (942,298 GJ natural gas and 776,127 GJ electricity). Data is based on billing totals for all facilities.			
	302-3 Energy intensity	Total energy intensity ratio for our six production facilities was 1,039,714 Joules per lb produced. Energy type: fuel and electricity.			
	302-4 Reduction of energy consumption	22,367 GJ of fuel and electricity were conserved as a result of efficiency initiatives.			
Water					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			

Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
300 series (Environmental Topics)					
Water					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	All freshwater supply for Butterball facilities is from a third-party source with the exception of onsite wells at both our Turkey, NC feed mill and Mount Olive, NC processing plant. The Mount Olive processing plant relies on both onsite well and third-party water.			
	303-2 Management of water discharge-related impacts	N/A			
	303-3 Water withdrawal	Water withdrawals across the company equaled 6,137 megaliters, with 1,595 ML coming from onsite wells.			
	303-4 Water discharge	Total water discharge to surface water: 1,337 ML Total water discharge to groundwater: 1,836 ML Total water discharge to third-party water: 2,357 ML Total water discharge: 5,530 ML			
	303-5 Water consumption	Total water consumption: 607 ML			
Emissions					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			

Butterball Traditions with Purpose 2018 Content Index

GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
300 series (Environmental Topics)					
Emissions					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	47,497 metric tons of CO2 equivalent (CO2, CH4 and N2O) WRI (2015). GHG Protocol tool for stationary combustion. Version 4.1.			
	305-2 Energy indirect (Scope 2) GHG emissions	109,380 metric tons of CO2 equivalent (CO2, CH4 and N2O) Subregion Output Emission Rates - GHG (eGRID2014)			
	305-4 GHG emissions intensity	0.00009804 CO2/lbs of product across our six processing plants			
	305-5 Reduction of GHG emissions	Reduced direct GHG emissions across four facilities and reduced indirect GHG across eight facilities			
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	81,400 kg NOX, 129,079 kg SOX Subregion Output Emission Rates - criteria pollutants (eGRID2014)			
Environmental Compliance					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > Planet			
	103-2 The management approach and its components	The Butterball Way > Planet			
	103-3 Evaluation of the management approach	The Butterball Way > Planet			
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Butterball has had no significant fines or non-monetary sanctions for non-compliance with environmental laws or regulations.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Employment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Total turnover rates: Corporate offices 14%, live operations 52%, processing facilities (average) 87%			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	https://careers.butterball.com/en-US/page/benefits			
	401-3 Parental leave	a) Total number of employees entitled to parental leave: 3,131 male; 2,163 female b) Total number of employees that took parental leave: 24 male; 111 female	401-3 C,D &, E	information-unavailable	These statistics are not tracked.
Occupational Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	The Butterball Way > People			
	403-2 Hazard identification, risk assessment, and incident investigation	Consistent throughout the Butterball enterprise, hazard identification and risk assessment is carried out in numerous forms including daily equipment and facility start up “Go/No Go” inspections, weekly safe vs at-risk audits and inspections including examination of fixed conditions and behavioral observations [18,010 completed in 2018 with 98.6% safe], monthly wall-to-wall facility inspections and an annual comprehensive corporate safety audit, consisting of the assessment of 52 section areas, written program examination, interview and observations of employees, supervisors, managers and safety personnel and a thorough visual inspection of the facility.			
	403-3 Occupational health services	Butterball actively utilizes professional onsite medical personnel (Nurse RN’s, LPN’s and Emergency Medical Technicians) for basic care administered for work-related injuries and illnesses following a strict written Scope of Practice. Access to onsite medical facilities is purposely designed to allow fast and easy physical access to these services with the location of onsite medical clinics placed mere feet away from the primary work location of employees.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety Committees meet at least monthly and are comprised of both management and hourly employees with at least 50% of the committee being represented by hourly employees.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Safety training is robust and includes initial safety orientation for new employees and more specific specialized training which includes a written curriculum and demonstration of knowledge and practical testing to validate expertise is provided to employees which such need as required by regulation or via best practices applications. Safety training at production and live operations locations is provided daily (five minute safety briefing), weekly and monthly following a training schedule. Safety training consists of the following: Training for managers and supervisors emphasizing safety and health leadership responsibilities. Training for all employees on the site's safety and health management system, hazards, hazard controls in place, and the Butterball Safety Process (BSP) and OSHA (VPP) programs. Training that enables employees to recognize hazardous conditions and understand safe work procedures.			
	403-6 Promotion of worker health	Worker heath is promoted through annual onsite health and wellness events, including health fairs targeting employee demographics and wellness needs; periodic wellness seminars; regular wellness activties like blood pressure screening and glucose checks; and active lifestyle education and awareness materials provided to employees.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Butterball Way > People			
	403-8 Workers covered by an occupational health and safety management system	All Butterball employees are covered under our occupational health and safety management system.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Occupational Health and Safety					
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	In 2018, no work-related fatalities were reported; lost day case rate (LDCR) was 0.15 or 75% better than industry average; total recordable injury rate (TRIR) was 2.02 or 52% better than industry average; 14,451,370 hours were worked.			
	403-10 Work-related ill health	The Butterball Way > People			
Diversity and Equal Opportunity					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	The Butterball Way > People			
Non-discrimination					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2018, the Company employed approximately 6,700 team members and processed a significant volume of applications for employment. With respect to formal charges filed with the EEOC alleging discrimination that were deemed valid, the number is zero. The Company was served with one lawsuit in 2018 by a former employee which includes an allegation of discrimination and the Company is vigorously defending the same.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Human Rights Assessment					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	All Butterball facilities are on a social responsibility audit rotation for human rights and labor issues. We use SMETA (Sedex Members Ethical Trade Audit), which is a compilation of best practices in ethical audit, established by the Sedex Associate Auditor Group (AAG). It is not a separate standard or certification process, but a set of protocol for high-quality audits, to be used in conjunction with current established ethical audit practices.			
	412-2 Employee training on human rights policies or procedures	All employees of the company complete yearly compliance training and assessment on: Americans with Disabilities Act, Workplace Diversity for Employees, Anti-Harassment Training and HIPAA Privacy Rules.			
Customer Health and Safety					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Customer Health and Safety					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of our products are assessed for health and safety impacts and improvements.			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We strive to identify, self-report and correct any non-compliances before products reach market. There were no material incidences of non-compliance with regulations in 2018.			
Marketing and Labeling					
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	The Butterball Way > People			
	103-2 The management approach and its components	The Butterball Way > People			
	103-3 Evaluation of the management approach	The Butterball Way > People			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Butterball requires the following information for our procedures for product and service information and labeling: The sourcing of components of products and services; Content, particularly with regard to substances that might produce an environmental or social impact; Safe use of the product or service; Disposal of the product and environmental or social impacts. 100 percent of Butterball products are covered by and assessed for compliance with these procedures.			

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GRI Standard	Disclosure	2018 Response	Omission		
			Part Omitted	Reason	Explanation
Material Topics					
400 series (Social Topics)					
Marketing and Labeling					
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	There were no material situations of non-compliance in regards to product and service information and labeling.			
	417-3 Incidents of non-compliance concerning marketing communications	There were no material situations of non-compliance in regards to concerning marketing communications, including advertising, promotion, and sponsorship.			