

Company Name Tyson Foods
Industry Agricultural Products (Supply Chain and Own Operations)
Overall Score (*) 10.2 out of 100

Theme Score	Out of	For Theme
1.5	10	A. Governance and Policies
2.3	25	B. Embedding Respect and Human Rights Due Diligence
1.3	15	C. Remedies and Grievance Mechanisms
0.3	20	D. Performance: Company Human Rights Practices
2.0	20	E. Performance: Responses to Serious Allegations
2.9	10	F. Transparency

(*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

Detailed assessment

A. Governance and Policies (10% of Total)

A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: General HRs commitment: According to the Sustainability Report, Tyson Foods states that "Our policies and practices follow the human rights principles set forth in the United Nation's Universal Declaration of Human Rights and the International Labor Organization's Fundamental Principles and Labor Standards. Team member rights are further strengthened through the Ethics Help Line, annual Compliance Training and the Social Compliance auditing program." [2018 Sustainability Report, 2018: tysonsustainability.com] Met: UNGC principles 1 & 2: Tyson Foods is a member of UN Global Compact [UN Global Compact, 08/08/2019: unglobalcompact.org] Met: UDHR: See above Met: International Bill of Rights: According to the Sustainability Report, Tyson Foods states that "Our policies and practices follow the human rights principles set forth in the United Nation's Universal Declaration of Human Rights and the International Labor Organization's Fundamental Principles and Labor Standards." [2018 Sustainability Report, 2018: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> Not met: UNGPs Not met: OECD
A.1.2	Commitment to respect the human rights of workers	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> Met: ILO Core: According to its Sustainability Report, the Company states that 'Our policies and practices follow the human rights principles set forth in the

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>United Nation’s Universal Declaration of Human Rights and the International Labor Organization’s Fundamental Principles and Labor Standards. Team member rights are further strengthened through the Ethics Help Line, annual Compliance Training and the Social Compliance auditing program'. [2018 Sustainability Report, 2018: tysonsustainability.com]</p> <ul style="list-style-type: none"> • Met: UNGC principles 3-6: Tyson Foods has recently joined UNGC. [UN Global Compact, 08/08/2019: unglobalcompact.org] • Not met: Explicitly list All four ILO for AG suppliers: The Company states that they encourage their supply partners to commit to ethical standards, including human rights. In the Supply Conduct Code, the Company mentions non discrimination, forced and child labor standards, and the freedom of association. However, collective bargaining is not explicitly listed. [Supplier Code, April 2018: tysonfoods.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Explicit commitment to All four ILO Core: In the Code of Conduct, the following commitments are explicated: Child Labor, Forced labor, Freedom of Association. In the Team Member, statements as "Team members can choose whether or not they want to unite for collective bargaining purposes." highlights the commitment to collective bargain. Besides, "Non discrimination" is also mentioned. In addition, in the Company's website section 'Human Rights' it states: 'We do not tolerate child or forced labor in any of our operations or facilities. [...] Freedom of association - We respect your right to join or not to join a trade union, or to have recognized employee representation in accordance with local law.' However, CHRB could not find alternative measures to support freedom of association and collective bargaining rights where they are restricted by law. [Team Member Promise, 2017: tysonfoods.com & Human Rights, 09/2019: tysoncodeofconduct.com] • Met: Respect H&S of workers: According to the Team Member Promise, the Company states that "Tyson strives to provide a safe workplace for all team members. Our company is committed to reducing workplace injuries and illnesses year-over-year. All team members are expected to support a safe working environment by working safely and according to the safety training provided." [Team Member Promise, 2017: tysonfoods.com] • Met: H&S applies to AG suppliers: According to the Supplier Code, the Company states that "We are committed to conducting business in a safe, environmentally responsible manner. We expect our supply partners to operate in a manner that: makes continuous efforts to achieve a workplace that is free from work-related injuries and illness." [Supplier Code, April 2018: tysonfoods.com]
A.1.3.AG.a	Commitment to respect human rights particularly relevant to the industry - land and natural resources (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Respect land ownership and natural resources: In the Sustainability Report the Company claims that 'We are dedicated to delivering sustainable food at scale to feed our growing world. Delivering on our mission requires protecting and respecting natural resources as we grow our business. To produce our food we depend on land, water and energy to grow the ingredients, raise the animals and run our facilities'. However, no specific evidence found in relation to respecting land ownership rights. [2018 Sustainability Report, 2018: tysonsustainability.com] • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights: The Code of Conduct does not explicitly indicate if the respect to use of land and natural resources extends to its suppliers. [Code of Conduct, Version 10/01/2018: tysoncodeofconduct.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Voluntary Guidelines on Tenure Rights • Not met: IFC Performance Standards • Not met: FPIC for all • Not met: Zero tolerance for land grabs • Not met: Respecting the right to water • Not met: Expecting suppliers to respect these rights
A.1.3.AG.b	Commitment to respect human rights particularly relevant to the industry – people’s rights (AG)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Women's rights • Not met: Children's rights • Not met: Migrant worker's rights • Not met: Expects suppliers to respect these rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: CEDAW/Women's Empowerment Principles • Not met: Child Rights Convention/Business Principles • Not met: Convention on migrant workers

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not met: Expecting suppliers to respect these rights
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Regular stakeholder engagement: The Company states that 'To better serve our communities, we want to understand the diverse needs and makeup of our team members and communities. Since 2017, we've conducted independent community social baseline assessments of our operations in over 20 Tyson Foods plant communities. The assessments examined the impacts and risks in the communities where we do business, and how we might be a better neighbor and employer of choice'. In addition, the Company states that 'We're committed to keep local grain local within our supply chain. We actively build resources for and relationships with grain farmers who provide locally grown corn for our birds, through our Local Grain Services (LGS) program. LGS increases the number of farmers who sell direct, while decreasing supply chain inefficiencies and waste – a win-win for our grain suppliers and our business'. [2018 Sustainability Report, 2018: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Commits to engage stakeholders in design • Not met: Regular stakeholder design engagement: According to the Sustainability Report, the Company possesses a Social Baseline Study (SBS). "The study's goal is to examine the impacts and risks in the communities where we do business, and how we might be a better neighbour and employer of choice." In this sense, there is evidence that the Company monitors its stakeholders. However, it is not clear whether affected stakeholders are involved in the actual design or monitoring of the Company's human rights' approach. [2018 Sustainability Report, 2018: tysonsustainability.com]
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Commits to remedy <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Not obstructing access to other remedies • Not met: Collaborating with other remedy initiatives • Not met: Work with AG suppliers to remedy impacts
A.1.6	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Zero tolerance attacks on HRs Defenders (HRDs) <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Expects AG suppliers to reflect company HRD commitments

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: CEO or Board approves policy: The Sustainability report which explains the commitment to HR states that "Our approach to sustainability is multidimensional, and we maintain an integrated strategy that allows us to drive improvements in all areas of sustainability. This strategy is supported by our President and CEO, with oversight from our Board of Directors". [2018 Sustainability Report, 2018: tysonsustainability.com] • Not met: Board level responsibility for HRs: According to the Sustainability Report, the Company states that "Our sustainability governance structure is bolstered by internal senior leaders who serve as sustainability champions for each of our business operating segments. With support from procurement, engineering, sustainability, environmental services, human resources and other key corporate functions, these leaders are responsible for developing and launching activities that support the company in achieving its sustainability goals and commitments." No evidence found, however, in relation to Board level responsibility for human rights oversight. [2018 Sustainability Report, 2018: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Speeches/letters by Board members or CEO
A.2.2	Board discussions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Board/Committee review of salient HRs • Not met: Examples or trends re HR discussion <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both examples and process

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A.2.3	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Incentives for at least one board member • Not met: At least one key AG HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public

B. Embedding Respect and Human Rights Due Diligence (25% of Total)

B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: Tyson Foods commits to ILO Conventions, according it is stated in the Sustainability Report. [2018 Sustainability Report, 2018: tysonsustainability.com] • Met: Senior responsibility for HR: According to the Sustainability Report 'Justin Whitmore, our Executive Vice President of Alternative Proteins and Chief Sustainability Officer, who reports to our President and CEO and regularly interacts with the company's Board of Directors, is responsible for leading and implementing our sustainability strategy. Justin is supported by a team of sustainability professionals who facilitate our goal-setting efforts, including actions to manage or mitigate risks as well as the pursuit of continual improvement opportunities related to animals, communities, the environment, food and the workplace'. [2018 Sustainability Report, 2018: tysonsustainability.com] Score 2 <ul style="list-style-type: none"> • Not met: Day-to-day responsibility • Not met: Day-to-day responsibility for AG in supply chain
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Senior manager incentives for human rights • Not met: At least one key AG HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not met: Performance criteria made public
B.1.3	Integration with enterprise risk management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: HR risks is integrated as part of enterprise risk system Score 2 <ul style="list-style-type: none"> • Not met: Audit Ctte or independent risk assessment: The Vice President of Corporate Strategy and Chief Sustainability Officer is supported by a team of sustainability professionals who facilitate the goal-setting efforts, including actions to manage or mitigate risks as well as the pursuit of continual improvement opportunities related to animals, communities. However; the Company does not describe how it assesses the adequacy of the enterprise risk management in managing human rights. [2018 Sustainability Report, 2018: tysonsustainability.com]
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Commits to ILO core conventions: The Company commits itself to the ILO core Conventions, according to the Sustainability Report [2018 Sustainability Report, 2018: tysonsustainability.com] • Not met: Communicates its policy to all workers in own operations: The Company aspires to offer English as a second language and financial literacy training to all employees as well as its Ethics Help Line is managed by a team of corporate ethics and compliance professionals and is available 24 hours a day, seven days a week, and services are available in multiple languages by phone or the Internet. However, the Company does not describe how it communicates its policy commitment to all workers. [2018 Sustainability Report, 2018: tysonsustainability.com] Score 2 <ul style="list-style-type: none"> • Met: Commits to all 4 ILO core conventions [2018 Sustainability Report, 2018: tysonsustainability.com] • Not met: Communication of policy commitments to stakeholder • Not met: How policy commitments are made accessible to audience
B.1.4.b	Communication /dissemination of policy commitment(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2 [2018 Sustainability Report, 2018: tysonsustainability.com]

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	to business relationships		<ul style="list-style-type: none"> • Not met: Communicating policy down the whole AG supply chain: In its Supplier Code, the Company states that it "sets forth the principles and high ethical standards that we strive to achieve and expect our supply partners to try to work toward throughout the course of our business relationship. These principles and ethical standards include: assuring compliance with legal standards; sharing a desire to provide safe,(...) respect for the rights and safety of others." However, no evidence found on the specific steps taken to communicate policies to suppliers and whether these are cascaded down the supply chain. [Supplier Code, April 2018: tysonfoods.com] • Not met: Requiring AG suppliers to communicate policy down the chain Score 2 • Not met: How HR commitments made binding/contractual • Not met: Including on AG suppliers
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Met: Trains all workers on HR policy commitments: According to the Sustainability Report, the Company states that requires 'all of our team members and directors to participate in annual compliance training to ensure they understand that our policies prohibit any kind of illegal or unethical behavior and that they are obligated to report suspected violations promptly'. [2018 Sustainability Report, 2018: tysonsustainability.com] • Met: Trains relevant AG managers including procurement: The Company states in the California Transparency Code that "Tyson provides training on the Code of Conduct and related Tyson policies and procedures to ensure our team members who have a direct responsibility for supply chain management are better able to identify and mitigate any risks associated with slavery and human trafficking." [California Transparency Code, 22 August 2017: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Met: Both requirements under score 1 met
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Scores at least 1 on A.1.2 • Not met: Monitoring implementation of HR policy commitments • Met: Monitoring AG suppliers: The Company indicates that it "hires a third-party firm to provide an audit once every four years for each production facility. The auditors use Workplace Conditions Assessment (WCA) criteria to verify Tyson's adherence to social compliance standards". This is contained in the California Transparency Supply chains Act disclosure statement, in relation to the Company's supply chain. [California Transparency Code, 22 August 2017: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Score of 2 on A.1.2 • Not met: Describes corrective action process • Not met: Example of corrective action • Not met: Discloses % of AG supply chain monitored
B.1.7	Engaging business relationships	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: HR affects AG selection of suppliers • Met: HR affects on-going AG supplier relationships: According to the Sustainability Report, the Company states that "Tyson Foods reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law." [Supplier Code, April 2018: tysonfoods.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met • Not met: Working with AG suppliers to improve performance
B.1.8	Approach to engagement with potentially affected stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Stakeholder process or systems: Although in the Sustainability Report the Company describes the issues raised along with the stakeholders, it does not mention how it has been identified, and also it does not describe the frequency and triggers for engagement. [2018 Sustainability Report, 2018: tysonsustainability.com] • Not met: Frequency and triggers for engagement • Not met: Workers in AG SC engaged • Not met: Communities in the AG SC engaged: The Summary of Stakeholder Dialogue and Outcomes includes local communities, including topics raised,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>although, as indicated above, no description of the process and system followed including frequency for engagement. [2018 Sustainability Report, 2018: tysonsustainability.com]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Met: Analysis of stakeholder views and company's actions on them: In its Sustainability Report, the Company provides a summary analysis in which it indicates the issue raised and how they engaged and responded to it. [Supplier Code, April 2018: tysonfoods.com]

B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifying risks in own operations • Not met: Identifying risks in AG suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Ongoing global risk identification • Not met: In consultation with stakeholders • Not met: In consultation with HR experts • Not met: Triggered by new circumstances • Not met: Explains use of HRIAs or ESIA (inc HR)
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Salient risk assessment (and context): In the California Transparency Code, the Company states that "Tyson may engage in verification measures where it deems appropriate to evaluate and address risks of human trafficking and slavery in connection with our supply chain, including possible site visits and independent third party audits (announced or unannounced) to ensure compliance with contractual obligations and the Supplier Code of Conduct. " However, no evidence found of a proactive assessment carried out to assess company wide which are its human rights salient issues. Current evidence seems to refer to compliance monitoring. [California Transparency Code, 22 August 2017: s22.q4cdn.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Action Plans to mitigate risks • Not met: Including in AG supply chain • Not met: Example of Actions decided <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: System to check if Actions are effective • Not met: Lessons learnt from checking effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirement under score 1 met
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Comms plan re identifying risks • Not met: Comms plan re assessing risks • Not met: Comms plan re action plans for risks • Not met: Comms plan re reviewing action plans • Not met: Including AG suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Responding to affected stakeholders concerns • Not met: Ensuring affected stakeholders can access communications

C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Channel accessible to all workers: The Company provides a toll-free number and web-based reporting mechanism (Ethics Help Line) for team members who are obligated to report suspected violations of Code of Conduct or the law. [2018 Sustainability Report, 2018: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Number grievances filed, addressed or resolved: The company reports the complaint areas. However; it does not disclose data regarding the number of grievances filed, addressed or resolved. [2018 Sustainability Report, 2018: tysonsustainability.com] • Met: Channel is available in all appropriate languages: According to the Sustainability Report, the Ethics Help Line is managed by a team of corporate ethics and compliance professionals and is available 24 hours a day, seven days a week, and services are available in multiple languages by phone or the Internet. [Supplier Code, April 2018: tysonfoods.com] • Met: Opens own system to AG supplier workers: The supplier code contains channels to contact Tyson to report ethical concerns, including a help line, a web line, and Tyson Foods' ethics and compliance department. [Supplier Code, April 2018: tysonfoods.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Grievance mechanism for community <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Describes accessibility and local languages • Not met: Expects AG supplier to have community grievance systems • Not met: AG supplier communities use global system
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Engages users to create or assess system • Not met: Description of how they do this <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Engages with users on system performance • Not met: Provides user engagement example on performance • Not met: AG suppliers consult users in creation or assessment
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Response timescales • Not met: How complainants will be informed <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Escalation to senior/independent level
C.5	Commitment to non-retaliation over complaints or concerns made	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Public statement prohibiting retaliation: According to the Code of Conduct, the Company states that they are devoted to maintaining a workplace where " we can all ask questions and raise concerns in good faith without fear of retaliation. We prohibit any form of retaliation for asking questions, raising concerns or cooperating with internal investigations. In some cases, team members who report misconduct may perceive well intentioned actions as retaliation even when it's not the case. It's important for supervisors to continue to treat a team member who asked a question or raised a concern with dignity and respect." However, it is not clear whether external stakeholders, besides business partners, are allowed to use the channel and covered by the non-retaliation commitment. [Code of Conduct, Version 10/01/2018: tysoncodeofconduct.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Practical measures to prevent retaliation: The Company affirms that " the Ethics Help Line is operated by an independent third party and allows team members to raise issues anonymously and without fear of retaliation if they don't feel comfortable reporting it to their local supervisor or human resources, or don't feel that the issue is being properly addressed." However, this seems to refer exclusively to Company's employees. [2018 Sustainability Report, 2018: tysonsustainability.com]

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> • Not met: Has not retaliated in practice • Not met: Expects AG suppliers to prohibit retaliation: In the Supplier Code, the Company states that People who report concerns to Tyson Foods may request that they remain anonymous. They add that they will attempt to honour such requests. However, in situations when honouring a request for anonymity or a request to keep certain information confidential would, in Tyson Foods' judgment, put the health or safety of others at risk, or compromise protection of the environment, or jeopardize product quality, they will disclose all information it feels is necessary. [Supplier Code, April 2018: tysonfoods.com]
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Won't impede state based mechanisms • Not met: Complainants not asked to waive rights <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Will work with state based or non judicial mechanisms • Not met: Example of issue resolved (if applicable)
C.7	Remedying adverse impacts and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Describes how remedy has been provided • Not met: Says how it would remedy key sector risks <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Changes introduced to stop repetition • Not met: Approach to learning from incident to prevent future impacts • Not met: Evaluation of the channel/mechanism

D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own agricultural operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Pays living wage or sets target date: The Company states that " We comply with all applicable wage and hour laws, including minimum wage, overtime and maximum hour rules". However; there is no reference to living wage. [Code of Conduct, Version 10/01/2018: tysoncodeofconduct.com] • Not met: Describes how living wage determined <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Paying living wage • Not met: Definition of living wage reviewed with unions
D.1.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Living wage in supplier code or contracts • Not met: Improving living wage practices of suppliers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Avoids business model pressure on HRs (purchasing practices) • Not met: Positive incentives to respect human rights (purchasing practices) <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met
D.1.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Not met: Identifies suppliers back to manufacturing sites (factories or fields) <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Discloses significant parts of SP and why
D.1.4.a	Prohibition on child labour: Age verification and corrective actions (in own agricultural operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> • Met: Does not use child labour: In its Code of Conduct, the Company states that " We do not tolerate child or forced labor in any of our operations or facilities." [Code of Conduct, Version 10/01/2018: tysoncodeofconduct.com] • Not met: Age verification of job applicants and workers <p>Score 2</p> <ul style="list-style-type: none"> • Not met: Remediation if children identified

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Child Labour rules in codes or contracts: Although the Company prohibits child labor in its Supplier Code, it does not indicate in the document if they verify the age of job applicants and workers and remediation programmed. [Supplier Code, April 2018: tysonfoods.com] Not met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Analysis of trends in progress made
D.1.5.a	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Pays workers in full and on time Not met: Payslips show any legitimate deductions Score 2 <ul style="list-style-type: none"> Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters
D.1.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Debt and fees rules in codes or contracts Not met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Analysis of trends in progress made
D.1.5.c	Prohibition on forced labour: Restrictions on workers (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Does not retain documents or restrict movement Score 2 <ul style="list-style-type: none"> Not met: How these practices are monitored for agencies, labour brokers or recruiters
D.1.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Free movement rules in codes or contracts Not met: How working with suppliers on free movement Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met Not met: Provides analysis of trends demonstrating progress
D.1.6.a	Freedom of association and collective bargaining (in own agricultural operation)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: The Company states that "To our knowledge, Tyson Foods did not have operations in FY2017 in which the right to exercise freedom of association and collective bargaining were at risk. We maintain a Code of Conduct and Team Member Promise that specifically recognizes and respects the rights of our team members to join or not to join a trade union, or to have recognized employee representation in accordance with local law. At this time, we do not screen our suppliers and contractors for human rights, including the right to exercise freedom of association or collective bargaining" However; no mentions to measure to prohibit any form of intimidation or retaliation against workers seeking to exercise these rights were found. [2018 Sustainability Report, 2018: tysonsustainability.com] Not met: Discloses % covered by collective bargaining agreements Score 2 <ul style="list-style-type: none"> Not met: Both requirements under score 1 met
D.1.6.b	Freedom of association and collective bargaining (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Not met: FoA & CB rules in codes or contracts: In the Supplier Code, the Company states that they respect the right of employees to fully associate. However; there is no mention concerning to collective bargaining [Supplier Code, April 2018: tysonfoods.com] Not met: How working with suppliers on FoA and CB

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.7.a	Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Injury Rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosures Score 2 <ul style="list-style-type: none"> • Not met: Set targets for H&S performance • Not met: Met targets or explains why not
D.1.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Sets out clear Health and Safety requirements: In the Supplier Code, the Company states that they are committed to conducting business in a safe, environmentally responsible manner. They also explicitly indicate that they expect supply partners to operate in a manner that complies with all applicable environmental, health and safety laws and regulations. However, no further evidence found in relation to health and safety-related requirements. [Supplier Code, April 2018: tysonfoods.com] • Not met: Injury Rate disclosures • Not met: Lost days or near miss disclosures • Not met: Fatalities disclosure Score 2 <ul style="list-style-type: none"> • Not met: How working with suppliers on H&S • Not met: Provides analysis of trends demonstrating progress
D.1.8.a	Land rights: Land acquisition (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Approach to identification of land tenure rights holders • Not met: Approach to doing so if no recent land deals Score 2 <ul style="list-style-type: none"> • Not met: How valuation and compensation works • Not met: Follows IFC5 in any state land deals • Not met: Describes approach if no recent land deals
D.1.8.b	Land rights: Land acquisition (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Rules on land & owners in codes or contracts • Not met: How working with suppliers on land issues Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.9.a	Water and sanitation (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Action to prevent water and sanitation risks: The Company states that "By putting more emphasis on wastewater treatment, we're taking the necessary actions to be leaders in water sustainability. Our procedures are regulated by EPA programs, like the Clean Water Act National Pollutant Discharge Elimination System (NPDES) permits that prohibits the release of water that may contain chemicals. The water that's released meets the EPA's EFFLUENT GUIDELINES PROGRAM and is safe for the environment". However, no evidence found of specific actions plans implemented for specific risks related to the right to water and sanitation. [2018 Sustainability Report, 2018: tysonsustainability.com] Score 2 <ul style="list-style-type: none"> • Not met: Water targets considering local factors • Not met: Reports progress and shows trends in progress made
D.1.9.b	Water and sanitation (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Rules on water stewardship in codes or contracts • Not met: How working with suppliers on water stewardship issues Score 2 <ul style="list-style-type: none"> • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress
D.1.10.a	Women's rights (in own agricultural operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not met: Process to stop harassment and violence against women • Not met: Working conditions take account of gender • Not met: Equality of opportunity at all levels of employment

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 • Not met: Meet all requirements under score 1
D.1.10.b	Women's rights (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 • Not met: Women's rights in codes or contracts • Not met: How working with suppliers on women's rights Score 2 • Not met: Both requirements under score 1 met • Not met: Provides analysis of trends demonstrating progress

E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		No allegations meeting the CHRB severity threshold were found, and so the score of 8.14 out of 80 points scored in themes A-D & F has been applied to produce a score of 2.04 out of 20 points for theme E.

F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	0.86 out of 4	Out of a total of 51 indicators assessed under sections A-D of the benchmark, Tyson Foods made data public that met one or more elements of the methodology in 11 cases, leading to a disclosure score of 0.86 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	The individual elements of the assessment are met or not as follows: Score 2 • Met: Company reports on GRI: According to the Company website, Tyson Foods reports on GRI. [GRI, 2018: tysonsustainability.com]
F.3	Key, High Quality Disclosures	0 out of 4	Tyson Foods met 0 of the 10 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples • Not met: Score 2 for A.2.2 : Board discussions • Not met: Score 2 for B.1.6 : Monitoring and corrective actions • Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers • Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly • Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts • Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus • Not met: Score 2 for A.2.3 : Incentives and performance management • Not met: Score 2 for B.1.2 : Incentives and performance management • Not met: Score 1 for D.1.1.a: Living wage (in own agricultural operations) • Not met: Score 2 for D.1.7.a : Health and safety: Fatalities, lost days, injury rates (in own agricultural operations)

Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.