

Company Name Tyson Foods
Industry Agricultural Products (Supply Chain and Own Operations)
Overall Score 6.9 out of 100

Theme Score	Out of	For Theme
0.9	10	A. Governance and Policies
0.5	25	B. Embedding Respect and Human Rights Due Diligence
3.5	20	C. Remedies and Grievance Mechanisms
0.6	25	D. Performance: Company Human Rights Practices
1.4	20	E. Performance: Responses to Serious Allegations

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 2022 Methodology document for the sector concerned. 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	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: General HRs commitment: The Code of conduct states that 'We are committed to respecting and promoting human rights across the globe'. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] Score 2 <ul style="list-style-type: none"> Not Met: Commitment to the UNGPs Not Met: Commitment to the OECD Guidelines for Multinational Enterprises
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> Met: Company has a commitment to the ILO Core: The Company's Code of Conduct covers each ILO Core commitment: discrimination, forced labour, child labour, freedom of association and collective bargaining, as indicated below. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] Not Met: Company has an explicit commitment to All four ILO Core: The Code of Conduct covers: 'Not tolerating child, forced or abusive labor in any operations or facilities. (...) Supporting equal rights and the elimination of employment discrimination'. Regarding the rights to freedom of association and collective bargaining it states: 'Respecting team members' right to choose whether they want to unite for collective bargaining purposes'. However, it is unclear whether the company commits to the workers' freedom of association under all circumstances. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] Score 2 <ul style="list-style-type: none"> Met: Company expect suppliers to commit to ILO Core: The Company's Supplier Code of Conduct covers each ILO Core commitment: discrimination, forced labour,

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			<p>child labour, freedom of association and collective bargaining, as indicated below. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com]</p> <ul style="list-style-type: none"> • Met: Company explicitly list All four ILO for suppliers: The Company indicates it expects its suppliers to make the commitments such as: 'Ensure no forced labor or child labor is being use [...] Respect the right of employees to freely associate, organize, and bargain collectively [...] Prohibit discrimination, harassment and workplace violence' under the section Labor and Human Rights. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com]
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	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: Commitment to respect H&S of workers: The Code of Conduct indicates: 'The health and safety of our team members is our top priority. We strive for zero injuries and illnesses. We maintain a safety culture focused on the goal of eliminating workplace incidents, risks and hazards. Our processes help eliminate events by reducing their frequency and severity. We also closely review and monitor our performance'. However, 'top priority', 'strive' and 'a goal' are not considered formal statements of commitment according to CHRB wording criteria. Previous assessment used evidence from the webpage section 'Team Member Promise', which CHRB no longer considers a suitable source for policy statements. No further evidence found in public policies. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] • Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: According to The Code of Conduct, one of the Company's basic principles of human rights is: 'Complying with all applicable employment and wage and hour laws to include minimum wage, overtime, and maximum hour rules'. However, no evidence found of the Company explicitly committing to respect ILO conventions on working hours or that publicly states that workers are not required to work more than 48 hours as regular working week, and that overtime is consensual and paid at a premium rate. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Expect suppliers to commit to H&S of their workers: The Supplier Code of Conduct indicates: 'We expect our suppliers to operate in a manner that: Complies with all federal, state and local health and safety laws, regulations, and standards, Trains and communicates regularly with their employees about safety. Makes continuous efforts to achieve a workplace that is free from work-related injuries and illnesses'. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: The Supplier Code of Conduct indicates it expects suppliers to: 'Ensure compliance with applicable wage and hour laws'. However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com]
A.1.3.a.AG	Commitment to respect human rights particularly relevant to the industry – land, natural resources and indigenous peoples' 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: Respect land ownership and natural resources as set out in VGGT • Not Met: Respect land ownership and natural resources as set out in The IFC Performance Standards • Not Met: Respecting indigenous peoples' rights or ILO Convention No.169 or UN Declaration • Not Met: Expecting suppliers to make these commitments <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Respecting the right to water • Not Met: Company's policy commits to obtain FPIC • Not Met: Expecting suppliers to make these commitments
A.1.3.b.AG	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (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 at least one of 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 • Not Met: Expecting suppliers to respect these rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.4	Commitment to remedy	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: The Company commits to remedy • Not Met: Company expect suppliers to make this commitment Score 2 <ul style="list-style-type: none"> • Not Met: Collaborating with other remedy initiatives • Not Met: Work with suppliers to remedy impact
A.1.5	Commitment to respect the rights of human rights defenders	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Zero tolerance attacks on HRs Defenders (HRDs) • Not Met: Company expect suppliers to make this commitment Score 2 <ul style="list-style-type: none"> • Not Met: Work with HRD to create safe and enabling environment

A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • 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. [2019 Sustainability Report, 2020: tysonsustainability.com] • Not Met: Describe HR expertise of Board member: The company states: "The Tyson Foods Code of Conduct outlines expected behaviors for all Tyson team members and members of the Board of Directors (Directors). All actions and behaviors should be consistent with Tyson's core values. Tyson expects that all team members and Directors will conduct business fairly, ethically and in compliance with all applicable policies, laws and regulations." [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] Score 2 <ul style="list-style-type: none"> • Not Met: Speeches/letters by Board members or CEO
A.2.2	Board responsibility	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board/Committee review HRs strategy • Not Met: Examples/trends re HR discussion in the last reporting period Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1: The company does not meet any requirements under score 1. • Not Met: How affected stakeholders/HR experts informed discussions
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 HR risk, beyond employee H&S Score 2 <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other board performance criteria
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Board process to review bussiness model and strategy • Not Met: Describe frequency and triggers for reviewing Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Example of actions decided

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	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: Score of 1 on A.1.2.a: See indicator A.1.2.a • Met: Senior responsibility for HR implementation and decision making: According to the Sustainability Report 'John R. Tyson, our Chief Sustainability Officer, who reports to our CEO and regularly interacts with the company's Board of Directors, is responsible for leading and implementing our sustainability strategy. John 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. [2019 Sustainability Report, 2020: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How it assigns Day-to-day responsibility • Not Met: Day-to-day resources and expertise allocation in own ops • Not Met: Resources and expertise allocation in the supply chain
B.1.2	Incentives and performance management	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: Senior manager incentives for human rights • Not Met: At least one key HR risk, beyond employee H&S <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Performance criteria made public • Not Met: Review of other senior management performance
B.1.3	Integration with enterprise risk management	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: HR risks is integrated as part of enterprise risk system • Not Met: Provides an example <p>Score 2</p> <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. [2019 Sustainability Report, 2020: tysonsustainability.com]
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	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: Score of 1 on A.1.2.a: See indicator A.1.2.a • 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. [2019 Sustainability Report, 2020: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • 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) to business relationships	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"> • Met: Meets ILO requirement for suppliers on A.1.2.a: See indicator A.1.2.a • Not Met: Steps to communicate policy commitments to supply chain: In its Supplier Code, the Company states that it 'sets forth the principles and ethical standards we strive to achieve and describes our expectations for supplier adherence to the same standards. We are committed to operating our business with integrity, respect, accountability, and honor'. It also indicates it expects is suppliers to train and communicate regularly with their employees about safety. 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 of Conduct, 05/05/2021: tysonfoods.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Requires suppliers to communicate policy requirements • Not Met: How HR commitments made binding/contractual

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			<ul style="list-style-type: none"> • Not Met: Company requires suppliers to cascade down to their 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.a • Met: How workers are trained 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'. [2019 Sustainability Report, 2020: tysonsustainability.com] • Not Met: Trains relevant managers including procurement: This datapoint was previously assessed as Met based on the Company's California Transparency Code dated 22/08/2017 which is now out of date. [Code of Conduct, 17/11/2021: tysoncodeofconduct.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a • Not Met: Meets both requirements under score 1 • Not Met: Trains suppliers to meet company's HR commitment • Not Met: Disclose % trained
B.1.6	Monitoring and corrective actions	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: Scores at least 1 on A.1.2.a: Please see indicator A.1.2.a • Not Met: Monitoring implementation of HR policy commitments across global ops and supply chain • Not Met: Proportion of supply chain monitored • Not Met: Describe how workers are involved in monitoring <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Score of 2 on A.1.2.a: See indicator A.1.2.a • Not Met: Describes corrective action process • Not Met: Disclose findings and number of corrective action
B.1.7	Engaging and terminating business relationships	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: HR affects selection of suppliers • Not Met: HR affects on-going supplier relationships: The Company states that 'We expect each supplier to work diligently to conduct its business in full compliance with applicable laws, rules, and regulations. Tyson reserves the right to decline future business opportunities or to end existing business relationships with suppliers who do not comply with the law.' However, the Company does not describe how human rights performance is taken into account in the identification and selection of potential business relationships or in decisions to renew, expand or terminate business relationships. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe positive incentives offered to respect human rights • Not Met: Working with suppliers to meet HR requirements
B.1.8	Approach to engagement with affected stakeholders	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: Stakeholder process or systems to identify and engage with workers/communities in the last two years: 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. [2019 Sustainability Report, 2020: tysonsustainability.com] • Not Met: Discloses stakeholders that HRs may be affected • Not Met: Provides two examples of engagement with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Analysis of stakeholder views on company's HR issues • Not Met: Describe how views influenced company's HR approach

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

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	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 through relevant business relationships <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> • Not Met: Triggered by new circumstances • Not Met: Describes risks identified
B.2.2	Assessing 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: Describe process for assessment of HR risks and discloses salient HR issues • Not Met: How process applies to supply chain • Not Met: Public disclosure of the results of HR assessment <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: How it involved affected stakeholders in the assessment
B.2.3	Integrating and acting on human rights risks and impact assessments	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: Description of how global system applies to supply chain • Not Met: Example of actions decided on at least 1 salient HR issues <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Involve stakeholders in decisions about actions
B.2.4	Tracking 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 for tracking or monitor if actions taken are effective • Not Met: Lessons learnt from checking system effectiveness <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1 • Not Met: Involve stakeholders in evaluation of actions taken
B.2.5	Communicating on human rights 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: Provides two examples of comms with stakeholders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describe challenges to effective comms and how it is working to address them

C. Remedies and Grievance Mechanisms (20% 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. [2020 Sustainability Report, 2021: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Met: Channel is available in all appropriate languages and workers aware: 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. [2020 Sustainability Report, 2021: tysonsustainability.com] • Not Met: Describe how workers in the supply chain have access to grievance mechanism: In the Supplier Code, the Company states that employees of suppliers are encouraged to work with their employers to resolve internal ethical concern. The suppliers should promptly report violations of the code or any unethical behavior by a Tyson Food's manager. Moreover, the Company's ethical help line is available 24 hours a day, seven days a week. However, not clear how suppliers have access to a grievance system. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: Expect Suppliers to convey expectation to their own suppliers [Supplier Code of Conduct, 05/05/2021: tysonfoods.com]
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	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: Grievance mechanism for community: The same channel used for employee reporting can also be accessed by customers, communities and others. [Ethics Point - Supporting Ethical Standards, N/A: secure.ethicspoint.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Describes accessibility and local languages and stakeholder awareness • Met: Communities access mechanism direct or through suppliers: The same channel used for employee reporting can also be accessed by customers,

Indicator Code	Indicator name	Score (out of 2)	Explanation
			communities and others, and can be accessed in the company's website. [Ethics Point - Supporting Ethical Standards, N/A: secure.ethicspoint.com] <ul style="list-style-type: none"> • Not Met: Expect supplier to convey expectation to their own suppliers
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Engages users to create or assess system • Not Met: Examples (at least two) of how they do this Score 2 <ul style="list-style-type: none"> • Not Met: Engages with potential or actual users on the improvement of the mechanism • Not Met: Provides user engagement example (at least two) on improvement
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Met: Response timescales and how complainants will be informed: The company states 'When you submit your report, you will be issued a Report Key. Please write it down and keep it in a safe place as it cannot be recovered if lost. You will use this Report Key and the password you create to check back for feedback or questions. We aim to provide an initial response within 2-3 business days. Please use your report key and password as often as you wish to check your report for feedback or provide more information.' [Ethics Point - Supporting Ethical Standards, N/A: secure.ethicspoint.com] • Not Met: Describe support (technical, financial, etc) available for equal access by complainants: The company states 'Reports are entered directly on the EthicsPoint secure server to prevent any possible breach in security. EthicsPoint makes these reports available only to specific individuals within the company who are charged with evaluating the report, based on the type of violation and location of the incident. Each of these report recipients has had training in keeping these reports in the utmost confidence.' However, none of the above describes means of support provided to the complainant that would ensure they are equipped to equally participate in the process. [Ethics Point - Supporting Ethical Standards, N/A: secure.ethicspoint.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describe types of outcome to complainant through use of mechanism • Not Met: Escalation to senior/independent level
C.5	Prohibition of retaliation for raising complaints or concerns	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Public statement prohibiting retaliation: The company states: "We are committed to maintain a culture where we can speak up when something is not right. That is why we do not tolerate retaliation against someone for voicing concerns in good faith. This includes asking questions, raising issues, reporting suspected misconduct, participating in investigations, or refusing to do something that violates our Code, policies or the law, even if your refusal results in the loss of business to Tyson. Anyone found to have engaged in retaliation will be subject to disciplinary action, up to and including termination." 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, 17/11/2021: tysoncodeofconduct.com] • 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. [2019 Sustainability Report, 2020: tysonsustainability.com] Score 2 <ul style="list-style-type: none"> • Not Met: Company indicate it will not retaliate against workers/stakeholders • Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders: 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 of Conduct, 05/05/2021: tysonfoods.com]
C.6	Company involvement with state-	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Complainants not asked to waive rights

Indicator Code	Indicator name	Score (out of 2)	Explanation
	based judicial and non-judicial grievance mechanisms		<ul style="list-style-type: none"> • Not Met: Company does not require confidentiality provisions Score 2 <ul style="list-style-type: none"> • Not Met: Will work with state based non judicial mechanisms • Not Met: Example of issue resolved (if applicable)
C.7	Remediating adverse impacts	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes how remedy has been provided • Not Met: Says how it would provide remedy for victims if no adverse impact identified Score 2 <ul style="list-style-type: none"> • Not Met: Changes to systems, processes and practices to stop similar impact • Not Met: Describe approach to monitoring implementation of agreed remedy • Not Met: Approach to learning from incident to prevent future impacts
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Number grievances filed, addressed or resolved and outcome achieved: The Company reports the complaint areas and also discloses that 'During FY2019, our Ethics Department received 5,527 contacts related to Employment Practices. Of the investigated contacts, 75% were deemed unsubstantiated. The remaining 25% of calls were substantiated and resolved. While the option to report anonymously is available, 60% of team members making reports in FY2019 chose to provide contact information. In comparison data provided by a reputable benchmarking report shows, on average, 58% of those who contact a company hotline provide contact information'. However it is not clear the total of complaints that were related to human rights, and how many of those were either addressed or resolved. [2019 Sustainability Report, 2020: tysonsustainability.com] Score 2 <ul style="list-style-type: none"> • Not Met: How lessons from mechanism improve management system • Not Met: Evaluation of the channel/mechanism and changes made as result • Not Met: Describes procedures to address delays of outcomes agreed with stakeholders

D. Performance: Company Human Rights Practices (25% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.1.a	Living wage (in own production or manufacturing 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 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, 17/11/2021: tysoncodeofconduct.com] Score 2 <ul style="list-style-type: none"> • Not Met: Describes how living wage determined • Not Met: Achieved paying a living wage • Not Met: Definition of living wage reviewed with unions
D.1.1.b	Living wage (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: Discloses timebound target for suppliers to pay living wage or include in code or contracts • Not Met: Improving living wage practices of suppliers Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by payment below living wage • Not Met: Provides analysis of trends demonstrating progress
D.1.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Avoids business model pressure on HRs (purchasing practices) • Not Met: Practices adopted to pay suppliers in line with agreed timeframes • Not Met: Review own operations to mitigate negative impact Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Examples of how it assessed, addressed and change purchasing practices
D.1.3	Mapping and disclosing 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: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields)

Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> • Not Met: Discloses names and locations of significant parts of SP and why • Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities
D.1.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <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, 17/11/2021: tysoncodeofconduct.com] • Not Met: Age verification of workers recruited Score 2 <ul style="list-style-type: none"> • Not Met: Remediation if children identified
D.1.4.b	Prohibition of 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 of Conduct, 05/05/2021: tysonfoods.com] • Not Met: How working with suppliers on child labour Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of number affected by child labour in supply chain • Not Met: Analysis of trends in progress made
D.1.5.a	Prohibition of forced labour: recruitment fees and costs (in own production or manufacturing operations)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Job seekers and workers do not pay recruitment fee • Not Met: Commits to fully reimbursing if they have paid Score 2 <ul style="list-style-type: none"> • Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters
D.1.5.b	Prohibition of forced labour: Recruitment fees and 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: Company says that 'We expect our suppliers to make the same commitments in their labor practices by having controls in place that: Prohibit inappropriate recruiting practices and fees.' However, the prohibition of 'inappropriate fees' is not equivalent to the prurition of all fees as required by this indicator. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: How working with suppliers on debt & fees Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by payment of recruitment fees • Not Met: Analysis of trends in progress made
D.1.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing 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 monitored for agencies, labour brokers or recruiters
D.1.5.d	Prohibition of forced labour: Wage practices (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: Suppliers to pay workers in full and on time in codes or contracts: The company say that 'We expect our suppliers to make the same commitments in their labor practices by having controls in place that: Ensure compliance with applicable wage and hour laws.' However, this statement does not meet the requirements set out in this indicator, as there is no guarantee that applicable local wage laws include provisions to pay workers in full and on time. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: How working with supply chain to pay workers regularly and on time Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by failure to pay directly • Not Met: Provides analysis of trends demonstrating progress

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.1.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing 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.f	Prohibition of 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: The Company indicates that 'We expect our suppliers to make the same commitments in their labor practices by having controls in place that: Ensure no forced labor or child labor is being used or human trafficking is occurring.' However, there is no particular mention of the retention of personal documents or the restriction of the freedom of movement of the workers. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: How working with suppliers on free movement Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by retaining docs or restricting movement • Not Met: Provides analysis of trends demonstrating progress
D.1.6.a	Freedom of association and collective bargaining (in own production or manufacturing 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 FY2019 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 evidence found of commitment to prohibit any form of intimidation or retaliation against workers seeking to exercise these rights, and practical measures in place were found. [2019 Sustainability Report, 2020: tysonsustainability.com] • Not Met: Discloses % total direct operations covered by collective CB agreements Score 2 <ul style="list-style-type: none"> • Not Met: Meets both requirements under score 1
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: 'We expect our suppliers to make the same commitments in their labor practices by having controls in place that: [...] Respect the right of employees to freely associate, organize, and bargain collectively' and that it prohibits harassment and workplace violence. However, no evidence found on the Company prohibiting intimidation, harassment, retaliation and violence against union members and union representatives. [Supplier Code of Conduct, 05/05/2021: tysonfoods.com] • Not Met: How working with suppliers on FoA and CB Score 2 <ul style="list-style-type: none"> • Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production or manufacturing operations)	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> • Not Met: Describes process to identify H&S risks and impacts • Met: Injury Rate or Lost days or Near miss disclosures for last reporting period: The Company states: "17% reduction in total recordable incident rate. In 2019 Total Recordable Incident Rate: Number of work-related injuries and illnesses per 100 team members was 3.32" [2020 Sustainability Report, 2021: tysonsustainability.com] • Not Met: Fatalities for lasting reporting period • Not Met: Occupational disease rate for last reporting period Score 2 <ul style="list-style-type: none"> • Met: Set targets for H&S performance: The company states: "We're leading a transparent people first business that values inclusion and equal opportunities, investing in communities, fighting hunger and empowering our team members to bring their best selves to a safe working environment."

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>We're focused on conserving water, reducing GHG emissions, eliminating manufacturing and food waste, and designing and using packaging that is reusable, recyclable or compostable. We're cultivating a food system that prioritizes agriculture in our global supply chain through land stewardship, animal welfare, education, transparency and traceability.</p> <p>People Natural Resources Agriculture Our Priorities:</p> <ul style="list-style-type: none"> • Team Member Health, Safety and Wellbeing • Equity, Inclusion and Diversity • Workforce Engagement • Community Outreach • Hunger Relief and Food Access." [2020 Sustainability Report, 2021: tysonsustainability.com] • Met: Met targets or explains why not or how improve management systems: See indicator above.
D.1.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (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: 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 of Conduct, 05/05/2021: tysonfoods.com] • Not Met: Injury Rate or Lost days or Near miss disclosures for last reporting period • Not Met: Fatalities rate for last reporting period • Not Met: Occupational disease rate for last reporting period <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How working with suppliers on H&S • Not Met: Assessment of the number affected by H&S issues in the SP • Not Met: Provides analysis of trends demonstrating progress
D.1.8.a	Land rights: Land acquisition (in own production or manufacturing 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: Approach to identification of land tenure rights holders <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: How valuation and compensation works • Not Met: Follows IFC PS 5 in any state land deals
D.1.8.b	Land rights: Land acquisition (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: Rules on land & owners in codes or contracts • Not Met: How working with suppliers on land issues <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Includes resettlement requirements that the supplier provides financial compensation • Not Met: Assessment of the number affected by land rights issues in its SP • Not Met: Provides analysis of trends demonstrating progress
D.1.9.a	Water and sanitation (in own production or manufacturing 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: Action to prevent water and sanitation risks: The Company states that 'Our procedures are regulated by EPA programs, such as Clean Water Act National Pollutant Discharge Elimination System (NPDES) permits that govern the release of water that may contain chemicals or other impurities. Water that is released meets EPA's Effluent Guidelines Program requirements and is safe for the environment. We report chemical data to the Environmental Protection Agency (EPA) as required by the Toxics Release Inventory (TRI) program. Specific to wastewater operations, we report the amount of nitrate compounds along with other chemicals included in our wastewater, for the EPA's annual TRI'. However, no evidence found of specific actions plans implemented for specific risks related to the right to water and sanitation. [2019 Sustainability Report, 2020: tysonsustainability.com] <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Water targets considering local factors • Not Met: Reports progress and shows trends in progress made

Indicator Code	Indicator name	Score (out of 2)	Explanation
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: Assessment on the number affected by lack of access to water and sanitation • Not Met: Provides analysis of trends demonstrating progress
D.1.10.a	Women's rights (in own production or manufacturing 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: Measures and steps to address gender pay gap at all levels of employment Score 2 <ul style="list-style-type: none"> • Not Met: Meets all requirements under score 1 • Not Met: Provides analysis of trends demonstrating closing gender pay gap
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 <ul style="list-style-type: none"> • Not Met: Women's rights in codes or contracts • Not Met: How working with suppliers on women's rights Score 2 <ul style="list-style-type: none"> • Not Met: Assessment on the number affected by discrimination or unsafe working conditions • 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
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E(1).0

Serious
allegation No 1

• Area: Health & Safety

• **Headline:** COVID-19: A new investigation in Arkansas said Tyson Foods was a significant source of outbreaks of COVID-19

• **Story:** On June 25, 2020, the families of three workers who died after contracting the coronavirus in an Iowa meat plant outbreak sued Tyson Foods and its top executives, saying the company knowingly put employees at risk and lied to keep them on the job. The lawsuit alleged that Tyson officials were aware the virus was spreading at the Waterloo pork processing plant by late March or early April, but kept that information from employees and the public. As the outbreak grew, the company failed to implement safety measures, allowed some sick and exposed employees to remain on the production line, and falsely assured workers and the public that the plant was safe, the suit alleges. The lawsuit named the company as well as Chairman John H Tyson, CEO Noel White, spokeswoman Liz Croston, and several other executives and plant supervisors. Its claims include gross negligence and fraudulent misrepresentation. The lawsuit seeks damages for the estates of the deceased employees. On August 10, 2020, the family of a fourth worker who died of coronavirus during an outbreak at Tyson Foods pork processing plant was reported to have sued the Company in Black Hawk County over his death. The lawsuit is similar to the one filed in June by the same lawyers on behalf of the estates of three other deceased Waterloo employees. This is at least the sixth employee at the Waterloo plant reported to have died during the outbreak, which infected 1,000 of its 2,800 workers.

On November 19, 2020, it was reported in the media that Tyson Foods suspended managers at its Iowa plant who were accused of participating in a betting pool on how many employees would become ill with COVID-19. President and CEO Dean Banks also announced that the Company launched an investigation into the allegations. The suspensions came one day after the family of a deceased employee filed a lawsuit claiming "fraudulent misrepresentations, gross negligence, and incorrigible, wilful and wanton disregard for worker safety at its pork processing facility in Waterloo, Iowa." Dean Banks is among those personally named in the suit filed on behalf of Isidro Fernandez, who worked at the pork plant before dying from COVID-19 complications on April 26, 2020. It is one of several Tyson facilities that has experienced severe outbreaks of the coronavirus which has caused some to temporarily shut down. Since the start of the pandemic, according to court filings, more than 1,000 employees at the Waterloo facility have been infected with COVID-19. As of May 2020, about 4,600 cases of the disease and 18 deaths have been linked to Tyson Foods, Business Insider reported. According to the court documents, Company supervisors were instructed by the defendants to falsely deny the existence of "confirmed cases" or "positive tests" within the Waterloo facility as early as March 2020. The plaintiffs said managers also continued transferring employees between plants after some had tested positive for the coronavirus without requiring them to quarantine. "Around this time, the plant manager of the Waterloo facility organised a cash buy-in, winner-take-all betting pool for supervisors and managers to wager how many employees would test positive for COVID-19," the lawsuit states.

On May 13, 2021, according to the Associate Press, "an investigative reporting project by the University of Arkansas and the University of Maryland said that almost a third of the 9,000 Arkansas workers sickened by COVID-19 between May 19, 2020, to April 8, 2021 were reported by Tyson Foods." Workers notified Arkansascovid.com that they were exposed to COVID-19. Legal-aid attorneys and worker-advocacy groups said the Arkansas state regulatory structure was overwhelmed by the pandemic. That, combined with a lack of union representation, resulted in a failure to offer effective protections for struggling workers. The 9,065 workplace illnesses reported by the state accounted for roughly 3% of all COVID-19 cases in the state, but they dispersed throughout the state. Interviews with workers and advocacy groups revealed a fear of balancing the necessity to earn a living with the risk of being exposed to viruses at work. "It is not easy to see so many of your co-workers become sick and know that some of them have even died" said a worker for Tyson Foods' Chick-N-Quick in Rogers. The Spanish-speaking worker did not want to be identified due to concerns of workplace retaliation. Tyson's COVID-19 caseload was four times higher than any other company listed in the analysis.

On September 6, 2021, poultry-worker advocate group Venceramos of Arkansas was floating petitions around Tyson Foods' chicken plants in Northwest Arkansas asking for better COVID-19 pandemic-related working conditions to include paid

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>leave, contact tracing and quarantining. Magaly Licolli, Executive Director at Venceremos, spoke to Talk Business & Politics on September 3, 2021 regarding concerns Tyson workers have about their safety and their need to earn a living without jeopardising their health. Licolli said workers will take the petition to Tyson’s corporate headquarters in Springdale on September 8, 2021. She said the protocol Tyson put into place may sound good but in practice, it does not work. She said workers reported the scanners Tyson put into place are not an effective way to signal COVID-19 infections as many cases are asymptomatic. Another concern is the partitions Tyson said it put in place to protect line workers. Licolli claims other areas such as break rooms and restrooms do not allow for social distancing among workers.</p> <p>[AP News, 10/08/2020, "Family of 4th dead worker sues Tyson over Waterloo outbreak ": apnews.com] [The Guardian, 19/11/2020, "Tyson Foods managers bet on how many workers would get Covid, lawsuit alleges": theguardian.com] [Arkansas Times, 13/05/2021, "Tyson workers bore brunt of pandemic illness, new report says": arktimes.com] [Talk Business & Politics, 06/09/2021, "Some Tyson Foods workers voice concern over safety and lack of pay": talkbusiness.net]</p>
E(1).1	The company has responded publicly to the allegation	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: Public response: In a written statement, Tyson Foods’ president and chief executive officer, Dean Banks, said: “We are extremely upset about the accusations involving some of the leadership at our Waterloo plant. Tyson Foods is a family company with 139,000 team members and these allegations do not represent who we are, or our core values and team behaviors. We expect every team member at Tyson Foods to operate with the utmost integrity and care in everything we do". <p>After a federal appeals court ruled that Tyson Foods cannot claim it was operating under the guidance of the federal government, Tyson spokesperson Gary Mickelson stated "We’re saddened by the loss of any of our team members to COVID-19 and are committed to protecting the health and safety of our people. We’ve implemented a host of protective measures in our facilities and in 2021 required all of our U.S. team members to be vaccinated. We’re reviewing the court’s decision and, while we’re disappointed, we’ll be considering next steps in the legal process."</p> <p>[Talk Business & Politics, 06/09/2021: talkbusiness.net]</p> <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Detailed response: The company declined to comment on specific allegations in the lawsuit, only saying the workers’ deaths are tragic but that it "vigorously disputes" the allegations. Tyson generally said that it worked during the pandemic to follow safety guidelines and has invested millions of dollars to keep workers safe, adding that its “top priority is the health and safety of our workers" and that it has "implemented a host of protective measures at Waterloo and other facilities that meet or exceed guidance for preventing Covid-19”. Thereby the company did not address all aspects of the allegation in detail. [Talk Business & Politics, 06/09/2021: talkbusiness.net]
E(1).2	The company has investigated and taken appropriate action	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: Engaged with stakeholders: The United Food and Commercial Workers Union (UFCW) and the affiliated Retail Wholesale and Department Store Union, representing about 31,000 unionized Tyson workers, said they support Tyson Foods’ new vaccination requirement. In addition, in its statement on Covid Vaccination requirements released on August 3, 2021, the company declared that the vaccination policies were adopted "subject to ongoing discussions with locations represented by unions." • Not Met: Identified cause <p>Score 2</p> <ul style="list-style-type: none"> • Met: Identified and implemented improvements: Tyson declared to have suspended, without pay, the individuals allegedly involved and have retained the law firm Covington & Burling LLP to conduct an independent investigation led by former Attorney General Eric Holder. "If these claims are confirmed", the company stated, "we’ll take all measures necessary to root out and remove this disturbing behavior from our company". <p>Tyson said as of Sept. 3 2021, more than 90,000, or 75% of its U.S. employees, have received at least one dose of the COVID vaccine. The company said it would require vaccination by Nov. 1 resulting in more than 30,000 vaccinations over the previous month. The company also declared to give employees a \$200 bonus for being vaccinated. The workers are also eligible for weekly drawings of \$10,000. If workers want to get their vaccination outside the plant they are compensated for</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>up to four hours of regular pay. Tyson said it will also provide up to two weeks of paid leave for employees who have been fully vaccinated and tested positive for the COVID-19 over the next six months. Tyson is also compensating workers for time spent in educational sessions about the benefits and risks of COVID vaccines. The increased benefits are reserved for fully vaccinated employees. Tyson also said it is piloting flexible work schedules at production facilities and it has health clinics at seven locations to provide access to free health care. The Company also declared that, as for August 2021, it "has spent more than \$700 million related to COVID-19, including on efforts to combat its spread, such as buying masks, face shields and temperature scanners, installing protective barriers and providing on-site testing and vaccinations. It also partnered with an independent medical provider to bring medical services on site, hired an additional 200 nurses and its first Chief Medical Officer. In addition, Tyson Foods has invested countless hours educating our team members, in dozens of languages, about the benefits of COVID-19 vaccination". [Talk Business & Politics, 06/09/2021: talkbusiness.net] [Tyson Food Vaccination Approach, 03/08/2021: tysonfoods.com]</p> <ul style="list-style-type: none"> • Met: Stakeholder input to steps taken: The United Food and Commercial Workers Union (UFCW) and the affiliated Retail Wholesale and Department Store Union, representing about 31,000 unionized Tyson workers, said they support Tyson Foods' new vaccination requirement. In addition, in its statement on Covid Vaccination requirements released on August 3, 2021, the company declared that the decisions reported above were taken "subject to ongoing discussions with locations represented by unions." [Tyson Food Vaccination Approach, 03/08/2021: tysonfoods.com]
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	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: Provided remedy • Not Met: Evidence for lack of Impact or link <p>Score 2</p> <ul style="list-style-type: none"> • Not Met: Remedy satisfactory to stakeholders • Not Met: Remedy delivered • Not Met: Independent remedy process used

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 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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As WBA, 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.

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