OUR VISION: As the largest U.S. food company, Tyson Foods has a unique opportunity — and responsibility — to make a difference. With that in mind, we defined our company purpose: raising the world's expectations for how much good food can do. It's our compass that guides everything we do, from our sustainability strategy to our focus on diversity and inclusion.

We recognize that if we want to truly understand and affect the world outside our business, we must be diverse and inclusive inside our business — both in our food production facilities and in our corporate offices. We know we'll be stronger for it, and it's the right thing to do.

Our Focus on Inclusion and Diversity

We strive to create a culture of inclusion. That means creating an atmosphere in which all people feel empowered and have access to the opportunities for advancement and success — whether they work in our food production facilities or our corporate offices. Not every person wants the same opportunities, but we are working to provide an environment in which all people can bring their full, authentic selves to work.

We strive to value diversity. We understand that people bring different experiences, thoughts and perspectives to their roles, and it's important to value and appreciate everyone for their unique contributions to the growth and sustainability of our business.

At Tyson, we say, diversity is inviting everyone to dinner. Inclusion is asking them what they want to eat.

Our Overarching Talent Strategy

Tyson recognizes we must attract, grow and develop, and keep our talent highly engaged through meaningful work and fulfilling careers. Our Talent Strategy has three key objectives that guide our focus:

- Zero Outages — team members are ready with capabilities for the future,
- Succession versus Replacement — we have a robust pipeline so that we are always getting better, and
- Talent Magnet — we want to be the
employer of choice in our markets and peer groups.

**Attract:** Tyson is increasing the diversity of our candidate pool so our talent base represents the geographies and communities in which we operate. We designed our talent acquisition strategy to include a recruitment process that is focused, fair and unbiased. We also know that to be an employer of choice for diverse talent, we need to tell our inclusion and diversity story effectively by building a compelling employment brand both internally and externally.

**Grow:** Tyson is providing intentional opportunities for differentiated development, career growth and progression for our team members. This includes targeted development for all team members through mentorship, sponsorship and career development programs. We are using external surveys to benchmark our inclusion and diversity data and identify and implement best practices from credible resources such as Diversity Inc. and the Human Rights Campaign Corporate Equity Index, on which we have achieved a perfect 100 percent score for the last two years. Additionally, we will continue to invest in external community programs that benefit team members and their career trajectory. We are currently supporting these efforts through organizations like Cultivating Change, Upward Academy and Engage NWA.

**Engage:** Tyson is creating a culture of high engagement, in which inclusion is expected and experienced, diversity is understood and valued, and team members can realize their unique potential. We have six Business Resource Groups (BRGs), each focused on three common goals: business impact, team member engagement and community outreach. These groups champion our inclusion and diversity framework and set the example for the company and leadership. The BRGs have been instrumental in sharing the message that we are committed to inclusion and diversity through participation in external events and financial support of nonprofit organizations tied to their individual missions. They have also done outstanding work in helping to develop our team members through mentoring circles, speaker series and ideation events to help drive inclusion in the business units. We are also building cultural competency awareness across the company so we speak the same language around diversity and inclusive behaviors. This eliminates unintended consequences stemming from lack of awareness.

**Highlighted Story: Upward Academy**

One of the ways Tyson is supporting inclusion and diversity is through our Upward Academy Program. The front-line workforce at Tyson Foods is a diverse group of individuals — it is made up of people from many countries, and more than 30 languages are spoken. Some of our team members have low literacy, limited English proficiency and skills gaps that lead to challenges in their personal lives. These personal challenges create workplace instabilities that affect attendance, employee turnover, career pathway movements and workplace safety.

Upward Academy is a workforce education program with a mission to reduce the impact of social challenges for front-line team members and their families by providing free and accessible classes in English as a Second Language (ESL), high school equivalency, U.S. citizenship, and
other essential life and workplace skills such as digital and financial literacy.

Conducted by adult education instructors with extensive experience working with diverse communities, Upward Academy classes take place on-site at the plants of Tyson Foods, providing team members the opportunity to learn in a familiar atmosphere with fewer obstacles around transportation, child care and scheduling. Classes are available to all team members and are scheduled before and after shifts.

Ultimately, we aspire to be an industry leader in employee care by providing an onsite workplace education program.

Program achievements to date:

- 19 adult education partners providing classes for Upward Academy, serving 26 plants
- 1,000-plus Tyson team members enrolled in ESL, GED and citizenship classes

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