



June 9, 2020

Dear Business & Human Rights Resource Centre:

Smithfield Foods is a U.S. company that provides more than 40,000 American jobs and partners with thousands of American family farmers. The company was founded in Smithfield, Virginia, in 1936 and, in 2013, was acquired by Hong Kong-based WH Group, a publicly traded company with shareholders around the world. Your inquiry references a call from investors on publicly traded companies with U.S. operations to “demonstrate how they will meet the dual challenges of maintaining meat production while prioritizing worker protection and safety in the coming months and beyond.” We want to be clear that we can only speak on behalf of Smithfield Foods, which is not a publicly traded company.

However, in response to your inquiry, you should know that we want the same thing: to protect employee health and safety while also safeguarding America’s food supply. And that is exactly what we are doing.

At the core of Smithfield’s COVID-19 response is an ongoing focus on employee health and safety and continued adherence with – at a minimum – [CDC and OSHA guidance for Meat and Poultry Processing Workers and Employers](#). Our Smithfield Family members are crucial to our nation’s response to COVID-19. We thank them for keeping food on America’s tables, and have implemented aggressive measures to protect their health and safety during this pandemic. Here’s how:

- Adopted a series of stringent and detailed processes, protocols and protective measures that follow, and many cases exceed, [CDC and OSHA guidance for Meat and Poultry Processing Workers and Employers](#)
- [Boosted personal protective equipment \(PPE\)](#) to include masks and face shields
- Installed plexiglass and other physical barriers on our production floor and in break rooms
- Implemented mass thermal scanning systems to identify employees with elevated temperatures prior to entering facilities
- Made free voluntary COVID-19 testing available to employees
- Increased social distancing, wherever possible
- Added abundant hand sanitizing stations
- Enhanced cleaning and disinfection
- Explicitly instructing employees not to report to work if they are sick or exhibiting COVID-19 symptoms
- Required that sick employees stay home and isolate according to CDC and OSHA guidelines

- Paying employees, including any and all bonuses, when they are absent from work due to COVID-19
- Offering a paid leave benefit for all employees age 60 or above and/or at higher risk for serious complications from COVID-19, as defined by CDC guidelines
- Expanded employee health benefits and removed all barriers in our health plan to accessing medical care including eliminating co-pays for COVID-19 related testing and treatment
- Relaxed attendance policies to eliminate any punitive effect for missing work due to COVID-19
- Ensuring employees know how COVID-19 spreads and how to protect themselves and others
- Stressing importance of personal hygiene
- Posted employee communications in multiple languages
- Rolled out employee communication app for smartphones
- Deferred all nonessential business travel
- Restricted all nonessential visitors

Additional information about our COVID-19 response can be found below.

Social Distancing

As part of our COVID-19 protective measures, we have installed plexiglass and other physical barriers on our production floors and in break rooms. There are, however, inescapable realities about our industry. Meat processing facilities, which are characterized by labor intensive assembly line style production, are not designed for social distancing. Employees often work in close proximity on production lines. Similarly, space constraints exist in common areas such as cafeterias, break and locker rooms and bathrooms. These areas pose additional challenges. Consequently, mitigating risk of COVID-19 transmission depends on implementing other aggressive actions, which have already been adopted companywide and are highlighted above.

Unions

We support our employees' right to organize and work closely with the unions that represent our workforce across the country. In fact, we have received support from a number of locals across the country, including those at our two largest facilities in Sioux Falls, SD and Tar Heel, NC, who have praised our efforts to protect the health and safety of our team members.

- In Sioux Falls, BJ Motley, president, UFCW Local 304A stated at the reopening of the facility, "I toured the plant with our Joint Union Management Safety Committee and was impressed with the measures put in place to protect employees. Smithfield is doing everything they can for the employees and their safety. We stand with Smithfield to get this plant back open."

- In Tar Heel, UFCW Local 1208 shared a statement of support with one of the local newspapers, noting “The UFCW Local 1208 is proud to partner with Smithfield Foods in support of its members at the Tar Heel facility. As an essential infrastructure company helping to feed America during the COVID-19 pandemic, Smithfield has shown it cares about its employees and the families who serve Smithfield products around the country.”
- UFCW Local 1473 in Cudahy, Wisconsin has also [echoed a similar sentiment](#).

Wage Increases and Paid Sick Leave

Since the earliest days of this pandemic, Smithfield has highlighted the importance of our nation’s food workers. As a company and a nation, we should reward those who accept responsibility. This is why we have dedicated \$120 million to providing Responsibility Bonuses to all our production and distribution center team members. Employees who miss work due to COVID-19 are receiving the Responsibility Bonus. The bonus is part of Smithfield's #ThankAFoodWorker initiative and is being paid in recognition of an immense gratefulness for the dedication and performance of the company’s 40,000 U.S. team members during this time.

Employees who test positive for COVID-19 are not allowed to report to work and are provided with paid sick leave during their illness. We currently pay employees for their entire COVID-19 related leave without a limit on total time off. As noted above, we also are paying employees, including any and all bonuses, when they are quarantined as a result of COVID-19 diagnosis or exposure, and have a paid leave benefit for all employees age 60 or above and for those at high risk for serious complications from COVID-19, as defined by CDC guidelines.

Personal Protective Equipment

As highlighted above, we have [boosted personal protective equipment \(PPE\)](#) to include masks and face shields, and have trained our employees on proper donning and doffing procedures in accordance with CDC and OSHA guidance. This includes information translated in multiple languages.

COVID-19 Testing and Reporting

Smithfield has hired several private healthcare providers to offer free COVID-19 testing on an ongoing basis. The testing is conducted by onsite nurses and allows employees, including to those who are asymptomatic, to access a COVID-19 test at any time, as often as they would like.

Throughout the pandemic, we have partnered with our local and state health departments to help ensure COVID-19 cases among our employees are accurately reflected in their data, and subsequently, that of the CDC. This

reporting approach ensures that the data is correctly and transparently disclosed to stakeholders by healthcare authorities. Regarding our team members, everyone who has worked in close proximity to an employee who tests positive for COVID-19 is being directly notified. These combined efforts ensure that our stakeholders have access to this information from either local, state or federal healthcare authorities or the company.

Measures and Benefits for Employees: Immigration Status

Smithfield Foods never knowingly hires anyone who is not authorized to work in the U.S. All our employees across our facilities are eligible for our comprehensive benefits program and subjected to our protective COVID-19 measures.

At Smithfield, we are committed to keeping food on tables across America: today, tomorrow and every day. Our more than 40,000 U.S. team members, thousands of American family farmers and our many other supply chain partners are a crucial part of our nation's response to COVID-19. As our nation continues to combat the COVID-19 pandemic together, we are as committed as ever to ensuring the health and safety of our employees.

Sincerely,

A handwritten signature in black ink that reads "Keira Lombardo". The signature is written in a cursive, flowing style.

Keira Lombardo
Executive Vice President, Corporate Affairs and Compliance
Smithfield Foods, Inc.