



July 6, 2020

Dear Business & Human Rights Resource Centre:

We are writing in response to your inquiry and the report from the European Federation of Food Agriculture and Tourism Trade Unions (EFFAT), which specifically mentions Smithfield Foods' operations in Poland. First and foremost, you should know that we want the same thing: to protect employee health and safety while safeguarding the food supply. And that is exactly what we are doing.

The report inaccurately states that our facility in Starachowice, Poland, temporarily closed. To clarify, while some areas of the facility were shut down for a short time, the facility continued to operate and remains operational.

At the core of Smithfield's COVID-19 response is an ongoing focus on employee health and safety, and continued adherence with the State Sanitary and Epidemiological Inspection (SANEPID) guidance. Here is a list of the aggressive measures we have taken to protect our employees in our Poland facilities:

- Adopted a series of stringent and detailed processes, protocols and protective measures that follow, and in many cases exceed governmental requirements
- 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 to protect against direct personal contact
- Implemented mass thermal scanning systems to identify employees with elevated temperatures prior to entering facilities
- Increased social distancing, wherever possible
- Adjusted the start and end time of shifts
- Added abundant hand sanitizing stations
- Enhanced cleaning and disinfection
- Explicitly instructing employees not to report to work and recommending they contact a health care center or SANEPID if they are sick or exhibiting COVID-19 symptoms
- Requiring sick employees to stay home and isolate
- Offering all quarantined employees paid leave equating to 80% of an average of the last 12 months' salary, in accordance with Polish government regulations
- Offering paid leave for all employees age 60 or above and/or disabled and/or at higher risk for serious complications from COVID-19 in cases where the virus is confirmed in communities near the production facility
- Providing an extra governmental nursery care benefit in case of kindergarten or nursery closure due to COVID-19
- Instituted additional sanitary precautions and rented additional flats to support social distancing in areas where housing is provided

- Stressing importance of personal hygiene
- Posted employee communications in multiple languages
- 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.

At Smithfield, we are committed to keeping food on tables: today, tomorrow and every day. Our more than 54,000 team members, thousands of family farmers and our many other supply chain partners are a crucial part of the response to COVID-19. As our world continues to combat the COVID-19 pandemic together, we are as committed as ever to ensuring the health and safety of our employees.

Sincerely,



Keira Lombardo

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