

Building from Transparent Baselines

2023 Continuous Improvement Report



Protein
PACT

NAMI
NORTH AMERICAN
MEAT INSTITUTE

Contents

Protein PACT goals.....	03
Pioneering the first sector-wide dataset and setting transparent baselines.....	04
Optimizing contributions to healthy land, air, and water.....	05
Providing the best animal care and raising healthy animals.....	07
Supporting a diverse workforce and ensuring safe workspaces.....	08
Producing safe food without exception.....	10
Providing a wide variety of high-quality protein for balanced diets.....	11
Appendix A: Meat Institute packer/processor members reporting data by the end of 2022.....	12
Appendix B: Meat Institute supplier members sponsoring.....	12
Appendix C: Protein PACT partner organizations.....	13
Appendix D: Organizations endorsing the Protein PACT.....	13

Note from the President and CEO

I could not be more proud to introduce the Meat Institute's second annual continuous improvement report. Our first-in-the-industry data collection and reporting continue to represent a momentous commitment - signaling our members' individual and collective principles, measuring adoption of best practices sector-wide, and transparently verifying proof of progress toward ambitious goals.

This year, in both action and reporting, we build from transparent baselines but also continue to lay out new foundations and tackle new challenges. While our goal remains constant - sustaining nutrient-dense meat and nourishing generations to come - our mindsets must be dynamic, our actions continually evolving.

Why? Because, meat and other nutrient-dense animal-source foods are irreplaceable in healthy diets. As the UN Food and Agriculture Organization (FAO) recently concluded, meat, eggs and milk offer crucial sources of much-needed nutrients which cannot easily be obtained from other sources.

Of course, meat - like all foods - must also sustain the land, air, and water we all share. We have made significant strides in recent decades, and further achievements are within reach. But nothing about this will be easy.

There are significant gaps in both technical knowledge and practical expertise required to further advance our goals. Major innovations and investments will be needed to fill those gaps. That's why the Meat Institute is realigning our Foundation for Meat & Poultry Research & Education with our continuous improvement metrics and targets and has



convened an Academic Advisory Council to inform research objectives. We are also developing tools and resources for members and partners - for example, we released in September a practical tool to help meat companies of all sizes conduct greenhouse gas (GHG) inventories as the first step toward setting science-based emission reduction targets.

This is only the beginning. We've spent the last three years building the framework. We now look forward to demonstrating over the coming years that the Protein PACT works as a vehicle for long-term continuous improvement - because it's the right thing to do and because earning consumers' trust demands nothing less.

Julie Anna Potts

What we will achieve

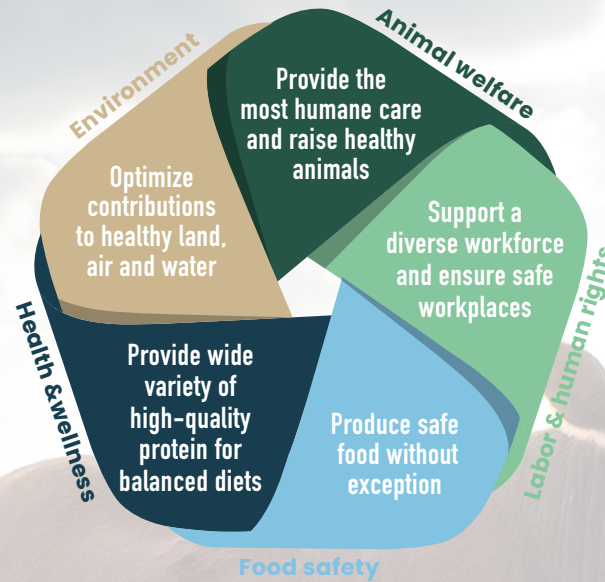
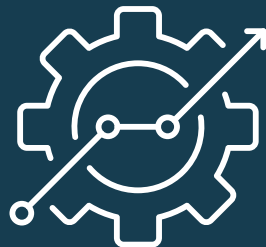
To verify progress along the way to our vision for 2030, NAMI aims that:

By 2025:

- 100% of NAMI members who handle animals will pass third-party animal transport and handling audits and all members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.
- Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap to ensure families in need have enough high-quality protein.

By 2030:

- 100% of NAMI general members will have delivered an approved Science Based Target to reduce emissions in line with the Paris Climate Agreement goals.
- We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.
- 100% of NAMI members will be reporting on all metrics.



Protein Pact Bold goals

Bold goals reflect the industry's values and inspire members to continuously improve and increase consumer trust through the Protein PACT.

The bold goals are aspirational, forward-looking, and intended to encompass the entire supply chain.



Pioneering the first sector-wide dataset and setting transparent baselines



Our data collection and reporting is unusual in that we embarked on this process knowing our reported figures on key metrics would decline in the first several years. In 2023, the number of companies submitting data grew by 59%, covering 25% more establishments. Newer participants are more likely to be at earlier stages of implementing practices to achieve Protein PACT targets. In some cases, we have also updated metrics to more accurately capture practices and/or to segment by species.

For this reason, each year's report provides achievement snapshots on the basis of that year's data only, rather than as a comparison with previous years. Growing our data pool is itself a key target. We believe every company has a role to play, and we are committed to helping every member start and measure its continuous improvement journey.

Target

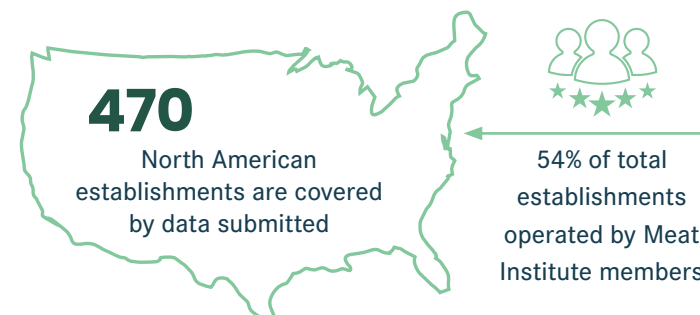
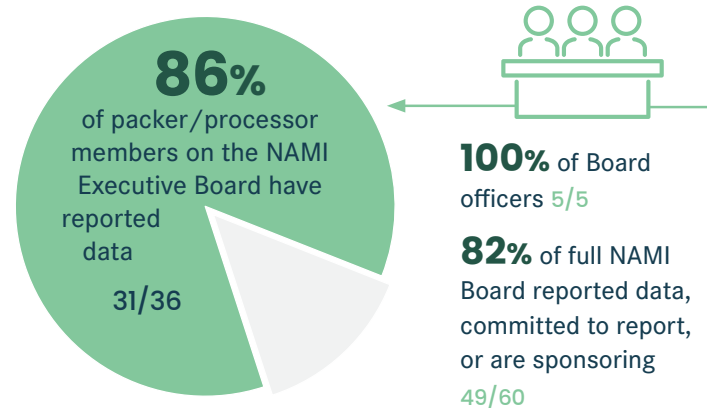
By 2030, 100% of NAMI members will be reporting on all metrics.



Achievement snapshot:



*Note that reporting companies were not required to submit data for all metrics, and some metrics only apply to certain companies (e.g., those that handle live animals). The figures reported below specify the data pool for each metric or indicator.



Number of employees in covered establishments was not recorded. However, given the 100% participation of large member companies, data include establishments employing a very large majority of the total North American workforce packing or processing meat.





Optimizing contributions to healthy land, air, and water

Many Meat Institute members, as well as their suppliers and customers, are setting targets to reduce emissions, prevent waste, protect natural resources, and more. Participants submitting data for the first time in 2023 (compared to those who submitted data in 2022) are less likely to have set and be tracking progress in our environment metrics.

Practical tools like the Meat Institute and Global Compact Network USA's GHG survey tool aim to help drive improvements in these metrics in the coming years.

Target

By 2030, the Meat Institute aims that 100% of members will have science-based targets to reduce emissions in line with the Paris Climate Agreement.



Achievement snapshot:

14 Meat Institute general members, plus 10 supplier/allied members, have set or publicly committed to set targets verified by the Science-Based Targets Initiative.

General members have set SBT



General members committed to set SBT



Suppliers/allied have set SBT



Suppliers/allied committed to set SBT



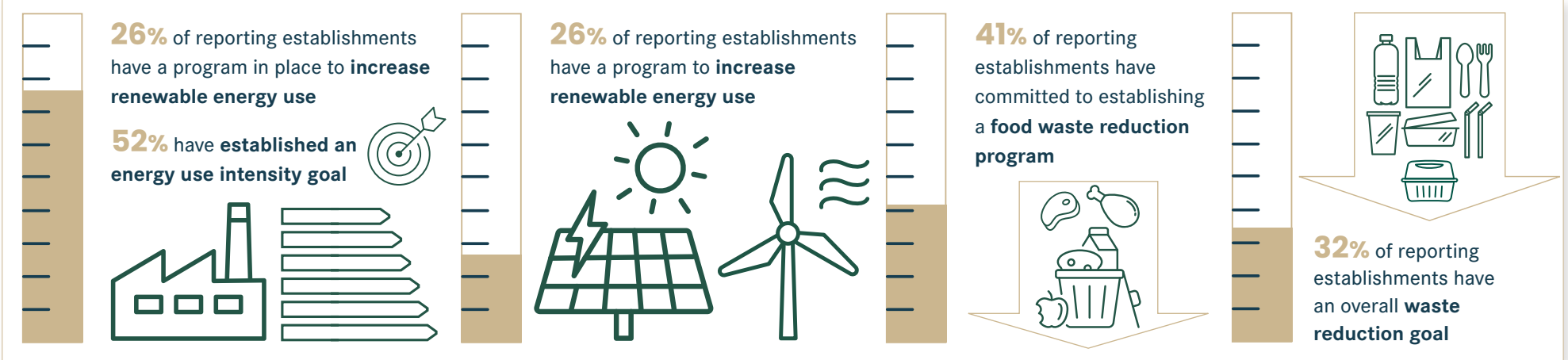
66% of reporting establishments are covered by a company commitment to set **scope 1 and 2 emissions** reduction goals

62% of reporting establishments are covered by a company commitment to set **scope 3 emissions** reduction goals

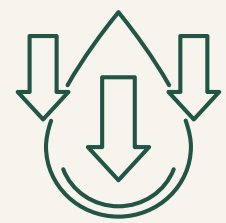
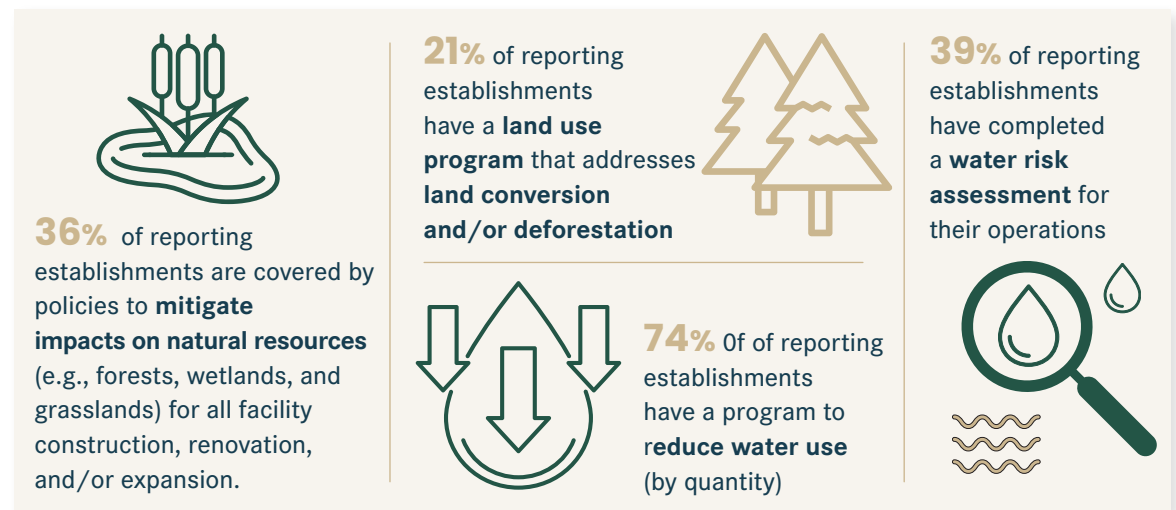


Optimizing contributions to healthy land, air, and water

Additional indicators:

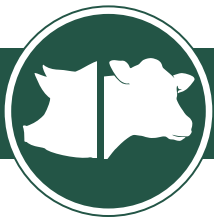


Land and water use:



74% Of of reporting establishments have a program to **reduce water use** (by quantity)





Providing the best animal care and raising healthy animals

The high-quality, nutrient-dense meat we rely on for healthy diets and sustainable food systems can only come from healthy, well-cared for animals.

Target

By 2025, 100% of Meat Institute members who handle animals will pass third-party animal transport and handling audits, and 100% of members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.



Achievement snapshot:

86% of reporting establishments that handle live animals have a **comprehensive animal welfare program** based on the Meat Institute's Animal Handling Guidelines



73% of reporting establishments that handle live animals **pass third-party animal handling audits**, at minimum annually



85% of reporting establishments that handle live animals require suppliers to implement **employee training and species-specific standards** for animal care



82% of reporting establishments that handle live animals have/require **animal welfare transport regulations/programs**



48% of reporting establishments (live animal and further processing) participate in **species-specific stakeholder initiatives** to improve animal well-being





Supporting a diverse workforce and ensuring safe workspaces

The 500,000+ dedicated people who work in America's meat companies keep nutrient-dense food on our tables and our farm economy running. They are our sector's greatest asset.

Official U.S. Bureau of Labor Statistics data for the 2022 Total Recordable Incident Rate (TRIR) is not available at the time of publication of this report (October 2023). Updates to digital versions will be made where possible.

Target

We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.

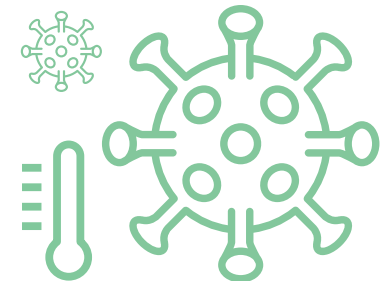


Achievement snapshot:



COVID-19 impact on TRIR data

According to the [U.S. Bureau of Labor Statistics](https://www.bls.gov), the number of employer-reported respiratory illness cases in all industries increased nearly 4,000% in 2020, rising from 10,800 in 2019 to 428,700. The Meat Institute assesses that the 2020 change in TRIR is attributable to reported COVID cases, not to an increase in injuries. For information on comprehensive COVID-19 protections in the sector, please visit www.NAMICovidFacts.com.





Supporting a diverse workforce and ensuring safe workspaces

Supporting indicators

92% of reporting establishments have a **written worker safety program** in place

91% of reporting establishments have **safety on-boarding** and continuing **safety training**

92% of reporting establishments train employees in **hazard recognition** for their specific role

92% of reporting establishments have **safety committee** or team that meets regularly

81% of reporting establishments **inspect** all departments, lines, and areas for **potential hazards** at least monthly

57% of reporting establishments report **near-miss incidents** within 24 hours

85% of reporting establishments **analyze injury data** at least annually and use data to set company goals and objectives

64% of reporting establishments **conduct safety perception surveys** of employees regularly



Workplace diversity

79% of reporting establishments have committed to company policies and practices that align with **UN Universal Declaration of Human Rights**



74% of reporting establishments are covered by a company mission statement that addresses **diversity, equity, and inclusion**



86% of reporting establishments conduct **social compliance audits** annually



64% of reporting establishments are committed to tracking **pertinent demographic metrics for hourly staff** and review regularly



50% of reporting establishments track pertinent **demographic metrics for hourly staff** and review regularly





Producing safe food without exception

Food safety is our number one priority, and meat processing and packing are among the most regulated industries in the United States. U.S. Department of Agriculture inspectors are continuously present in meat packing plants and oversee compliance with a wide array of regulatory requirements.

While preventing foodborne illness requires appropriate safety measures at all steps in food's journey from the farm to the family dinner table, we implement the highest standards for food safety measures.

Food safety is not a target; it is our culture.

Achievement snapshot:



93% of reporting establishments have a multidisciplinary team that periodically **reviews food safety programs** and takes improvement action in response to available data.



93% of reporting establishments have embedded **food safety** into the company culture through **communications and initiatives**



92% of reporting establishments conduct an accredited **third-party food safety audit** annually, at minimum.



80% of reporting establishments are covered by a company commitment to establish a **continuous improvement goal** on top of passing a third-party food safety audit.





Providing a wide variety of high-quality protein for balanced diets

We are committed to providing a wide range of choices to fulfill all consumers' individual and family needs.

In addition, too many Americans are facing hunger, and meat represents just 1% of food distributed by food charities, in part due to limited capacity to limited infrastructure for cold storage, packing, and distribution."

Target

Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap by 2025 to ensure families in need have enough high-quality protein.



The Meat Institute and its members have committed to act on a non-competitive basis to help end hunger in the United States by openly sharing information and advancing industry-wide implementation of best practices, like investing in protein pack rooms and refrigerated transportation.

These efforts contribute to filling the "protein gap" that results when people facing hunger don't have access to nutrient-dense meat. The "protein gap" worsens hunger and particularly impacts women, children, and older adults who have greater needs for the nutrients, vitamins, and minerals best and sometimes only found naturally in animal-source foods.



Achievement snapshot:

60% of reporting companies **make donations** to food banks

47% of reporting companies **make donations** to other charities

Meat Institute members donate tens of millions of dollars and meals to food banks and charities across the country every year. For example:



Bob Evans Farms announced a four-year partnership with Mid-Ohio Food Bank to donate more than \$1 million in cash and food contributions.



Hormel Foods and Tyson Foods partnered to support communities affected by the Maui wildfires, with Hormel donating more than 264,000 cans of SPAM and Tyson donating more than 100,000 lbs of protein.



Good food. Responsibly.®

Smithfield Foods donated 28,000 lbs of protein to Florida communities devastated by Hurricane Idalia.



Swaggertys has donated nearly 35,000 lbs of frozen sausage to local food banks and charity organizations so far in 2023.



Tyson Foods donated \$2.5M to Feeding America partner food banks and is donating 2.5M pounds of protein in September 2023.



Appendix A: Meat Institute packer/processor members reporting data by the end of 2022

- American Beef Packers, Inc.
- American Foods Group
- Birchwood Foods (aka Kenosha Beef)
- Bob Evans Farms, Inc.
- Branding Iron Holdings
- Broadleaf Specialty Meats
- Brown Packing Co., Inc.
- Burnett Fine Foods
- Bush Brothers Provision Company
- Cargill
- Carlton Farms
- Catelli Brothers
- Caviness Beef Packers
- Clemens Food Group
- CLW Foods + Harris Ranch + Central Valley Meats
- Coast Packing Company
- CS Beef Packers
- CTI Foods
- Dietz & Watson
- Empirical Foods
- FPL FOOD LLC
- Fred Usinger, Inc.
- Fresh Mark, Inc.
- Golden State Foods
- Gourmet Ranch, LLC
- Greater Omaha Packing Co.
- Hill Meat Company
- Hormel Foods
- HRR Enterprises, INC
- Indiana Packers Corporation
- IRP Meat & Seafood Co.
- Jack Link's Protein Snacks
- JBS & Pilgrim's Sustainability
- Johnsonville
- Jones Dairy Farm
- Kayem Foods, Incorporated
- Kent Quality Foods
- Kern Meat Co.
- Land O'Frost
- Levitt Foods
- Lombardi Brothers Meats
- Lopez-Dorada Foods
- Maple Leaf
- MARCHO FARMS, INC.
- Meyer Natural Foods
- Michael's Finer Meats and Seafoods LLC
- National Beef Packing
- Neese's Sausage
- Nueske's Applewood Smoked Meats
- Old Trapper
- Omaha Steaks International, Inc.
- OSI Group
- Perdue Premium Meat Co.
- PFS/Middendorf Meat Company
- Pineland Farms Natural Meats
- Pitman Farms
- Prime Source Foods
- Salm Partners, LLC
- Seaboard Foods LLC
- Sierra Meat & Seafood Company
- Sigma
- Silva Sausage
- Smithfield
- Sonoma County Meat Co.
- STERLING PACIFIC MEAT CO.
- Strassburger Steaks
- Strauss Brands, LLC
- SugarCreek
- SuKarne
- Superior Farms
- Surlean Foods
- Swaggerty Sausage Company Inc.
- The Miniat Companies, Inc
- Thomas Foods International USA
- Triumph Foods
- Tyson Foods
- Upper Iowa Beef
- Walt's Wholesale Meats
- Wasatch Meats, Inc.
- Washington Beef (AB Foods, LLC, an Agri Beef Co)
- West Liberty Foods
- WholeStone Farms Cooperative
- Yosemite Foods

Appendix B: Meat Institute supplier members sponsoring

- Amcor
- APPI Energy
- Birko
- Bunzl
- Cat 2
- Carbion
- Decon Seven
- eurofins
- MISA Foundation - Food Processing Suppliers Association
- Food Safety Net Services
- Hawkins
- Infor
- intralox
- Jarvis
- Multivac
- Neogen
- Pinion
- PRATT
- Reiser
- See
- Sterilex
- Wow Logistics

Appendix C: Protein PACT partner organizations

- Animal Agriculture Alliance
- Dairy Management, Inc.
- Elanco
- IFEEDER
- Leather and Hide Council of America
- National Corn Growers Association
- National Pork Board
- National Pork Producers Council
- North American Meat Institute
- United Soybean Board
- U.S. Meat Export Federation
- U.S. Roundtable for Sustainable Beef

Appendix D: Organizations endorsing the Protein PACT

- AFCO, a Zep, Inc. Company
- American Frozen Food Institute
- Animal Health Institute
- American Meat Science Association
- American Veal Association
- Canadian Meat Council
- Carni Sostenibili
- Corn Refiners Association
- Consumer Brands Association
- U.S. Farmers and Ranchers in Action
- European Livestock Voice
- Feeding America
- FMI - The Food Industry Association
- Food Safety Not Services
- Food Processing Suppliers Association
- Foundation for Meat & Poultry Research & Education
- Fulton Market Group
- Global Cold Chain Alliance
- Global Roundtable for Sustainable Beef
- Inter-American Institute for Cooperation on Agriculture
- Kerry
- Marcus Technologies
- Mexican Beef
- Multivac, USA
- National Association of State Departments of Agriculture
- National Council of Chain Restaurants
- National Institute for Animal Agriculture
- National Milk Producers Federation
- North American Renderers Association
- Phibro Animal Health Corporation
- Sustainable Environmental Consultants
- Trust in Food, a Farm Journal Initiative
- U.S. Dairy Export Council
- Women's Meat Industry Network