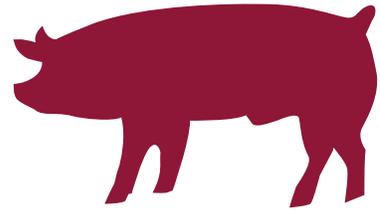


OUR COMMITMENT TO PRODUCTION WELL-BEING

TRAINING • COMPLIANCE • VERIFICATION



Our Commitment to **ANIMAL CARE**



Thank you for your interest in the care and well-being of our pigs. We take our moral and ethical obligations as caretakers of our animals' well-being very seriously. In fact, this commitment to excellent animal care and well-being is one of the four core pillars of SelectCare™. This document walks you through how we train, ensure compliance and verify each aspect of our Production Well-Being Program as well as introduces you to the members of our expert Production Well-Being Advisory Committee. You are encouraged to share this information within your organization and reach out to us with any questions that may arise.

Since 1992, we have been committed to responsibly producing pork and providing a safe, quality and wholesome product to our processing customers. Since the beginning, we've enforced a strong commitment to providing the best care to every animal, every day. This is rooted in our belief that providing the best care is not only the right thing to do for our animals, but also the right thing for our caregivers, our company, and ultimately, the success of those who produce high quality, safe and affordable food for our growing population.

Our animal care practices are built on proven, scientifically-sound principles for diet and nutrition, herd health, genetics, breeding and farrowing, as well as specialized diets and care for all stages of pork production. These practices are paired with rigorous caretaker development and training followed by testing and on-farm assessments to ensure compliance and verification of our production well-being practices.

We also drive research initiatives, embrace new technologies and challenge ourselves to continuously improve our practices to ensure the best for our animals and our people.

This past, present and future commitment is a reflection of the values and collective work of our company leadership, our 1,200+ employees, our Production Well-Being Department and our expert Production Well-Being Advisory Committee.



Jeff Hansen

Jeff Hansen | President and CEO | Iowa Select Farms





Iowa Select Farms is the largest pork producer in Iowa and the 4th largest in the U.S. Founded by and privately-owned by Iowa Falls natives Jeff and Deb Hansen, the company has 242,000 sows and annually produces 1.5 billion pounds of pork.

With 800 swine farms across the state, Iowa Select Farms is one of the leading economic engines to Iowa's rural communities through employing more than 1,200 people, contracting with more than 650 farmers and supporting hundreds of local businesses throughout the state.

OUR MISSION

To responsibly produce safe, nutritious and high quality pork for our customers and the food companies they serve.

OUR VISION

To compete in a global marketplace for protein production by fostering a culture engaged in operational excellence and innovation.

OUR VALUES

We're proud to be a homegrown Iowa company with homegrown Iowa values. We believe in doing the right thing every day, operating with character and integrity, and being stewards of our resources. We fulfill our values every day through SelectCare™, and believe by taking care of our people, our animals, our communities and our environment we will achieve our mission.

PEOPLE CARE

We recognize our employees are the key to our success. Caring for our people starts with providing a good job in a safe work environment, coupled with competitive compensation and benefits for our employees and their families. We work hard to train, develop and challenge our employees to grow within the company. We believe in recognizing a job well done and finding unique and thoughtful ways to say, "thank you."



COMMUNITY CARE

We take care of the communities where we have farms, employees and contractors, and believe in making positive contributions that make our state stronger. Through efforts of the Deb and Jeff Hansen Foundation, we work to relieve food insecurity in Iowa, show gratitude to members of the Armed Forces and military families and strengthen efforts to find a cure for childhood cancer while improving the quality of life for cancer patients.

ANIMAL CARE

We believe in meeting the needs of each individual pig with science-based practices for health and nutrition, followed by industry-leading caretaker training, certification and verification. Through our internal farm assessments, independent third-party auditing and the guidance and oversight from our expert Production Well-Being Advisory Committee, we promote continuous improvement of the practices and policies on all of our farms.

ENVIRONMENT AND FARM CARE

Our farms are the brick and mortar of our business. We take responsibility in maintaining our farms and ensuring a safe and optimal work environment. We believe in being good neighbors and work hard to protect our environment, serve as industry leaders in land stewardship and add value to our natural resources by replenishing the crop ground with essential nutrients from swine manure.



Production Well-Being **PROGRAM**

We believe we have an ethical obligation to provide for the well-being of the animals in our care—it's not only our responsibility but the right thing to do. Our comprehensive Production Well-Being Program focuses on caretaker training and certification, on-farm compliance of approved animal care practices and a verification component that serves as an additional layer of assurance. To accomplish this, Iowa Select Farms' Production Well-Being Program has the following measures in place.

INTERNAL PRODUCTION WELL-BEING DEPARTMENT

The members of the Production Well-Being Department focus on caretaker training and ensuring compliance and verification of animal well-being throughout the entire production system. Daily activities focus heavily on conducting on-farm unannounced assessments and training, completing results reports and providing feedback to site managers and our senior management team. Members of the department are also instrumental to ensuring animal care and well-being practices and protocols are being followed throughout the entire company. Members work to promote a positive barn culture around animal care while training caretakers on animal handling and movement, euthanasia, loading procedures, recordkeeping and biosecurity. They also work alongside the Health Services Team to ensure biosecurity, production and animal health protocols are written and implemented with proper care and production well-being at the forefront. The team is also responsible for employee and contractor Pork Quality Assurance (PQA) Plus and Transport Quality Assurance (TQA) training, testing and certification.

THIRD-PARTY, EXPERT PRODUCTION WELL-BEING ADVISORY COMMITTEE

Our expert Production Well-Being Advisory Committee reviews standards and provides guidance on housing, animal care and well-being practices. The committee meets in person and annually by conference call to review overall compliance and verification reports, assess internal and external audit results and provide leadership and direction on production topics such as euthanasia, pain mitigation, alternative sow gestation and handling practices on our farms. The advisory committee members also conduct farm visits to review on-farm production practices and provide guidance and training to the Production Well-Being Specialists.



CURRENT COMMITTEE MEMBERS INCLUDE:

- **Dr. Paul DuBois**—Consulting Food Animal Veterinarian
- **Dr. Anna Johnson**—Iowa State University, Professor of Production Well-Being
- **Collette Kaster**—Professional Animal Auditor Certification Organization, Executive Director
- **Dr. Janeen Salak-Johnson**—University of Oklahoma, Associate Professor of Stress Physiology and Production Well-Being
- **Lyndsey Jones**—Humane Handling Manager, JBS, Pork Division
- Ex-officio member **Dr. Howard Hill**—Strategic Counsel, Iowa Select Farms

24/7 VIDEO MONITORING

Video surveillance is installed on all our sow farms and filtered GDUs, allowing members of the production well-being, health services and production leadership teams to regularly review footage for animal well-being and biosecurity compliance. Routine reviews of each farm's footage is conducted routinely to assess biosecurity and animal well-being compliance of animal movements, euthanasia, farrowing house protocols, supply entry, mortality removal and farm entry.

NEW EMPLOYEE ORIENTATION AND TRAINING

Every new employee—regardless of position—participates in classroom orientation that includes extensive coverage of our Production Well-Being Program and our Production Well-Being Policy. They also gain an understanding of their individual role in ensuring proper care and well-being of our animals. Caretakers on our sow farms receive additional on-farm training under the guidance of a staff trainer to ensure they know, understand and can demonstrate proper animal care procedures.



THIRD-PARTY PRODUCTION WELL-BEING FARM AUDITS (EXTERNAL)

Iowa Select Farms engages third party auditing organizations to conduct independent unannounced audits on a minimum of three, randomly-selected company farms per quarter. These audits are designed to verify that Iowa Select Farms' animal care and well-being programs and policies are being implemented on a consistent basis and meet the expectations of our customers. Additional audits and assessments have been performed by members of our Advisory Committee as well as the USDA as part of the PQA Plus Site Assessment verification.

ZERO TOLERANCE POLICY FOR ANIMAL ABUSE

Iowa Select Farms maintains a zero tolerance policy for willful acts of animal abuse or neglect. Any animal abuse or neglect, or the failure to report incidents of animal abuse or neglect, results in corrective action or termination depending on the outcome of a thorough investigation. Employees read, understand and sign our Production Well-Being Policy on their first day of employment with the company.



WHISTLEBLOWER POLICY—ANIMAL WELFARE HOTLINES

To encourage and allow for anonymous reporting of any suspected animal abuse, neglect or mishandling occurrences we have two toll-free numbers in place. Iowa Select Farms maintains an internal tip line for employees to report any concerns with animal well-being or biosecurity practices. In addition, Iowa Select Farms participates in the Iowa Farm Animal Care (IFAC) system sponsored by the Iowa Farm Bureau Federation and the Iowa Pork Producers Association, supported by the expertise at Iowa State University. IFAC allows employees and the public to call a toll-free number to report suspected animal abuse, neglect or mistreatment 24 hours a day. Calls are referred to a team of animal welfare specialists to enable them to assess the situation and work with the producer to rectify any deficiencies in care. Both numbers are prominently displayed on farms and in company publications and all tips received result in an immediate investigation conducted by members of the Production Well-Being Department.

PRODUCTION WELL-BEING FARM AUDITS (INTERNAL)

Every year, each farm receives an unannounced assessment conducted by an Iowa Select Farms Production Well-Being Specialist. The internal assessment is rigorous and extensive and surpasses the standards of the National Pork Board's Common Swine Industry Audit. Comprehensive assessment reports are completed by the specialists and distributed to company leadership, members of production management and farm supervisors to review with all staff and implement any necessary corrective action plans.

PROFESSIONAL ANIMAL AUDITOR CERTIFICATION ORGANIZATION

Professional Animal Auditor Certification Organization (PAACO) provides minimum standards for auditors in education and experience, training, continuing education and applicable code of conduct to maintain certification.





PORK QUALITY ASSURANCE (PQA) PLUS CERTIFICATION AND TESTING

As part of our commitment to production well-being and SelectCare,™ all caretakers are PQA Plus certified biannually. Iowa Select Farms has PQA Plus Advisors on staff that includes all members of the Production Well-Being Department. Certifications are completed during regional in-person training. The PQA Plus program was developed by the National Pork Board to provide a framework for significant, relevant food safety standards and continuously improve production well-being.



TRANSPORT QUALITY ASSURANCE (TQA) CERTIFICATION AND TESTING

In addition to annual PQA Plus certification and testing for all employees and contractors, our Production Well-Being Program includes an additional certification and testing for all transportation members responsible for transporting and handling swine. TQA was developed by the National Pork Board to help swine transporters, producers and handlers understand how to handle, move and transport pigs and the potential impacts of those actions on pig well-being and/or pork quality.

TRANSPARENT COMMUNICATION AND OUTREACH

Iowa Select Farms has a long-standing policy of transparency demonstrated through numerous industry, community and customer education and outreach efforts. We believe on-farm observations create a better understanding of our practices. While balancing the need for biosecurity protocols for the protection of herd health, we strongly encourage customers to take advantage of farm visits as a key element in understanding our production well-being practices.



Meet the Expert Production Well-Being **ADVISORY COMMITTEE**

Dr. Anna K. Johnson,

Associate Professor in Animal Behavior and Well-Being Research, Iowa State University

Dr. Johnson is an Associate Professor in Animal Behavior and Well-Being Research within the Department of Animal Science at Iowa State University. Dr. Johnson teaches both undergraduate and graduate students and has an Extension appointment. Dr. Johnson has been instrumental in developing the Production Well-Being Program and serves as chairperson of the committee. Dr. Johnson's research interest is in the area of farm animal behavior and welfare in both conventional and alternative production systems. Dr. Johnson obtained her PhD from Texas Tech University, her MSc from the University of Edinburgh and her undergraduate degree from the University of Reading, UK.

Dr. Janeen L. Salak-Johnson,

Associate Professor of Stress Physiology and Animal Well-Being, University of Illinois

Dr. Salak-Johnson is an Associate Professor of Stress Physiology and Well-Being in the Department of Animal Sciences at the University of Illinois. She teaches several Animal Science courses in the areas of environmental physiology and management, stress physiology, immunology, behavior, and animal production well-being. She currently serves or has served as a member of the NPB Animal Welfare Committee, American Society of Animal Science (ASAS) National Animal Behavior and Well-Being Committee, ASAS Midwest Animal Behavior, Housing, and Well-Being Committee, Editorial Board for Journal of Animal Sciences, University of Illinois Institutional Animal Care and Use Committee, Association for Assessment and Accreditation of Laboratory Animal Care and many other college and departmental committees at the University of Illinois.

Dr. Paul DuBois, Consulting Food Animal Veterinarian

Dr. DuBois has been involved in the swine veterinary community his entire life with his career spanning military service, producer education, teaching, private industry and consulting. His education includes degrees in Agriculture and Veterinary Medicine from Oklahoma State University, an MS in Immunology from the University of Georgia, and diplomat status in the American College of Theriogenology. Dr. DuBois led the Veterinary Services group with Cargill Pork where he audited for food safety and animal well-being, and throughout his career he served on numerous animal welfare committees of various professional and industry organizations. He was actively involved in developing the Pork Quality Assurance Program (PQA) and the American Meat Institute Animal Welfare Audit and is a PAACO Certified Foundation Auditor and Verifier for the PQA Plus Program.

Collette Kaster, PAACO, Executive Director

Collette Kaster is a native of northwest Iowa and holds a bachelor's degree in animal science from South Dakota State University and an M.S. from the University of Nebraska-Lincoln. She joins PAACO after serving most recently as senior vice president of quality technical services and hog procurement for Smithfield Foods. Kaster has long been involved with key industry activities such as the animal welfare committees of both the North American Meat Institute (NAMI) and the National Pork Board (NPB). She has served on the NPB's Food Safety and Pork Quality Solutions committees and as a chair of the NAMI Inspection Committee. She was appointed to the National Advisory Committee on Meat and Poultry Inspection from 2001-03 and is past president of the American Meat Science Association as well as an AMSA Fellow.

Lyndsey Jones, Humane Handling Manager, JBS, Pork Division

Lyndsey Jones is the Corporate Humane Handling Manager for the JBS Pork Division and oversees all animal welfare, auditing, compliance and verification at their pork plants. Lyndsey has a BS in Animal Science from Purdue University and a Masters in Animal Well-Being and Behavior, also from Purdue. She serves on the NPB's Animal Welfare Committee, along with the NPB's Common Industry Audit Advisory Committee.

Ex-officio – Dr. Howard Hill, Strategic Counsel, Iowa Select Farms

Dr. Hill joined Iowa Select Farms in 2000 and served as the Chief Operating Officer until 2010. He currently serves as Strategic Counsel for Iowa Select Farms in the areas of external affairs and production well-being. Dr. Hill was previously the Director of Veterinary Services and Multiplication for Murphy Family Farms in Rose Hill, North Carolina. From 1974 to 1994, Dr. Hill was Head of the Veterinary Microbiology Section in the Iowa State University Diagnostic Laboratory. Dr. Hill received his BS and DVM degrees from the University of California at Davis. He was in private practice in southern California for a year and a half before receiving a National Institute of Health Fellowship to study Veterinary Microbiology at Iowa State University. Dr. Hill received his MS in 1972 and PhD in 1974 from Iowa State University.

Dr. Hill has served as President of the American Association of Swine Veterinarians (AASV) and the National Pork Producers Council. Dr. Hill was recently appointed to the Secretary of Agriculture's Advisory Committee on Animal Health.



Our expert Production Well-Being Advisory Committee collaborates with our company leadership and members of our Production Well-Being Department by auditing farms and reviewing SOPs, processes and protocols to ensure proper animal well-being and care on our farms.





SelectCare™ Producing Pork Responsibly



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