Our Commitment to PRODUCTION WELL-BEING

Training • Compliance • Verification
Our Commitment to EXCELLENT ANIMAL CARE and Well-Being

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.

For more than 20 years, 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 validate that our practices are 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 1,000+ employees, our Production Well-Being Department and our expert Production Well-Being Advisory Committee.

Jeff Hansen
President and CEO
Iowa Select Farms
Iowa Select Farms is the largest pork producer in Iowa and the 5th largest in the U.S. Founded by and privately-owned by Iowa Falls natives Jeff and Deb Hansen, the company has 207,000 sows and annually produces over one billion pounds of pork.

With nearly 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.

Our 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.”

Our 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 Services and military families and strengthen efforts to find a cure for childhood cancer while improving the quality of life for cancer patients.

Our 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.

Our 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.
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 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 Illinois, 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
Twenty-four seven 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 monthly 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 style 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)
Two third-party auditing organizations—Validus and ISU Extension—conduct independent 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 assessment conducted by a 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.
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.

**Pork Quality Assurance (PQA) Plus certification and testing**
As part of our commitment to production well-being and SelectCare,™ all employees and contractors are PQA Plus certified annually. Iowa Select Farms has PQA Plus Advisors on staff that includes all members of the Production Well-Being Department. Annual certifications are completed during regional meetings testing and a component was added by the National Pork Board in 2014 to ensure effective delivery and retention of information. 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 also 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.

Iowa Select Farms is proud to host our customers for JBS Pork University, a three-day program aimed at opening our doors to share our story with food chain partners. Interested in a tour? Please contact Iowa Select Farms or your JBS Representative to discuss the opportunity for a farm visit.
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