



COVID-19: OUR RESPONSE

Pilgrim's operates more than 30 poultry and prepared foods facilities across the United States. As such, our role in providing food for Americans — and citizens around the globe — is critical.

Ensuring the health and safety of our team members as we address COVID-19 is even more critical. That's why the company is focusing its efforts to help combat the spread of the virus while protecting our team members and our company.

Pilgrim's continues to partner with expert epidemiologists and medical professionals, and is following guidance provided by the U.S. Centers for Disease Control and Prevention, the Occupational Safety and Health Administration, local health departments and other officials to prevent the potential spread of COVID-19.

To date, the company has adopted numerous enhanced safety measures to keep its workplaces and team members safe.



SAFETY MEASURES

HEALTH & WELLNESS

- Temperature testing all team members prior to entering facilities, including the use of hands-free thermometers and thermal imaging testing technology
- Conducting health screenings for anyone entering the facility
- Providing extra personal protective equipment (PPE), including face shields and protective masks, which are required to be worn at all times

INCREASED CLEANING & SANITIZING

- Hiring dedicated staff whose only job is to continuously clean facilities, including common areas beyond the production floor
- Germicidal air sanitation with ultraviolet (UV) and bipolar ionization technology, which help to neutralize viruses in plant ventilation and air purification systems
- Increasing sanitation and disinfection efforts, including whole facility deep-cleaning every day

TEAM MEMBER SUPPORT

- Removing vulnerable populations from our facilities, offering full pay and benefits
- Requiring sick team members to stay home from work
- Waiving short-term disability waiting periods
- Providing free 100% preventative care to all team members enrolled in the company's health plan
- Offering free LiveHealth Online services for team members enrolled in the company's health plan that allow for virtual doctor visits at no cost
- Implementing flexible work-from-home practices for corporate team members

SAFETY MEASURES

- Increasing spacing in cafeterias, break and locker rooms, including dividers in common areas and on the production floor
- Promoting physical distancing by staggering starts, shifts and breaks
- Hiring staff to assist with education, training and enforcement of COVID-19 preventive measures
- Educating and encouraging team members to practice social distancing at home and in the community outside of work
- Restricting access to facilities and not allowing visitors
- Prohibiting international and domestic travel





ENHANCED SAFEGUARDS & TEAM MEMBER BONUSES

Pilgrim's recognizes its responsibility as a food company during this crisis and has continuously evolved operations, based on the latest available guidance from experts, to improve coronavirus preventive measures. We have invested \$65 million to enhance safeguards for our workforce and to reward team members with thank-you bonuses.

COMMUNITY INVESTMENT

Pilgrim's is also investing \$20 million in the local communities where its team members live and work. The investment reaffirms the company's long-standing commitment to rural towns and cities across America. It will include donations to alleviate food insecurity, strengthen long-term community infrastructure and well-being, and support COVID-19 emergency response and relief efforts.

ADAPTING & ADJUSTING

Pilgrim's has fundamentally changed the way it does business as a result of COVID-19. We have instituted policies with regard to social distancing and sanitation, and developed a COVID-19 training program that includes specific instructions on how to stay safe at work, as well as how to stay safe at home. As this health crisis continues to evolve, Pilgrim's will continue to adapt and adjust its approach as necessary.



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