

The letter below was sent to the ten largest investors in Tyson Foods, Inc.: T. Rowe Price Associates, Inc.; The Vanguard Group, Inc.; BlackRock Fund Advisors; SsgA Funds Management, Inc. (AKA “State Street Global Advisors”); Aristotle Capital Management LLC; AQR Capital Management LLC; LSV Asset Management; Geode Capital Management LLC; Northern Trust Investments, Inc.; and Columbia Management Investment Advisers, LLC.

Dear [Investor],

We are 122 workers’ rights, food justice, animal welfare, racial justice, farmer, health, consumer safety, and environmental protection organizations writing to urge you, as an investor in Tyson Foods, to engage with Tyson Foods to urge the company to take immediate additional action to protect the safety and wellbeing of its workers related to coronavirus exposure and address risks to business continuity, liability, and worker health and safety.

The situation has never been more dire; meatpacking workers are risking their lives just by going to work under unsafe conditions. More than 8,500¹ Tyson employees have tested positive for COVID-19, an infection count more than double that of any other meatpacker. Tragically, more than 25² Tyson workers have died from the virus. These are just the cases that are publicly available — journalists have repeatedly exposed Tyson for refusing to comprehensively test its employees and release the data to public officials.³ Tyson is now being sued⁴ by families of three Tyson workers who died from COVID-19 due to an alleged failure to protect workers during an uncontrolled outbreak at the Waterloo, IA plant. Tyson’s failure to properly protect its workforce from the spread of this deadly virus is a prime illustration of how little the company prioritizes the very employees it considers essential, in spite of its aggressive media efforts to portray the opposite.

Therefore, we encourage you, as a shareholder in Tyson Foods, to urge Tyson to advance the following measures across all of its meatpacking facilities to ensure the safety and wellbeing of its workers:

- Provide **paid leave** for the duration of quarantine for all workers who test positive for COVID-19 and those workers who were in close contact with the infected individual;

¹ <https://investigatamidwest.org/2020/04/16/tracking-covid-19s-impact-on-meatpacking-workers-and-industry/>

² <https://www.propublica.org/article/emails-reveal-chaos-as-meatpacking-companies-fought-health-agencies-over-covid-19-outbreaks-in-their-plants>

³ https://siouxcityjournal.com/news/local/metro-sioux-city-mayors-seek-public-disclosure-of-locations-with-covid-19-cases-spread/article_42f04f2a-e200-551d-b277-2fdf91826c33.html

<https://www.kcci.com/article/kcci-investigates-why-tyson-wont-reveal-the-number-of-cases-at-perry-plant-coronavirus/32339870>

<https://www.washingtonpost.com/business/2020/05/12/nebraska-coronavirus-case-numbers-meatpacking/>

⁴ <https://fortune.com/2020/06/26/tyson-foods-coronavirus-lawsuit/>

- Provide **personal protective equipment to all workers** including new respirators on the production floor at the beginning of every shift, with appropriate fit testing and training on proper donning and doffing procedures, in languages workers understand;
- Ensure workers can practice **physical distancing** and **slow down line speeds** for poultry, swine, and cattle, regardless of whether a waiver has been granted to operate at higher slaughter speeds
- **Ensure daily testing** is available for workers and their communities;
- Be transparent and **publicly disclose all COVID-19 cases**;
- **Stop all lobbying efforts pressuring the United States Department of Agriculture (USDA) to grant line speed waivers** in all species + halt all applications to the USDA Food Safety and Inspection Service for higher speed slaughter waivers;
- **Respect workers' rights** to freedom of association, to organize a union and to bargain collectively, free from retaliation, as recognized by the UN through its International Labor Organization (ILO) Conventions.
- Implement systems and policies to both **protect workers from retaliation** and encourage workplace safety and risk reporting, in order to ensure that all workers report any workplace safety lapses or symptoms of illness. This would include education for all employees and reporting mechanisms for workers' safety and health concerns.
- **Eliminate the point system** associated with attendance that results in unfairly firing workers who miss a certain number of shifts⁵, including those who are legitimately afraid to go back to work because of unsafe working conditions due to COVID-19.

Additionally, we recognize that beyond refusing to protect workers from COVID-19, Tyson has historically prioritized profits over workers, the environment, animals, and neighboring community members. Tyson has ignored previous warnings⁶ from investors and, as a result, has been even more vulnerable to the crisis. Long-term, we would like to see Tyson improve the working conditions and compensation rates for its thousands of employees, significantly slow down production line speeds to reduce health and safety risks to workers, end live-shackle slaughter methods, end the overuse of antibiotics in its beef and pork production chains, and mitigate its supply chain greenhouse gas emissions and air and water pollution that impacts neighboring communities.

Will you consider your responsibility as a shareholder in Tyson and use your position in Tyson Foods to demand these changes for workers during COVID-19? Tyson's neglect of these issues risks creating more hotspots of this deadly disease and also poses grave legal, financial, and reputational risks for Tyson and its shareholders. The last few months have shown us how fragile our food system is, with meatpacking companies like Tyson representing one of

⁵ Northwest Arkansas Workers' Justice Center. *Wages and Working Conditions in Arkansas Poultry Plants*. 2016. www.uusc.org/sites/default/files/wages_and_working_conditions_in_arkansas_poultry_plants.pdf

⁶ <https://iasj.org/wp-content/uploads/Tyson-Foods-2020-Human-Rights-Due-Diligence-Proxy-Memo-FINAL.pdf>

the weakest links. Through its failure to adequately protect its workers, Tyson has sent the message that the lives of its workers⁷ — who are mostly people of color and immigrants — do not matter to them. Now, Tyson has an ethical and fiduciary responsibility to change this message by urgently enacting the aforementioned protections for its workers.

Please engage with Tyson Foods to express your support of these critical measures to ensure the safety and wellbeing of the company's meatpacking plant workers.

Sincerely,

Abibiman Foundation
AbibiNsroma Foundation
Agricultural Justice Project
Alabama State Association of Cooperatives
Alianza Nacional de Campesinas
Alliance for Empowering Rural Communities (AERC-Ghana)
Allies of Meat Workers
American Friends Service Committee - Iowa
Animal Legal Defense Fund
Animal Outlook
Better Food Foundation
Birdie's Blooms
Brighter Green
Bronx Eats, Inc.
Campaign for Contract Agriculture Reform
Center for Biological Diversity
Center for Food Safety
Center for Science in the Public Interest
Center for Workers Justice
Chicago Food Policy Action Council
Chicago Jobs with Justice
Compassionate Bay
Dakota Resource Council

Earthworks
Eat for the Earth
Ecological Farming Association
Encompass
Environment & Animal Society of Taiwan (EAST)
Environmental Health Strategy Center
Factory Farming Awareness Coalition
Fair Farms
Fair World Project
Farm Aid
Farm Forward
Farm Sanctuary
Farm Transformation Institute
Farmworker Association of Florida
Feedback Global
Food & Water Action
Food Animal Concerns Trust (FACT)
Food Chain Workers Alliance
Food Democracy Now!
Food Freedom Radio on AM950
Food Revolution Network
FOUR PAWS USA
Fresh Advantage LLC
Friends of Family Farmers

⁷ <https://www.nytimes.com/2020/06/15/opinion/coronavirus-tyson-poultry.html>

Friends of the Earth U.S.
GAP Food Integrity Campaign
Global Forest Coalition
Global Justice Ecology Project
Green America
Greenpeace USA
Having Kids
HEAL Food Alliance
In Defense of Animals
Institute for Agriculture and Trade Policy
Interfaith Worker Justice
Iowa Citizens for Community Improvement
Jewish Initiative for Animals
Johns Hopkins Center for a Livable Future
Just Food
Justice at Work
Labor Network for Sustainability
Labor of Love Safety Training
Lady Freethinker
Land Stewardship Project
Lean and Green Kids
Lehigh Valley Food Policy Council
LiveWell Colorado
LULAC Council 309
Main Street Vegan Academy
Maryland Legislative Coalition
Maryland Pesticide Education Network
Massachusetts Avenue Project Inc.
MD Campaign for Environmental Human Rights
Mercy For Animals
Mighty Earth
Mississippi Workers' Center for Human Rights
MomsRising
National Council of Jewish Women Los Angeles
National Family Farm Coalition
National Latino Farmers & Ranchers Trade Association
New Hope Collaborative
NRDC
Open Markets Institute
Our Children's Earth Foundation
Paid Leave for All
Philaposh
Physicians Committee for Responsible Medicine
Pittsburgh Food Policy Council
Pivot Food Investment
Prince George's County Food Equity Council
Project Protect Food Systems
ProVeg US
Public Citizen
Public Justice
Public Justice Center
Rapid Shift
Real Food Generation
Robeson County Cooperative for Sustainable Development
ROC United
Rural Advancement Foundation International, USA
Rural Coalition
Saveur the Journey
Seeding Sovereignty
Sentient Media
Socially Responsible Agricultural Project
South Florida Interfaith Worker Justice
The Curriculum of Cuisine
The Greenbaum Foundation
The Humane League
The Pollination Project

Toxic Free NC

Union of Concerned Scientists

United Electrical, Radio & Machine
Workers of America (UE)

Uprooted & Rising

Voters For Animal Rights

Western Colorado Alliance

Western Organization of Resource Councils

Workers Center of Central New York

CC:

Noel White, Chief Executive Officer of Tyson

Dean Banks, President and Board Director

John R Tyson, Chief Sustainability Officer

Justin Whitmore, Executive Vice President, Alternative Protein

Justin Ransom, Sr. Director, Sustainable Food Strategy

Jon Kathol, Vice President, Investor Relations & Investor Contact

Kevin Igli, Senior Vice President, Sustainability & Chief Environmental Officer

Libby Lawson, Vice President, Public Relations