

GEORGE'S[®]



Quality food. Family values.™



CORPORATE RESPONSIBILITY

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FOUNDATIONS OF SUSTAINABILITY

Founded in the 1920's, George's has grown to be America's seventh largest broiler chicken producer by head.* Through planned growth, strategic acquisitions and diversification George's continues to look to the future. Holding true to generational values of good people, hard work, and honesty, this fourth generation company continues to provide quality poultry products and prepared food worldwide every day. These are the values that define the way we operate.

Integrity: Acting with integrity has always been and will always be central to how we make decisions. It's not only the right thing to do, it protects our people, our company and our customers.

Respect: We demonstrate the value of our people by continually creating a safer, more supportive work environment, where our Team Members can reach their full potential. We believe in actively caring for individual differences and treating others as we want to be treated.

Responsibility: We are entrusted with providing wholesome, quality food product to families, communities and countries around the world. We take pride and ownership in that we are personally accountable for delivering on these commitments every day.

Team Work: With over 7,000 employees throughout our plants in Arkansas, Missouri, Tennessee and Virginia, we work together, across boundaries to achieve mutual success. We embrace the diverse perspectives of our people and recognize our best always comes from the efforts of many.

Excellence: We are persistent in our pursuit of continuous improvement, embracing our opportunities to bring positive change in our people, our processes and our places of business. Our culture of excellence drives outstanding customer service and product quality and differentiates us in the marketplace.



From left to right: **Charles George**, Co-CEO & President
Gary George, Chairman, **Carl George**, Co-CEO & President



* Source: Watt Poultry USA, March 2019
1 George's Prepared Foods, LLC operates a fully cooked facility in Tennessee.

ANIMAL WELFARE

At George's, we believe in raising chickens the right way: by ensuring their health and safety while treating them with care and respect throughout their lives. We adhere to the 5 Freedoms of Farm Animals, train all personnel who handle our chickens, and undertake internal and third party audits to ensure that we are living up to our standards of care.



We adhere to the **Five Freedoms** for each and every chicken that comes from our farms.



1

FREEDOM FROM HUNGER & THIRST

by ready access to fresh water and a diet to maintain full health and vigor



2

FREEDOM FROM DISCOMFORT

by providing an appropriate environment including shelter and a comfortable resting area



3

FREEDOM FROM PAIN, INJURY OR DISEASE

by prevention through rapid diagnosis and treatment



4

FREEDOM TO EXPRESS NORMAL BEHAVIOR

by providing sufficient space, proper facilities and company of the animal's own kind



5

FREEDOM FROM FEAR AND DISTRESS

by ensuring conditions and treatment which avoid mental suffering

Animal Health and Welfare

We work very hard to ensure bird health and comfort, and the contract growers we partner with share our commitment to raising the healthiest birds possible. All Team Members that interact with live birds are: trained when hired; retrained every year thereafter; and audited on a regular basis for adherence to animal welfare and biosecurity protocols. All growers with whom we contract are trained annually and audited on a regular basis for adherence to animal welfare and biosecurity protocols. All of our facilities, including hatcheries and processing plants, are audited by third party PAACO-certified auditors annually and complete detailed internal audits covering broiler and breeder handling guidelines.

Our partners work with us in many ways to ensure bird health and safety. Each George's complex has a Biosecurity Coordinator who, with oversight from our Director of Veterinary Services, are responsible for implementing and maintaining a detailed program with growers that includes new hire and annual training, regular evaluations, and auditing. This cooperative effort ensure that birds are healthy and safe.





FOOD SAFETY & WHOLESOMENESS

We are dedicated to the wholesomeness of our products
and to the quality standards set by our customers.



Food Safety

It is the job and commitment of every **Team Member** to safeguard the integrity and wholesomeness of our products.

We comply with all United States Department of Agriculture Food Safety & Inspection Service (USDA FSIS) requirements. Each George's facility has a Hazard Analysis and Critical Control Point (HACCP) plan in place including standard operating procedures for daily sanitation protocols. Detailed records are kept and systems are monitored by George's Food Safety and Quality Assurance department, with oversight by USDA FSIS. These plans undergo continuous review and validations by internal and third party audits.



Quality Management

George's is committed to producing a product that meets or exceeds our customer's need for quality.

George's prides itself on delivering quality products to customers for almost 100 years. Our products are monitored by our Food Safety and Quality Assurance team, not only for food safety, but for compliance to detailed customer specifications. Product satisfaction is paramount.



An aerial photograph of a vast, green landscape. The foreground is dominated by a large, vibrant green field, possibly a cornfield, with distinct rows of crops. To the left, a road curves through the landscape. In the middle ground, there are clusters of trees and a small white building. The background shows a flat expanse of land with scattered trees and distant structures under a blue sky with scattered white clouds.

OUR ENVIRONMENT

Resource Management

George's is committed to the safe and efficient use of our water and energy resources and to managing and reducing emissions. We believe in the importance of environmental protection and improvement. We are devoted to a program of continuous improvement to minimize our impact on the environment. We continually examine ways to improve the usage and conservation of resources.

OUR PREPARED FOODS FACILITY IN CARYVILLE, TN USED



**40%
LESS
NATURAL GAS**

PER POUND PRODUCED IN 2018 VS 2011



**48%
LESS
ELECTRICITY**



PER POUND PRODUCED IN 2018 VS 2010

OUR EDINBURG, VA
PLANT TREATS OVER
1.3 MILLION

GALLONS OF WATER PER DAY.

**THE PURIFIED WATER IS
RELEASED INTO A NEARBY CREEK
THAT IS A POPULAR TROUT
FISHING SITE FOR
THE COMMUNITY.**



OUR CASSVILLE, MO
FACILITY TREATS

3 MILLION

GALLONS OF WATER PER DAY
THAT IS USED TO IRRIGATE OVER

1,200 ACRES

OF FIELDS WHICH PRODUCE

9,000-10,000

ROUND BALES OF HAY PER YEAR
FOR USE AS CATTLE FEED.



Packaging

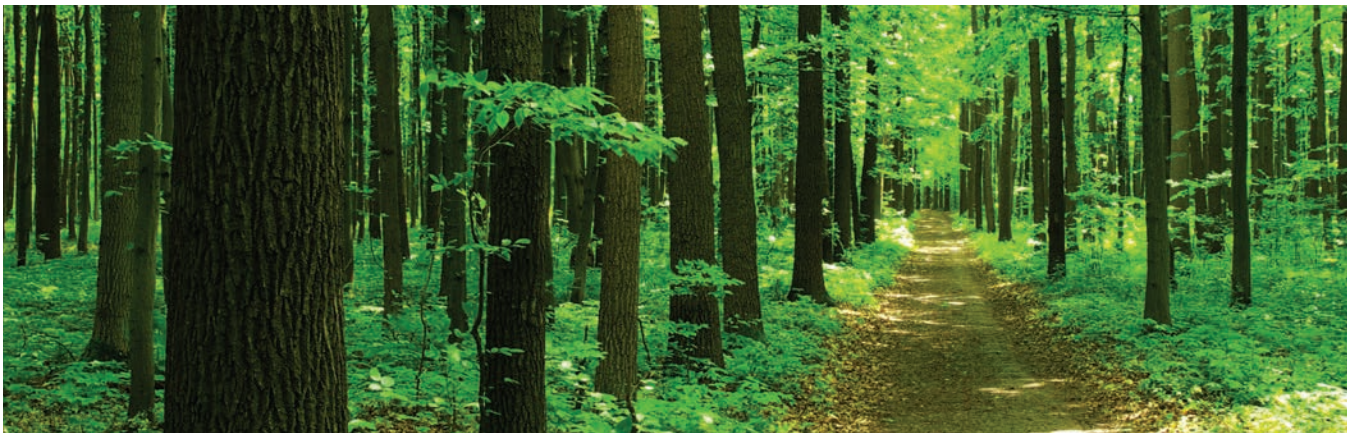
George's also forges valuable relationships with our packaging and ingredient suppliers in order to bring the highest quality food products to our customers while doing our best to use valuable resources responsibly.

From April 2018, **58%** of our total cardboard boxes shipped were recyclable. We are working with our paper partner, and by 2020, we anticipate that **100%** of the corrugated cardboard boxes shipped out of our Arkansas, Missouri and Virginia facilities will be recyclable. Currently, **100%** of our cardboard boxes are 3rd Party Certified by the Sustainable Forestry Initiative® (SFI) Certified Sourcing Standard.



100%
RECYCLABLE
CARDBOARD
BY 2020

100% RECYCLABLE
QUANTITIES IS
EQUIVALENT TO
340,000 TREES

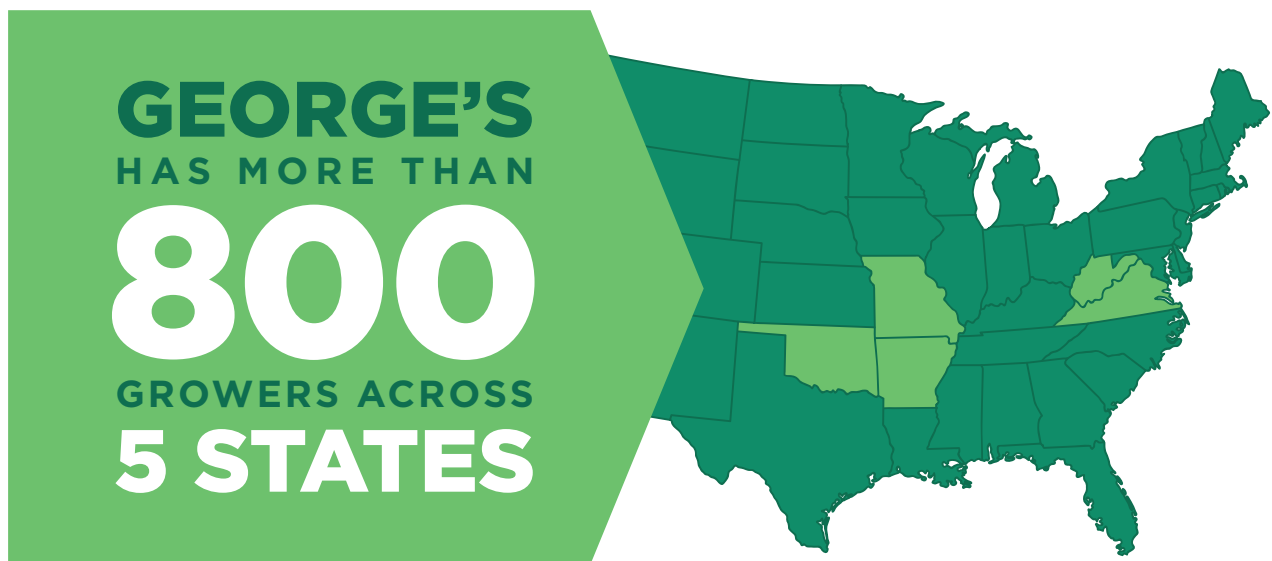


BUSINESS PARTNERS



Family Farmer Partners

There are more than 25,000 family farms that raise chickens in the US, and George's partners with 800 of these growers across 5 states. At George's, we take pride in our relationship with independent contract growers who share our dedication to quality, consistency, ethics, and animal welfare. Our success is directly tied to their success.



Diversity Spending

Everyone is valued and appreciated for their distinct contributions to the growth and sustainability of our business.

We are committed to cultivating an inclusive workplace that supports and empowers all Team Members, regardless of their race, color, national origin, religion, age, disability, genetics information, sex (including pregnancy), sexual orientation, gender identity, veteran or any other protected status. We are an Equal Opportunity/Affirmative Action Employer and our policies comply with all federal, state and local employment laws.

George's values teamwork and the contributions made by all of our team members. Our policies allows us to fulfill our mission of employee development in a safe and supportive work environment. We are an Equal Opportunity Employer. We also proudly do business with many minority-owned businesses and intend to increase our spending with these suppliers and partners in coming years.



LAST YEAR
GEORGE'S
INCREASED
ITS SPENDING
WITH **MINORITY-
OWNED**
COMPANIES BY

6%

Community

For nearly 100 years, George's commitment to its Team Members extends to the communities in which they live. George's Team Members participate in different ways in the communities in which we operate to give back – our people donate their time to schools, food products to those in need, and work with organizations to raise money for various local charities.



PEOPLE

George's values the talents and abilities of our Team Members and seeks to foster an open, cooperative, and dynamic work environment in which employees thrive.



Team Members

For four generations, George's has been about teamwork. We value honesty, hard work, integrity and attention to detail in all that we do. We encourage personal and professional growth, and we celebrate success together. George's offers competitive pay and benefits to over 7,000 Team Members. We are an equal opportunity employer.



4th
GENERATION
OWNED & OPERATED
we employ more than
7,000
TEAM MEMBERS

Team Member Tenure

Our Team Members are an integral part of the George's, Inc. family. We are proud that **33%** of our **7,000+** Team Members have been with the company for **5 years or more**.



Nearly one-third of George's employees have been with the company for more than **5 years**.

Safety

George's is committed to operating in a safe, responsible manner, which respects the well-being of our Team Members, the environment, the community, and our customers. We will not compromise our safety, health, nor environmental values for profit or production. We value human life above all else and will manage risk accordingly. We engage our Team Members to strive for a Safety 24/7 mindset. We believe safety is unconditional, working safely is a condition of employment, safety is everyone's responsibility, and all incidents are preventable. George's is committed to a Journey to Safety Excellence via our Environmental, Health, and Safety Management System. Our Safety Philosophy is based on four fundamental principles:

- Safety is unconditional
- Working safely is a condition of employment at George's
- Safety is everyone's responsibility
- All Incidents are preventable

HARRISONBURG PLANT: 75% REDUCTION IN WORK RELATED INJURIES IN THE LAST 6 YEARS!



SAFETY STATISTICS



48%
REDUCTION
IN SEVERITY RATE
IN THE LAST 2 YRS

28%
REDUCTION
IN DART (DAYS AWAY OR
RESTRICTED TIME) RATE
THIS FY (FY 19 VS FY 18)

KANSAS ST. PLANT



7 MILLION HOURS
without a lost time injury
THRU AUGUST 2019

KANSAS ST. PLANT



31% REDUCTION
in DART rate this fiscal year

CASSVILLE FEED MILL



4 YEARS
without a recordable injury

CARYVILLE



78% REDUCTION
in work-related injuries
IN THE LAST FIVE YEARS

ROGERS PLANT



73% REDUCTION
in DART rate this fiscal year

CASSVILLE PLANT



40% REDUCTION
in DART rate this fiscal year

**2019 JOINT POULTRY INDUSTRY
SAFETY AWARD OF
HONOR WINNERS**

SPRINGDALE FURTHER PROCESSING
SPRINGDALE PROCESSING
BROADWAY HATCHERY
SOUTH MAIN HATCHERY
STONE SPRING HATCHERY

OUR FUTURE



OUR FUTURE

We are proud of our history and it inspires what we do Today. Co-CEO/Presidents Carl and Charles George continue to lead innovation and future growth for our organization.

In 2017, George's Prepared Foods, LLC acquired Campos Foods, LLC a leading producer of fully cooked pork, beef, and turkey products, diversifying the company beyond poultry.

In 2018, George's, Inc. acquired Ozark Mountain Poultry, Inc. to offer consumers affordable no antibiotics ever and non-GMO poultry products.

With these recent acquisitions, our branded consumer packaged retail presence is rapidly expanding. Quick 'N Eat™ Angus Choice Beef Patties lead the fully cooked burger category in sales. The Forester Farmers Market™ brand of premium NAE, non-GMO chicken is thriving at retail and its product line and store count continues to grow.

George's is well positioned to maintain its ranking among the 10 largest vertically integrated poultry producers. Our leadership is forward looking and continually evaluate further growth opportunities through facility expansions and acquisitions while maintaining the family values their predecessors instilled in the company nearly 100 years ago.



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georgesinc.com

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