Quality food. Family values.™

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FOUN​DATIONS 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.

* 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 & WHOLESONENESS

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.
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.
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 allow 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.
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.
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.

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.
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

7 MILLION HOURS without a lost time injury THRU AUGUST 2019

31% REDUCTION in DART rate this fiscal year

4 YEARS without a recordable injury

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

73% REDUCTION in DART rate this fiscal year

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
We are proud of our history and it inspires what we do today. Co-CEOs/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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