

December 21, 2022

Donnie King  
President & CEO  
Tyson Foods, Inc.  
2200 Don Tyson Parkway  
Springdale, AR 72762  
Via: amy.tu@tyson.com

Dear Mr. King,

We are writing to express investor concerns related to recent news reports on the U.S. Labor Department's investigation into Tyson vendor Packers Sanitation Services Inc ("PSSI") regarding child labor in meatpacking plants.

On November 9th, following an almost three months investigation, the Department of Labor announced that PSSI had illegally employed 31 children to work the graveyard sanitation shift in three large meat and poultry plants in Minnesota and Nebraska. According to reports, the children in question range in age from 13-17 years old. Several of the children had suffered chemical burns from the toxic cleaning compounds and high pressure hoses used in these very dangerous jobs. The investigation continues. We believe these findings are just the beginning.

News reports indicate that PSSI at a Tyson Foods plant in Sedalia, Missouri is also under a similar investigation. According to an unsealed search warrant application, DOL investigators conducted overnight surveillance at Tyson's Sedalia plant and saw people entering the plant that were likely children. According to the court documents, the Labor Department believes PSSI may be employing minor children under similar conditions at other plants. The Labor Department, in their court filing, also accused PSSI of interfering in the investigation by intimidating the children being interviewed and deleting and manipulating files.

Further, news reports document that PSSI knew they were hiring children illegally. The Department of Labor's child labor regulations, Hazardous Order 10, specifically prohibits anyone under the age of 18 from working in most meatpacking and poultry jobs -- including cleaning such equipment.

In 2017, a [report found that PSSI](#) had the 14th-highest number of reported severe injuries to the Department of Labor of all companies reporting to the agency in Federal OSHA states. You are well aware that these sanitation jobs are incredibly dangerous and can lead to very serious injuries and death. In 2005, and again in 2016, the U.S. Government Accountability Office noted that OSHA expressed concerns that sanitation work is one of the most hazardous occupations in the poultry industry. These workers often suffer the most serious injuries.

Tyson must be aware of PSSI's already troubling safety record. One of the most prominent incidents was in 2021, when a nitrogen leak at a Foundation Food Group poultry processing plant in Georgia killed 6