

# Investor Advocates for Social Justice



April 8, 2020

John R. Tyson  
Chief Sustainability Officer  
Tyson Foods, Inc.  
2200 W. Don Tyson Pkwy  
Springdale, AR 72762

Dear Mr. Tyson,

I hope this letter finds you, your family, and colleagues healthy and safe at this uncertain time. I am writing on behalf of shareholders that have engaged with Tyson Foods for several years on environmental and human rights issues.

We have been following the news about coronavirus cases at Tyson facilities and the Tyson corporate response. We understand that this unfortunate situation may be stressful for you and your colleagues. Like you, we are concerned about the safety and well-being of your workforce, especially as Tyson tries to balance the need to continue providing food and ensuring food safety. We appreciate the statement released earlier this week about the efforts underway, including taking employee temperatures, coordinating with federal agencies, erecting dividers between workstations, increasing the space between workers, slowing production, and establishing temporary break rooms.

We are writing to inquire about the company's plan to ensure it is providing a safe and healthy work environment for its employees, and steps it is taking to reduce the risks of the spread of coronavirus at its facilities and adapt production expectations as needed. If Tyson workers are identified as essential and are encouraged to continue to come to work to carry out an essential function, decisive actions to protect them must be taken by the company. Otherwise, it appears almost inevitable that the spread of the coronavirus will continue throughout more of Tyson's facilities, endangering workers, as well as the company's operations.

Consistent with the engagement we have had over the years, investors encourage Tyson to act swiftly to prioritize the health and well-being of the company's Team Members. We encourage you to meet with unions and worker representatives to understand and address workers' concerns and recommendations they have to protect worker health and safety. We encourage you to adopt appropriate management systems, governance and oversight to ensure that protocols are being applied consistently across all of the company's operations and management is being held accountable.

As Tyson develops its plans, we encourage the company to adopt the following recommendations:

- Provide personal protective equipment (PPE) including gloves, masks, face shields, smocks, and other appropriate protective PPE to prevent the spread of the virus.
- Provide adequate access to hand washing stations and hand sanitizer, and sufficient break time to enable employees to wash their hands.

- Provide paid sick leave, pay to workers on quarantine who may have been exposed, and ensure that workers who may be sick or exposed do not feel pressured or forced to come to work out of economic distress. Ensure incentives offered to employees align with public health goals.
- Allow vulnerable workers to take paid administrative leave (e.g. workers with pre-existing conditions, over the age of 60, pregnant workers).
- Enable telework of any employees where this is practical given the job function.
- Provide premium pay for workers who are carrying out essential work during the crisis.
- Adjust workspaces to maintain social distance in alignment with CDC guidance and reduce production capacity as needed to accommodate this; install plexiglass shielding between workstations.
- Sanitize regularly and slow line speed and production to accommodate this. If an employee tests positive at a facility, shut it down for the necessary period to clean and sanitize.
- Provide information to the workforce at a location when an employee tests positive for Covid-19. Ensure relevant public health information is provided in accessible languages.
- Identify any high traffic areas that may present a risk of spreading, such as water fountains, and provide safe alternatives.
- Have staggered start times and breaks to facilitate social distancing.
- Consider the unique impacts on the immigrant workforce and provide appropriate support.

Investors issued an [investor statement related to Covid-19](https://www.iccr.org/investor-statement-coronavirus-response) (<https://www.iccr.org/investor-statement-coronavirus-response>) with support from investors representing \$7.7 trillion. We hope that Tyson will keep these steps in mind as decisions are made which impact your employees, customers and suppliers.

When the timing is appropriate, on behalf of the American Baptist Home Mission Society, Franciscan Sisters of Allegany NY, and Sisters of the Good Shepherd, we would appreciate the opportunity to hear your response and how Tyson is ensuring that the health and well-being of all of its workers are prioritized.

Best,

A handwritten signature in black ink that reads "Mary Beth Gallagher". The signature is written in a cursive, flowing style.

Mary Beth Gallagher  
Executive Director  
Investor Advocates for Social Justice

cc: Kevin Igli, SVP Sustainability & Chief Environmental Officer