

# Diversity, Equity and Inclusion



## Mission Statement

Tyson Foods' workforce consists of a dynamic group of Team Members with a variety of experiences, beliefs, and lifestyles. Together, we are committed to creating a food system that is more sustainable and equitable for current and future generations. Collectively and individually, we operate with integrity while living out our mission and values, honoring our differences, and our culture as we embrace innovative ideas.

We believe that diversity, equity, and inclusion is paramount to our continued success. Therefore, we strive to recruit, retain, develop and promote talent that believes that our differences strengthen our ability to innovate, move beyond challenges and execute with excellence with a level of trust that is undeniable.

As we achieve the above, we can:

- Meet our communities' needs
- Enhance consumers' lives
- Fulfill customers' expectations
- Create belonging as the prominent feeling among Tyson Team Members

JOIN OUR DIVERSE TEAM

SEARCH ALL JOB OPENINGS

## Our Commitment to Diversity, Equity and Inclusion

Tyson is committed to creating a culture of safety, belonging and empowerment for all. Our eight Business Resource Groups (BRGs) are integral to our DEI strategy. These groups allow our company to celebrate its unique culture with our team members. The BRGs also have a collective voice in how we do business.

Also, our team members' beliefs matter. That's why we welcome respectful religious expressions and are proud to be a faith-friendly workplace. Our chaplaincy program has dedicated chaplains from many faiths and religions. They are available at plants and facilities, ready to listen, offer support, and talk to team members about daily life.



SEE OUR DIVERSE WORKFORCE



## BLACK COLLEGE WORLD SERIES PHOTOS



Eight teams from Historically Black Colleges and Universities (HBCUs) competed once again at Riverwalk Stadium for the third Black College World Series (BCWS) Championship in Montgomery, Alabama. Tyson Foods proudly continued our sponsorship of the BCWS and support HBCU student-athletes.

READ ABOUT BLACK COLLEGE WORLD SERIES

### Diversity

Our ability to recruit, retain, develop and promote talent at all levels of our enterprise, valuing their experience, background, belief, and lifestyles.

### Equity

Our ability to provide Team Members access to all resources available at Tyson Foods, while acknowledging our ability to maximize such resources may require added adjustments.

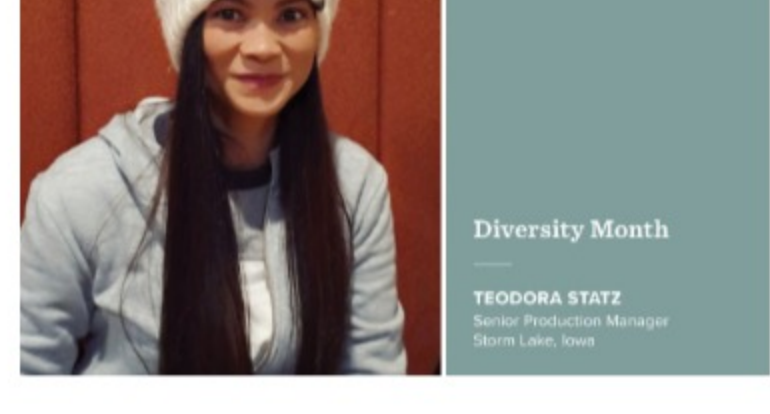
### Inclusion

Our ability to make sure no Team Member is overlooked, all are treated with respect, and that each person has the opportunity to respectfully share their opinion.

## The Difference That Strengthens

One of Tyson Foods' strengths is our highly diverse workforce, which can represent up to 50 countries and speak more than 11 different languages at a single U.S. plant.

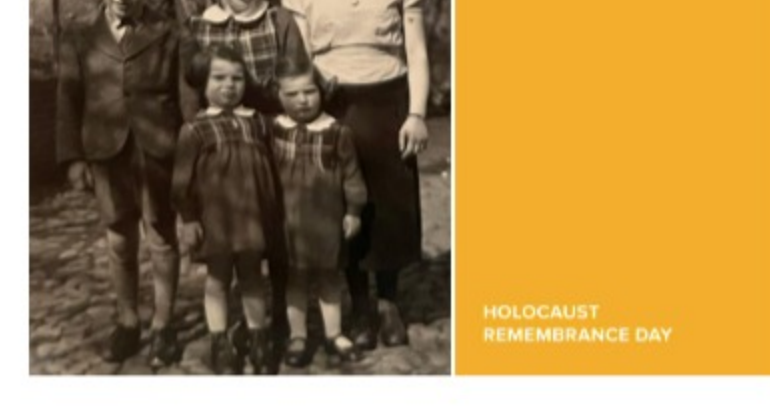
### OUR DIVERSITY STORIES



#### Immigrant Team Member Finds Support in her Tyson Community

Teodora was born in the Philippines and grew up in a one-room home shared with her parents and seven siblings.

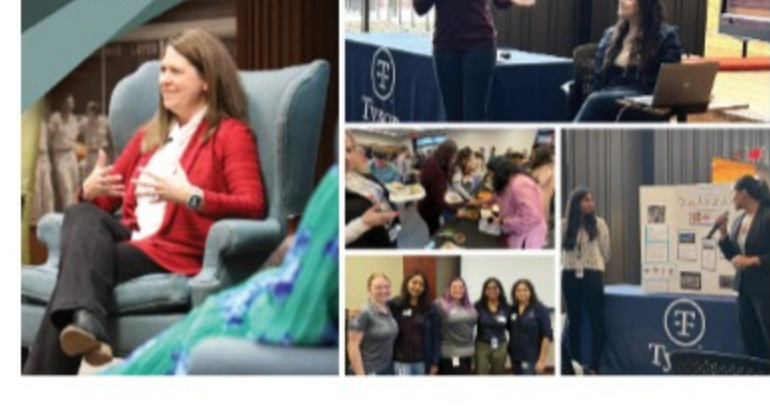
Read Teodora's Story



#### Honoring Holocaust Remembrance Day: Yom HaShoah

As a first generation American, I grew up in the shadow of World War II, understanding at an early age that something terrible had taken place.

Read Barry's Story



#### Women in Tech: Mentorship to Make a Difference

Women's History Month has been a time for us to honor the role women have played throughout our business and those who lead with excellence in all they do.

Read About Women in Tech



#### Black History Month Spotlight: Bridgeforth Farms

Bridgeforth Farms is a Black-owned farm located in North Alabama and supplies Tyson Foods' Ivallee Feed Mill with grain necessary for operations.

Read About Bridgeforth Farms



#### Love and the Power of Black History

When I think about Black History Month, I think about the valuable time it allows us to remember and honor the sacrifices of so many that came before us.

Read Simeon's Story



#### Leading the Way for Immigrant Team Members

We've worked hard to support 2,000 immigrant team members by providing free legal, citizenship services, and counseling to help solve any immigration issues.

Read About Immigrant Support

## Business Resource Groups



Our Business Resource Groups (BRGs) are an integral part of our DEI strategy. These groups not only allow our company to celebrate their unique culture with our team members, but also to have a collective voice in how we do business.



The African Ancestry Alliance BRG is committed to the development, representation, engagement, advancement, and mentorship of individuals with African ancestry. It honors our past, encourages our present, and sustains a future of diversity and inclusion, in accordance with Tyson Foods' core values.



The Asian & Asian Allies BRG champions and celebrates a safe, inclusive and diverse Asian community that promotes a sense of belonging. It aspires to engage, empower, and develop Team Members to drive success at Tyson Foods.



The enABLE BRG supports a safe and inclusive Tyson Foods environment for individuals with disabilities and those who support them through building awareness, continuing education, and advocacy to create real change.



The Latinx BRG unites and celebrates the uniqueness of the Hispanic and Latino heritage, championing an environment of inclusion and moving forward together as OneTyson to serve our Team Members and positively impact our communities.



The Leaders of Tomorrow BRG is a group of multi-generational professionals dedicated to the retention and development of talent to ensure future successes of Tyson Foods through fostering a community and developing opportunities for team members.



Tyson Foods PRIDE Network is committed to supporting all team members through a welcoming environment where everyone can reach their full potential by bringing their authentic selves to work each day.



The Veterans Business Resource Group is a group of individuals committed to enhancing Tyson Foods, our community, and ourselves by supporting veterans and their families. We strive to help our veterans recognize Tyson Foods as the place to further their careers after the completion of their military service.



The Women's Business Resource Group strives to advance women and transform Tyson Foods' workplace through engagement, networking, and career development.

## News Coverage

- Tyson Foods Honored for Programs Focused on Communities, Environmental Achievement and Diversity, Equity & Inclusion (May 3, 2023)
- Technology is 'Pivotal' to Tyson, Says IT Director Adri Graham (May 1, 2023)
- Tyson Foods Strengthens its Commitment to Immigrant Team Members with \$15M Investment (November 15, 2022)
- The Black College World Series Presented by Tyson Foods Announces its Return to Montgomery, Alabama in 2023 (November 1, 2022)
- U.S. Agriculture Chief Visits State to Discuss Sustainability Projects (September 17, 2022)
- Tyson Ventures Spotlights Sustainability Solutions at Inaugural Demo Day (July 19, 2022)
- Tyson Foods Provides Affordable Transportation for Team Members Through Ride-Share Program (May 11, 2022)
- Tyson Foods Commits More Than \$1 Million to Expand Legal and Citizenship Support for Team Members (April 12, 2022)



## Our supply partners add value every day

A diverse group of supply partners is key to meeting high standards for quality products. Our goal is to create a more diverse supplier base, ensuring that our suppliers fall into one of the following categories:

- Minority-owned
- Veteran and service-disabled veteran owned
- Women-owned
- Small Business Association (SBA) certified small businesses

Minority and Small Business Vendor Registration