



January 4, 2021
Effective through December 31, 2021

Letter of Guarantee and Food Safety

To Wayne Farms Customers:

1. All product now being sold or which may hereafter be sold or delivered by Wayne Farms LLC (Seller) to its customer (Buyer) is not and will not be adulterated, misbranded, unlawfully shipped or unlawfully introduced into commerce within the meaning of the Federal Food, Drug and Cosmetic Act, as amended; the Federal Meat Inspection Act of 1967; the Poultry Inspection Act, as amended, or any other federal, state or municipal statutes, ordinances, rules or regulations pertaining thereto.
2. Seller shall indemnify and hold Buyer, its officers, agents, employees and customers harmless from any and all complaints, claims or legal actions for loss (including but not limited to damage, illness, injury, or death) related to or in any way arising out of or resulting from the purchase, sale, consumption or use of its products or services, including any claimed patent or trademark infringement, to the extent of Seller's negligence, and subject to Seller's Consumer Product Complaint Procedures, provided, however, that such indemnification shall not extend to any loss caused by the negligence of either Buyer, its customers, its invitees, or other third parties, or for consequential or punitive damages.

Unless Buyer receives written notice otherwise, this agreement shall apply to each and every purchase of Seller's product by Buyer unless revoked by Seller in writing upon seven (7) days written notice.

The USDA Establishments covered by this letter include:

<u>Facility Location</u>	<u>Establishment #</u>
Albertville, AL	P-1317
Danville, AR	P-1009
Decatur-Fresh, AL	P-1235
Decatur-East-Further Processing	P-20214, M-21263
Decatur-West-Further Processing	P-33885, M-33890
Dobson, NC	P-445
Dothan, AL	P-7342
Enterprise, AL	P-7485
Laurel, MS	P-519
Pendergrass, GA	P-170
Union Springs, AL	P-912
WFSP Foods	P-45411, M-45411

Hazard Analysis of Critical Control Points (HACCP)

The quality and safety of the products produced and marketed by Wayne Farms are guaranteed. We were a leader in the poultry industry in developing and implementing the principles of HACCP (Hazard Analysis of Critical Control Points) in our food processing facilities and have operated in the HACCP environment since 1992. All of our food processing facilities are in compliance with all U.S. Department of Agriculture (USDA) regulations and are operating under a fully implemented HACCP Plan that meets or exceeds all requirements set forth in 9 CFR 417. Wayne Farms has identified validated Critical Control Points (CCP) through conducting a hazard analysis for biological, chemical and physical hazards

Wayne Farms LLC – Corporate Headquarters

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for each of our processes. Each facility's HACCP plan is available for review by the customer at any time while at the facility.

Wayne Farms' slaughter facilities comply with USDA/FSIS requirements consistent to meet the *Salmonella/Campylobacter* whole carcass and parts performance standards. Each facility maintains appropriately validated interventions to control *Salmonella* and *Campylobacter*.

Wayne Farms facilities have in place Sanitation Standard Operating Procedures (SSOPs) that meet all requirements of 9 CFR 416. Furthermore, Wayne Farms' facilities have in place written supporting programs encompassing:

- Good Manufacturing Practices (GMPs)
- Traceability procedures for all raw materials, packaging, ingredients and finished products to ensure proper identification for all products coming into and through the system and leaving the system.
- Recall procedures are in place at each production facility such that if necessary, all products that are produced can be traced by product codes and volumes shipped to the first level of distribution and back to ingredients, packaging and farms. A mock recall will be held at each facility location a minimum of three times per year: one for finished goods traceability; one for raw material/ingredient traceability; and one for direct product contact packaging material traceability. The mock recall shall be considered successful if 100% of the product is identified within 2 hours.
- Pest Control Program
- Food Defense Program
 - Facilities are access controlled, fenced and guarded. All visitors/contractors must show a valid photo ID and must be authorized by plant management. Annual security audits are conducted at all locations. All incoming and outgoing trucks/trailer doors, including the vent door, must be locked (padlocked) or sealed, and the seal number(s) recorded on the shipping documents.
- Bioterrorism
 - All Wayne farms processing facilities are registered with the FDA to meet the requirements of the Bioterrorism Act. All associates are trained on the Food Security Program annually. Associates are encouraged to report any signs of tampering or suspicious activity. We also have procedures in place to minimize the risk of tampering or other malicious, criminal, or terrorist action when shipping and receiving products.
- Food Fraud
 - Wayne Farms facilities follow a risk-based evaluation protocol, compliance requirements, and best practices to identify, deter, and prevent intentional contamination of food products, the deliberate and intentional substitution, addition, tampering, or misrepresentation of food products for economic gain.
- Allergen Control Program
 - Allergens have been considered in the hazard analysis for each Wayne Farms facility. In those facilities where allergens are present, programs have been established and validated through testing for the handling and control of any ingredient containing allergens.
- Foreign Material Control
 - Each facility has foreign material control procedures in place that include a glass/brittle plastic policy with monitoring, metal detectors (where applicable), and monthly foreign material blitzes to identify potential foreign material threats.

Audits

The programs above as well as many other aspects of HACCP, sanitation and GMP's are audited at each facility annually, internally, as well as by Merieux NutriSciences under the Global Food Safety Initiative (GFSI) standard of Safe Quality Foods (SQF) Food Safety Code. Each facility has maintained SQF 2000 Food Safety Code certification since 2010, with the exception of WFSP Foods (45411/P-45411) that just began operations in July 2014 and received SQF 2000 Food Safety Code certification in July 2015 and recertification each year thereafter. All of these programs and associated documents are available and open for review at the facility by the customer at any time.

Country of Origin

Wayne Farms is a fully integrated poultry producer. All birds are hatched in facilities and raised on domestic farms located in the Southeastern United States. All poultry products sold by Wayne Farms are derived exclusively from poultry that have passed ante- and post-mortem inspection by USDA/FSIS at federally registered slaughter and processing facilities. All products sold by Wayne Farms will bear the official FSIS mark of inspection (USDA inspection seal) on the shipping containers for clear identification, and containers are labeled "Product of USA." This meets the requirements of the Country of Origin Labeling (COOL) regulation as listed in 7 CFR Part 65.

Animal Welfare

Wayne Farms has committed to an animal welfare program in compliance with the National Chicken Council Animal Welfare Guidelines to ensure the proper handling, treatment and wellbeing of poultry during the production process. It includes a documented training and development program focused on educating and reinforcing the best practices outlined in our Animal Welfare Program. Focused training is provided to ensure that all parties have the ability to successfully perform their jobs with respect to animal welfare. The Wayne Farms Animal Welfare Program also has a comprehensive auditing program supported by both internal and third party auditing that focuses on all aspects of our production system. Each Wayne Farms slaughter facility receives two third-party audits and two internal audits annually. Our third-party audits are performed by FACTA using a science-based humane PAACO-certified audit and PAACO-certified auditors.

Wayne Farms places personal responsibility and accountability on all employees, growers and persons associated with the company to fully adhere to and follow the Animal Welfare Program. Individuals who fail to do so will be subject to disciplinary action up to and including termination of employment, termination of agreements, or termination of grower contracts. Wayne Farms has an Employee Hotline where incidents of animal welfare violations can be reported anonymously for follow-up by Corporate Senior Management.

Residue Testing

Wayne Farms conducts comprehensive pesticide residue monitoring on each flock before slaughter as part of its Pesticide Residue Testing Program.

Wayne Farms does not use antibiotics that are considered by FDA to be important to human medicine on a routine basis. However, we fully support the use of FDA-approved antimicrobial compounds when necessary to treat disease in order to prevent animal suffering and mortality. All antibiotic use is supported by evaluation of poultry health conditions, including use of diagnostic tests. All antibiotic use at Wayne Farms is overseen by licensed and USDA-accredited veterinarians, who are board certified by the American College of Poultry Veterinarians. Our veterinarians are involved in day-to-day flock monitoring to ensure antibiotics are used judiciously. We adhere to all Food and Drug Administration (FDA) regulations regarding the withdrawal of antibiotics from feed and water. These FDA withdrawal regulations ensure that all edible animal and poultry products when ready-to-eat are free from antibiotic residues.

Avian Influenza Monitoring

Wayne Farms is a registered participant in the National Poultry Improvement Plan (NPIP) and is testing birds for Avian Influenza from each flock according to this plan.

Human Trafficking

Wayne Farms is committed to identifying and protecting against employment practices or policies that provide opportunities for forced labor exploitation or human trafficking whether such policies or practices exist internally or inside its supply chain or distribution vendors. Furthermore, Wayne Farms is committed to training Human Resource personnel to recognize the indicators of suspected human trafficking and reporting of any suspicious activity to appropriate authorities.

At Wayne Farms, we have a passion for every aspect of what we do and make continuous improvement a way of life. Through finding and implementing best practices, creatively engaging our employees and having open and honest communication both internally and externally, we will work together with our suppliers and customers to produce quality products under strict food safety policies and procedures that meet our customers' needs and requirements. As a valued customer, we appreciate your continued business and ask that you feel free to contact us if you need further information.

TOGETHER, WE MAKE CHICKEN AMAZING.



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Quality Assurance and Food Safety