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Perdue Farms Media Relations

Perdue Farms Statement on Oxfam Report

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As one of the major employers in many of our communities, we recognize our responsibility to provide a safe, productive and rewarding workplace. We provide competitive wages, including hourly production pay rates significantly above minimum wage, and paid time off earned according to hours worked and seniority. We offer comprehensive benefits with options for medical, dental and vision coverage; life and disability insurance options and a competitive 401(k) savings plan with matching contributions, along with medical and dependent care pre-tax flexible spending accounts. Perdue supplies all required personal protective equipment (PPE) and food safety equipment. If an associate loses company-supplied personal protective equipment, the associate may be charged for replacement.

Perdue's companywide lost-time rate for 2013 was just one-fourth of the nationwide rate for all industries combined, 0.16 per 100 Perdue associates as compared to .80 per 100 workers nationwide, according to statistics released by the U.S. Labor Department's Bureau of Labor Statistics during their most recently reported year. As of August 2015, Perdue's lost-time rate was 0.17 per 100 associates. For 2013, Perdue's companywide OSHA Total Recordable Incident Rate was half of the Poultry Industry Rate (2.23 as compared to the current Poultry Industry rate of 4.50), and also significantly better than the Goods Producing rate of 3.90.

Perdue's comprehensive health and wellness program includes on-site Wellness Centers, which are fully equipped doctors' offices staffed by healthcare providers from the community at most major facilities, and the award-winning Perdue Health Improvement Program (HIP). Our associates are not limited in their choices of providers, but the Wellness Center offers the lowest co-pay (\$15 for associates participating in Perdue's health coverage). HIP focuses on eliminating lifestyle risk factors, managing controllable diseases and creating an environment of health in the workplace. HIP received national recognition as a C. Everett Koop Health Award winner and was honored by the U.S. Department of Health and Human Services with a Secretary's Innovation in Prevention Award.

As part of Perdue's people-first philosophy, associates have the right to be heard by all levels of management to resolve a conflict or misunderstanding through the Open Door Policy. If an associate feels their concern has not been satisfactorily resolved through the Open Door Policy, associates have the right to be heard through Peer Review and Management Review processes for complaints involving disciplinary action or termination. In addition, we offer an anonymous toll-free hotline to report illegal or unethical activity in the workplace. Calls made to this number are confidential, and associates are not required to give their name.

For more information, please visit the Associates section of our Corporate Responsibility Report http://www.perduefarms.com/Corporate_Responsibility/Our_Aspirations/Associates/ or [http://www.perduefarms.com/News_Room/Statements_and_Comments/details.asp?id=286&title=Wages, Working Conditions and Our Responsibility to Our Associates and Communities](http://www.perduefarms.com/News_Room/Statements_and_Comments/details.asp?id=286&title=Wages,Working_Conditions_and_Our_Responsibility_to_Our_Associates_and_Communities).