Building from Transparent Baselines

2023 Continuous Improvement Report
Note from the President and CEO

I could not be more proud to introduce the Meat Institute’s second annual continuous improvement report. Our first-in-the-industry data collection and reporting continue to represent a momentous commitment - signaling our members’ individual and collective principles, measuring adoption of best practices sector-wide, and transparently verifying proof of progress toward ambitious goals.

This year, in both action and reporting, we build from transparent baselines but also continue to lay out new foundations and tackle new challenges. While our goal remains constant - sustaining nutrient-dense meat and nourishing generations to come - our mindsets must be dynamic, our actions continually evolving.

Why? Because, meat and other nutrient-dense animal-source foods are irreplaceable in healthy diets. As the UN Food and Agriculture Organization (FAO) recently concluded, meat, eggs and milk offer crucial sources of much-needed nutrients which cannot easily be obtained from other sources.

Of course, meat - like all foods - must also sustain the land, air, and water we all share. We have made significant strides in recent decades, and further achievements are within reach. But nothing about this will be easy.

There are significant gaps in both technical knowledge and practical expertise required to further advance our goals. Major innovations and investments will be needed to fill those gaps. That’s why the Meat Institute is realigning our Foundation for Meat & Poultry Research & Education with our continuous improvement metrics and targets and has convened an Academic Advisory Council to inform research objectives. We are also developing tools and resources for members and partners - for example, we released in September a practical tool to help meat companies of all sizes conduct greenhouse gas (GHG) inventories as the first step toward setting science-based emission reduction targets.

This is only the beginning. We’ve spent the last three years building the framework. We now look forward to demonstrating over the coming years that the Protein PACT works as a vehicle for long-term continuous improvement - because it’s the right thing to do and because earning consumers’ trust demands nothing less.
What we will achieve

To verify progress along the way to our vision for 2030, NAMI aims that:

By 2025:
- 100% of NAMI members who handle animals will pass third-party animal transport and handling audits and all members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.
- Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap to ensure families in need have enough high-quality protein.

By 2030:
- 100% of NAMI general members will have delivered an approved Science Based Target to reduce emissions in line with the Paris Climate Agreement goals.
- We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.
- 100% of NAMI members will be reporting on all metrics.

Protein Pact
Bold goals

Bold goals reflect the industry’s values and inspire members to continuously improve and increase consumer trust through the Protein PACT.

The bold goals are aspirational, forward-looking, and intended to encompass the entire supply chain.

- **Environment & the planet**: Lead the global animal protein industry by establishing a transparent blueprint for minimizing environmental impacts on land, air, and water.
- **Animal welfare**: Design and universally adhere to a globally accepted and outcome-based standard for animal welfare at all points in the supply chain.
- **Labor & human rights**: Be an employer of choice though an unyielding commitment to diversity, inclusion, employee occupational health and safety, and human rights.
- **Food safety**: The meat and poultry supply chain produces safe meat products without exception.
- **Health & wellness**: Animal protein is recognized as the leading source of high-quality protein, and an essential contributor to nutrition, health and wellness.
Our data collection and reporting is unusual in that we embarked on this process knowing our reported figures on key metrics would decline in the first several years. In 2023, the number of companies submitting data grew by 59%, covering 25% more establishments. Newer participants are more likely to be at earlier stages of implementing practices to achieve Protein PACT targets. In some cases, we have also updated metrics to more accurately capture practices and/or to segment by species.

For this reason, each year’s report provides achievement snapshots on the basis of that year’s data only, rather than as a comparison with previous years. Growing our data pool is itself a key target. We believe every company has a role to play, and we are committed to helping every member start and measure its continuous improvement journey.

**Target**

By 2030, 100% of NAMI members will be reporting on all metrics.

*Note that reporting companies were not required to submit data for all metrics, and some metrics only apply to certain companies (e.g., those that handle live animals). The figures reported below specify the data pool for each metric or indicator.*
Many Meat Institute members, as well as their suppliers and customers, are setting targets to reduce emissions, prevent waste, protect natural resources, and more. Participants submitting data for the first time in 2023 (compared to those who submitted data in 2022) are less likely to have set and be tracking progress in our environment metrics.

Practical tools like the Meat Institute and Global Compact Network USA’s GHG survey tool aim to help drive improvements in these metrics in the coming years.

**Target**

By 2030, the Meat Institute aims that 100% of members will have science-based targets to reduce emissions in line with the Paris Climate Agreement.

**Achievement snapshot:**

14 Meat Institute general members, plus 10 supplier/allied members, have set or publicly committed to set targets verified by the Science-Based Targets Initiative.

General members have set SBT

General members committed to set SBT

Suppliers/allied have set SBT

Suppliers/allied committed to set SBT

66% of reporting establishments are covered by a company commitment to set scope 1 and 2 emissions reduction goals

62% of reporting establishments are covered by a company commitment to set scope 3 emissions reduction goals
Land and water use:

- **21%** of reporting establishments have a land use program that addresses land conversion and/or deforestation.
- **36%** of reporting establishments are covered by policies to mitigate impacts on natural resources (e.g., forests, wetlands, and grasslands) for all facility construction, renovation, and/or expansion.
- **41%** of reporting establishments have committed to establishing a food waste reduction program.
- **32%** of reporting establishments have an overall waste reduction goal.
- **39%** of reporting establishments have completed a water risk assessment for their operations.
- **74%** of reporting establishments have a program to reduce water use (by quantity).
- **26%** of reporting establishments have a program in place to increase renewable energy use.
- **52%** have established an energy use intensity goal.
- **26%** of reporting establishments have a program to increase renewable energy use.
- **39%** of reporting establishments have completed a water risk assessment for their operations.
- **32%** of reporting establishments have an overall waste reduction goal.

2023 Continuous Improvement Report
Providing the best animal care and raising healthy animals

The high-quality, nutrient-dense meat we rely on for healthy diets and sustainable food systems can only come from healthy, well-cared for animals.

Target
By 2025, 100% of Meat Institute members who handle animals will pass third-party animal transport and handling audits, and 100% of members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.

Achievement snapshot:
- 86% of reporting establishments that handle live animals have a comprehensive animal welfare program based on the Meat Institute’s Animal Handling Guidelines.
- 73% of reporting establishments that handle live animals pass third-party animal handling audits, at minimum annually.
- 85% of reporting establishments that handle live animals require suppliers to implement employee training and species-specific standards for animal care.
- 82% of reporting establishments that handle live animals have/require animal welfare transport regulations/programs.
- 48% of reporting establishments (live animal and further processing) participate in species-specific stakeholder initiatives to improve animal well-being.
Supporting a diverse workforce and ensuring safe workspaces

The 500,000+ dedicated people who work in America’s meat companies keep nutrient-dense food on our tables and our farm economy running. They are our sector’s greatest asset.

Official U.S. Bureau of Labor Statistics data for the 2022 Total Recordable Incident Rate (TRIR) is not available at the time of publication of this report (October 2023). Updates to digital versions will be made where possible.

Target
We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.

Achievement snapshot:

COVID-19 impact on TRIR data
According to the U.S. Bureau of Labor Statistics, the number of employer-reported respiratory illness cases in all industries increased nearly 4,000% in 2020, rising from 10,800 in 2019 to 428,700. The Meat Institute assesses that the 2020 change in TRIR is attributable to reported COVID cases, not to an increase in injuries. For information on comprehensive COVID-19 protections in the sector, please visit www.NAMICovidFacts.com.
Supporting indicators

92% of reporting establishments have a written worker safety program in place

91% of reporting establishments have safety on-boarding and continuing safety training

92% of reporting establishments train employees in hazard recognition for their specific role

92% of reporting establishments have safety committee or team that meets regularly

81% of reporting establishments inspect all departments, lines, and areas for potential hazards at least monthly

57% of reporting establishments report near-miss incidents within 24 hours

85% of reporting establishments analyze injury data at least annually and use data to set company goals and objectives

64% of reporting establishments conduct safety perception surveys of employees regularly

Workplace diversity

79% of reporting establishments have committed to company policies and practices that align with UN Universal Declaration of Human Rights

74% of reporting establishments are covered by a company mission statement that addresses diversity, equity, and inclusion

86% of reporting establishments conduct social compliance audits annually

64% of reporting establishments are committed to tracking pertinent demographic metrics for hourly staff and review regularly

50% of reporting establishments track pertinent demographic metrics for hourly staff and review regularly
Food safety is our number one priority, and meat processing and packing are among the most regulated industries in the United States. U.S. Department of Agriculture inspectors are continuously present in meat packing plants and oversee compliance with a wide array of regulatory requirements.

While preventing foodborne illness requires appropriate safety measures at all steps in food’s journey from the farm to the family dinner table, we implement the highest standards for food safety measures.

Food safety is not a target; it is our culture.
Providing a wide variety of high-quality protein for balanced diets

We are committed to providing a wide range of choices to fulfill all consumers’ individual and family needs.

In addition, too many Americans are facing hunger, and meat represents just 1% of food distributed by food charities, in part due to limited capacity to limited infrastructure for cold storage, packing, and distribution.”

Target
Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap by 2025 to ensure families in need have enough high-quality protein.

The Meat Institute and its members have committed to act on a non-competitive basis to help end hunger in the United States by openly sharing information and advancing industry-wide implementation of best practices, like investing in protein pack rooms and refrigerated transportation.

These efforts contribute to filling the “protein gap” that results when people facing hunger don’t have access to nutrient-dense meat. The “protein gap” worsens hunger and particularly impacts women, children, and older adults who have greater needs for the nutrients, vitamins, and minerals best and sometimes only found naturally in animal-source foods.

Achievement snapshot:

60% of reporting companies make donations to food banks
47% of reporting companies make donations to other charities

Meat Institute members donate tens of millions of dollars and meals to food banks and charities across the country every year. For example:

Bob Evans Farms announced a four-year partnership with Mid-Ohio Food Bank to donate more than $1 million in cash and food contributions.

Hormel Foods and Tyson Foods partnered to support communities affected by the Maui wildfires, with Hormel donating more than 264,000 cans of SPAM and Tyson donating more than 100,000 lbs of protein.

Smithfield Foods donated 28,000 lbs of protein to Florida communities devastated by Hurricane Idalia.

Swaggertys has donated nearly 35,000 lbs of frozen sausage to local food banks and charity organizations so far in 2023.

Tyson Foods donated $2.5M to Feeding America partner food banks and is donating 2.5M pounds of protein in September 2023.

Bob Evans Farms announced a four-year partnership with Mid-Ohio Food Bank to donate more than $1 million in cash and food contributions.

Hormel Foods and Tyson Foods partnered to support communities affected by the Maui wildfires, with Hormel donating more than 264,000 cans of SPAM and Tyson donating more than 100,000 lbs of protein.

Smithfield Foods donated 28,000 lbs of protein to Florida communities devastated by Hurricane Idalia.

Swaggertys has donated nearly 35,000 lbs of frozen sausage to local food banks and charity organizations so far in 2023.

Tyson Foods donated $2.5M to Feeding America partner food banks and is donating 2.5M pounds of protein in September 2023.
Appendix A: Meat Institute packer/processor members reporting data by the end of 2022

- American Beef Packers, Inc.
- American Foods Group
- Birchwood Foods (aka Kenosha Beef)
- Bob Evans Farms, Inc.
- Branding Iron Holdings
- Broadleaf Specialty Meats
- Brown Packing Co., Inc.
- Burnett Fine Foods
- Bush Brothers Provision Company
- Cargill
- Carlton Farms
- Catelli Brothers
- Caviness Beef Packers
- Clemens Food Group
- CLW Foods + Harris Ranch + Central Valley Meats
- Coast Packing Company
- CS Beef Packers
- CTI Foods
- Dietz & Watson
- Empirical Foods
- FPL FOOD LLC
- Fred Usinger, Inc.
- Fresh Mark, Inc.
- Golden State Foods
- Gourmet Ranch, LLC
- Greater Omaha Packing Co.
- Hill Meat Company
- Hormel Foods
- HRR Enterprises, INC
- Indiana Packers Corporation
- IRP Meat & Seafood Co.
- Jack Link’s Protein Snacks
- JBS & Pilgrim’s Sustainability
- Johnsonville
- Jones Dairy Farm
- Kayem Foods, Incorporated
- Kent Quality Foods
- Kern Meat Co.
- Land O’Frost
- Levitt Foods
- Lombardi Brothers Meats
- Lopez-Dorada Foods
- Maple Leaf
- MARCHO FARMS, INC.
- Meyer Natural Foods
- Michael’s Finer Meats and Seafoods LLC
- National Beef Packing
- Neese’s Sausage
- Nueske’s Applewood Smoked Meats
- Old Trapper
- Omaha Steaks International, Inc.
- OSI Group
- Perdue Premium Meat Co.
- PFS/Middendorf Meat Company
- Pineland Farms Natural Meats
- Pitman Farms
- Prime Source Foods
- Salm Partners, LLC
- Seaboard Foods LLC
- Sierra Meat & Seafood Company
- Sigma
- Silva Sausage
- Smithfield
- Sonoma County Meat Co.
- STERLING PACIFIC MEAT CO.
- Strassburger Steaks
- Strauss Brands, LLC
- SugarCreek
- SuKarne
- Superior Farms
- Surlean Foods
- Swaggerty Sausage Company Inc.
- The Miniat Companies, Inc
- Thomas Foods International USA
- Triumph Foods
- Tyson Foods
- Upper Iowa Beef
- Walt’s Wholesale Meats
- Wasatch Meats, Inc.
- Washington Beef (AB Foods, LLC, an Agri Beef Co)
- West Liberty Foods
- WholeStone Farms Cooperative
- Yosemite Foods

Appendix B: Meat Institute supplier members sponsoring

- Amcor
- APPI Energy
- Birko
- Bunzl
- Cat 2
- Carbion
- Decon Seven
- eurofins
- MISA Foundation - Food Processing Suppliers Association
- Food Safety Net Services
- Hawkins
- Infor
- intralox
- Jarvis
- Multivac
- Neogen
- Pinion
- PRATT
- Reiser
- See
- Sterilex
- Wow Logistics
Appendix C: Protein PACT partner organizations

- Animal Agriculture Alliance
- Dairy Management, Inc.
- Elanco
- IFEEDER
- Leather and Hide Council of America
- National Corn Growers Association
- National Pork Board
- National Pork Producers Council
- North American Meat Institute
- United Soybean Board
- U.S. Meat Export Federation
- U.S. Roundtable for Sustainable Beef

Appendix D: Organizations endorsing the Protein PACT

- AFCO, a Zep, Inc. Company
- American Frozen Food Institute
- Animal Health Institute
- American Meat Science Association
- American Veal Association
- Canadian Meat Council
- Carni Sostenibili
- Corn Refiners Association
- Consumer Brands Association
- U.S. Farmers and Ranchers in Action
- European Livestock Voice
- Feeding America
- FMI - The Food Industry Association
- Food Safety Not Services
- Food Processing Suppliers Association
- Foundation for Meat & Poultry Research & Education
- Fulton Market Group
- Global Cold Chain Alliance
- Global Roundtable for Sustainable Beef
- Inter-American Institute for Cooperation on Agriculture
- Kerry
- Marcus Technologies
- Mexican Beef
- Multivac, USA
- National Association of State Departments of Agriculture
- National Council of Chain Restaurants
- National Institute for Animal Agriculture
- National Milk Producers Federation
- North American Renderers Association
- Phibro Animal Health Corporation
- Sustainable Environmental Consultants
- Trust in Food, a Farm Journal Initiative
- U.S. Dairy Export Council
- Women’s Meat Industry Network