The letter below was sent to the ten largest investors in Tyson Foods, Inc.: T. Rowe Price Associates, Inc.; The Vanguard Group, Inc.; BlackRock Fund Advisors; SsgA Funds Management, Inc. (AKA “State Street Global Advisors”); Aristotle Capital Management LLC; AQR Capital Management LLC; LSV Asset Management; Geode Capital Management LLC; Northern Trust Investments, Inc.; and Columbia Management Investment Advisers, LLC.

Dear [Investor],

We are 122 workers’ rights, food justice, animal welfare, racial justice, farmer, health, consumer safety, and environmental protection organizations writing to urge you, as an investor in Tyson Foods, to engage with Tyson Foods to urge the company to take immediate additional action to protect the safety and wellbeing of its workers related to coronavirus exposure and address risks to business continuity, liability, and worker health and safety.

The situation has never been more dire; meatpacking workers are risking their lives just by going to work under unsafe conditions. More than 8,5001 Tyson employees have tested positive for COVID-19, an infection count more than double that of any other meatpacker. Tragically, more than 252 Tyson workers have died from the virus. These are just the cases that are publicly available — journalists have repeatedly exposed Tyson for refusing to comprehensively test its employees and release the data to public officials.3 Tyson is now being sued4 by families of three Tyson workers who died from COVID-19 due to an alleged failure to protect workers during an uncontrolled outbreak at the Waterloo, IA plant. Tyson’s failure to properly protect its workforce from the spread of this deadly virus is a prime illustration of how little the company prioritizes the very employees it considers essential, in spite of its aggressive media efforts to portray the opposite.

Therefore, we encourage you, as a shareholder in Tyson Foods, to urge Tyson to advance the following measures across all of its meatpacking facilities to ensure the safety and wellbeing of its workers:

- Provide paid leave for the duration of quarantine for all workers who test positive for COVID-19 and those workers who were in close contact with the infected individual;

---

https://www.washingtonpost.com/business/2020/05/12/nebraska-coronavirus-case-numbers-meatpacking/
● Provide **personal protective equipment to all workers** including new respirators on the production floor at the beginning of every shift, with appropriate fit testing and training on proper donning and doffing procedures, in languages workers understand;

● Ensure workers can practice **physical distancing** and **slow down line speeds** for poultry, swine, and cattle, regardless of whether a waiver has been granted to operate at higher slaughter speeds

● **Ensure daily testing** is available for workers and their communities;

● Be transparent and **publicly disclose all COVID-19 cases**;

● Stop all lobbying efforts pressuring the United States Department of Agriculture (USDA) to **grant line speed waivers** in all species + halt all applications to the USDA Food Safety and Inspection Service for higher speed slaughter waivers;

● **Respect workers’ rights** to freedom of association, to organize a union and to bargain collectively, free from retaliation, as recognized by the UN through its International Labor Organization (ILO) Conventions.

● Implement systems and policies to both **protect workers from retaliation** and encourage workplace safety and risk reporting, in order to ensure that all workers report any workplace safety lapses or symptoms of illness. This would include education for all employees and reporting mechanisms for workers’ safety and health concerns.

● **Eliminate the point system** associated with attendance that results in unfairly firing workers who miss a certain number of shifts⁵, including those who are legitimately afraid to go back to work because of unsafe working conditions due to COVID-19.

Additionally, we recognize that beyond refusing to protect workers from COVID-19, Tyson has historically prioritized profits over workers, the environment, animals, and neighboring community members. Tyson has ignored previous warnings⁶ from investors and, as a result, has been even more vulnerable to the crisis. Long-term, we would like to see Tyson improve the working conditions and compensation rates for its thousands of employees, significantly slow down production line speeds to reduce health and safety risks to workers, end live-shackle slaughter methods, end the overuse of antibiotics in its beef and pork production chains, and mitigate its supply chain greenhouse gas emissions and air and water pollution that impacts neighboring communities.

**Will you consider your responsibility as a shareholder in Tyson and use your position in Tyson Foods to demand these changes for workers during COVID-19?** Tyson’s neglect of these issues risks creating more hotspots of this deadly disease and also poses grave legal, financial, and reputational risks for Tyson and its shareholders. The last few months have shown us how fragile our food system is, with meatpacking companies like Tyson representing one of

---


the weakest links. Through its failure to adequately protect its workers, Tyson has sent the message that the lives of its workers⁷ — who are mostly people of color and immigrants — do not matter to them. Now, Tyson has an ethical and fiduciary responsibility to change this message by urgently enacting the aforementioned protections for its workers.

Please engage with Tyson Foods to express your support of these critical measures to ensure the safety and wellbeing of the company’s meatpacking plant workers.

Sincerely,

Abibiman Foundation
AbibiNsroma Foundation
Agricultural Justice Project
Alabama State Association of Cooperatives
Alianza Nacional de Campesinas
Alliance for Empowering Rural Communities (AERC-Ghana)
Allies of Meat Workers
American Friends Service Committee - Iowa
Animal Legal Defense Fund
Animal Outlook
Better Food Foundation
Birdie’s Blooms
Brighter Green
Bronx Eats, Inc.
Campaign for Contract Agriculture Reform
Center for Biological Diversity
Center for Food Safety
Center for Science in the Public Interest
Center for Workers Justice
Chicago Food Policy Action Council
Chicago Jobs with Justice
Compassionate Bay
Dakota Resource Council

Earthworks
Eat for the Earth
Ecological Farming Association
Encompass
Environment & Animal Society of Taiwan (EAST)
Environmental Health Strategy Center
Factory Farming Awareness Coalition
Fair Farms
Fair World Project
Farm Aid
Farm Forward
Farm Sanctuary
Farm Transformation Institute
Farmworker Association of Florida
Feedback Global
Food & Water Action
Food Animal Concerns Trust (FACT)
Food Chain Workers Alliance
Food Democracy Now!
Food Freedom Radio on AM950
Food Revolution Network
FOUR PAWS USA
Fresh Advantage LLC
Friends of Family Farmers

Toxic Free NC
Union of Concerned Scientists
United Electrical, Radio & Machine Workers of America (UE)
Uprooted & Rising
Voters For Animal Rights

Western Colorado Alliance
Western Organization of Resource Councils
Workers Center of Central New York

CC:
Noel White, Chief Executive Officer of Tyson
Dean Banks, President and Board Director
John R Tyson, Chief Sustainability Officer
Justin Whitmore, Executive Vice President, Alternative Protein
Justin Ransom, Sr. Director, Sustainable Food Strategy
Jon Kathol, Vice President, Investor Relations & Investor Contact
Kevin Igli, Senior Vice President, Sustainability & Chief Environmental Officer
Libby Lawson, Vice President, Public Relations