

National Beef Packing Co. LLC

Livestock Handling Policy

April 26, 2004

Humane handling of livestock from the time they arrive at a National Beef Packing Co. LLC facility, through the receiving, stunning and bleeding process is of the utmost importance to our company. Not only do we consider it our moral duty to treat all animals humanely; it is dictated for all slaughter facilities by the Humane Slaughter Act of 1978. There are additional benefits of ensuring an animal's well being, which include worker safety and continued high meat quality

All employees of National Beef Packing Co. LLC go through an intensive "Humane Handling" training class and are audited by both In-house and outside auditors on a regular basis to ensure that they are treating all livestock in a humane manner throughout our entire process. The following are some specific company requirements regarding the humane handling of livestock:

1. Livestock must be unloaded and driven in a manner that causes minimal excitement (**Electric prods or other tools used to drive animals from the trucks must be used only when necessary**) and discomfort to the animal and avoids unnecessary crowding in holding pens.
2. Electric prods or other tools used to drive animals must be used only when necessary to minimize excitement and injury.
3. Only plant approved tools are to be used to drive livestock (pipes, sticks, sharp or pointed objects must not be used).
4. Conscious non-ambulatory livestock will be humanely moved and rendered unconscious (knocked).
5. Unconscious livestock will be humanly killed, then be handled in accordance with plant policy.
6. Stunning will be done in a manner to immediately render the animal unconscious throughout shackling, sticking and bleeding.
7. Audits will be routinely conducted to help ensure employee compliance to Company policy.

Employees who do not follow the above policy will be subject to disciplinary action up to and including immediate discharge (or removal from facility for individual truck drivers found to be in noncompliance with the policy) from employment at National Beef Packing Co. LLC.