

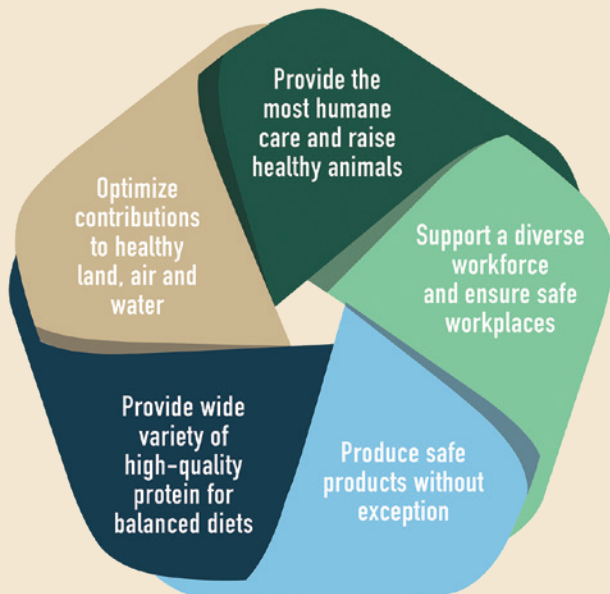
The Protein PACT and the Meat Institute's Sustainability Framework

Through the Protein PACT, the North American Meat Institute and partners across the supply chain are uniting in the largest-ever effort to strengthen animal protein's contributions to the people, animals and climate of tomorrow.

To help achieve the Protein PACT's broad vision, partners are establishing transparent baselines and benchmarks for our efforts, setting ambitious targets for continuous improvement and launching comprehensive communications about animal protein's unique place in sustainable, healthy diets.

To drive success, we are actively connecting Protein PACT partners and their members with technical expertise, best practices, education programs, supplier resources and other support.

PROTEIN PACT GOALS



Achieving these goals requires action by everyone from the farmers who raise animals to processors to the families who prepare safe meals, and we are committed to doing our part.

THE MEAT INSTITUTE'S SUSTAINABILITY FRAMEWORK

What we will achieve

To verify progress along the way, NAMI commits 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 to meet U.S. dietary guidelines.

By 2030:

- 100% of NAMI members will have 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.



*Current producer programs for species-specific animal care include:

- Beef Quality Assurance <https://www.bqa.org/>
- National Chicken Council Animal Welfare Guidelines <https://www.nationalchickencouncil.org/policy/animal-welfare/>
- National Turkey Federation Standard of Conduct <https://www.eatturkey.org/animal-welfare/standards/>
- Pork Quality Assurance Plus and Pork Quality Assurance Plus Site Assessment <https://porkcheckoff.org/certification-tools/training-certification/pqa-plus/>
- Pork Transport Quality Assurance <https://porkcheckoff.org/certification-tools/training-certification/tqa/>

WHAT WE WILL MEASURE

To measure impact and achieve ambitious targets set by the Meat Institute’s members, a task force of NAMI subject matter experts developed 100 metrics across all five Protein PACT focus areas to measure and improve sustainability in meat packing and processing. These metrics have been endorsed by the Meat Institute’s Board of Directors and will apply to our 370+ diverse members, who employ more than 800,000 people and make thousands of different products, and vetted extensively with sustainability experts and partners across the supply chain.

To encourage full participation by companies of all sizes, the Meat Institute has established a broad range of measurable indicators within each focus area that allow companies at every stage of their sustainability efforts to demonstrate continuous improvement from transparently demonstrating compliance with all rules and regulations to setting, tracking and delivering on ambitious public commitments.

Indicators at a glance For full indicators and metrics, see pages 5-6.

Animal Welfare	Environment	Food Safety	Health & Wellness	Labor & Human Rights
Animal Handling	GHG & Energy	Food Safety Programs	Diverse Healthy Diets	LABOR
Transportation	Water Use	Foreign Material Control & Prevention	Advancing Nutrition Science	Employee Retention
	Solid Waste	Accredited Third-Party Audits	Food Security Contributions	Employee Complaints
	Food Waste			Diversity & Inclusion
	Land Use			Audits and Certifications
	Supplier Commitments			WORKER SAFETY
				Hazard Recognition
				Worker Safety Training
				Safety Communication
				Employee Engagement

Spectrum of progress



HOW WE WILL VERIFY AND REPORT PROGRESS

Through the Protein PACT, NAMI is making transparency and accountability the baseline for doing business across the meat industry. NAMI's sustainability framework creates the first-ever industry-wide data framework, a bold and necessary advancement toward harmonizing the way companies measure, report and verify progress on all aspects of sustainability.

Companies on the Meat Institute's Board of Directors, which represent a large majority of meat sold in the United States, have committed to report data on all metrics beginning in 2022. The Meat Institute is driving education and training for members of all sizes to report on as many metrics as possible, as soon as possible. NAMI staff will provide technical expertise to members in all of the focus areas, and the NAMI supplier community is working with members and staff to identify and develop the technologies, innovations and other resources to drive member success.

The Meat Institute will securely manage and analyze all company-reported data, creating the first-ever sector-wide data set that can accurately assess the baseline, develop ambitious targets for the future and credibly report progress toward our goals. Data will be tracked against internal milestones and external targets, with progress reports published regularly.

Our efforts will complement and strengthen efforts by farmers and producer groups, and also bridge to actions in grocery stores, restaurants and homes – all of which are needed to truly achieve our common goals for the people, animals and climate of tomorrow.



FULL INDICATORS AND METRICS

	Goal	Target	Indicators and metrics
Animal welfare	Provide the most humane care and raise healthy animals	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.	<p>Baseline: Compliance with applicable transportation and humane handling regulations</p> <p>Commit, track & deliver: TRANSPORTATION</p> <ul style="list-style-type: none"> • Written policy • Third-party-certified NAMI Animal Handling audit • Participation in country and species-specific programs <p>LIVE ANIMAL HOLDING & SLAUGHTER</p> <ul style="list-style-type: none"> • Comprehensive animal welfare program • NAMI Animal Handling audit • Staff certified in NAMI Animal Handling Guidelines • Written animal welfare and handling policies required for suppliers • Participation in species-specific animal welfare programs
Labor and human rights	Support a diverse workforce and ensure safe workplaces	By 2030, we will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999–2019.	<p>Baseline:</p> <ul style="list-style-type: none"> • Safety employee engagement and communication programs • Hazard recognition programs, training, on-boarding and supervision (including in appropriate languages for employees) • Non-discrimination, non-retaliation, anti-forced/involuntary labor policies • Diversity, equity and inclusion reflected in mission statement • Codes of conduct for employees and suppliers • Employee freedom of association <p>Commit, track & deliver: HAZARD RECOGNITION</p> <ul style="list-style-type: none"> • Department inspections • Corrective actions monthly • Near-miss incident reporting within 24 hours and reviews/investigations • Safety huddles/chats • Annual injury analysis and continuous improvement goals

	Goal	Target	Indicators and metrics
Labor and human rights <i>continued</i>			<p>EMPLOYEE ENGAGEMENT ON SAFETY</p> <ul style="list-style-type: none"> • Safety incidents reported by employees • Audits/Inspections involving employees • Safety perception surveys completed by employees • Safety training and communications • Supervisors trained in hazard recognition • Workers trained (reported by role) before starting job • Monthly injury reporting to employees <p>EMPLOYEE RETENTION</p> <ul style="list-style-type: none"> • Report data overall, by role and by demographic <p>EMPLOYEE COMPLAINTS</p> <ul style="list-style-type: none"> • Submission and management/response <p>DIVERSITY AND INCLUSION</p> <ul style="list-style-type: none"> • Hiring rates by demographic • Diversity for salaried and hourly workforce • Training programs and frequency <p>SOCIAL ACCOUNTABILITY</p> <ul style="list-style-type: none"> • Compliance audits (e.g., SEDEX, SWA) and reporting on performance • Human rights policies and ethical standards
Food safety	Produce safe food without exception	To be determined.	<p>Baseline:</p> <ul style="list-style-type: none"> • Robust food safety program including (at minimum) yearly review, employee training (including in appropriate languages for employees), pathogen/organism data tracking and analysis, sanitation, allergen control • Foreign material control and prevention plan • Successful third-party audit (annual, at minimum) <p>Commit, track & deliver:</p> <p>FOOD SAFETY</p> <ul style="list-style-type: none"> • Scientific and empirical validation of food safety program • Food safety culture embedded into company culture • Use of multidisciplinary teams to design and evaluate program and investigate incidents • Enhanced competency goals for food safety training • Enhanced goals for pathogen/organism data/analysis and environmental sampling • Participation in industry engagements on best practices, new technologies and scientific advancements

	Goal	Target	Indicators and metrics
Food safety <i>continued</i>			<p>FOREIGN MATERIAL CONTROL AND PREVENTION</p> <ul style="list-style-type: none"> • Risk assessments • Incident response programs • Root causes analysis for substantiated incidents <p>THIRD-PARTY AUDITS</p> <ul style="list-style-type: none"> • Development of enhanced goals for continuous improvement in audited performance
Health & wellness	Provide wide variety of high-quality protein for balanced diets	By 2025, 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 to meet U.S. dietary guidelines.	<p>Baseline:</p> <ul style="list-style-type: none"> • Product data collection regarding beneficial nutrients, nutrients to limit and lifestyle/wellness preferences <p>Commit, track & deliver:</p> <p>ENDING HUNGER</p> <ul style="list-style-type: none"> • Funding, contributions and partnerships with food banks, charities and other programs <p>DIVERSE, HEALTHY DIETS</p> <ul style="list-style-type: none"> • Voluntary product information provided to consumers regarding unique nutrition needs, food prep, food safety, dietary guidance • Voluntary participation in company/industry/third-party nutrition initiatives <p>NUTRITION SCIENCE</p> <ul style="list-style-type: none"> • Funding and contributions to nutrition research, nutrition education and healthy lifestyle programs • Internal commitments and wellness programs • External commitments, programs and partnerships
Environment	Optimize contributions to healthy land, air and water	By 2030, 100% of NAMI members will have approved Science-Based Targets to reduce emissions in line with the Paris Agreement goals.	<p>Baseline:</p> <ul style="list-style-type: none"> • Holds all applicable permits (e.g., air quality, NPDES, water appropriation) • Adherence with applicable local, state and federal environmental regulations and annual compliance review <p>Commit, track & deliver:</p> <p>ENERGY & GHG EMISSIONS</p> <ul style="list-style-type: none"> • Energy use, efficiency and accredited standards • Emissions measurement and reporting • Emissions reduction goals and approved science-based targets <p>SOLID WASTE</p> <ul style="list-style-type: none"> • Waste reduction/landfill diversion plans, programs and audits • Waste-to-landfill intensity • Use of recycled materials • Packaging waste reduction plans, programs and audits

	Goal	Target	Indicators and metrics
<p>Environment <i>continued</i></p>			<p>FOOD WASTE</p> <ul style="list-style-type: none"> • Food waste reduction plans, programs and audits <p>WATER USE</p> <ul style="list-style-type: none"> • Water resource management plan and accredited standards • Watershed-based risk assessment • Water withdrawal measurement, reporting and use intensity <p>LAND USE</p> <ul style="list-style-type: none"> • Land conversion and/or deforestation policy (including for suppliers) • Mitigation policies for natural resource impacts of construction, renovation and/or expansion <p>SUPPLIER COMMITMENTS</p> <ul style="list-style-type: none"> • Climate-smart supply chain projects for crop production and/or livestock management • Environmental impact assessments for suppliers

