

2024 Protein PACT Metrics & Guidance Updates

Animal Welfare

AW Committee Update for Beef, Pork, Lamb, Veal Metrics:

Task force made major changes

- B1 – Clarified what a “yes” means.
- B2 – Clarified what a “yes” means.
- A3 and A7 – Clarifying C, T, D,
- A5 – Clarified how re-audits apply to Deliver.
- A7 – Clarified “direct”
- A8 – Clarifying C, T,
- A9 – Clarifying C, T, D, MP to better align with some other industry frameworks and gain more information on new innovations and research happening in the AW space.
- Adding the 2025 AW Goal and how Meat Institute will be measuring its success.
- Animal Welfare Task Force reviewing policy samples for Meat Institute Members to consider using or for an example of what your company policy could be to assist in meeting A7 & A8

AW Committee Update for Turkey Metrics:

Task force made major changes

- A7 – Clarifying “direct” and C, T, D,
- A8 – Clarifying C, T,
- A9 – Clarifying C, T, D, MP to better align with some other industry frameworks and gain more information on new innovations and research happening in the AW space.
- Adding the 2025 AW Goal and how Meat Institute will be measuring its success.
- Animal Welfare Task Force reviewing policy samples for Meat Institute Members to consider using or for an example of what the company policy could be to assist in meeting A7 & A8

Environment & The Planet

Environmental Affairs Committee Update of Metric Changes

- B1. Added clarifying language about minor noncompliance (worked out without substantial fine or enforcement action)
- B3. Removed from baselines and added to achievements. New table EMS very end of document.
- A4. A goal is established to reduce the quantity of waste generated (includes source reduction). Added the underlined verbiage to better clarify.
- A6. Defined commit, track, deliver. Deliver is now the 2023 A8. Metric.
- A32, A33, A34. Removed (see below)
 - A32. The Company is considering SBT targets in the next 1-2 years.
 - A33. The Company is considering SBT targets in the next 3-5 years.
 - A34. The Company has no plans of setting SBT targets.
- A39. Added the underlined word. Supplier approval is partially based on the suppliers’ demonstrated effort in taking steps to improve environmental impacts.



Protein PACT Metrics & Guidance Updates (2024)

- A44. Changes to Track & Deliver for alignment with USRSPE.
 - From
 - Track – Steps taken to complete the watershed-based risk assessment.
 - Deliver – means the act of completing the assessment has occurred.
 - To
 - Track – Completed the watershed-based risk assessment.
 - Deliver – For establishments in a stressed water area, implementing a contextually relevant water stewardship plan.
 - Adding Made Public – Report annual water use through a regulatory body, ESG reporting, etc.
 - Resource additions for metric alignment: World Resources Institute Aqueduct Tool Platform or World Wildlife Fund Water Risk Filter.
- A47. Removing A47. A goal is established to improve wastewater quality. Task force felt like this was already part of A46. The water quality goal is in place.
- Removed Resources :
 - UN SDG 13 – Climate Action UN SDG Indicators provide guidance on target setting and metrics to track at the country level. They are not very relevant to packers/processors.
 - GHG Protocol Value Chain Calculator - Discontinued in 2023
 - FAIRR Resources discontinued
 - FAIRR: Best Practice: Water Use & Scarcity in Facilities
 - FAIRR Best Practice: Scope 1 & 2 Target
 - FAIRR Best Practice: Scope 3 Target

Labor & Human Rights

- Adding two baseline metrics for contractors. Code of Conduct for contractors, and education or training on Code of Conduct for contractors. Numbering to be determined. May impact other metric numbers.
- B7. Moved to A2.
- B8. Modified.
- DEI Taskforce recognized that having a mission step is more of a foundational step. Also recognized that mission statements may not be the best place for DEI inclusion. Moved the inclusion of DEI into achievements and expanded the inclusion for values.... etc.
- A1. Retention rate goals are established by role (production, management, C-Suite, etc.) - broadened scope of metric.
- A2. Retention rate goals are established by demographic (gender, race, age, tenure, etc.) - Removed.
- A6 & A7 – changed verb from track to benchmarks. Removed the word pertinent.

Protein PACT Metrics & Guidance Updates (2024)

Worker Safety

- A2. Corrective actions are completed and documented within a month or anything taking over a month would require an action plan for completion of the hazard identification.
- A3c. Appropriate personnel investigated and closed near miss incidents in a timely manner.
- Clarified the following underlined language under the metric: To clarify timely manner, a near-miss is issued immediately or completed within 1 or 2 business days with a supervisor's signature and the General's signature. It is up to the safety department head to follow up.
- Made Public (A3 & A5) - Received questions from members about how a company or facility could check the box in regard to communicating about these metrics. Task force added the following language to clarify the level of transparency to communicate these metrics to meet this metric with the intent of driving continuous improvement as
- Made Public - Recommend sharing injury data within the company (examples: safety committee and/or senior leadership) to help build and improve safety training and programs.
- A10. New METRIC from Gap Analysis supporting USRSB and USRSPE frameworks.