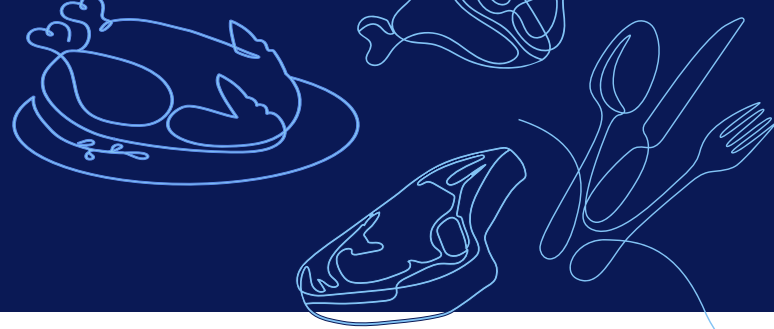




Nourishing Today
Sustaining Tomorrow

2026 Labor Metrics & Guidance



Instructions:

- Select *Yes*, *No*, or *Not Reporting* for each metric. If *Yes*, select which establishment(s) the “*Yes*” is applicable to by checking the box next to each establishment id.
- Report data for the prior calendar year.
- In the reporting portal, the question mark (?) after each metric provides interpretation guidance, best practices, and applicable resources.
- For each time period designated, the Retention Rate = Total workforce head count – Number of employees who leave) / Total workforce head count x 100

1. Are internal programs or a mechanism in place handling workplace grievances that provides anonymous reporting for all employees?

Resources

- GRI 2: [General Disclosures \(2021\)](#)
- GRI 403-2: [Occupational Health & Safety \(2018\)](#)

Yes	No	Not Reporting
<i>If yes, list USDA ID(s) below</i>		

2. Is a social compliance audit conducted annually?

Audit Examples:

- SEDEX Members Ethical Trade (SMETA) Audit – [SMETA Audit](#)
- McDonald’s Supplier Workplace Accountability ([SWA](#)) Program
- Social Accountability International (SAI) [SA8000 Standard](#), etc.

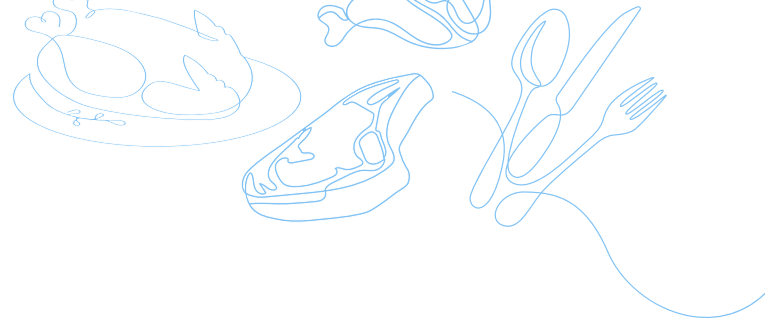
Resources:

- GRI [403-8](#): Occupational Health & Safety (2018)
- GRI [412-1](#): Human Rights Assessment (2016)
- FAIRR: Best Practice: [Fair Working Conditions](#) (Voluntary Disclosure initiative; not an Audit)
- Fair Labor [Standards](#)
- International Labor Organization (ILO) – Require reporting on a social accountability program.
- Social Accountability International (SAI): [SA8000](#)
- WBCSD: [Human Rights](#)

Yes	No	Not Reporting
<i>If yes, list USDA ID(s) below</i>		

Additional Resources:

- Meat Institute’s [Workforce Webpage & Committee Info](#)
- [Meat Institute’s Environment, Labor & Safety Conference \(ELS+\)](#)



Hourly Retention Rates

1. Per establishment, what is the employee retention rate of hourly employees for the first 30 days?
2. Per establishment, what is the employee retention rate of hourly employees for the first 60 days?
3. Per establishment, what is the employee retention rate of hourly employees for the first 90 days?
4. Per establishment, what is the employee retention rate of hourly employees for the first 365 days of employment (1 year anniversary)?

Salary Retention Rates

5. Per establishment, what is the employee retention rate of salary employees for the first 30 days?
6. Per establishment, what is the employee retention rate of salary employees for the first 60 days?
7. Per establishment, what is the employee retention rate of salary employees for the first 90 days?
8. Per establishment, what is the employee retention rate of salary employees for the first 365 days of employment (1 year anniversary)?