

# U.S. Roundtable for Sustainable Poultry & Eggs

2025

## Sustainability Framework Report



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US-RSPE has partnered with the Texas A&M Center for Applied Technology to house the collected data provided confidentially through the reporting platform. The system has been built to ensure anonymity of contributors. US-RSPE can only see aggregate data of participants in the system once enough users have reported sufficient information on individual metrics. Framework users have full control over their data and how they wish to share that information with stakeholders.

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# A Message from Leadership

## Together We Grow: Advancing Sustainable Practices in Poultry and Eggs

The poultry and egg value chain is comprised of numerous stakeholders from growers and producers to retailers, food service and civil society organizations. While each of US-RSPE's member organizations and companies moves at its own rhythm, when we come together, we create something more vital. We find common ground and our combined voice and engagement then moves with the unanimity of a single flock. Such is the case with our Sustainability Framework.

This unity strengthens our call around our shared mission and goals related to poultry and egg sustainability. At US-RSPE, our work is driven by this collective strength as we advance sustainability across the entire poultry and egg value chain.

US-RSPE thrives on the interactive collaboration of our members. Together, we strive to build a path of continuous improvement that's as wide as it is deep. Each voice matters, and each step toward implementation moves us closer to a more sustainable future for our poultry, our planet, and our people.

### A Vision for the Future

We're not just maintaining the status quo; we're **flying directly toward the challenges** that await us, powered by a spirit of innovation and collaboration. Sustainability isn't a one-time achievement—it's a continuous process of improvement.

### Telling Our Story

As we advance, it's equally important that we don't forget to **share our stories of success**. Too often, sustainability efforts go unnoticed simply because they aren't communicated effectively. Moving forward, we're committed to telling the story of U.S. poultry and egg sustainability—not just through data and metrics but through the real-world impacts we're making in our communities, our environment, and our industry.

We align our operations with sustainability principles, **adhering to government-mandated guidelines** while recognizing their broader implications. Highlighting these practices not only informs stakeholders of our commitment but also illustrates how our processes contribute to sustainability in tangible ways. Beyond compliance, our initiatives reflect a forward-thinking approach, often exceeding established requirements to address emerging environmental challenges.

In the coming months, you can expect to see us expand our partnerships, refine our verification tools, and explore new areas of opportunity. Whether it's engaging with more stakeholders, developing new science-based initiatives, or advocating for policy changes that benefit sustainability, we're committed to leading the industry forward.

Through all of these efforts, our overarching goal remains the same: to ensure that the U.S. poultry and egg industry continues the tradition of sustainability. Our value chain partners, including organizations and companies, are tracking progress. By staying focused on **Poultry, People, and Planet**, and embracing the power of unity, we believe we can achieve that goal.

### Our Commitment

As we move forward, we're guided by the belief that **progress is a journey, not a destination**. The sustainability challenges we face may seem daunting at times, but together, we're stronger. We'll continue to move forward with focused intention—aligned in purpose, driven by innovation, and committed to making the poultry and egg value chain better for everyone.

At US-RSPE, we are inspired by the progress we've made, but we know there's much more to do. By continuing to work together, embracing new ideas, and pushing ourselves to do better, we can create a future where poultry, people, and the planet thrive in harmony. So let's keep flying toward that horizon, united by a shared vision of sustainability and a brighter tomorrow for all.



By **Ryan Bennett**, Executive Director,  
*U.S. Roundtable for Sustainable Poultry & Eggs*

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# Sustainability Framework Introduction

## US-RSPE First Sustainability Framework Report 5 Years in the Making

### Looking Ahead: Where We Go From Here

We don't just believe in progress; we actively pursue it. Our **Sustainability Framework** is a living, breathing initiative designed to evolve, adapt, and create new horizons for what we can achieve together. As we look to the future, our focus is on continuous improvement and proactive collaboration—both within our organization and with a broader network of stakeholders.

One of the most critical areas for us is **continuing our outreach efforts**. We know that for sustainability to truly take root, it needs to be embraced by every link in the poultry and egg value chain. That's why we're actively reaching out to organizations and companies across the industry to form formal cooperative partnerships and agreements. The goal is to bring more voices into the conversation, ensuring that no perspective is overlooked as we strive toward a more sustainable future.

In addition to partnerships with companies, we're ramping up our **education and outreach efforts**. We recognize that understanding the Framework and how to engage with it is key to driving meaningful participation. Whether it's through webinars, workshops, or one-on-one meetings, we're committed to helping stakeholders at all levels—farmers, integrators, processors, and retailers alike—grasp how the Framework can serve as a valuable tool for improving sustainability. This educational approach is central to explaining the process and encouraging more organizations to get involved.

### Science-Driven Progress

As part of our commitment to ongoing commitment to transparency and accuracy, we are working on the development of **science-based verification for the framework**. Over the next two years, we'll be working with experts to create a pilot program to verify framework data by using an on-line, fully secured file sharing system. Contributors to this platform will be chosen at random to report data. This pilot program will give stakeholders confidence that their efforts are being measured in a transparent, reliable, and actionable way.

*For more information about how you can engage with the US-RSPE Sustainability Framework, visit [us-rspe.org](https://us-rspe.org).*

### Collaboration at the Core

One of the key elements that have made the US-RSPE Framework so successful is the diversity of perspectives involved in its creation. Moving forward, we're committed to **maintaining and expanding that diversity**. We'll continue to engage with senior leaders across the value chain to ensure that the Framework reflects the evolving needs and challenges of the industry. This includes everyone from growers and integrators to retailers and NGOs.

To further amplify the voices of those most directly involved in poultry and egg production, we're working to establish a **Grower Advisory Council**. This council will provide a direct line of communication with the people who are on the frontlines of sustainability every day. Their insights and experiences will help us refine our approach and ensure that our efforts remain practical and impactful at every stage of the supply chain.

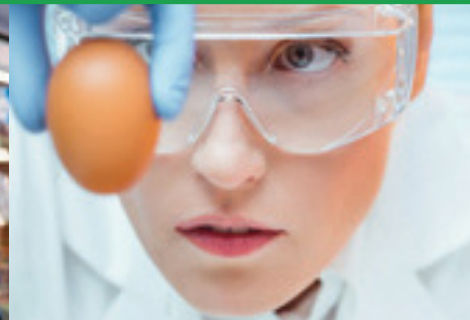
### Collaboration as the Key to Progress

One of the most unique aspects of the US-RSPE is the multistakeholder approach we've built into the framework. The Framework is the result of true collaboration. It came from farmers, retailers, processors, NGOs, and allied industries sitting at the same table, listening, and shaping the metrics that will guide us all toward improvement.

Through this collaboration, we've crafted a tool that's both inclusive and forward-thinking. It recognizes the different starting points and capacities of the various players in our value chain, offering entry-level metrics for those just beginning their sustainability journey, as well as more advanced metrics for those already well underway. Whether just beginning this journey or well underway, our collaborators are aligned behind the effort.

This inclusivity is why our Framework isn't just a tool for measurement—it's a roadmap for future progress. Every year, we plan to revisit and refine the metrics, driven by the data we collect and the input we receive from the diverse voices within the poultry and egg sector. Sustainability isn't a one-time project; it's an ongoing journey that our members across the value chain we are creating together. Consider this an invitation for you to reach out and join us.

Members are from the entire supply chain, sharing the vision, mission and objectives of the US-RSPE.



### Integrators Processors

Organizations and associations of people who process commercial poultry and eggs into saleable product.

### Growers and Producers

Individuals and organizations of people who are actively engaged in the raising and management of all phases of commercial poultry and egg production.

### Retail and Food Service

Organizations and associations of people who bring commercial poultry and egg products to consumers.

### Allied Industries

Organizations of people who supply the commercial poultry and egg value chain with goods and services.

### Civil Society NGOs

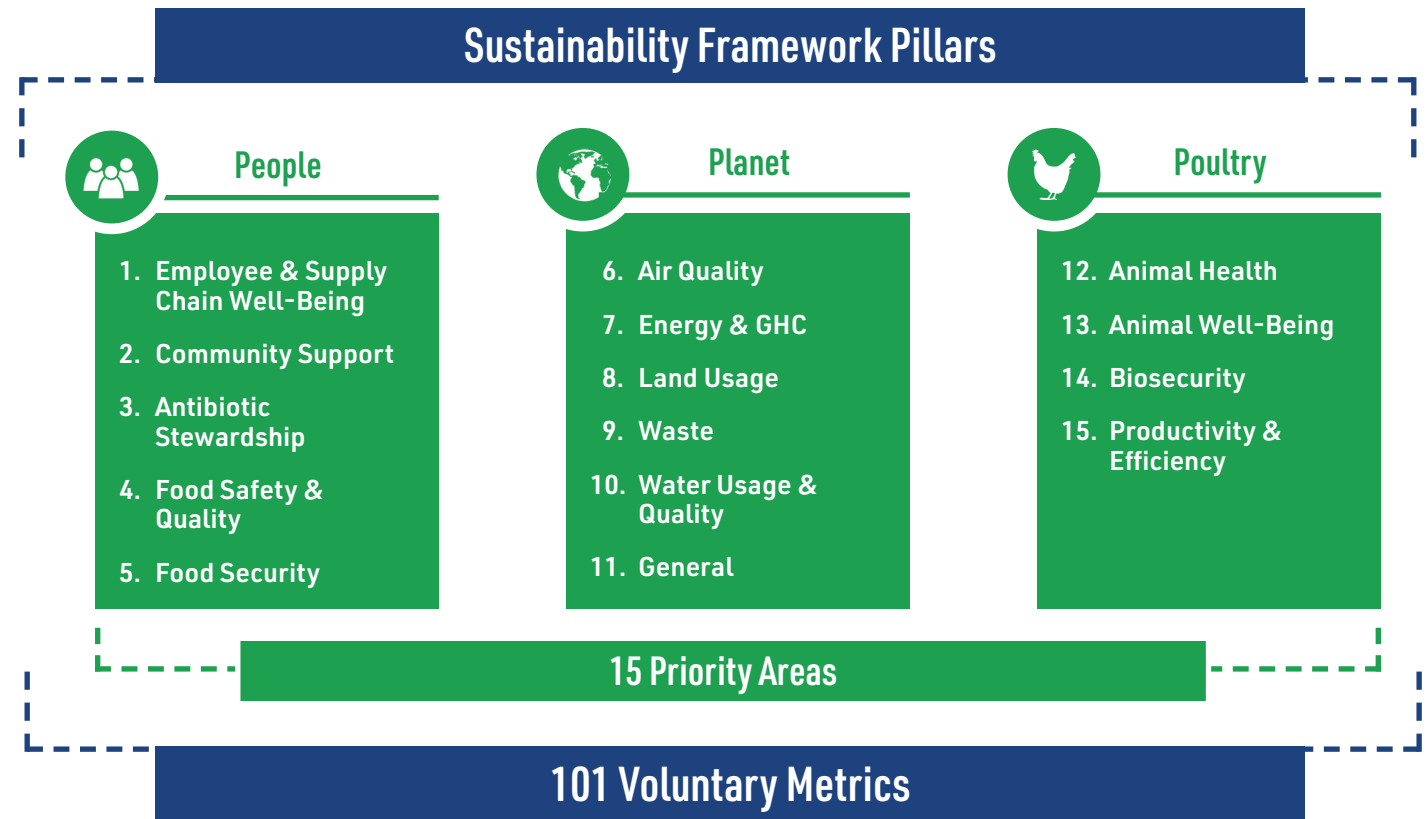
Academic institutions, non-government and non-commercial institutions, foundations, alliances and associations with a stake in the commercial poultry and egg value chain.

# Sustainability Framework Overview

A key milestone on our journey is the development of the US-RSPE Sustainability Framework—a first-of-its-kind tool designed to provide insights and advance the entire U.S. poultry and egg supply chain. Think of the Framework as our compass, helping us all navigate the sometimes complex landscape of environmental, social, and economic responsibility.

The Framework consists of 101 metrics, across 15 indicators, that give organizations within the poultry and egg value chain a chance to measure their sustainability efforts. From animal health to water quality, this tool helps our members identify areas for improvement without the pressure of a pass/fail score. It's not about perfection, but about the progress we can all make, step by step, in understanding where we are and where we want to go.

Just like a flock relies on the strength of each bird, the success of this Framework depends on participation from everyone in the value chain. The more data we collect, the clearer our understanding becomes of the overall sustainability of the U.S. poultry industry. And in return, this collective knowledge informs not only our industry's performance but also helps individual companies and organizations refine their sustainability efforts.



**Built to provide an on-ramp for anyone involved in poultry and egg supply chains to start or continue their sustainability journey.**

# Sustainability Framework Highlights

At US-RSPE, we focus on three main interdependent pillars –**Poultry, People,** and **Planet**. A healthy bird thrives in a healthy environment, and healthy communities and growers sustain the industry. It's a symbiotic relationship that demands attention and thoughtfulness to create true and lasting impact.

*These metrics help provide a transparent and measurable framework for sustainability in the poultry and egg industry, with data collected and reported through the US-RSPE Sustainability Framework and company disclosures.*



## The Framework Highlights from the Broiler Sector



## The Framework Highlights from the Turkey Sector



## The Framework Highlights from the Egg Sector

### Pillar 1 - People Social Responsibility



### Pillar 2 - Planet Environmental



### Pillar 3 - Poultry Animal Welfare & Health



TRIR rates per OSHA standards  
Workforce Diversity  
Community Engagement

Greenhouse Gas (GHG) Emissions  
Water Use and Quality  
Land Use Efficiency

Participation in Animal Welfare Programs  
Antimicrobial Stewardship  
Biosecurity Practices

TRIR rates per OSHA standards  
Workforce Diversity  
Community Engagement

Greenhouse Gas (GHG) Emissions  
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Workforce Diversity  
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# Pillar 1 - People

Employee & Supply Chain Well-Being | Community Support | Antibiotic Stewardship | Food Safety & Quality | Food Security

**People**, Human Resources and Worker Safety are priorities in the poultry and egg industry, driven by a strong focus on sustainability, innovation and social responsibility. Recognizing the workforce's critical role in driving industry success, USPOULTRY, the National Chicken Council, and the National Turkey Federation collaborated to form the Joint Poultry Industry Human Resources Council and the Joint Poultry Industry Safety and Health Council. This work includes collaborative metrics that go beyond typical injury and labor retention rates. These joint efforts, featured in the People Pillar of the US-RSPE Sustainability Framework, enhance coordination, reduce duplication, and provide a unified industry voice while also allowing each group to address species-specific needs. As a result, HR and Worker Safety professionals in each area are better able to improve labor conditions, worker safety, and business performance.

**100% of all reporting companies provide** 401K options, health insurance, paid time off, parental leave.

## 100% of all

- **salaried and hourly** workers receive safety training.
- track and report **near** misses and incidents.
- are working on projects to **improve safety**.
- share best-practice safety programs.

## 100% of all

**reporting companies** have a system for **anonymously** reporting and investigating grievances. **All** are reported to be investigated and responded to.



**100% of all processing plants are certified by a Global Food Safety Initiative recognized food safety standard.**

Hazard Analysis and Implemented HACCP Plant with 9 CFR 417.2 | HACCP per FSIS | HACCP per FSMA | Pathogen Program | Working on projects to advance food safety, crisis planning, best practice sharing.

**Food Defense Plan - 100%** of all company processing plants have a food defense plan.

 Broiler Sector Job Creation | **40,925**

 Turkey Sector Job Creation | **41,771**

 Egg Sector Job Creation | **174\***

**100% of reporting companies provide training materials for safety training to recognize near miss incidents.**

**100% of reporting companies maintain valid Veterinary Client Patient Relationship, internally tracking, and support further internal research.**

\*Job creation statistics for the Egg Sector may be lower than actual conditions due to the industry reporting not yet reaching 100%.







## Employee & Supply Chain Well-Being

### Diversity Tracking
















Does your company track the diversity of your workforce (by employment level) and or governance bodies?

 Broiler (2023) | **100% YES**

 Turkey (2023) | **100% YES**

 Egg (2023) | **100% YES**

If yes, please specify which are tracked.

Governance Bodies	Senior Management	Middle Management	Salaried Workers	Hourly Workers
 Broiler (2023)   <b>33.3%</b>	 Broiler (2023)   <b>100%</b>	 Broiler (2023)   <b>100%</b>	 Broiler (2023)   <b>100%</b>	 Broiler (2023)   <b>100%</b>
 Turkey (2023)   <b>25%</b>	 Turkey (2023)   <b>100%</b>	 Turkey (2023)   <b>100%</b>	 Turkey (2023)   <b>75%</b>	 Turkey (2023)   <b>75%</b>
 Egg (2023)   <b>85.2%</b>	 Egg (2023)   <b>100%</b>	 Egg (2023)   <b>100%</b>	 Egg (2023)   <b>96.3%</b>	 Egg (2023)   <b>96.3%</b>



## Employee & Supply Chain Well-Being

### Benefits

What percent of your full-time employees are provided benefits?

401K

 Broiler ('21, '22, '23) | 100% of employees

 Turkey ('21, '22, '23) | 100% of employees

 Egg ('21, '22, '23) | 100% of employees

Educational Assistance

 Broiler (2023) | 100% of employees

 Turkey (2023) | 74% of employees

 Egg (2023) | 97% of employees

Parental Leave

 Broiler (2023) | 100% of employees

 Turkey ('21, '23) | 100% of employees

 Egg ('21, '23) | 100% of employees

Decreased 50% from 2021 to 2022, and increased back to 100% from 2022 to 2023

Paid Time Off

 Broiler ('21, '22, '23) | 100% of employees

 Turkey ('22, '23) | 100% of employees

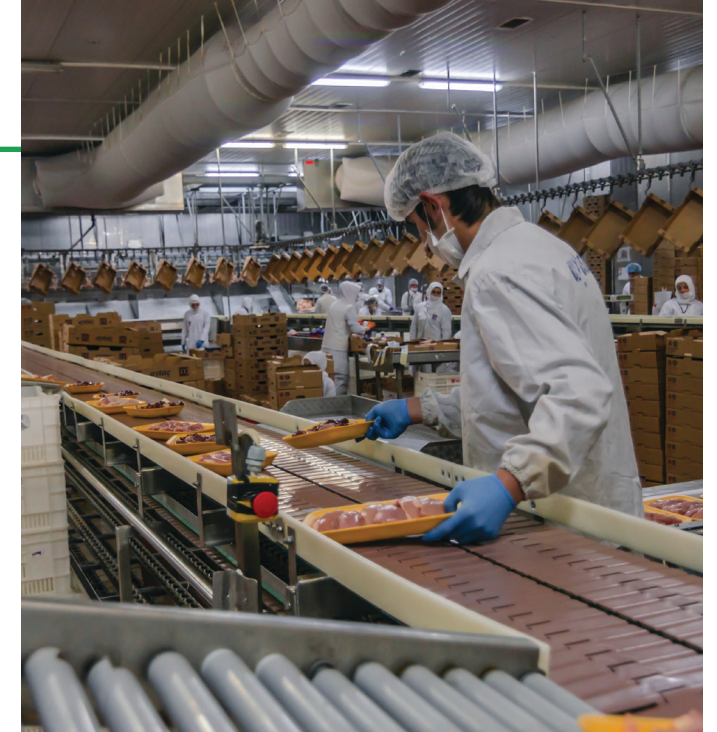
 Egg ('21, '22, '23) | 100% of employees

Health Insurance

 Broiler ('21, '22, '23) | 100% of employees

 Turkey ('21, '22, '23) | 100% of employees

 Egg ('21, '22, '23) | 100% of employees

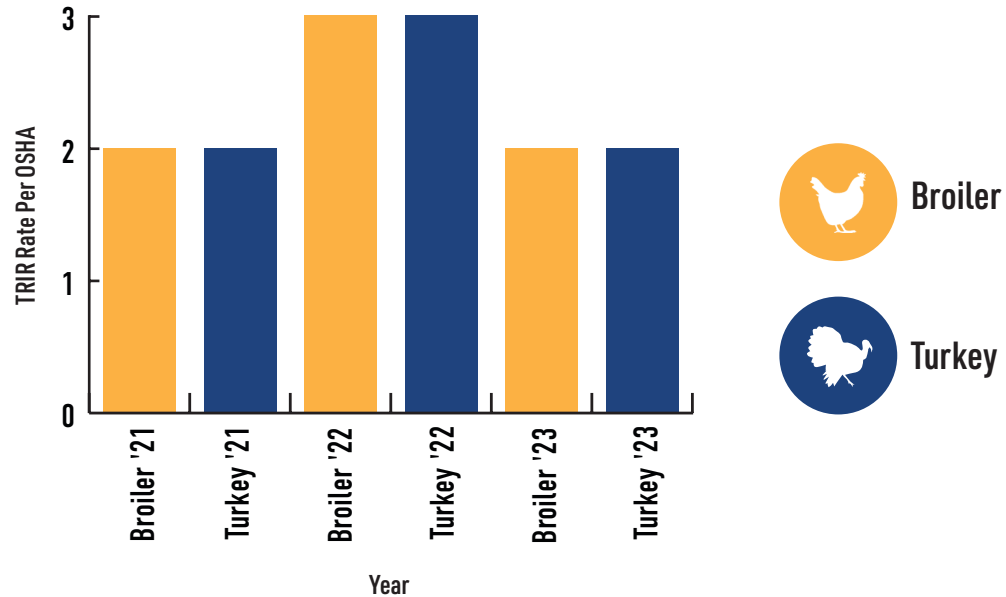




## Employee & Supply Chain Well-Being

### Total Recordable Incident Rate

What is your company's Total Recordable Incident Rate (TRIR)?



**Worker injury and illness rates in poultry processing have fallen below those in all general, manufacturing, and food manufacturing industries, per the latest Bureau of Labor Statistics (BLS) data.** The poultry industry's rate of injuries was 2.6 per 100 full-time workers according to BLS data. This rate was well below that of similar agriculture industries (4.7) and was lower than the food manufacturing sector as a whole (3.6), all manufacturing industries (2.8), and all general industries (2.7). The 2023 incident rate for the poultry processing industry (2.6) demonstrates an 89% decrease from 1994 according to the BLS.

*Source: U.S. Poultry & Egg Association*





## Employee & Supply Chain Well-Being

### Safety Trainings

What percentage of your total workforce are trained annually on relevant worker safety topics specific to their responsibilities, such as equipment management (lockout tagout), revention of common injuries, chemical safety, emergency response?

Salaried Workers



Broiler  
(2023)

| 100% YES



Turkey  
(2023)

| 100% YES



Egg  
(2023)

| 99% YES

Hourly Workers



Broiler  
(2023)

| 100% YES



Turkey  
(2023)

| 100% YES



Egg  
(2023)

| 100% YES





## Employee & Supply Chain Well-Being

### Incident Reporting

Does your company track and report near-miss incidents on a regular basis (e.g., monthly, quarterly) using an internal system?



Broiler (2023)

100% YES



Turkey (2023)

100% YES



Egg (2023)

100% YES

All sectors report that 100% of near-miss incidents are investigated.

### Grievances

Do all of your workers have the ability and/or mechanisms to report concerns and grievances anonymously?



Broiler (2023)

100% YES



Turkey (2023)

100% YES



Egg (2023)

100% YES

All sectors report that 100% of grievances are investigated and given a response.

### Incidents

Does your company provide training to recognize near-miss incidents?



Broiler (2023)

100% YES



Turkey (2023)

100% YES



Egg (2023)

100% YES



## Employee & Supply Chain Well-Being

### Code of Conduct

Does your company have a code of conduct (or equivalent) that respects human rights as set out in the UN Universal Declaration of Human Rights and sets expectations for worker health and safety policies for the following categories?

Employee Health and Safety Policies

Freedom of Association

Employment Status

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee - Supplier - Contractor



Turkey (2023) | 100% YES

Employee



Egg (2023) | 100% YES

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee - Supplier - Contractor



Turkey (2023) | 100% YES

Employee



Egg (2023) | N/A

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee - Supplier - Contractor



Turkey (2023) | 100% YES

Employee



Egg (2023) | 100% YES



## Employee & Supply Chain Well-Being

### Code of Conduct - Continued

Does your company have a code of conduct (or equivalent) that respects human rights as set out in the UN Universal Declaration of Human Rights and sets expectations for worker health and safety policies for the following categories?

#### Employment Practices

#### Anti-Discrimination and Fair Treatment

#### Working Hours & Rest Days

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee - Supplier - Contractor



Turkey (2023) | 100% YES

Employee



Egg (2023) | 100% YES

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee - Supplier - Contractor



Turkey (2023) | 100% YES

Employee



Egg (2023) | 100% YES

Employee - Supplier - Contractor



Broiler (2023) | 100% YES

Employee



Turkey (2023) | 75% YES

Employee



Egg (2023) | 100% YES



## Employee & Supply Chain Well-Being

### Code of Conduct - Continued

Does your company have a code of conduct (or equivalent) that respects human rights as set out in the UN Universal Declaration of Human Rights and sets expectations for worker health and safety policies for the following categories?

Underage Labor

Wages & Benefits

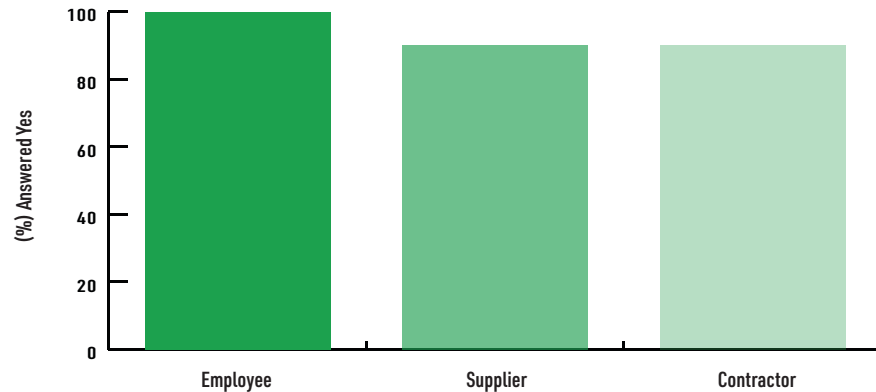
 Broiler (2023) | **100% YES**

Employee - Supplier - Contractor

 Turkey (2023) | **100% YES**

Employee - Supplier - Contractor

### Egg Sector (2023)



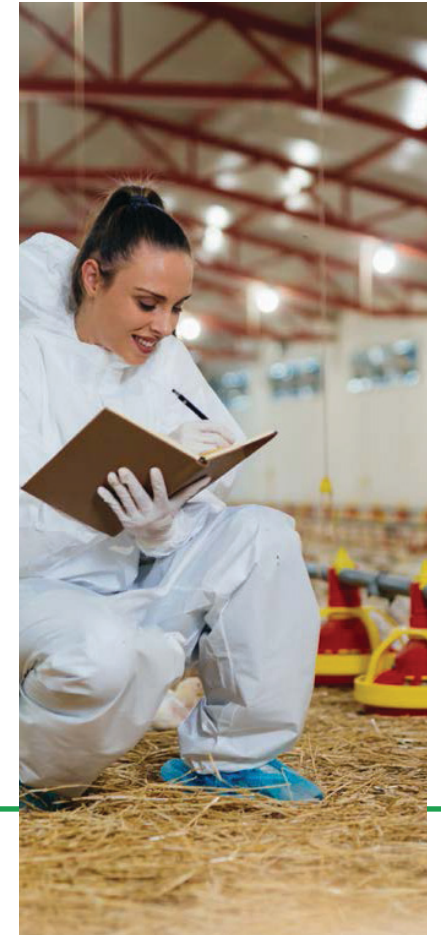
 Broiler (2023) | **100% YES**

Employee - Supplier - Contractor

 Turkey (2023) | **100% YES**

Employee

 Egg (2023) | **100% YES**







## Employee & Supply Chain Well-Being

### Safety Project

Is your company currently conducting and/or investing in projects dedicated to advancing worker safety (e.g., technology and innovation)?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### Best Practice Sharing

Does your company participate in best practice sharing in your industry around new and improved innovations in worker safety?



Broiler (2023)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 100% YES





## Employee & Supply Chain Well-Being

### SWA Audit

Has your company completed a third-party social workplace accountability (SWA) audit?



Broiler (2023)

| 100% YES



Turkey (2023)

| 75% YES



Egg (2023)

| 59.3% NO

### Safety Awards

Has your company been recognized by a third party for any worker safety awards (e.g., OSHA VPP)?



Broiler (2023)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 95.8% NO

### Training Materials

Does your company offer training materials in a format accessible to non-english speaking workers (e.g., Native language training materials, visual-format training, access to request translations or trainings in another language)?



Broiler (2023)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 100% YES






## Employee & Supply Chain Well-Being




### Family Support

Does your company offer the following family support benefits to workers:

Governance Bodies

Senior Management

	Parental Leave	Childcare Support	Flexible Hours	Paid Time Off
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>33.3% YES</b>	Turkey - (2023) <b>66.7% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>96% YES</b>	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>100% YES</b>

	Parental Leave	Childcare Support	Flexible Hours	Paid Time Off
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>50% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>25% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>7.4% YES</b>	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>100% YES</b>






## Employee & Supply Chain Well-Being




### Family Support

Does your company offer the following family support benefits to workers:

Middle Management

Salaried Workers

	Parental Leave	Childcare Support	Flexible Hours	Paid Time Off
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>50% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>25% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>7.4% YES</b>	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>100% YES</b>

	Parental Leave	Childcare Support	Flexible Hours	Paid Time Off
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>50% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>25% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>7.4% YES</b>	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>100% YES</b>






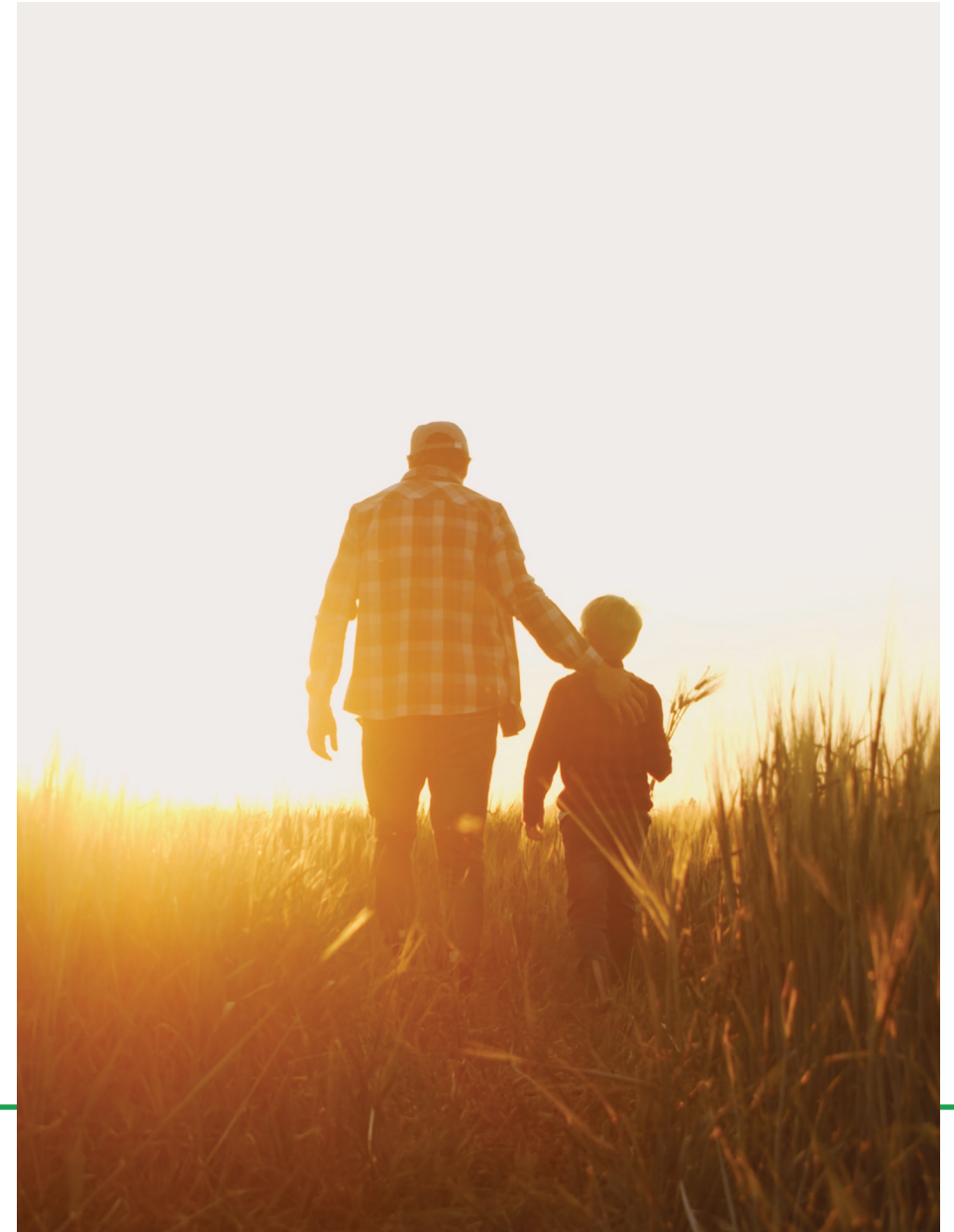
## Employee & Supply Chain Well-Being

### Family Support

Does your company offer the following family support benefits to workers:

Hourly Workers

	Parental Leave	Childcare Support	Flexible Hours	Paid Time Off
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>25% YES</b>	Turkey - (2023) <b>50% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>7.4% YES</b>	Egg - (2023) <b>38.5% YES</b>	Egg - (2023) <b>100% YES</b>








## Employee & Supply Chain Well-Being

### Harassment




Does your company provide training to workers on harassment and discrimination:

Governance Bodies

Senior Management

	Employment Discrimination	Workplace Harassment	Disability Awareness	Diversity and Inclusion	Other
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>66.7% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>12% YES</b>	Egg - (2023) <b>8% YES</b>	Egg - (2023) <b>100% YES</b>

The Egg sector recorded responses for 2021 and 2022, in addition to the 2023 data visualized. From 2021 to 2022 there was a spike in "Disability Awareness" training provided in which a 100% yes-rate was recorded.

	Employment Discrimination	Workplace Harassment	Disability Awareness	Diversity and Inclusion	Other
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100%</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>100% YES</b>

The Egg sector recorded responses for 2021 and 2022, in addition to the 2023 data visualized. From 2021 to 2022 there was a spike in "Disability Awareness" and "Diversity and Inclusion" training provided for senior management.






## Employee & Supply Chain Well-Being

### Harassment - Continued




Does your company provide training to workers on harassment and discrimination:

Middle Management

Salaried Workers

	Employment Discrimination	Workplace Harassment	Disability Awareness	Diversity and Inclusion	Other
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>100% YES</b>

The Egg sector recorded responses for 2021 and 2022, in addition to the 2023 data visualized. From 2021 to 2022 there was a spike in "Disability Awareness" and "Diversity and Inclusion" training provided for senior management.

	Employment Discrimination	Workplace Harassment	Disability Awareness	Diversity and Inclusion	Other
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>100% YES</b>

The Egg sector recorded responses for 2021 and 2022, in addition to the 2023 data visualized. From 2021 to 2022 there was a spike in "Disability Awareness" and "Diversity and Inclusion" training provided for senior management.






## Employee & Supply Chain Well-Being

### Harassment - Continued

Does your company provide training to workers on harassment and discrimination:

Hourly Workers

	Employment Discrimination	Workplace Harassment	Disability Awareness	Diversity and Inclusion	Other
	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>0% YES</b>	Broiler - (2023) <b>100% YES</b>	Broiler - (2023) <b>100% YES</b>
	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>75% YES</b>	Turkey - (2023) <b>100% YES</b>	Turkey - (2023) <b>100% YES</b>
	Egg - (2023) <b>100% YES</b>	Egg - (2023) <b>96.2% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>15.4% YES</b>	Egg - (2023) <b>100% YES</b>

The Egg sector recorded responses for 2021 and 2022, in addition to the 2023 data visualized. From 2021 to 2022 there was a spike in "Disability Awareness" and "Diversity and Inclusion" training provided for senior management.





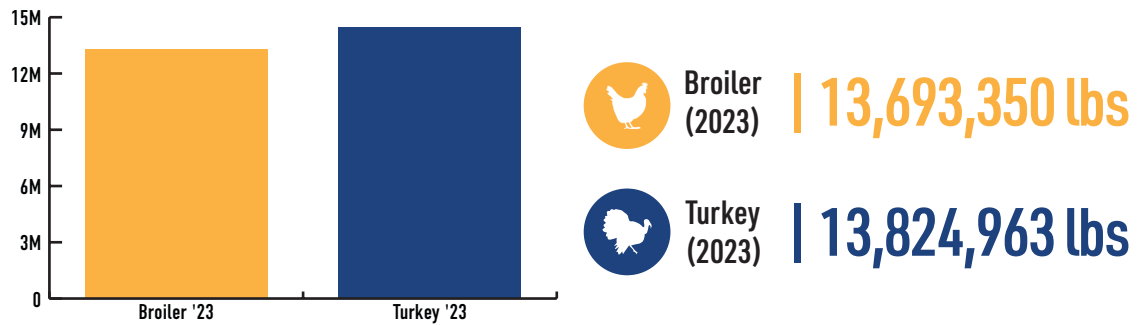


## Community Support

### Community Donations

What is the total value of your company's donations and/or sponsorships towards communities and/or families in need?

Product (lbs. and \$)



**Egg (2023) \$1,810,064.00**

The Egg Sector also reported 41,600 lbs. of product donated in 2023.

The Broiler and Turkey sectors recorded the amount of product donated in pounds. In 2023, the **Broiler Sector donated 13,693,350 lbs.** of product, while the **Turkey Sector donated 13,824,963 lbs.**

The **Egg Sector** recorded the majority of product donated in dollars for the year of 2023. The egg sector donated a total of **\$1,810,064** in 2023, in addition to reporting **41,600 lbs.** of product donated in 2023.





## Antibiotic Support

### Administration

Are antimicrobials administered under the direction of a licensed veterinarian in accordance with Food and Drug Administration (FDA) guidance 152, 209 and 213?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### VCPR

Does your company maintain a valid Veterinary Client Patient Relationship (VCPR) for animals within your supply chain in accordance with FDA guidance 209 and 213?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### Tracking

Does your company internally track the judicious use of antimicrobials and withdrawal times with veterinary oversight?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES



## Antibiotic Support

### Reporting

Does your company publicly report judicious use of antimicrobials within your supply chain?



Broiler (2023) | 33.3% YES



Turkey (2023) | 50% YES



Egg (2023) | 83.3% YES

### Research

Does your company support/conduct research aimed at reducing the need to use medically important antimicrobials without compromising animal health?



Broiler ('21, '22, '23) | 100% YES



Turkey ('21, '22, '23) | 100% YES



Egg ('21, '22, '23) | 100% YES





## Food Defense

### Food Defense Plan

What percent of your company's processing plants and suppliers have a food defense plan? (i.e., measures in place to reduce vulnerabilities for intentional contamination of product)

Processing Plants



Broiler ('21, '22, '23) | **100% YES**



Turkey (2023) | **100% YES**



Egg ('21, '22, '23) | **100% YES**

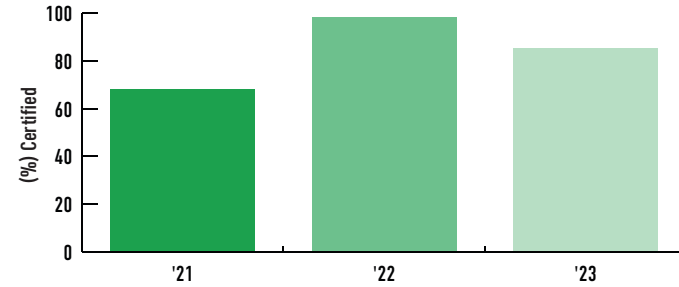




## Food Safety and Quality

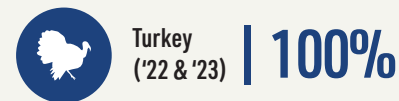
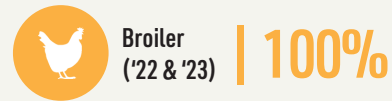
### GFSI Plants

What percent of your processing plants are certified by a Global Food Safety Initiative (GFSI) recognized food safety standard? (e.g., Safe Quality Foods (SQF), British Retail Consortium or Food Safety System Certification 22000)?



### HACCP

What percent of your processing plants have performed a hazard analysis and implemented a Hazard Analysis Critical Control Point (HACCP) plan in accordance with 9 CFR 417.2?





## Food Safety and Quality

### HACCP

What percent of your processing plants have performed a hazard analysis and implemented a Hazard Analysis Critical Control Point (HACCP) plan as required by the USDA Food Safety Inspection Service (FSIS)?



Broiler ('22 & '23) | 100%



Turkey ('22 & '23) | 100%



Egg ('22 & '23) | 100%

### HARPC

What percent of your Food and Drug Administration (FDA) regulated establishments have a Hazard Analysis and Risk-Based Preventative Controls (HARPC) plan per the Food Safety Modernization Act (FSMA)?



Broiler ('22 & '23) | 100%



Turkey ('22 & '23) | 100%



Egg ('22 & '23) | 100%

### Pathogen Program

What percent of your live operations have implemented a comprehensive preharvest foodborne pathogen management program that includes foodborne pathogen monitoring?



Broiler ('21 & '23) | 100%



Turkey ('21 & '23) | 100%



Egg ('21 & '23) | 100%



## Food Safety and Quality

### GFSI Suppliers

Does your company require suppliers or co-manufacturers to be certified by GFSI initiative standards?



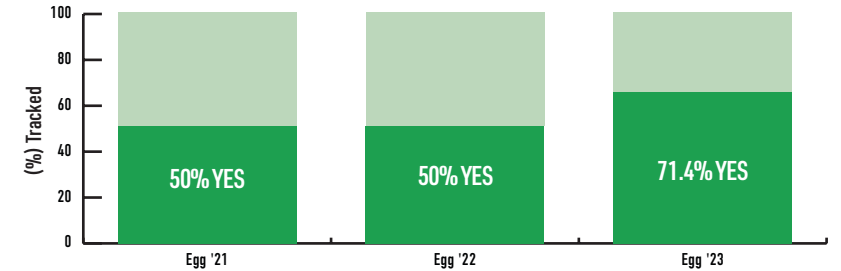
Broiler ('21 & '23) | **100% YES**



Turkey (2023) | **100% YES**



Egg Sector



### Projects

Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance the food safety and quality of your product?



Broiler ('21 & '23) | **100%**



Turkey ('21 & '23) | **100%**



Egg ('21 & '23) | **93.8%**

### Best Practice Sharing

Does your company participate in best practice sharing in your industry around new and improved innovations in food safety and quality?



Broiler ('21 & '23) | **100%**



Turkey ('21 & '23) | **100%**



Egg (2023) | **93.8%**



## Food Safety and Quality

### Crisis Plan

Does your company have a crisis management and action plan?



Broiler ('21 & '23)

100%



Turkey ('21 & '23)

100%



Egg ('21 & '23)

100%



### Food Safety and Quality - Turkey Sector ONLY

#### T1: NTF SRMP

What percent of your live operations (company-owned) use the National Turkey Federation (NTF) Salmonella Risk Mitigation Practices to identify options for salmonella reduction?

100%

2023 Data

#### T2: Blood Testing

Does your company conduct blood testing before delivering live turkeys to the processing plant?

100% YES

2023 Data

#### T3: Fat Samples

What percent of your live operations (company-owned) use the National Turkey Federation (NTF) Salmonella Risk Mitigation Practices to identify options for salmonella reduction?

66.7%

2023 Data





## Food Safety and Quality

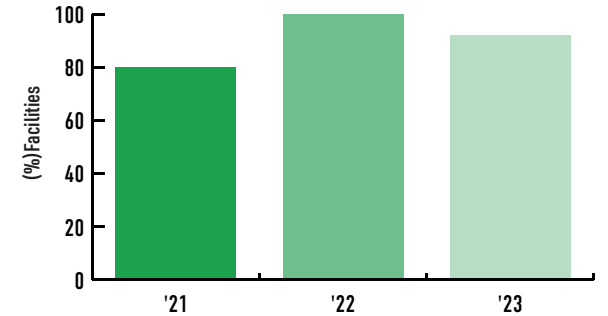
**Food Safety  
and Quality -  
Egg Sector ONLY**

### FDA Egg Safety Rule

What percent of shell egg farm operations are compliant with the FDA Egg Safety Rule?

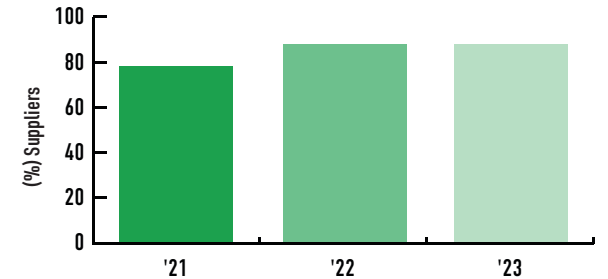
**100%**

2021, 2022, 2023



### GFSI Facilities

What percent of facilities are certified by a Global Food Safety Initiative (GFSI) recognized food safety standard? (e.g., Safe Quality Foods, British Retail Consortium or Food Safety System Certification 22000).



### GFSI Suppliers

[Shell Egg Only] What percent of suppliers or co-manufacturers are certified by a Global Food Safety Initiative recognized food safety standard? (e.g., Safe Quality Foods, British Retail Consortium or Food Safety System Certification 22000).



## Food Safety and Quality

### Food Safety and Quality - Egg Sector ONLY

#### FDA Egg Safety Rule

[Shell Egg Only] What percent of in-line egg packing operations are compliant with the FDA Egg Safety Rule?

100%

2021, 2022, 2023

#### FDA Egg Safety Rule

[Further Processing Only] What percent of farms supplying your further processing are compliant with the refrigeration requirements of the FDA Egg Safety Rule?

100%

2021, 2022, 2023

#### HACCP

[Further Processing Only] What percent of further processing facilities are compliant with the egg products inspection act? (Sanitation Standard Operating Practices Dec. 2021, HACCP Dec. 2022).

100%

2021, 2022, 2023





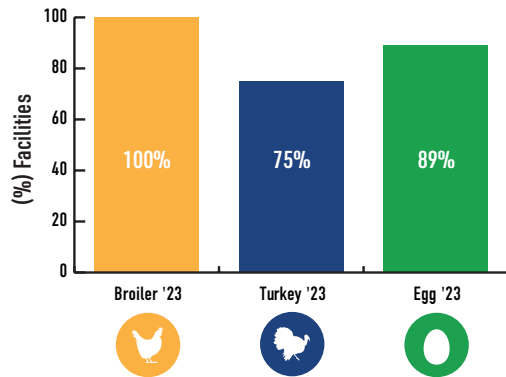
# Pillar 2 - Planet

Air Quality | Energy & GHG | Land Use | Waste | Water Usage & Quality | General

The focus on conserving energy and water, improving air quality, and reducing greenhouse gas emissions is a priority within the Planet Pillar metrics. Care for the land and resources that nurture flocks must be a priority for the industry to endure for generations to come. Our members understand that innovation and continuous improvement in sustainability are essential elements that drive natural resource conservation while supporting resilient and profitable operations.

**100% of all sectors have goals to reduce energy usage and all are taking steps to do so.**

Percent of Facilities Measuring their water use efficiency (gallon of water per pound of poultry product or dozen eggs)



All sectors invest in projects to advance environmental performance.

100% of all processing and rendering facilities track wastewater discharge.

All sectors measure and track total water usage, in addition to publicly reporting their water use.

**100% of all companies have taken steps to improve energy efficiency, generate renewable energy, and/or use renewable energy.**

## Greenhouse Gas Reporting

Poultry and egg companies and their customers are increasingly interested in reporting greenhouse gas emissions data as both regulatory requirements and public reduction targets have increased. Earlier this year US-RSPE signed a Memorandum of Understanding with the American Egg Board and United Egg Producers to help promote the framework and assist with efforts to make sustainability reporting, especially greenhouse gas reporting, easier for egg producers. US-RSPE is also working with U.S. Poultry and Egg to update existing greenhouse gas reporting tools that can help both growers and processors report emissions as demand for these types of data continues to grow.

**These tools are not just about tracking progress** – they are about inspiring it. By providing a clear, scientific way to measure improvement, we believe organizations will be even more motivated to continue pushing forward on their sustainability journeys. These tools will also serve as a benchmark for the industry as a whole, creating a unified, verifiable way to gauge the success of our collective efforts.

Through collaborative events and media engagement with entities such as WATTPoultry through its Poultry Tech Summit, we are looking for additional ways to share critical information with startups that offer new science-based innovations that can add to our progress.





## Air Quality

### Compliance

Is your company in compliance with applicable local, state and federal air quality emissions guidelines?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### Management Plan

Does your company have an air quality management plan in place?



Broiler (2023)

| 66.7% YES



Turkey (2023)

| 50% YES



Egg (2023)

| 95.8% YES

If yes, does your air quality management plan utilize best practices to mitigate ammonia, dust, and/or odor? If yes, please specify:



Broiler (2023)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 100% YES

100% Ammonia

100% Dust

100% Odor

50% Ammonia

50% Dust

50% Odor

92.9% Ammonia

92.9% Dust

100% Odor



## Energy GHG

### Energy Use

Does your company measure the energy used in your operations?



Broiler ('21, '22, '23) | **100% YES**



Turkey ('21, '22, '23) | **100% YES**



Egg ('21, '22, '23) | **100% YES**

If yes, what percent of facilities owned or operated measure energy use?



Broiler ('21, '22, '23) | **100%**



Turkey ('21, '22, '23) | **100%**



Egg ('21, '22, '23) | **100%**

Does your company have goals to reduce energy use?



Broiler (2023) | **100% YES**



Turkey (2023) | **75% YES**



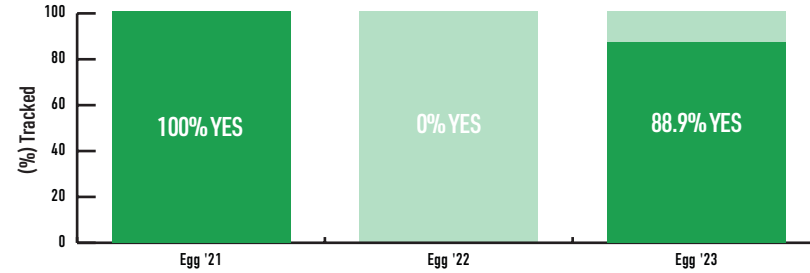
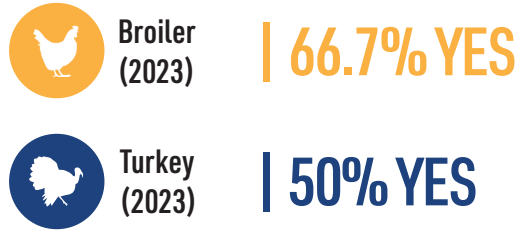
Egg (2023) | **88% YES**



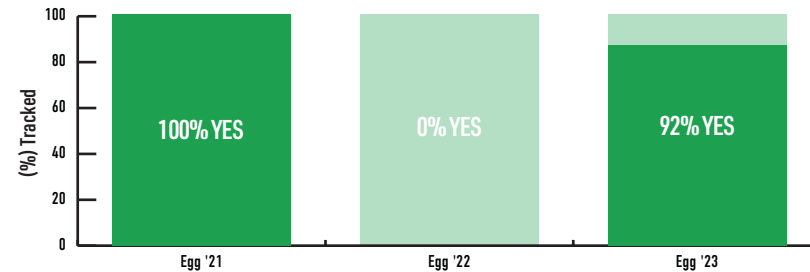
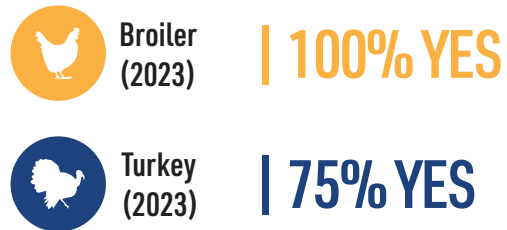
## Energy GHG

### Energy Use - Continued

Does your company have a plan and/or a program in place to reduce your absolute energy use?



Does your company publicly report your energy use and/or other performance?





## Energy GHG

### Projects

Is your company conducting and/or investing in products dedicated to advancing energy efficiency (e.g., technology and innovation)?



Broiler ('22, '23)

| 100% YES



Turkey ('21, '23)

| 100% YES



Egg (2023)

| 96.3% YES

### Best Practice Sharing

Does your company participate in best practice sharing in your industry around new and improved innovations in energy efficiency?



Broiler ('21, '22, '23)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 96.3% YES





## Energy GHG

### GHG Footprint

Does your company calculate its greenhouse gas (GHG) footprint?



Broiler (2023)

100% YES



Turkey (2023)

75% YES



Egg (2023)

88.9% NO

Has your company set GHG emission goals?



Broiler (2023)

100% YES



Turkey (2023)

66.7% YES



Egg (2023)

66.7% NO

### Emissions Strategies

Does your company have strategies in place to manage air and GHG emissions?



Broiler (2023)

100% YES



Turkey (2023)

75% YES



Egg (2023)

85.2% YES







## Energy GHG

### Energy Efficiencies

Has your company taken steps to improve energy efficiency and/or generate and/or use renewable energy?



Broiler ('21, '22, '23)

100% YES



Turkey ('21, '22, '23)

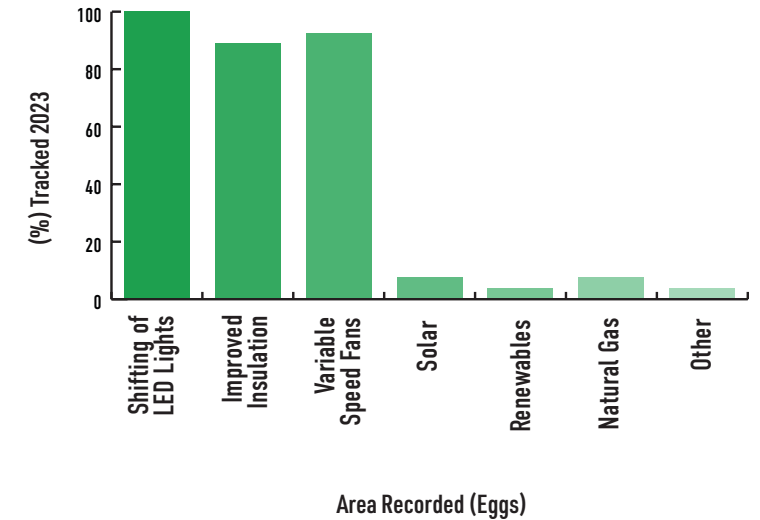
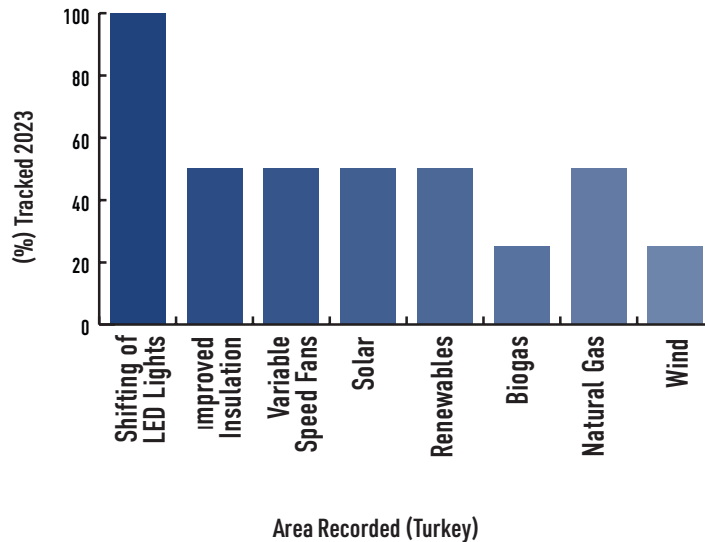
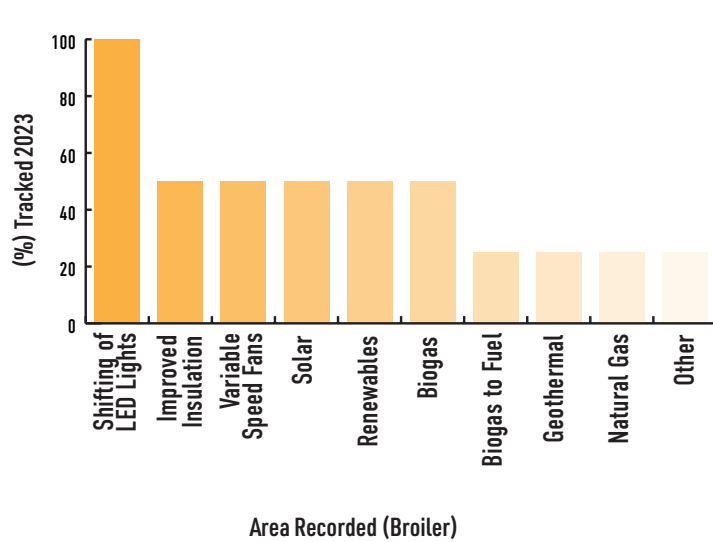
100% YES



Egg ('21, '22, '23)

100% YES

If yes, please indicate which areas you have taken steps:





## Land Use

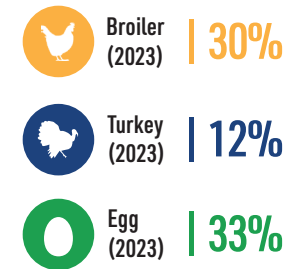
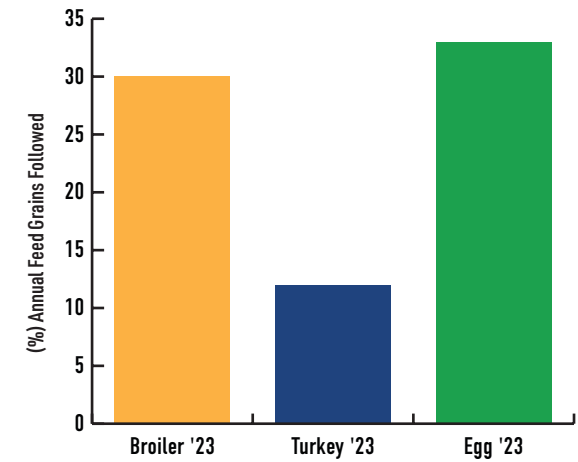
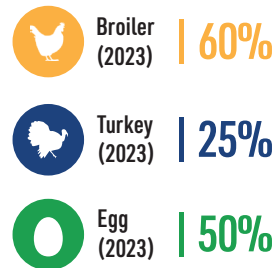
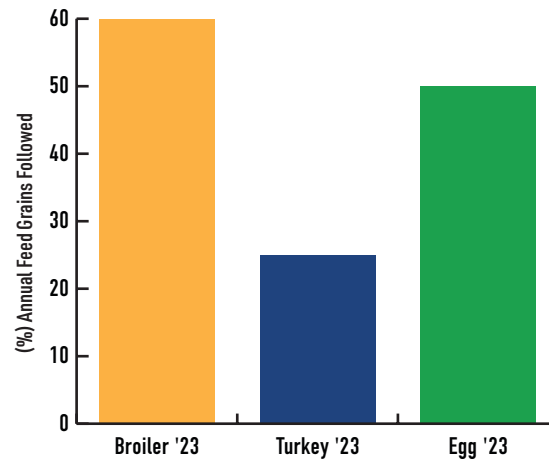
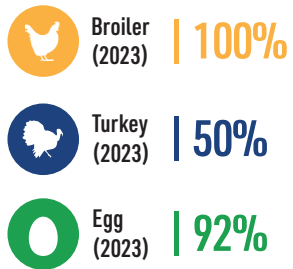
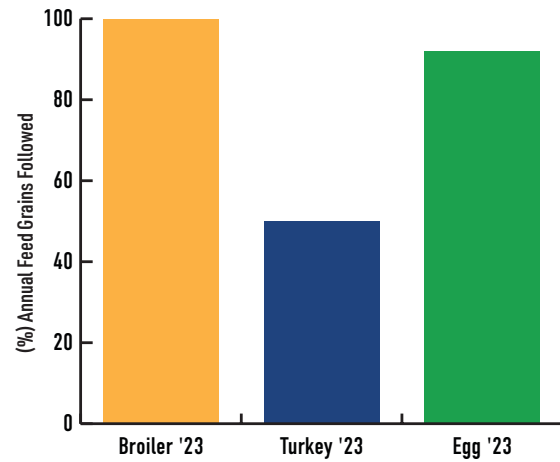
### Points of Origin

What percentage of your annual feed grains can you follow to a point of origin?

State of Origin

Farm of Origin

Field of Origin





## Land Use

### Planted Acres

Has your company calculated the planted acres needed to provide the total volume of corn for your organization?



Broiler (2023)

| 100% YES



Turkey (2023)

| 33.3% YES



Egg (2023)

| 86.7% YES

Has your company calculated the planted acres needed to provide the total volume of soybeans for your organization?



Broiler (2023)

| 100% YES



Turkey (2023)

| 33.3% YES



Egg (2023)

| 86.7% YES

### Land Use Policy

Does your company have a policy addressing deforestation and/or land use changes that reduce biodiversity and natural habitat on lands associated with your feed grains supply chain?



Broiler (2023)

| 50% NO



Turkey (2023)

| 66.7% NO



Egg (2023)

| 28.6% NO





## Land Use

### Litter/Manure

What percent of your litter/manure is sold or used as a value-added product?



Broiler (2023)

| 100%



Turkey (2023)

| 100%



Egg ('21, '22, '23)

| 100%

### Supplier Policy

What percent of your supplies have deforestation and/or land use change policy associated with your feed grain supply chain?



Broiler (2023)

| 98%



Turkey (2023)

| N/A



Egg (2023)

| 35%





## Waste

### Best Practice Sharing

Does your company track the volume of total waste going to a landfill?

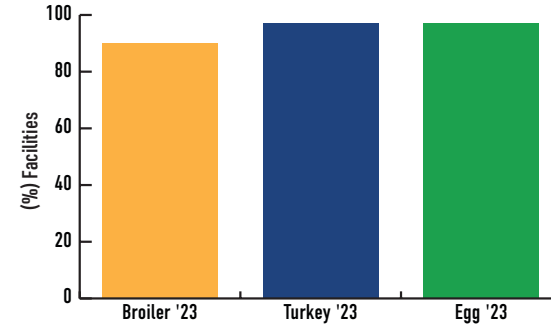
 Broiler (2023) | **100% YES**

 Turkey (2023) | **75% YES**

 Egg (2023) | **96.3% YES**

While all sectors reported majority yes for the tracking of total waste going to a landfill by volume for 2023, the **Egg Sector** notably reported 100% yes in 2021 also, while reporting 100% no for 2022. Additionally, the **Broiler Sector** and the **Turkey Sector** reported 100% yes in 2022, with the **Turkey Sector** also reporting 100% yes in 2021.

If yes, what percent of your facilities?



 Broiler (2023) | **90%**

 Turkey (2023) | **97%**

 Egg (2023) | **97%**

Does your company measure total waste?

 Broiler (2023) | **75% YES**

 Turkey (2023) | **100% YES**

 Egg (2023) | **96.2% YES**





## Waste

### Best Practice Sharing - Continued

Does your company set waste reduction goals?



Broiler (2023) | **50% YES**

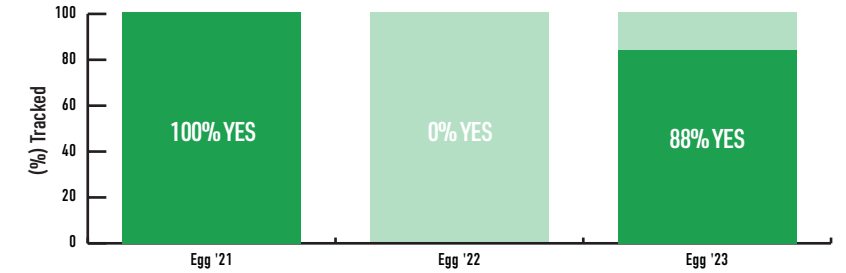


Turkey (2023) | **50% YES**



Egg Sector

The Turkey Sector reported 100% YES in 2022.



Does your company have a recyclable packaging goal?



Broiler (2023) | **66.7% NO**



Turkey (2023) | **75% NO**



Egg (2023) | **95.2% NO**

None of the sectors reported having a zero waste-to-landfill goal.





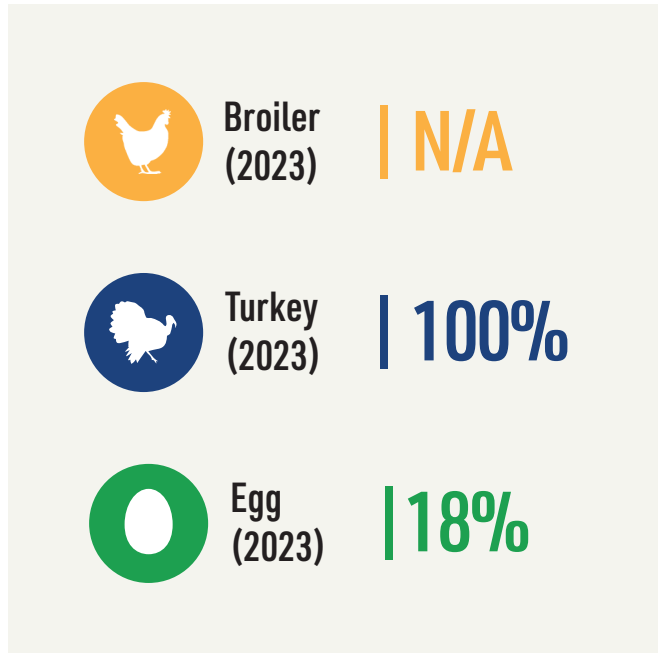
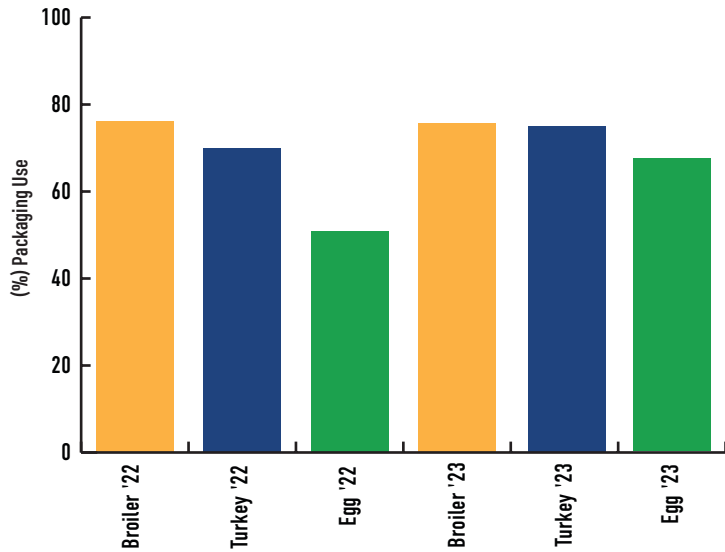
## Waste

### Packaging

What is your company's total packaging use by type?

Recyclable

Renewable





## Waste

### Packaging - Continued

What is your company's total packaging use by type?

Biodegradable

Made from Recycled Material



Broiler  
(2023)

| N/A



Turkey  
(2023)

| 98%



Egg  
(2023)

| 70%



Broiler  
(2023)

| 50%



Turkey  
(2023)

| 50%



Egg  
(2023)

| 61%







## Water Usage & Quality

### Water Usage

What percentage of your owned and/or operated facilities:

Estimate their water use?

Measure their water use?



Broiler  
(2023)

| 50%



Turkey  
(2023)

| 77%



Egg  
(2023)

| 20%



Broiler  
(2023)

| 100%



Turkey  
(2023)

| 97%



Egg  
(2023)

| 100%





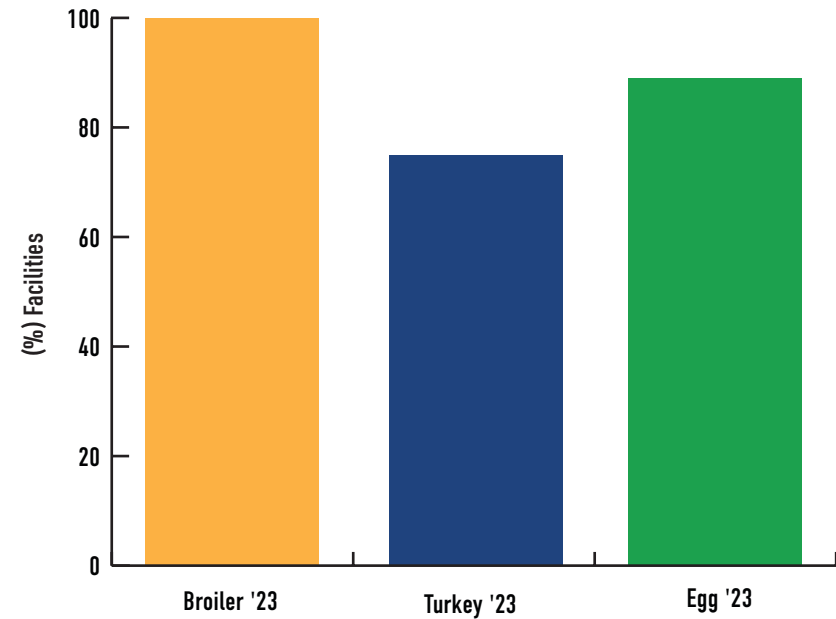
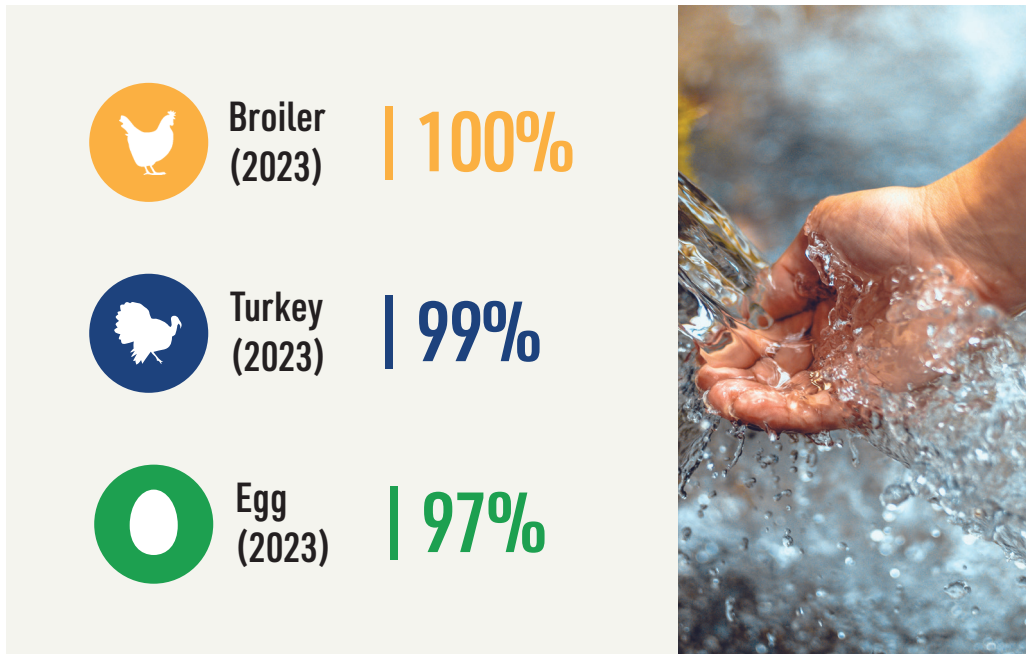
## Water Usage & Quality

### Water Usage - Continued

What percentage of your owned and/or operated facilities:

Have goals to reduce their water usage?

Publicly report their annual water use (e.g. regulatory body, ESG reporting)?



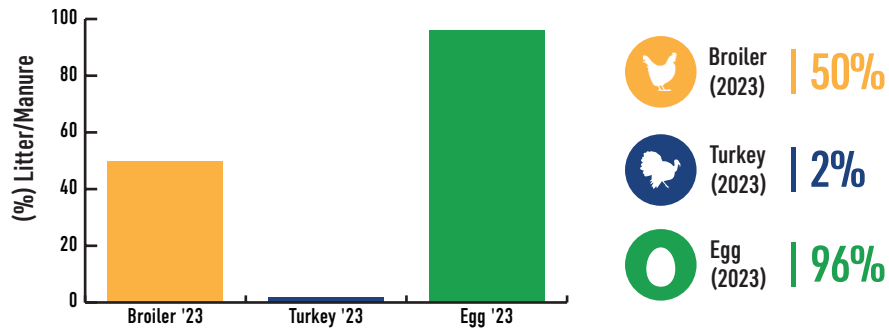


## Water Usage & Quality

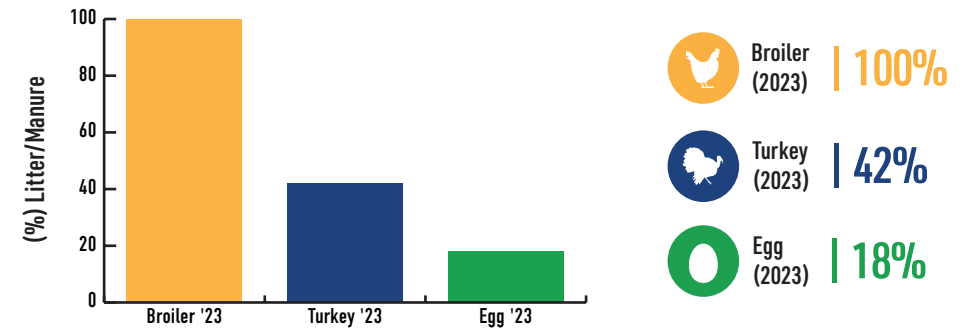
### Litter/Manure

What percent of total litter/manure is managed under a defined nutrient management plan?

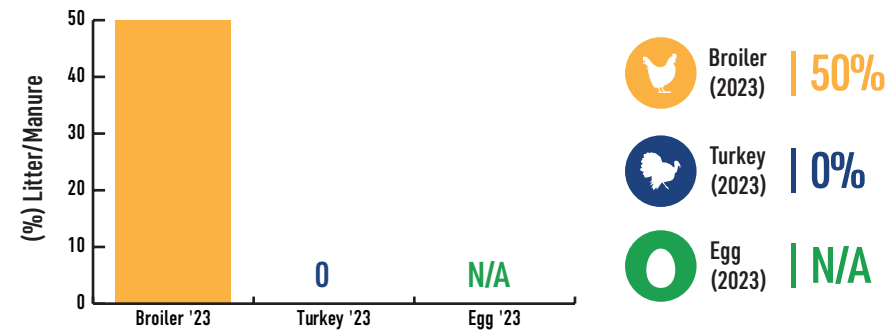
State-defined nutrient management plan?



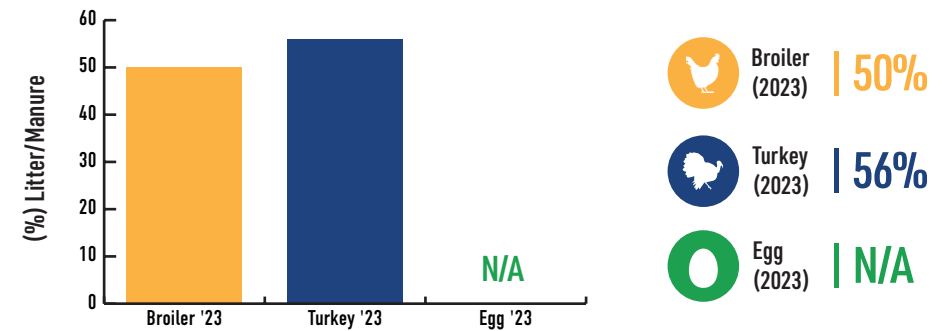
USDA-NRCS Comprehensive Nutrient Management Plan?



Clean Water Act nutrient management plan (NPDES)?



Individual nutrient management plan?





## Water Usage & Quality

### Clean Water Act

Is your organization regulated under the federal Clean Water Act provisions applicable to Concentrated Animal Feeding Operations?



Broiler  
(2023)

| 33.3% NO



Turkey  
(2023)

| 100% NO



Egg  
(2023)

| 96% YES

If yes, does your company keep the up-to-date, accurate records involving your flock's manure, litter and process wastewater specifically for:

Manure applied to land you own or control, where the records must document the manure was applied at appropriate rates and used with appropriate conservation practices?

Manure transferred to some independent third party, where the records must document the results of your testing of the manure's nutrient content as well to whom the manure and those testing results were transferred?



Egg  
( '21, '22)

| 100%



Egg  
( '21, '22, '23)

| 100%

From 2021 to 2023, only the Egg Sector reported being regulated under the federal Clean Water Act provisions applicable to Concentrated Animal Feeding Operations. In doing so, all companies keep up-to-date, accurate records involving manure and wastewater.





## Water Usage & Quality

### Wastewater

What percent of your processing and rendering facilities track wastewater discharge levels?



Broiler ('21, '22, '23) | 100%



Turkey ('21, '22, '23) | 100%



Egg (2023) | 100%

### Stewardship Plan

Does your company have a comprehensive water stewardship plan to evaluate and improve water usage efficiency and water quality?



Broiler (2023) | 100% YES



Turkey (2023) | 50% YES



Egg (2023) | 85.2% YES

### Projects

Is your company currently conducting/investing in projects dedicated to improving water quality or quantity (e.g., technology and innovation)?



Broiler (2023) | 100% YES



Turkey (2023) | 100% YES



Egg (2023) | 88% YES





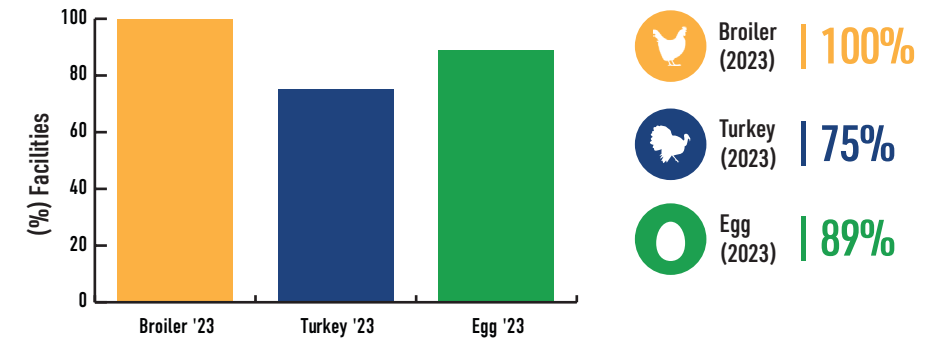
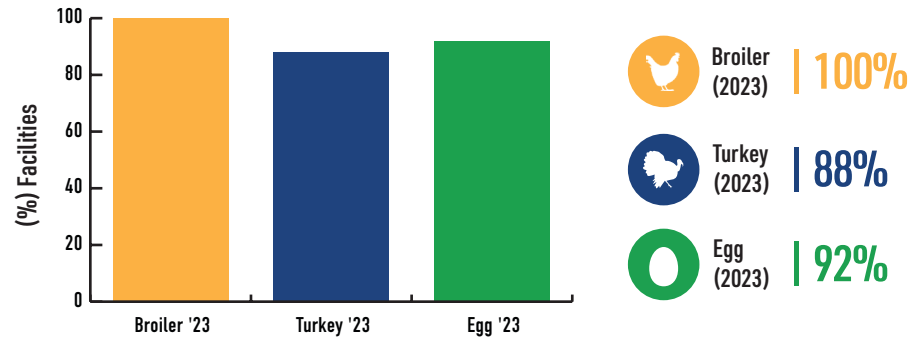
## Water Usage & Quality

### Water Efficiency

What percent of your facilities:

Measure their water use efficiency (gallon of water per pound of poultry product or dozen eggs)?

Publicly report their water use?



### Water Withdrawal

What percent of your water withdrawal is within a water-stressed area determined by either the World Resources Institute (WRI) Aqueduct Tool Platform or World Wildlife Fund (WWF) Water Risk Filter?





## Water Usage & Quality

### Water Usage & Quality - Egg Sector ONLY

#### Rainwater

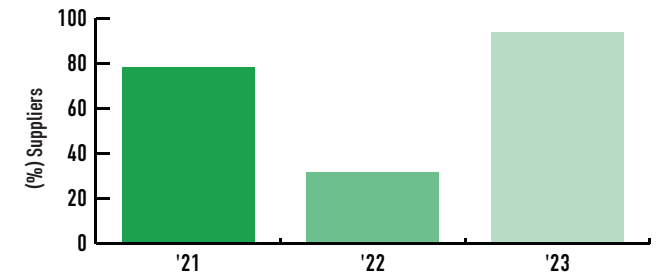
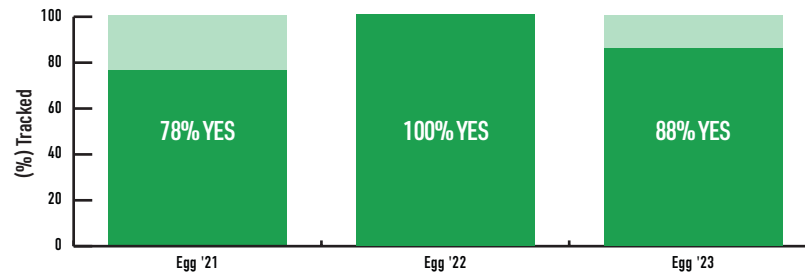
Does your company ensure that your hens, their feed and manure do not come into contact with rain?

100%

2021, 2022, 2023

#### Egg Washing

Does your company have an egg washing operation? If yes, what percent of the water is conserved for recycling and reuse?



#### Wash Water

Is the used wash water properly stored, contained and used in accordance with applicable state or federal water quality requirements?

100%

2021, 2022, 2023



## General

### Continual Improvement

Does your company engage in any of the following activities to advance continual improvement in environmental performance?

Consult with external environmental experts?



Broiler  
(2023)

| 100% YES



Turkey  
(2023)

| 100% YES



Egg  
(2023)

| 96.3% YES

Invest in project dedicated to advancing environment performance?



Broiler  
(2023)

| 100% YES



Turkey  
(2023)

| 50% YES



Egg  
(2023)

| 96.3% YES

Have a comprehensive Environmental Management System (EMS) modeled after ISO14001?



Broiler  
(2023)

| 100% YES



Turkey  
(2023)

| 50% YES



Egg  
(2023)

| 3.7% YES





# Pillar 3 - Poultry

Animal Health | Animal Well-Being | Biosecurity | Productivity & Efficiency

For **Poultry**, the emphasis is on animal health and welfare, productivity, and biosecurity. These aspects aren't simply checkboxes—they form the lifeblood of the industry. The care and attention given to birds directly impacts the quality of the food produced and the trust placed in it by consumers.

**100% of companies track, review, and analyze actionable data regarding antimicrobial use.**



**All engage in utilizing professionals from the following disciplines to provide insights on projects that advance the productivity and efficiency of your birds:**

Veterinary Nutrition Animal Welfare Environmental, Quality Assurance and Food Safety - All live operations are managed under a Veterinary Client Patient Relationship with a licensed veterinarian.

All companies track pre-harvest mortality for each flock and are investing in projects intended to advance animal health in the supply chain. Additionally, all companies complete third-party audits and 100% have received a passing score. Each company has a written biosecurity plan that is reviewed annually.

100% percent of all live operations for each sector are managed under a Veterinary Client Patient Relationship (VCPR) with a licensed veterinarian



**Broiler (2023) | 1%** of birds received antimicrobial drugs listed as medically important by FDA



**Turkey (2023) | 20%** of birds received antimicrobial drugs listed as medically important by FDA



**Egg (2023) | 13%** of birds received antimicrobial drugs listed as medically important by FDA

**100% of all live operations**

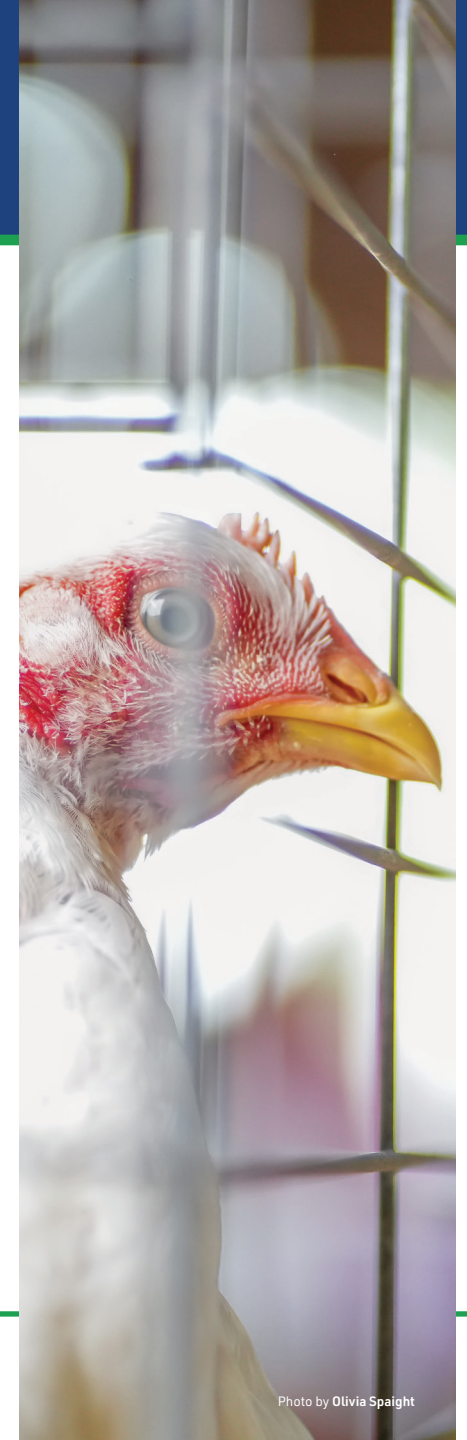
- have Internal Standard Operating Procedures for animal health including vaccination, nutrition, animal handling, environment, and disease treatment.
- have a comprehensive animal health program

**100% of all live operations**

completed and passed a third-party National Poultry Improvement Plan (NPIP) biosecurity audits as required by USDA. All companies are currently conducting/investing in projects (e.g., technology and innovation) that will advance biosecurity within their supply chains.

**100% of all live operations**

track performance and/or efficiency overtime and all operations follow a written plan to optimize animal productivity through nutrition, reproduction, genetics, technologies and practices appropriate to operational goals.

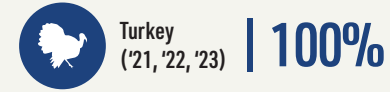
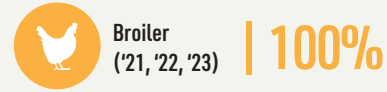




## Animal Health

### VCPR

What percent of your live operations are managed under a Veterinary Client Patient Relationship (VCPR) with a licensed veterinarian?



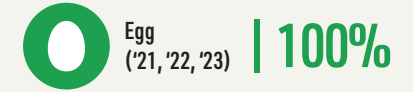
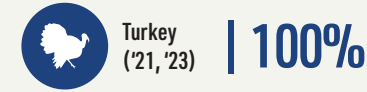
### SOPs

What percent of your live operations have internal Standard Operating Procedures (SOPs) for animal health (e.g., vaccination, nutrition, animal handling, environment, disease treatment)?



### Program

What percent of your live operations have a comprehensive animal health program?

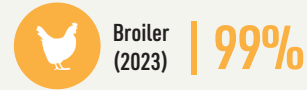




## Animal Health

### NPIP

What percent of your live operations adhere to National Poultry Improvement Plan (NPIP) programs?



### Mortality

Does your company track pre-harvest bird mortality for each flock?



### Antimicrobial Use

Does your company track, review and analyze actionable data regarding antimicrobial use to reduce medically important antimicrobial use, etc.? (e.g., outcomes, innovation and other animal health practices)






## Animal Health

### Antimicrobial Drugs

What percent of birds received antimicrobial drugs that are listed by Food and Drug Administration as medically important?

 Broiler (2023) | 1%

 Turkey (2023) | 20%

 Egg (2023) | 13%



### Projects

Is your company currently conducting/investing in projects (e.g., technology and innovation) intended to advance animal health within your supply chain?

 Broiler ('21, '22, '23) | 100% YES

 Turkey ('21, '22, '23) | 100% YES

 Egg ('21, '22, '23) | 100% YES



## Animal Well-Being

### Welfare Program

Does your company have a comprehensive animal welfare program?



Broiler (2023)

| 100% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 100% YES

### 3rd Party Audits

Is your comprehensive animal welfare program audited by an independent organization or certified welfare auditor to a publicly available standard?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg Sector

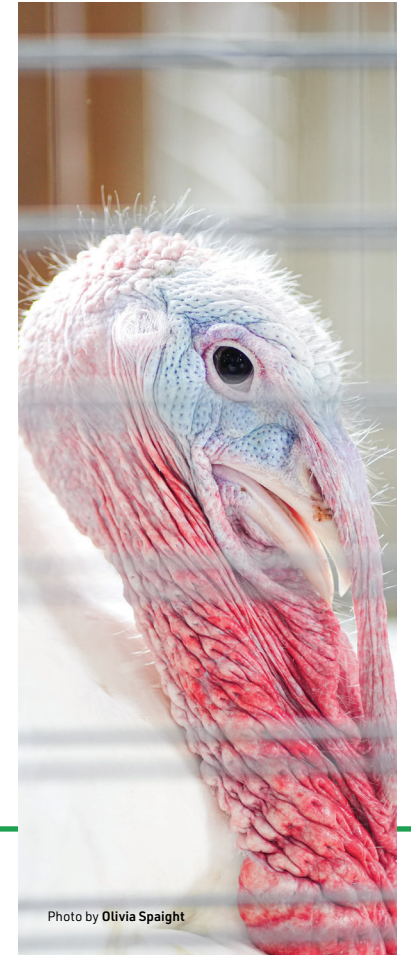
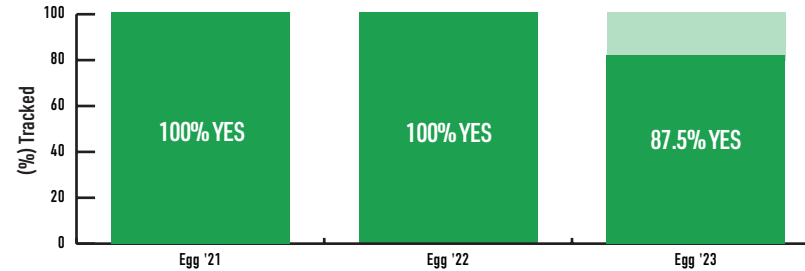


Photo by Olivia Spaight



## Animal Well-Being

### 3rd Party Audits

Is your comprehensive animal welfare program audited by an independent organization or certified welfare auditor to a publicly available standard?

If yes, do you complete third-party animal welfare audits (US-RSPE recognized or another)?

If yes, of the completed third-party animal welfare audits, what percent of your audits received a passing score?

If yes, are you publicly reporting the percent of third-party audits passed?



100% of companies from all three sectors have comprehensive animal welfare programs audited by an independent organization or certified welfare auditor to a publicly available standard. In doing so, each company completes third-party animal welfare audits with 100% of those audits receiving a passing score. The majority of companies are publicly reporting their percentage of third-party audits passed, with an average of 76.2% doing so in 2023 across the three sectors combined.





## Animal Well-Being

### Improvement

Does your company engage in any of the following activities to advance continuous improvement in animal welfare?



Broiler ('21, '23) | 100% YES

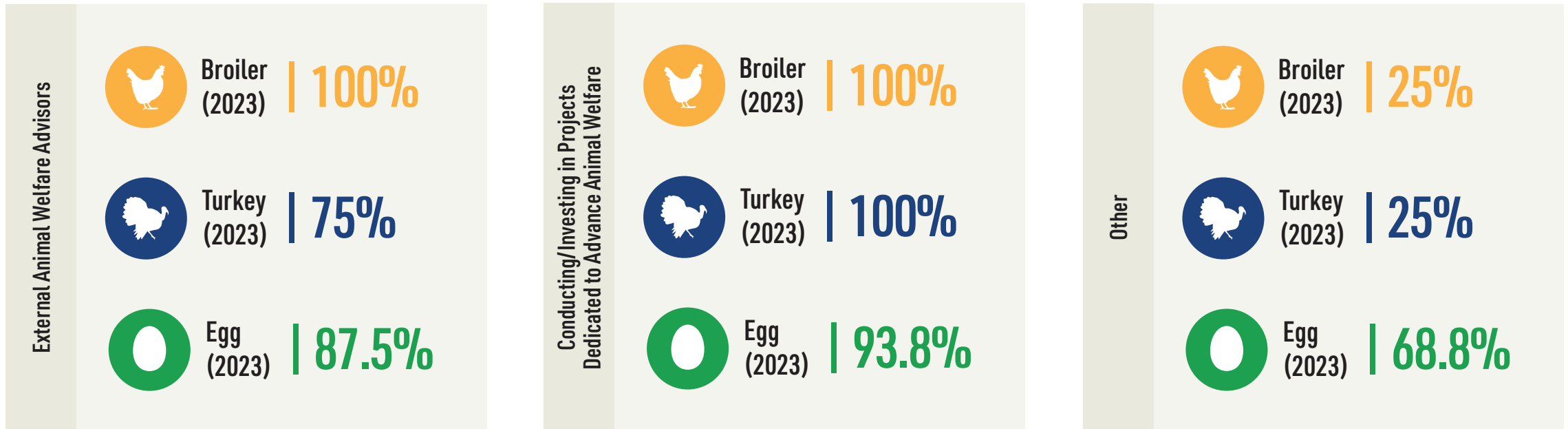


Turkey ('21, '23) | 100% YES



Egg ('21, '23) | 100% YES

If yes, please specify how your company is engaged:





# Biosecurity

## Plan

Does your company have a written biosecurity plan?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES

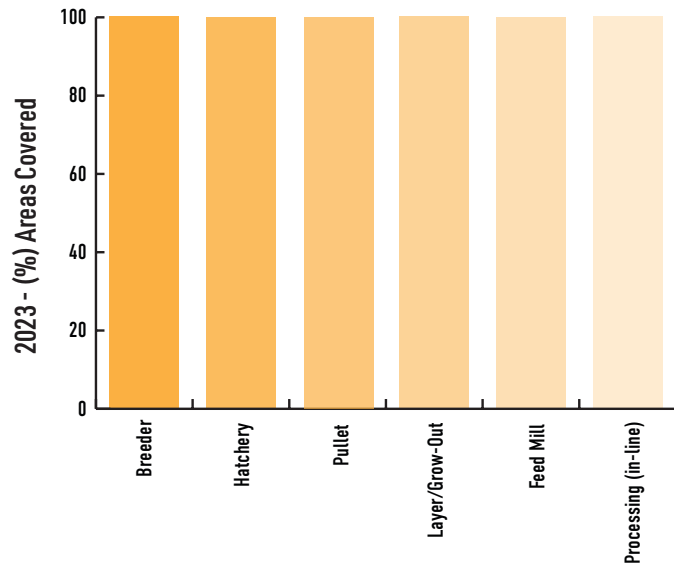


Egg ('21, '22, '23)

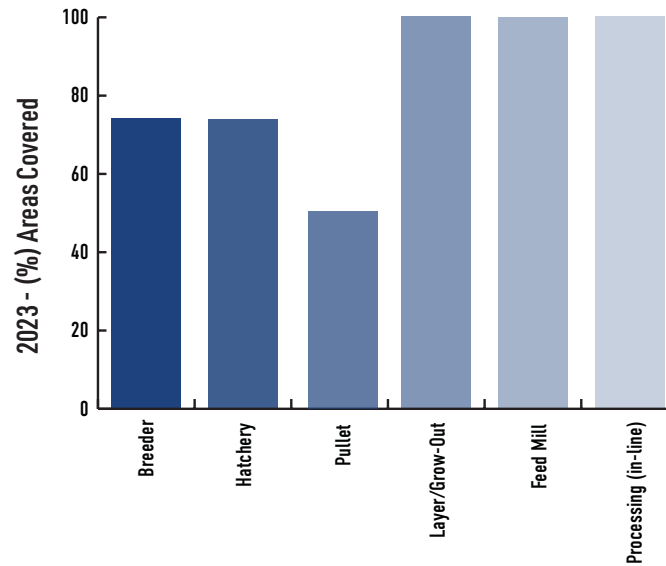
| 100% YES

If yes, which of the following areas of the operation are covered in the program?

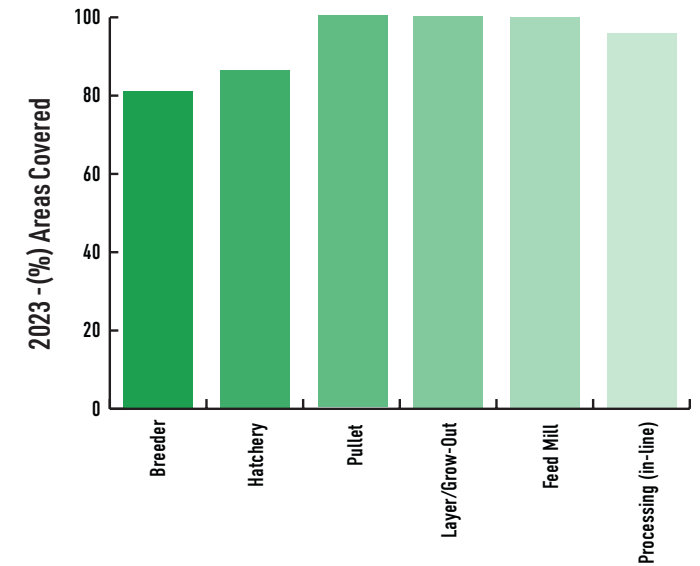
Broiler 2023



Turkey 2023



Egg 2023







## Biosecurity

### Annual Updates

Is your company's biosecurity plan reviewed annually for updates and is worker training conducted?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### NPIP Audit

Have your live operations completed and passed a third-party National Poultry Improvement Plan (NPIP) biosecurity audits as required by USDA for your business (e.g., NPIP Compartmentalization, Biosecurity Principles)?



Broiler ('21, '22, '23)

| 100% YES



Turkey ('21, '22, '23)

| 100% YES



Egg ('21, '22, '23)

| 100% YES

### Projects

Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance biosecurity within your supply chain?



Broiler (2023)

| 66.7% YES



Turkey (2023)

| 100% YES



Egg (2023)

| 100% YES



## Productivity & Efficiency

### Tracking

What percent of your live operations track performance and/or efficiency over time?



Broiler ('21, '23) | 100% YES



Turkey ('21, '23) | 100% YES



Egg ('21, '22, '23) | 100% YES

### Productivity Plan

What percent of your live operations follow a written plan to optimize animal productivity through nutrition, reproduction, genetics, technologies and practices appropriate to operational goals?



Broiler (2023) | 100% YES



Turkey (2023) | 100% YES



Egg (2023) | 100% YES





## Productivity & Efficiency

### Professionals

Does your company engage professionals (internal or external) from the following disciplines to provide insights on projects that advance the productivity and efficiency of your birds?

Veterinary

Nutrition

Animal Welfare

 Broiler ('21, '22, '23) | **100% YES**

 Broiler ('21, '22, '23) | **100% YES**

 Broiler ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**





## Productivity & Efficiency

### Professionals - Continued

Does your company engage professionals (internal or external) from the following disciplines to provide insights on projects that advance the productivity and efficiency of your birds?

Environmental

Quality Assurance

Food Safety

 Broiler ('21, '22, '23) | **100% YES**

 Broiler ('21, '22, '23) | **100% YES**

 Broiler ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Turkey ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**

 Egg ('21, '22, '23) | **100% YES**

### Projects

Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance productivity and efficiency within your supply chain?

 Broiler (2023) | **75% YES**

 Turkey (2023) | **100% YES**

 Egg (2023) | **100% YES**

# Shaping the Future of Poultry and Egg Sustainability

## Join Us in the Journey

Reflecting on the milestones captured in the US-RSPE Sustainability Framework Report, one thing is clear: **our commitment to continuous improvement drives everything we do.** Together, we've built a Framework that not only measures progress but empowers the poultry and egg value chain to embrace innovation, collaboration, and sustainable practices.

Our Continuous Improvement Committee leads the charge by identifying new opportunities to address challenges and supporting members in adopting sustainable technologies. This ensures that the Framework remains a living tool, constantly evolving to meet the needs of our industry.

**Partnerships are key to our success.** Collaborating with outside organizations that share goals on issues like feed production and conversion aligns our efforts across the broader food and agriculture value chain. Within our sector, we're simplifying sustainability reporting by developing shared survey standards, which help our members align with major brands while advancing collective goals.

The data collected within our Framework also continues to inform policy-focused organizations, as well as policy makers, creating a platform for more impactful and achievable policies in areas like food safety, animal health, and environmental practices.

While our Framework already supplies many metrics that are not collected through any other means, we will continue to improve it through efforts such as our Verification Pilot Program. This effort is helping us refine our Framework and provide even better resources such as tools, information and educational

efforts to help our members meet their sustainability reporting needs.

Our collective effort also primes the pump of innovation. Sharing our improved aggregate results with members of the scientific community guides the direction of future research that helps us stay ahead of trends through advances in technology, production methods, and shifting societal expectations.

Ongoing conversations with stakeholders is helping us gain valuable insights that underscore the power of common and collaborative reporting standards. These discussions indicate that networking and teamwork are among our greatest strengths. They've also revealed numerous opportunities to grow and extend our reach, both within the market and beyond.

These insights highlight opportunities to grow our impact, amplify smaller producers' voices, and ensure all contributors are represented. Amplifying underrepresented voices is essential to achieving meaningful, inclusive progress.

While the US-RSPE Sustainability Framework is a collaborative effort, it's also a call to action for every stakeholder to step up, engage, and contribute to a shared vision of a sustainable future for U.S. poultry and eggs.

To those who have been part of this journey: thank you. To those ready to join us: now is the time. Together, we will continue to lead the way, shaping a resilient, innovative, and sustainable future for our industry and the world.

**Let's keep the conversation going. Let's keep moving forward.**

# Acknowledgements

We are grateful to the following individuals and organizations who worked tirelessly on the projects mentioned within.

US-RSPE Board of Directors  
US-RSPE Framework Committee  
US-RSPE Communications Committee  
US-RSPE Continuous Improvement Committee  
US-RSPE Members  
American Egg Board  
U.S. Poultry & Egg Association

Thank you for supporting the first-ever multi-stakeholder sustainability reporting framework for the entire U.S. supply chains for chicken, turkey, and eggs from producer to the final customer.

## Contact

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