

Sustainability Framework Report 2026



U.S. ROUNDTABLE FOR SUSTAINABLE POULTRY & EGGS
WWW.US-RSPE.ORG

Table of Contents

- 3. A Note from Leadership
- 4. About Our Members
- 5. Economic Outlook
- 6. Framework Introduction
- 7. Framework Overview
- 8. Supply Chain Boundaries
- 10. **Pillar 1: *People***
 - Employee & Supply Chain Well-Being
 - Community Support
 - Antibiotic Stewardship
 - Food Defense
 - Food Safety & Quality
- 28. **Pillar 2: *Planet***
 - Air Quality
 - Energy
 - Land Usage
 - Waste
 - Water Usage & Quality
- 46. **Pillar 3: *Poultry***
 - Animal Health
 - Animal Well-Being
 - Biosecurity
 - Productivity and Efficiency
- 58. **Conclusion**
- 59. **Acknowledgements**



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A Note from Our Leadership



Stronger Together US-RSPE's Second Annual Sustainability Framework Report



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

This marks the second year of the U.S. Roundtable for Sustainable Poultry & Eggs' Sustainability Framework Report (US-RSPE). This report is proof of a continued and deepened **commitment to transparency, collaboration, and progress** across the entire poultry and egg value chain.

A United Value Chain

Representing integrators and processors, growers and producers, retailers and food service, allied industries, academia, and civil society, our members each have unique challenges and priorities. **But when we come together, we move as one.**

This unified approach is what drives the Framework. And the result is a shared tool for measuring progress, identifying opportunities and areas for possible improvement. Every participant plays a role. Every data point reflects our collective effort to build a more resilient, sustainable poultry and egg sector.

Honest Data, Honest Progress

It's important to acknowledge that as more members contribute data, the results may

look different—not because performance has declined, but because the lens has widened. Growth shifts the baseline. It challenges comparability. But it also reflects momentum—more companies stepping forward, more transparency, and ultimately, a clearer picture of where we stand in just the second report.

We're grateful for the hard work, candid dialogue, and commitment from every organization that's contributed to this effort. This is how trust is built, by showing our work, sharing our results, and learning together in a noncompetitive environment.

While this transparency is vital, we also recognize the legal and reputational risks that come with it. Language matters. In areas like antibiotic use and labor, the stakes are high—and so is the scrutiny. That's why, in some cases, we've relied on trusted external experts to help frame complex topics in ways that are both scientifically credible and publicly responsible. This reflects our commitment to tell the story in a way that offers the clearest data, protects progress and invites understanding.

Sustainability is a continuous climb.

The Framework allows us to track that progress year over year, refining our practices, advancing our goals, and responding to new challenges with clarity and purpose.

Looking Ahead

Our members are creating jobs, supporting local initiatives, and contributing in ways that don't always fit cleanly into survey boxes. So we've chosen to highlight aggregate contributions to reflect the full spirit of what's being done. Despite data inconsistencies or underreporting in some areas—particularly community engagement—the impact is still happening.

As we look ahead, the strength of this Framework Report will allow us to expand partnerships and bring new members to the table. This will mean improved verification tools and an even stronger story to share, not just with numbers, but with the tangible progress we've made on people, animals, and the planet.

To everyone who's joined us on this path: thank you. Your voice, your effort, and your commitment matter. **Let's keep pushing forward—smarter, stronger, and united.**

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



Integrators and 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.



Retailers, Food, and 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.



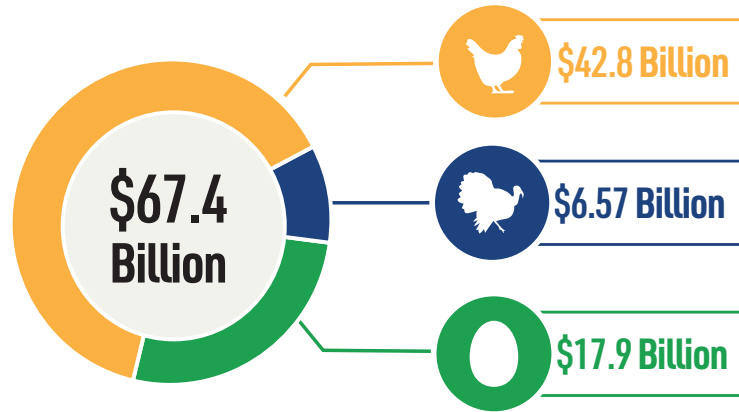
Civil Society and NGOs

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

United States Eggs and Poultry 2024 Economic Data

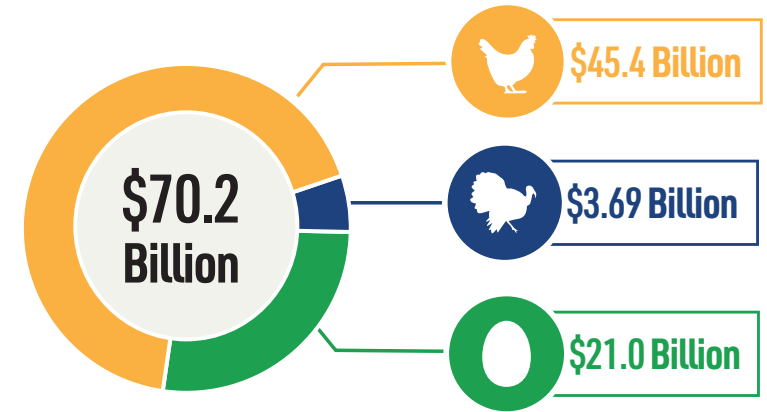
4% INCREASE
in poultry production value
from 2023 to 2024

2023 Poultry Production Value



vs.

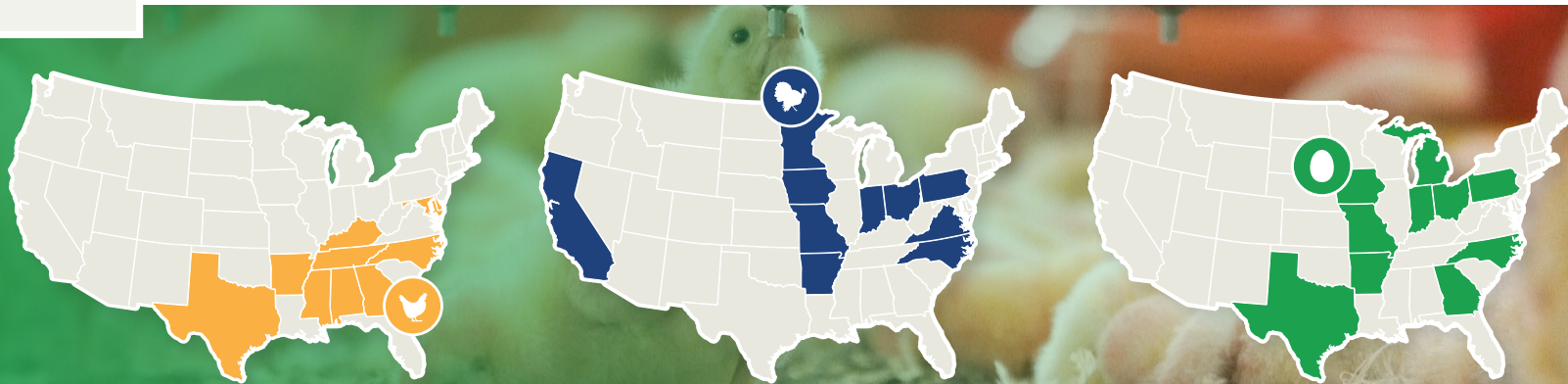
2024 Poultry Production Value



TOP 10

Producing states by
industry sector in 2024

Source: USDA/NASS Poultry- Production and
Value 2024 Summary



US-RSPE Board of Directors

Grower Constituency

Dan Fields
Herbuck's Poultry

Allen Whitley
Cal Maine Foods

Jenny Rhodes
Deerfield Farms and Hillsdale Farm

Integrator Processor Constituency

Andy Rojeski
Pilgrim's Food Corporation

Lankford Ruffin
Butterball

Cameron Sanders
Peco Foods

Allied Constituency

Faazi Adam
Evonik

Ethan Carter
Darling Ingredients

Hayley Oswald-Robertson
Elanco

Civil Society Constituency

Nicole Jenkins
Environmental Defense Fund

Lara Moody
iFEEDER

Retail/ Foodservice

Heather Beaubien
Chick-Fil-A - *Chair*

Jenn Garner
Papa Johns

Sustainability Framework Introduction

Sustaining Momentum: What's Next for the Sustainability Framework

In our second year of reporting, the Sustainability Framework is gaining new traction by proving its value. Now, the focus is on refining, expanding, and sustaining that momentum. The Framework is increasingly serving as a convenor—aligning growers, companies, NGOs, and technical experts around shared education, data, and implementation efforts. For members, this means clearer expectations, reduced reporting burden, and practical tools that support progress across the value chain—reinforced through targeted updates in the Framework Report.

We're continuing to grow partnerships across the value chain, ensuring more stakeholders see the Framework not just as a measurement tool, but as a **roadmap for improvement** while also delivering return on investment. From growers to retailers, more voices are shaping this conversation of progress.

A Larger Lens, A Fuller Story

More participation means more accurate data—but also a more complex narrative. As our denominator expands, year-over-year comparisons may appear less favorable at first glance. This isn't a step backward. **It's a larger picture of where we are.** And that kind of inclusion is necessary for meaningful progress.

Collaboration Drives Year Two Report

What sets the US-RSPE Sustainability Framework apart is the way it was built—from the ground up, with input from every corner of the poultry and egg value chain. Farmers, processors, retailers, NGOs, and allied industries all helped shape it—and that collaboration continues to power its evolution in year two.

The Framework is designed for real-world use. It meets stakeholders where they are, offering accessible metrics for those just starting out, and deeper benchmarks for those further along. That flexibility is intentional. It ensures everyone can participate, contribute, and improve.

However, participation isn't without its challenges. That's why we're committed to balancing transparency with quantifiable narrative so that our collective progress remains well understood. The report reflects current reporting efforts while

Framework-related outreach efforts are also being sharpened to better support participation across specific market segments. We are planning workshops and webinars, as well as direct engagement at industry events, to make it easier for members to apply the Framework in practical, meaningful ways.

Real-World Insight

Our **science-based verification program** is moving forward, bringing additional rigor and added trust to the data that drives our work. As a result, we are providing a status report of sustainability impact that helps the industry **instill a higher level of trust and confidence** across the poultry and egg value chain.

The voices of our diverse stakeholder community, from producers to end users and all points in between, remains central to our success. The conversations and insights from the field are helping fine-tune the Framework so it continues to reflect real-world conditions and priorities.

The path ahead is clearer because of the foundation we've already built. Now, after this second Framework Report, it comes down again to doing the work—together—with greater precision, deeper collaboration, and a shared commitment to **Poultry, People, and the Planet.**

continuing to push for stronger participation. It's grounded in the best possible data, transparency, and truth.

As we move forward, the Framework will continue to be refined through data expansion and member input. Think of this as a shared roadmap, shaped by those who use it.

Progress takes all of us—and while some data may be shifting as the framework evolves, the impact is real. We're telling the strongest story we can with the data we have, while working behind the scenes to make future reporting easier and more complete.

If you're not at the table yet, **consider this your invitation.** Visit US-RSPE.org to learn how you can unite for greater impact.

Sustainability Framework Overview



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

Our Three Pillars

At US-RSPE, everything we do is grounded in three interconnected pillars: **Poultry, People, and Planet**. Healthy birds grow from healthy environments, supported by the people who work every day to put food on the table and the strong communities that keep the industry moving forward. It's all connected. Enduring progress means focusing on all three pillars.

With more than 100 metrics, the Framework gives organizations a way to assess where they stand and where they can improve. It's not about being perfect, but rather making meaningful, measurable progress.

As more members engage and share data, our collective understanding sharpens, benefiting the industry as a whole, while also helping individual companies make smarter, more informed decisions.

In areas where data remains difficult to collect or is deemed legally sensitive, we've opted for a cautious, science-forward approach. Protecting the integrity of this work also means protecting those who share it.

The strength of this effort depends on broad participation. The more we contribute, the further we move together. We applaud each company and organization that helped us achieve this enhanced level of reporting included in this year's Framework.

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, company disclosures, and cited sources, including the USDA, USPOULTRY, BLS, NTF, and Dr. Randall Singer.

Sustainability Framework Pillars



People

1. Employee & Supply Chain Well-Being
2. Community Support
3. Antibiotic Stewardship
4. Food Safety & Quality
5. Food Security



Planet

6. Air Quality
7. Energy & GHC
8. Land Usage
9. Waste
10. Water Usage & Quality
11. General



Poultry

12. Animal Health
13. Animal Well-Being
14. Biosecurity
15. Productivity & Efficiency

15 Priority Areas

101 Voluntary Metrics



Broiler & Turkey Supply Chain Boundaries 2024

Breeder Flocks



Hatchery



Growout



Processing



Further Processing



Retail & Food Service



Feed Mills



Rendering

Data Note

When responding as a poultry integrator, the boundaries of the measurements and responses are assumed to encompass all activities and outcomes across the entire enterprise, including the operations listed above. **A minimum number of total respondents is required for data to be reported. Where "N/A" appears, the required response threshold was not met.**



Egg Supply Chain Boundaries 2024

Breeder Flocks



Hatchery



Pullet Farm



Laying Hen Farm



Processing



Retail & Food Service



Feed Mills



Further Processing



Liquid Egg

Data Note

When responding as a poultry integrator, the boundaries of the measurements and responses are assumed to encompass all activities and outcomes across the entire enterprise, including the operations listed above. **A minimum number of total respondents is required for data to be reported. Where "N/A" appears, the required response threshold was not met.**

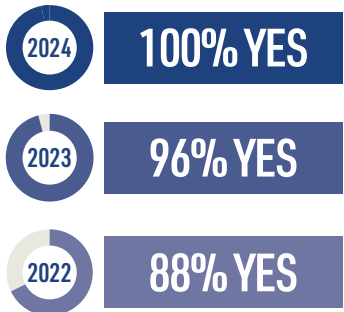


Sustainability Pillar 1 People

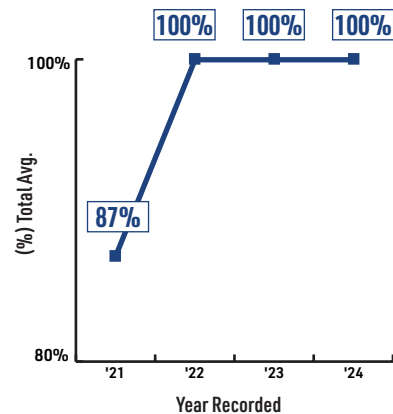


Human Resources and Worker Safety are core priorities for the poultry and egg industry. To strengthen the workforce that drives the industry's success, **USPOULTRY, the National Chicken Council and the National Turkey Federation** created the Joint Poultry Industry Human Resources Council and the Joint Poultry Industry Safety and Health Council. Together, they track metrics and amplify a unified industry voice while still meeting species-specific needs. As a result, HR and Worker Safety professionals are better equipped to improve labor conditions, enhance worker safety and drive business performance.

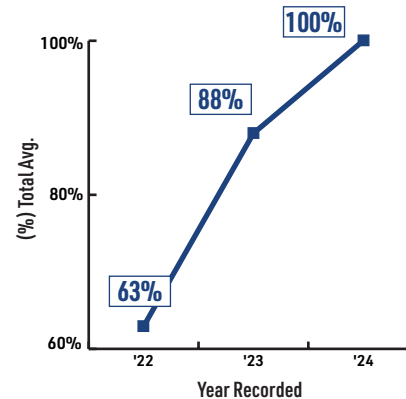
Percent of companies that participate in best practice sharing in their industry around new and improved innovations in food and safety and quality:



Percent of operations who implemented a comprehensive pre-harvest foodborne pathogen management program that includes foodborne pathogen monitoring:



Percent of companies that provide benefits for their full-time employees:



FROM 2021 THROUGH 2024

100% | of all companies' processing plants have a food defense plan.

100% | of all companies' have a crisis management and action plan.

100% | of all companies' maintain a valid Veterinary Client Patient Relationship for animals within their supply chain.

100% | of all companies' are currently conducting and/or investing in projects dedicated to advancing worker safety.



32% INCREASE
in total companies' requiring suppliers or co-manufacturers to be certified by GFSI initiative standards.

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



Employee & Supply Chain Well-Being 2024 Data

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



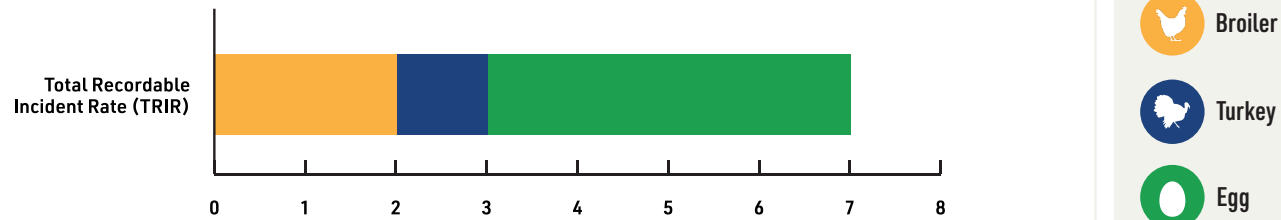
Does your company provide benefits for your full-time employees?



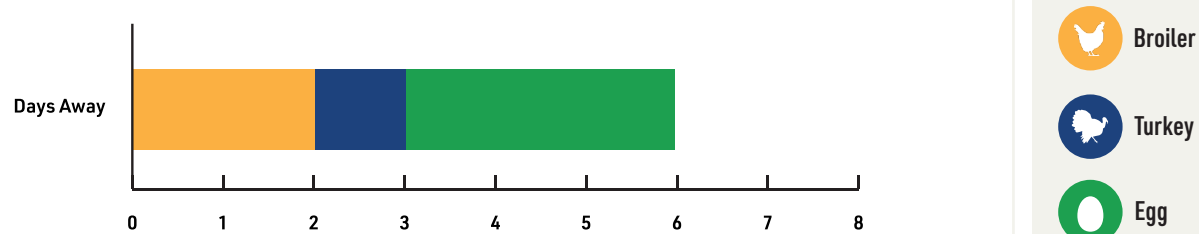


Employee and Supply Chain Well-Being 2024 Data

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



What is your company's Days Away, Restricted or Transferred (DART) rate per Occupational Safety and Health Administration (OSHA)?



Data Note

Workplace safety in the poultry sector continues to outpace national and industry averages. In 2024, the poultry processing industry reported a Total Recordable Incident Rate (TRIR) of 2.4 per 100 full-time workers—the lowest ever recorded by the U.S. Bureau of Labor Statistics (BLS) and a 90% reduction from the 1994 rate of 22.7.

Poultry's 2024 safety rate was also lower than food manufacturing (3.3), similar agricultural industries (3.2) and all manufacturing industries (2.7), underscoring the poultry and egg sector's long-term investments in safety training, process improvements, ergonomic interventions, and automation technologies across poultry and egg operations.

Nationwide, private industry recorded 2.5 million nonfatal workplace injuries and illnesses in 2024—the lowest total since BLS began tracking in 2003—driven in part by a 26% decline in illness cases, including a 46% drop in respiratory illnesses (BLS, 2024).



Employee and Supply Chain Well-Being 2024 Data

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

Avg.

90% YES



Broiler

100% YES



Turkey

100% YES



Egg

83% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Employee and Supply Chain Well-Being 2024 Data

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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 employees, suppliers, and contractors?

Avg.

89% YES



Broiler

100% YES



Turkey

100% YES



Egg

80% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Employee and Supply Chain Well-Being 2024 Data

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

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

Avg. **100% YES**

Avg. **100% YES**

 **Broiler 100% YES**

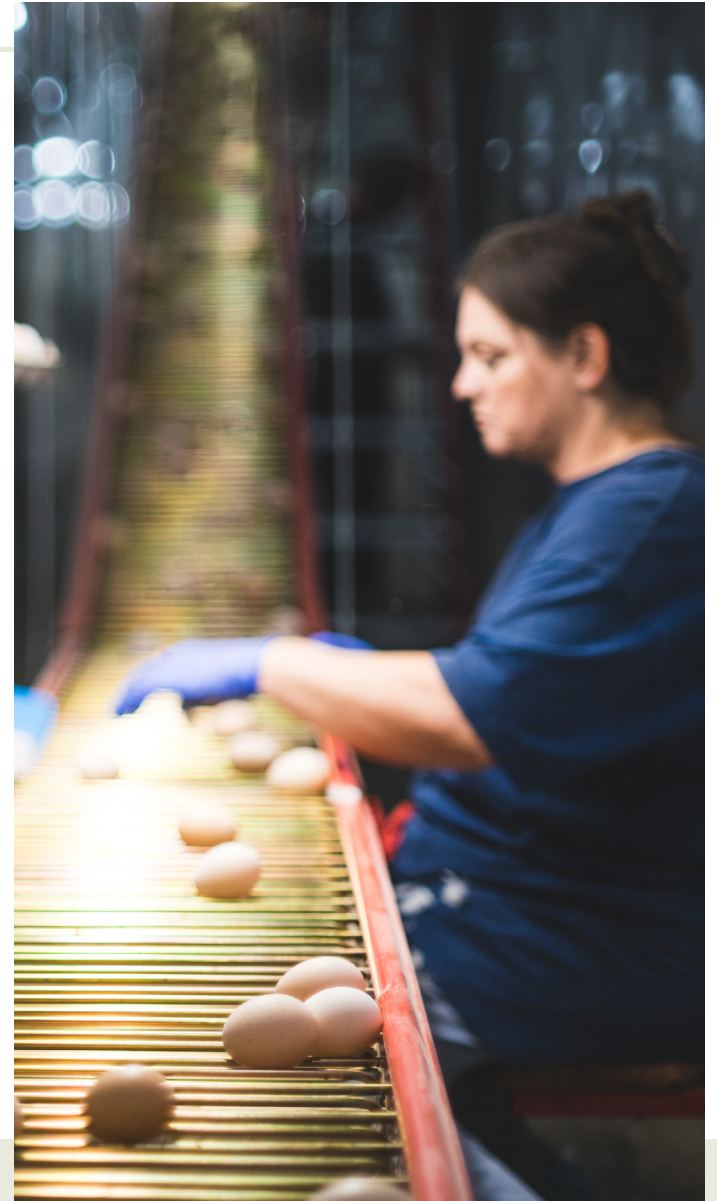
 **Broiler 100% YES**

 **Turkey 100% YES**

 **Turkey 100% YES**

 **Egg 100% YES**

 **Egg 100% YES**





Employee and Supply Chain Well-Being 2024 Data

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)

Avg. **100% YES**



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

Does your company provide the following training to workers on harassment and discrimination: employment discrimination, workplace harassment, disability awareness, and diversity and inclusion?

Avg. **90% YES**



Broiler

100% YES



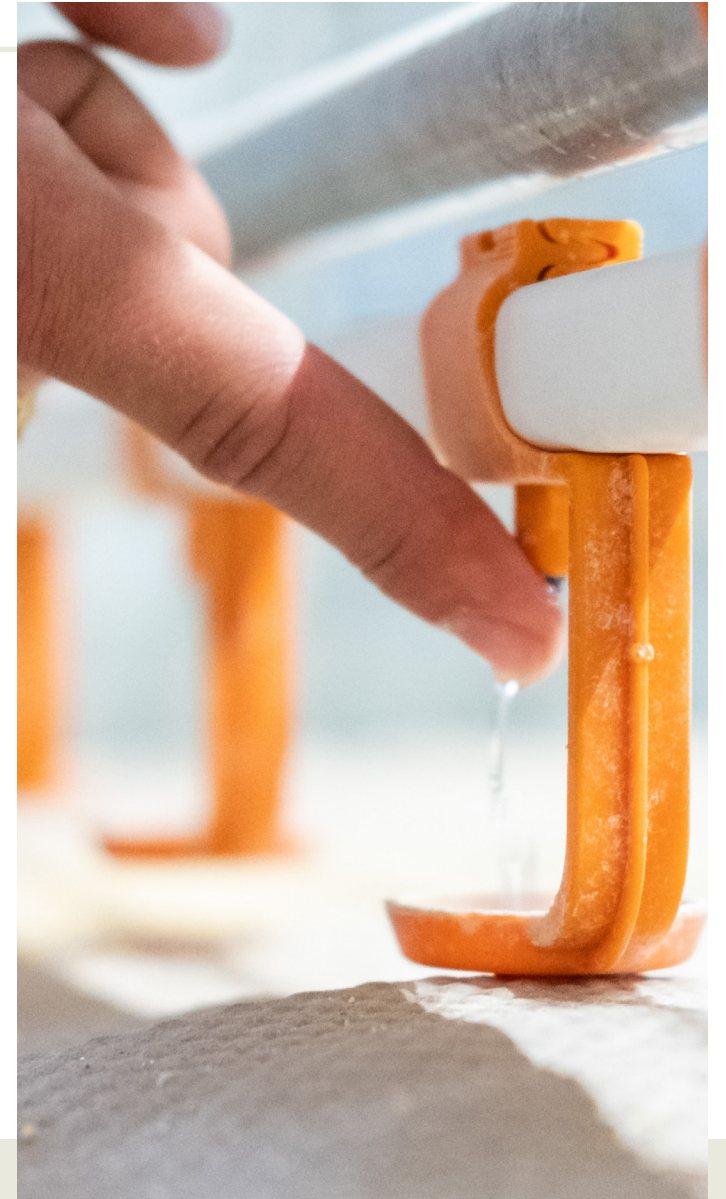
Turkey

100% YES



Egg

83% YES

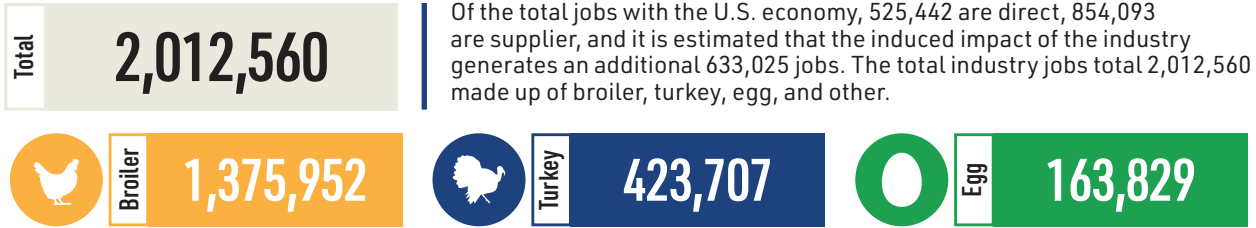




Community Support 2024 Data

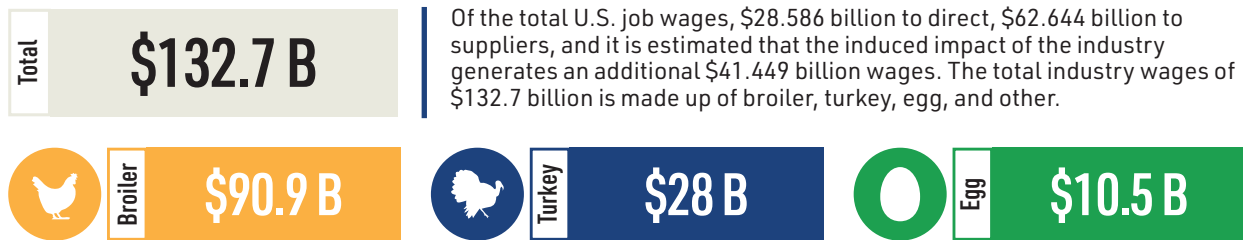
U.S. poultry industry economic impact on jobs and wages.

Job Data Provided by the U.S. Poultry Industry



(Sources: U.S. Poultry, Chicken Feeds America, Turkey Feeds America, and Eggs Feed America)

Wage Data Provided by the U.S. Poultry Industry



(Sources: U.S. Poultry, Chicken Feeds America, Turkey Feeds America, and Eggs Feed America)

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

Total Combined Donations and Sponsorships Reported into the Framework



\$7.235 MILLION



Antibiotic Stewardship 2024 Data

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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?

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Antibiotic Stewardship 2024 Data

Decision matrix developed based on information provided by U.S. Poultry & Egg Association and Dr. Randall Singer.

Antibiotic Decision Matrix

Antibiotics are not routine tools – they’re the last line of defense. Producers and veterinarians are most interested in keeping their flocks healthy and preventing disease, which minimizes the need to use antibiotics.



	1st Line of Defense	2nd Line of Defense	Last Line of Defense
	Prevention	Assess & Manage	Antibiotics
Primary Goal	Prevent disease	Identify & respond to illness	Protect animal health & welfare when no alternatives remain
Key Tools	Biosecurity Vaccination Nutrition & housing	Veterinary evaluation Monitoring & diagnostics Management adjustments	Antibiotics Veterinary oversight Stewardship-focused use
Decision Trigger	Routine operations and healthy flock	Signs of illness	Serious or confirmed bacterial disease



Antibiotic Stewardship 2024 Data

The data below showcases key changes among the sectors over the 2013-2024 period. Provided by U.S. Poultry & Egg Association and Dr. Randall Singer.

Data Note

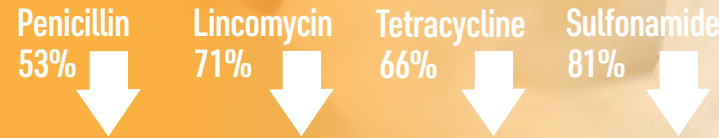
Several serious bird illnesses continue to present problems to the health and welfare of U.S. poultry. The data represented shows both significant decrease and increase in various antibiotics. In 2024, the turkey industry faced significant disease pressure from the emergence of avian metapneumovirus (aMPV). Antibiotic usage increased in the turkey sector as growers used every resource available to protect the wellbeing of the birds. Since then, the USDA has approved aMPV vaccines to help protect against the virus, which traditionally lowers the need for antibiotics throughout a bird's life. "The National Turkey Federation (NTF) applauds USDA's approval for the importation of additional commercial modified live avian metapneumovirus vaccines. This milestone further reflects our industry's commitment to safeguarding the health and vitality of U.S. commercial turkey flocks" (National Turkey Federation, 2025).

Key Changes Among Broiler Chickens

In-feed antibiotic:



Water-soluble antibiotic:



Key Changes Among Turkeys

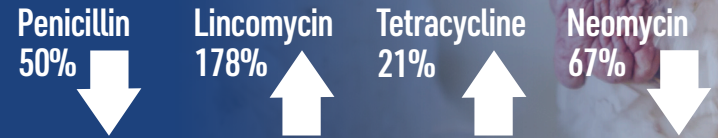
In-feed antibiotic:



Hatchery:



Water-soluble antibiotic:





Food Defense 2024 Data

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

Avg.

90% YES



Broiler

100% YES



Turkey

100% YES



*Egg

83% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

*Food defense plan requirements apply to facilities regulated by the USDA Food Safety and Inspection Service (FSIS). The regulatory system provides different levels of oversight, and shell egg farms and facilities limited to merely washing, packing, and grading eggs are not classified as food processing facilities under FDA food defense requirements. Aggregated responses may reflect differences in regulatory applicability rather than non-compliance.





Food Safety and Quality 2024 Data

Are your processing plants 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)



Have your processing plants 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 2024 Data

**Hazard Analysis and Critical Control Point (HACCP) plans are not required for all egg farms or operations. Responses reflect the regulatory requirements applicable to different egg facility types.*

Have your processing plants performed a hazard analysis and implemented a Hazard Analysis Critical Control Point (HACCP) plan per the USDA Food Safety Inspection Service (FSIS)?

Avg.

90% YES



Broiler

100% YES



Turkey

100% YES



*Egg

80% YES

Do 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)?

Avg.

86% YES



Broiler

100% YES



Turkey

100% YES



*Egg

75% YES

Have your live operations implemented a comprehensive pre-harvest foodborne pathogen management program that includes foodborne pathogen monitoring?

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Food Safety and Quality 2024 Data

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

Avg.

88% YES



Broiler

100% YES



Turkey

100% YES



Egg

80% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Food Safety and Quality 2024 Data

Does your company have a crisis management and action plan?

Avg. **100% YES**



Broiler **100% YES**



Turkey **100% YES**



Egg **100% YES**



Turkey Sector
ONLY



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

100% YES

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

100% YES



Food Safety and Quality 2024 Data



Egg Sector
ONLY

Are your shell egg farm operations compliant with the FDA Egg Safety Rule?

100% YES

Are your facilities 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)

100% YES

Are your suppliers or co-manufacturers 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)

100% YES

Are the farms supplying your further processing compliant with the refrigeration requirements of the FDA Egg Safety Rule?

100% YES



Food Safety and Quality 2024 Data

0



Egg Sector
ONLY

Are your further processing facilities compliant with the egg products inspection act? (Sanitation Standard Operating Practices Dec. 2021, HACCP Dec. 2022)

100% YES

Are your in-line egg packing operations compliant with the FDA Egg Safety Rule?

100% YES



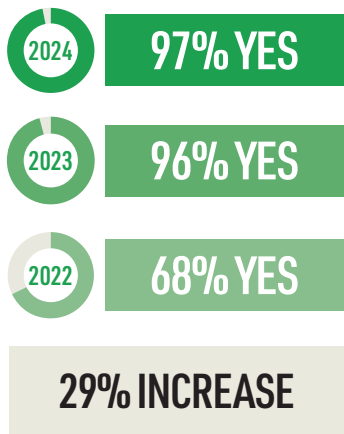


Sustainability Pillar 2 Planet

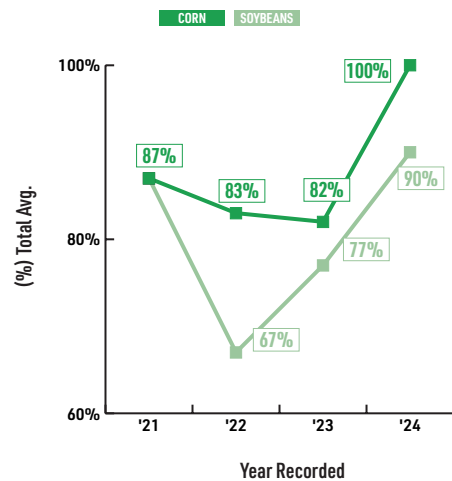


The **Planet Pillar** prioritizes conserving energy and water, improving air quality and reducing greenhouse gas emissions to protect the land and resources that sustain flocks for future generations. Through innovation and continuous improvement, our members are strengthening natural-resource stewardship and building more resilient, profitable operations. Facilities now consistently track waste and assess the land needed for feed supply. Our participants also report strategies that work toward improvements in managing air quality and energy use.

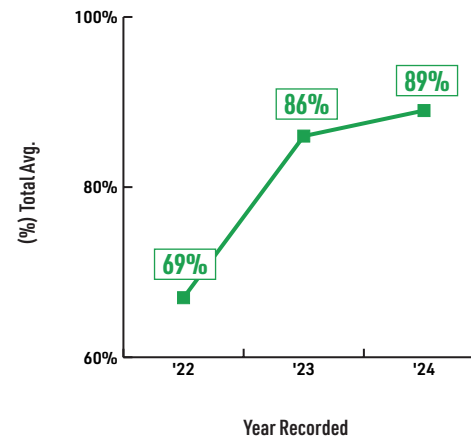
Percent of facilities that track the volume of total waste going to a landfill:



Percent of companies with calculated planted acres needed for organization:



Percent of companies with a strategy in place to manage air and GHG emissions:



FROM 2021 THROUGH 2024

100% | of all companies are in compliance with applicable air quality emissions guidelines.

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

100% | of all companies measure the energy used in their operations. [measured in Mega-Joules]

100% | of owned and/or operated facilities throughout the three sectors measure their water use.



16% INCREASE
in total companies implementing a comprehensive Environmental Management System (EMS) modeled after ISO14001.

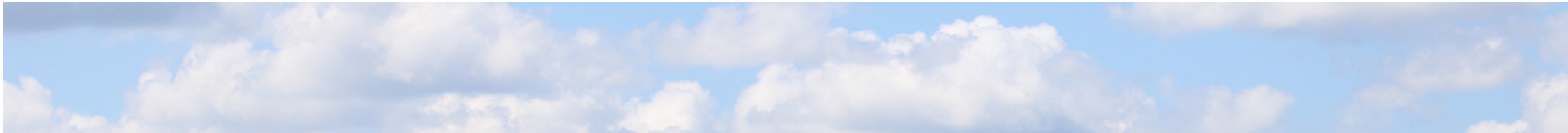


Air Quality 2024 Data

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



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





Energy 2024 Data

Does your company measure the energy used in your operations?

Avg. **100% YES**



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

Does your company have goals to reduce energy use?

Avg. **67% YES**



Broiler

100% YES



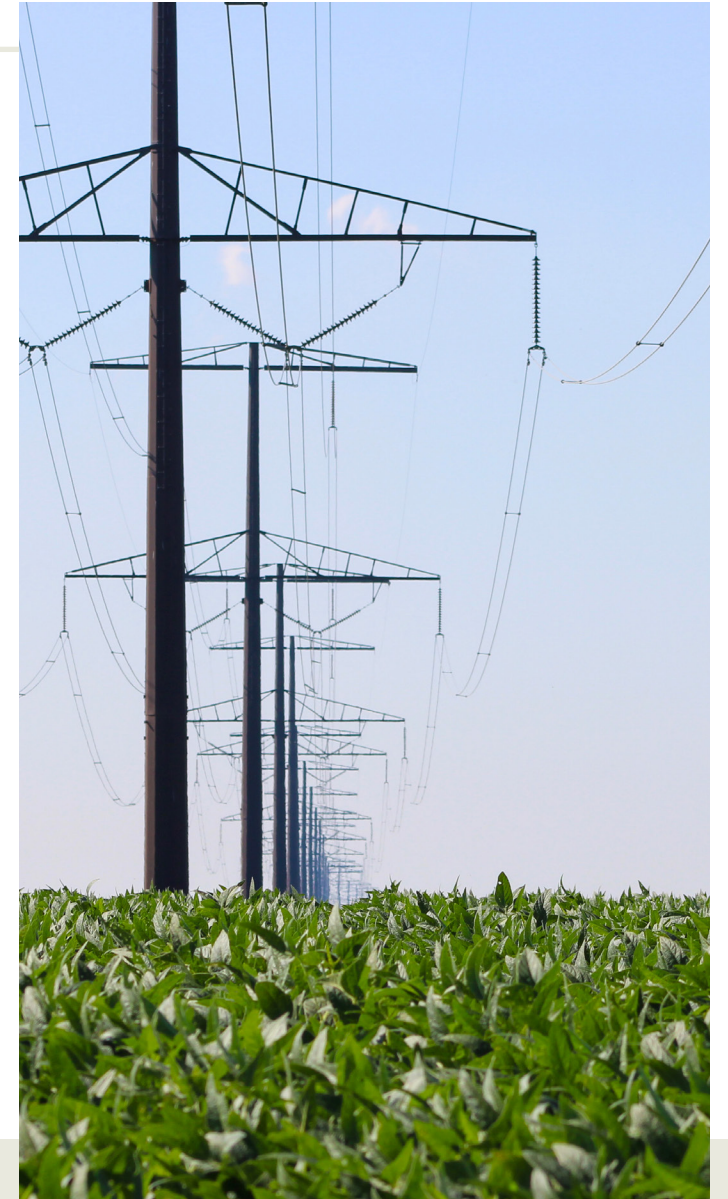
Turkey

100% YES



Egg

40% YES





Energy 2024 Data

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

Avg. **63% YES**



Broiler

100% YES



Turkey

100% YES



Egg

40% YES

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

Avg. **50% YES**



Broiler

67% YES



Turkey

100% YES



Egg

33% YES





Energy 2024 Data

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

Avg. **73% YES**

 **Broiler 100% YES**

 **Turkey 100% YES**

 **Egg 50% YES**

If yes:

Has your company set GHG emission goals?

 **Broiler 67% YES**  **Turkey 0% YES**  **Egg 0% YES**

Is your goal validated by a third party (e.g., SBTI)?

 **Broiler 50% YES**  **Turkey 0% YES**  **Egg 0% YES**

Have you made your goals available publicly?

 **Broiler 100% YES**  **Turkey 0% YES**  **Egg 0% YES**



Energy 2024 Data

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



Greenhouse Gas Reporting

US-RSPE members continue to advance greenhouse gas (GHG) emissions reporting through science-based measurement and continuous improvement across poultry and egg supply chains. Reporting efforts focus on improving data quality, expanding life-cycle assessment (LCA) coverage, and increasing transparency around key emission sources, including feed production, on-farm energy use, and manure management. Members align reporting approaches with internationally recognized methodologies to support consistency and comparability over time. As data maturity improves, these insights are used to identify practical mitigation opportunities that strengthen both environmental performance and operational resilience.



Energy 2024 Data

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES

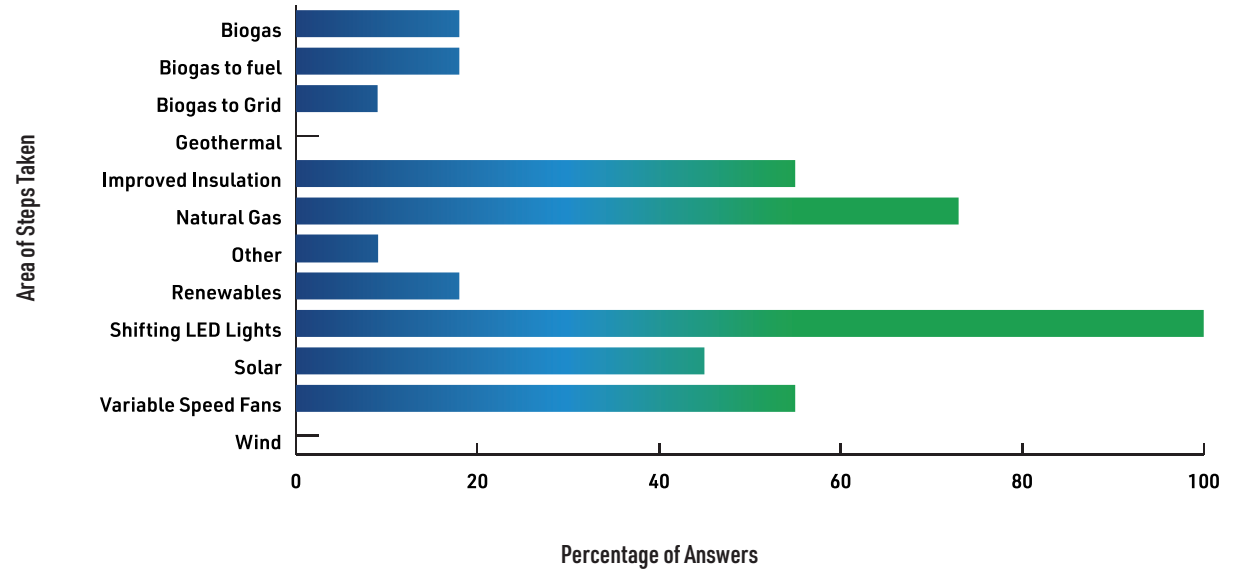


Egg

100% YES

Please indicate which areas you have taken steps:

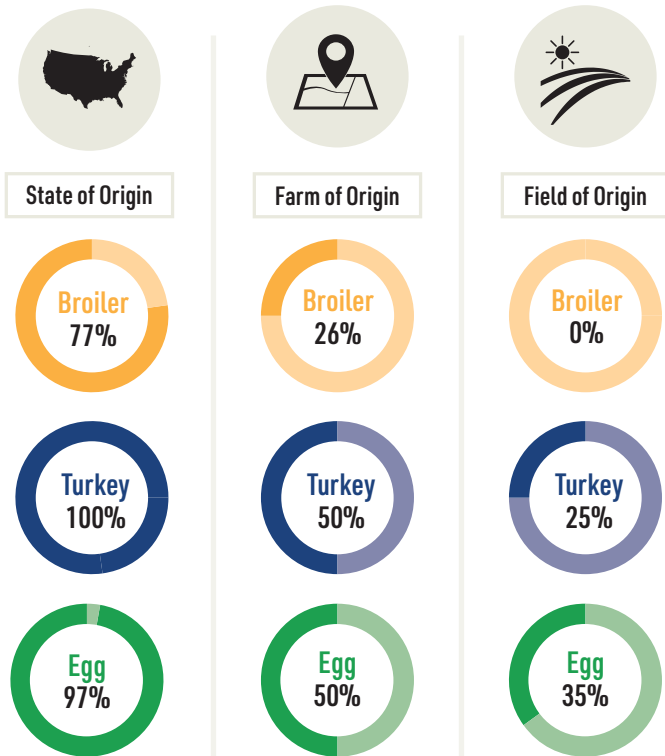
Total count (2024) of areas in which companies have taken steps improve energy efficiency and/or generate and/or use renewable energy (between all sectors)



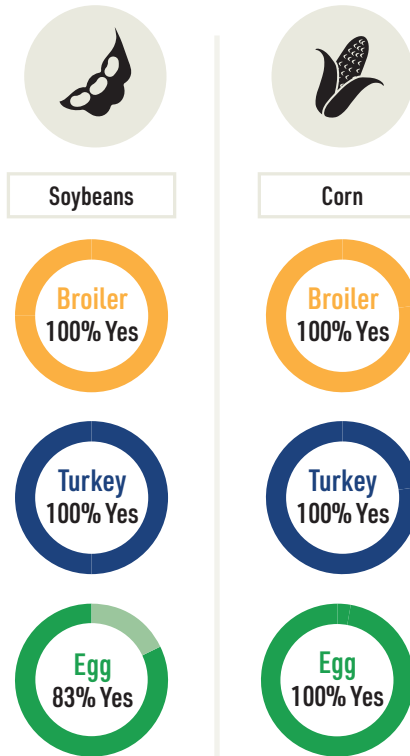


Land Usage 2024 Data

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



Has your company calculated the planted acres needed to provide the total volume of crop (corn and soybeans) for your organization?





Waste 2024 Data

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

Avg. **91% YES**



If yes:

What percent of your facilities?





Waste 2024 Data

Does your company measure total waste?

Avg. **70% YES**



Broiler

100% YES



Turkey

100% YES



Egg

40% YES

Does your company set waste reduction goals?

Avg. **40% YES**



Broiler

33% YES



Turkey

100% YES



Egg

33% YES

Does your company have a recyclable packaging goal?

Avg. **100% NO**



Broiler

100% NO



Turkey

100% NO



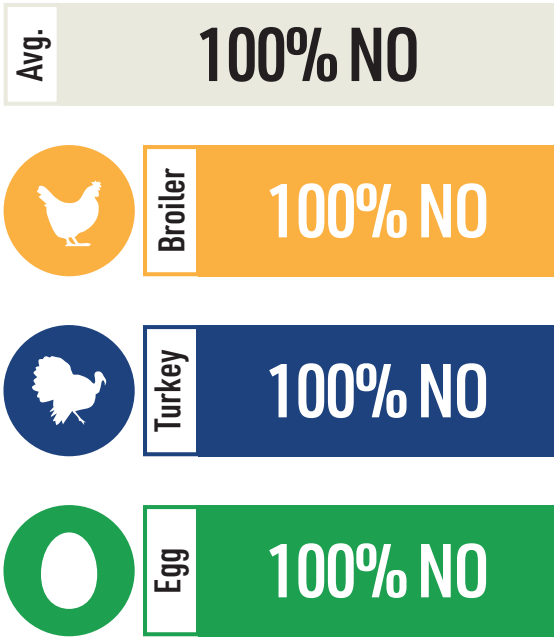
Egg

100% NO

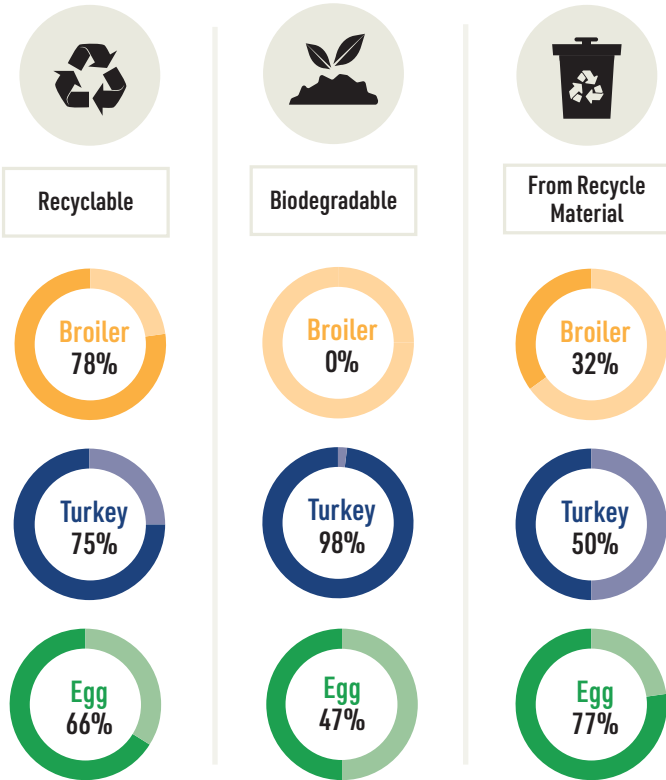


Waste 2024 Data

Does your company have a zero waste-to-landfill goal?



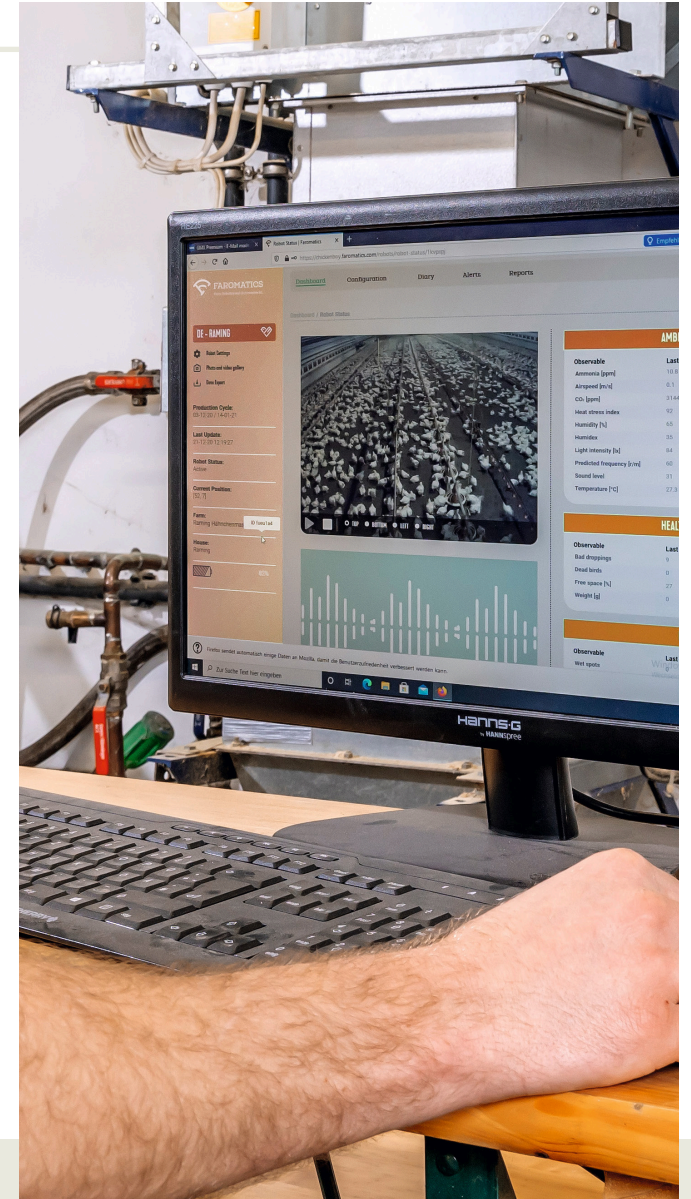
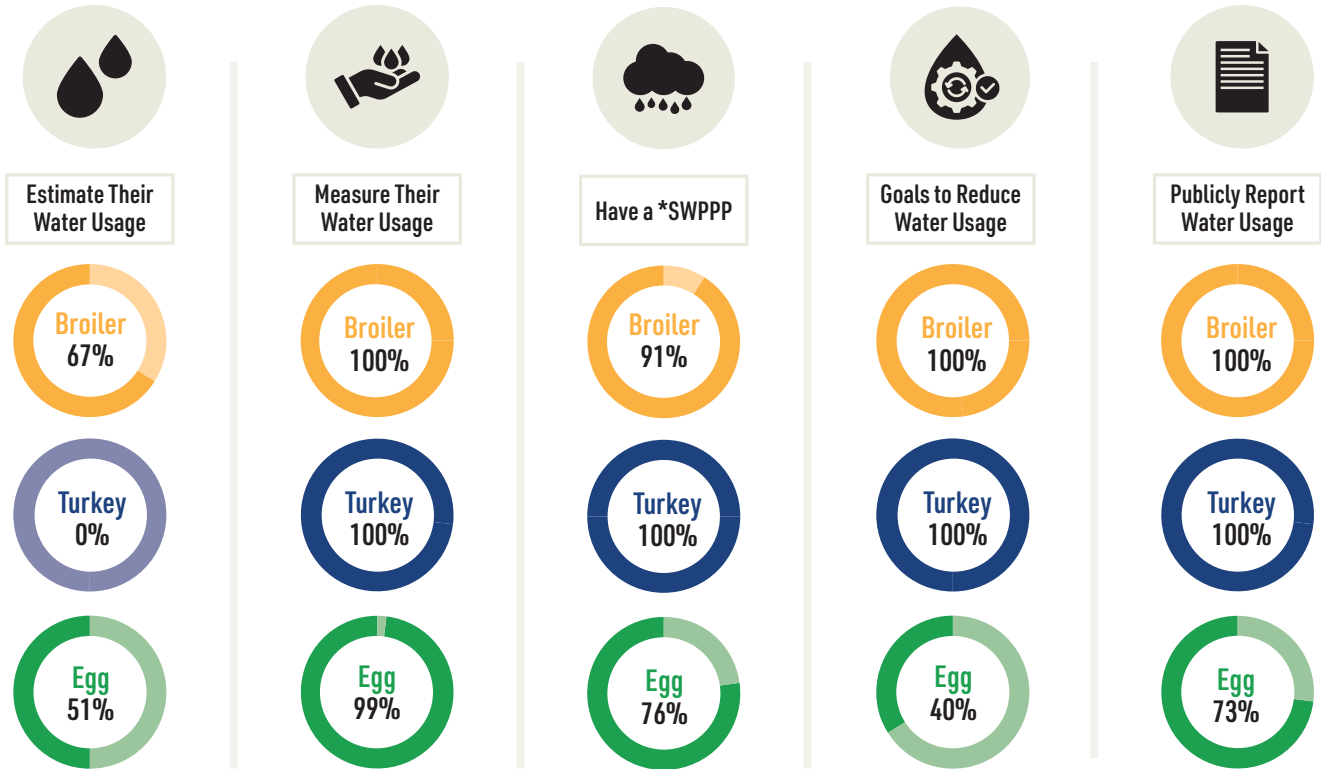
What is your company's total packaging use by type?





Water Usage & Quality 2024 Data

What percentage of your owned and/or operated facilities:



*Storm Water Pollution Prevention Plan (SWPPP)



Water Usage & Quality 2024 Data

Is your litter/manure management plan managed under a defined nutrient management plan?

Avg.

90% YES



Broiler

75% YES



Turkey

100% YES



Egg

100% YES





Water Usage & Quality 2024 Data

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

Avg.

78% YES



Broiler

67% YES



Turkey

*N/A



Egg

83% YES

*Where "N/A" appears, the required response threshold was not met.

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?



Broiler

100% YES



Turkey

*N/A



Egg

80% YES

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?



Broiler

100% YES



Turkey

*N/A



Egg

100% YES

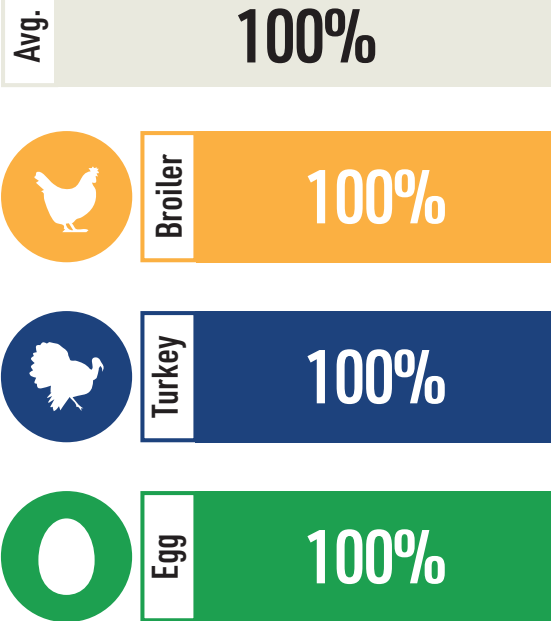
Data Note

Only the Egg Sector reported being regulated under the federal Clean Water Act provisions applicable to Concentrated Animal Feeding Operations. As a result, all regulated companies maintain accurate and up-to-date records related to manure and wastewater. Aggregated responses may reflect differences in regulatory applicability rather than non-compliance.

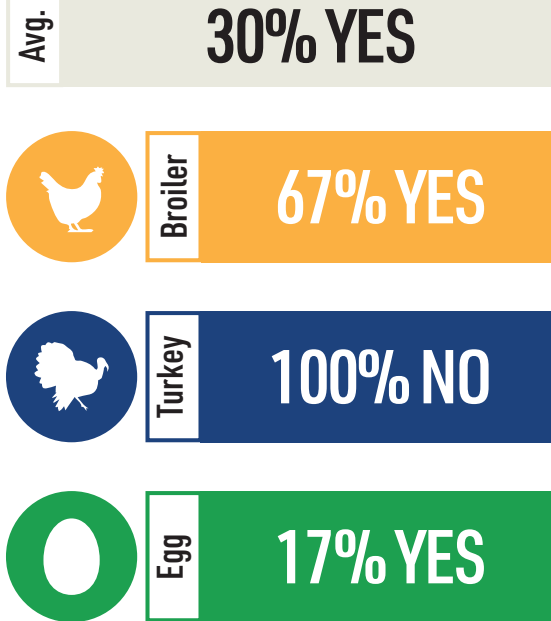


Water Usage & Quality 2024 Data

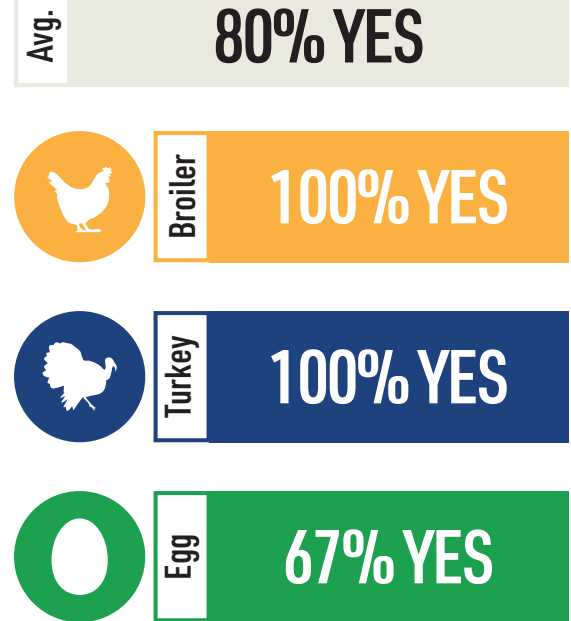
What percent of your processing and rendering facilities track wastewater discharge levels?



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



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





Water Usage & Quality 2024 Data

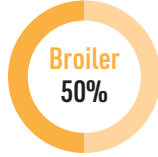
What percentage of your facilities:



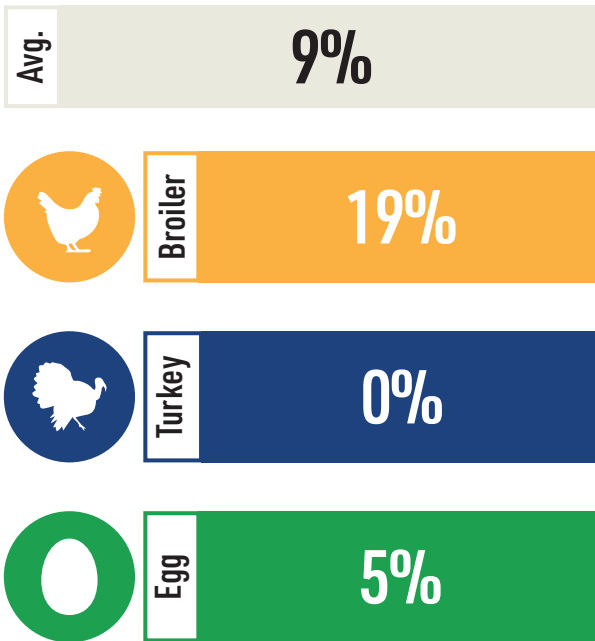
Measure Their Water Use Efficiency



Publicly Report Their Water Use



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 2024 Data



Egg Sector
ONLY

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

100% YES

Does your company have an egg washing operation?

100% YES

If yes, what percent of the water is conserved for recycling and reuse?

50% YES

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

100% YES



Sustainability Pillar 3 Poultry

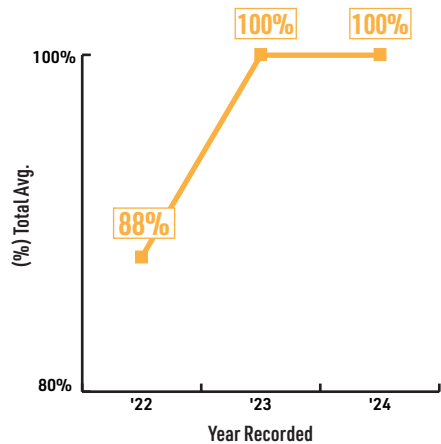


The **Poultry Care and Health Pillar** remains strong, grounded in rigorous attention to animal health, welfare, productivity, and biosecurity—core practices that safeguard both food quality and consumer trust. Companies are steadily expanding their investment in technologies and initiatives that advance bird health, strengthening continuous improvement across the supply chain. Most organizations now track and analyze antimicrobial-use data to support responsible stewardship, actively engage in animal-welfare improvement efforts, and follow the National Poultry Improvement Plan standards across live operations reinforcing a consistent, industrywide commitment to poultry well-being.

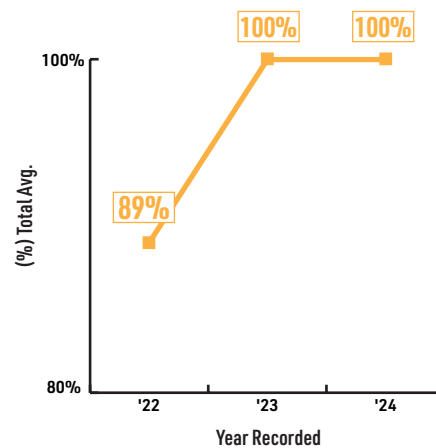
Percent of live operations who adhere to national poultry improvement plan (NPIP) programs:



Percent of companies who engage in activities to advance continuous improvement in animal welfare:




Percent of companies who track, review and analyze actionable data regarding antimicrobial use to reduce medically important antimicrobial use:



FROM 2021 THROUGH 2024

100% |  of all companies have a comprehensive animal welfare program.

100% |  of all companies biosecurity plans are reviewed at least annually for updates.

100% |  of all companies track pre-harvest bird mortality for each flock.

100% |  of live operations track performance and/or efficiency over time.



6% INCREASE
in total companies conducting/ investing in projects (e.g., technology and innovation) intended to advance animal health within their supply chain.



Animal Health 2024 Data

Are your live operations managed under a Veterinary Client Patient Relationship (VCPR) with a licensed veterinarian?

Avg. **100% YES**



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

Avg. **100%**



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

Avg. **100%**





Animal Health 2024 Data

Do your live operations adhere to National Poultry Improvement Plan (NPIP) programs?

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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)?

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Animal Well-Being 2024 Data

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

Does your company have a comprehensive animal welfare program?

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES

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

Avg.

100% YES



Broiler

100% YES



Turkey

100% YES



Egg

100% YES



Animal Well-Being 2024 Data

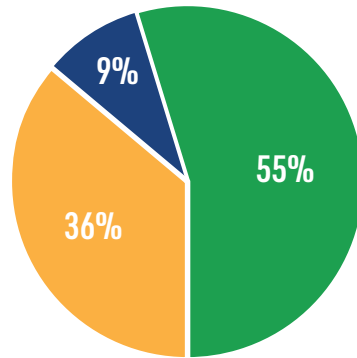
Does your company engage in any of the following activities to advance continuous improvement in animal welfare?

Avg. **100%**

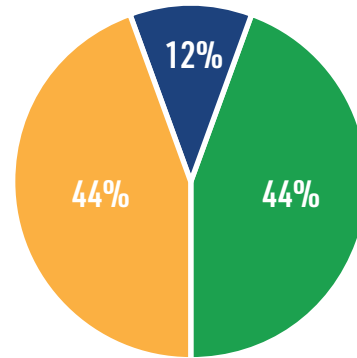


If yes, please specify how your company is engaged:

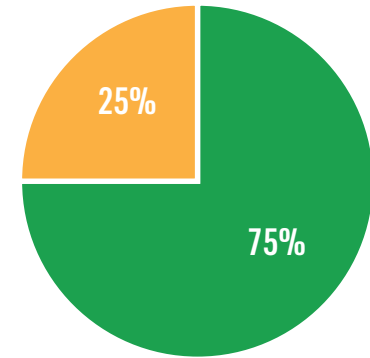
Conducting/investing in projects dedicated to advance animal welfare (e.g., technology and innovation)



External Animal Welfare Advisors



Other





Biosecurity 2024 Data

Does your company have a written biosecurity plan that encompasses all phases of production under your direct control?

Avg. **91% YES**



Broiler

100% YES



Turkey

100% YES



Egg

83% YES

Is your company's biosecurity plan reviewed at least annually for updates?

Avg. **100% YES**



Broiler

100% YES



Turkey

100% YES



Egg

100% YES





Biosecurity 2024 Data

Is employee biosecurity plan training conducted at least annually?

Avg. **100% YES**



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)?

Avg. **100% YES**



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

Avg. **91% YES**





Biosecurity 2024 Data

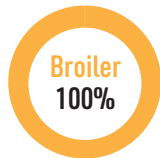
What percent of your live operations:



Track Performance and/or Efficiency Over Time



Follow a Written Plan

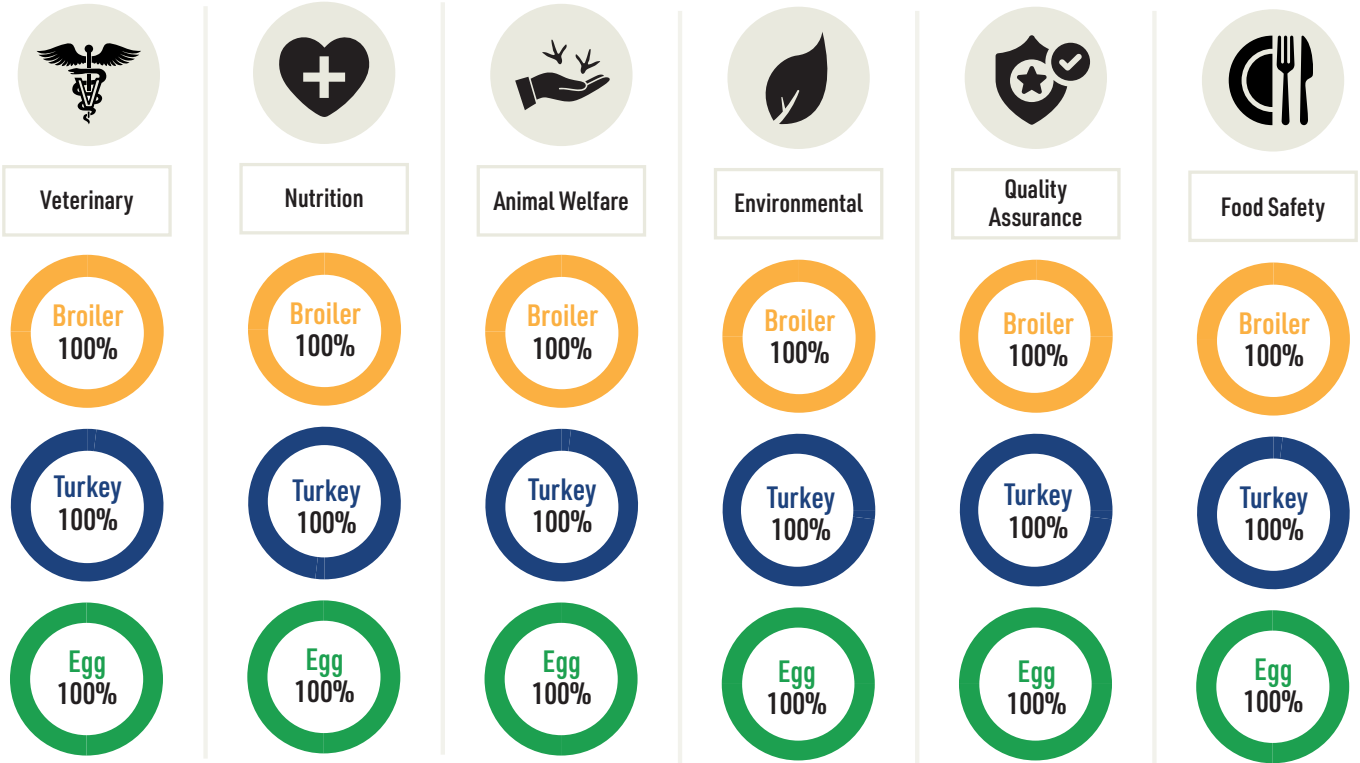


to optimize animal productivity through nutrition, reproduction, genetics, technologies and practices appropriate to operational goals.



Productivity and Efficiency 2024 Data

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?





Productivity and Efficiency 2024 Data

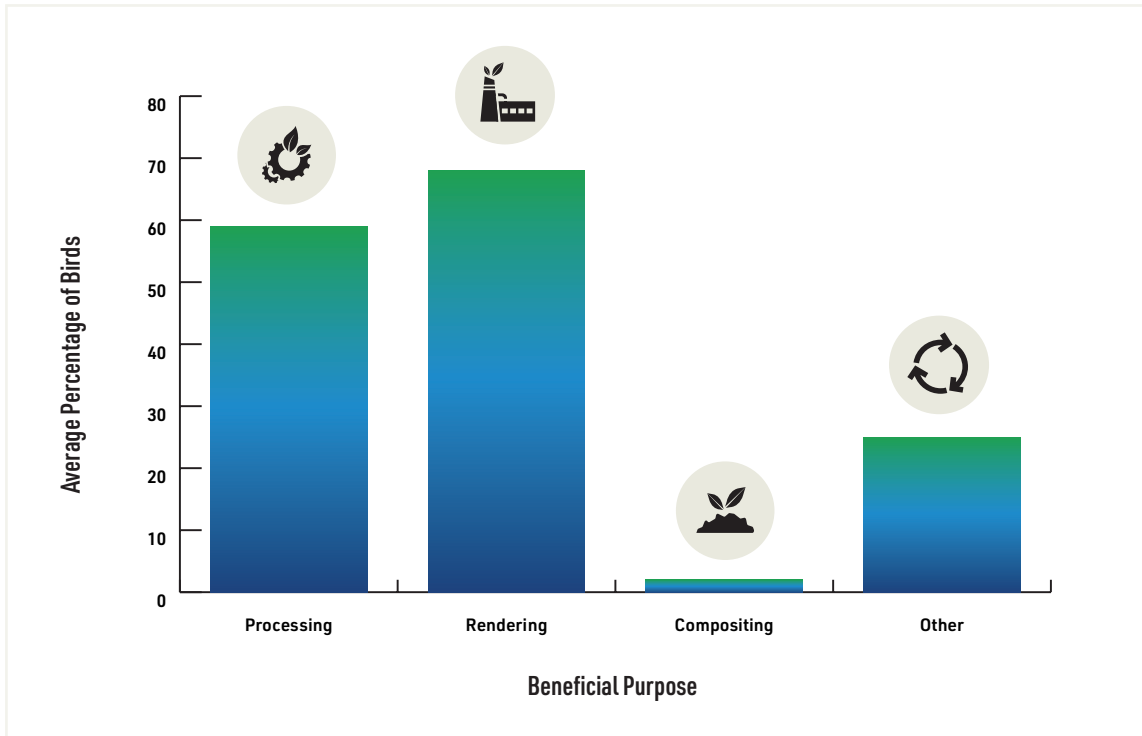
Is your company currently conducting/investing in projects (e.g., technology and innovation) that will advance productivity and efficiency within your supply chain?





Productivity and Efficiency 2024 Data

What percentage of birds, at the end of productive life, are used for a beneficial purpose?



| Leading the Next Era of Poultry and Egg Sustainability

This second year of the Sustainability Framework Report reinforces what makes this effort work: a unified value chain committed to transparency, collaboration, and steady progress. Built from the ground up, the Framework continues to evolve through member input, expanded data, and real-world application. As participation grows, so does the accuracy and usefulness of the picture it provides—helping members measure progress, identify opportunities, and focus on impact.

A cornerstone of the Framework's evolution is its deep connection to those on the ground. Through ongoing collaboration with the Grower Advisory Council, US-RSPE ensures the Framework stays rooted in on-farm realities—reflecting how poultry and egg operations actually function day to day. This council's insight helps shape priorities, fine-tune metrics, and steer education efforts that resonate with real-world needs.

But listening isn't enough—it's what we do with that input that matters. That's where the Continuous Improvement Committee steps in, zeroing in on two major levers for change: education and environmental impact. Feed and land use represent the largest environmental footprint across the supply chain. At the same time, the most consistent feedback from members? They want more tools, knowledge, and support to make progress easier and more efficient.

By focusing on expanding access to educational resources and addressing the largest environmental issues like feed and land use, the Framework doesn't just evolve—it becomes more actionable. More practical. More aligned with both industry realities and long-term impact. It's a strategy shaped by those doing the work—**and built to actually drive improvement for all.**



Join Us in the Journey — get started at US-RSPE.org

Acknowledgements

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

US-RSPE Framework Committee

US-RSPE Communications Committee

US-RSPE Continuous Improvement Committee

US-RSPE Members

American Egg Board

U.S. Poultry & Egg Association

National Chicken Council

United Egg Producers

National Turkey Federation

Thank you for supporting the second edition of the first-ever multi-stakeholder sustainability reporting framework for the entire U.S. chicken, turkey, and egg supply chains—from producers to the final customer.

Get Connected

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www.us-rspe.org | framework.us-rspe.org/login | [f](#) [@](#) [in](#) [v](#)



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