



Dear

Smithfield's Core Four Values of Gratitude, Communication, Accountability and Respect form the foundation on which we perform our work and conduct ourselves every day. They purposefully start with Gratitude. Our people are our greatest asset and we place great importance on regularly and authentically showing Gratitude at all levels and recognizing contributions big and small.

Thank you again for all you do every day to make our company great and produce "Good food. Responsibly.®"

Sincerely,



GRATITUDE



COMMUNICATION



RESPECT



ACCOUNTABILITY

