



Sanderson Farms, Inc.

GENERAL OFFICES

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JOE F. SANDERSON, JR.

Chairman

Chief Executive Officer

June 5, 2020

To all employees:

I hope you and your families are safe and well.

I want to thank you again for your work and dedication during these unprecedented times. The pandemic has changed much about our business, but one thing hasn't changed: We have the best, most talented team in our industry, and you have proven once again throughout this crisis that you are up for any challenge.

While the challenges presented by COVID-19 are new and different, we are also faced with a challenge as old as our country itself: systemic racism. The deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and others have reminded us – yet again – of the injustice that the African-American community has endured for far too long, and the protests taking place across the country have exposed the hurt that many in our society feel because of racial inequality.

Racism and senseless acts of violence against people of color sadden and anger me, and I know many of you are experiencing feelings that are deeply personal and painful. To experience this pain while navigating the COVID-19 pandemic and the most serious economic crisis of our lifetimes only deepens the wound.

I began my career at Sanderson Farms in 1969 working side by side with dedicated employees, just like you, at the Laurel hatchery, feed mill and processing plant night shift. I saw firsthand that my co-workers were truly the people who made the company special. That experience strengthened my intolerance of discrimination and bigotry of any kind, especially racism. The deep love, respect and admiration I developed for my co-workers has formed our company's vision, how we treat our employees and how we manage this company. It is heartbreaking for me to know that recent events have caused many of you pain and anxiety simply because of the color of your skin.

Speaking on behalf of our board of directors and management team, I want you to know we reject hate, racism, violence and bigotry of any kind. I want you to know, too, that we will continue to work every day to live our vision that all who come in contact with this company, including our employees, contract growers, vendors, customers, consumers and communities, must be treated with the respect and dignity that all human beings deserve. I also commit to you again that, while recent events reflect

a new version of a stain as old as our country, our intolerance of discrimination and racism of any kind and anywhere is absolute. Our absolute intolerance of racism has been a bedrock principle on which this company was built, and you have my commitment that it will continue to guide us every day.

I know many of you are hurting, are rightfully angry and frustrated, and are simply afraid because of recent events. I understand how difficult it may be to talk about this topic right now. Still, I hope you will use this opportunity to talk openly and honestly with your co-workers, supervisors, managers or anyone you are comfortable with about how you feel and how we can all respond to recent events in ways that can bring about real, positive change. We need to truly listen to one another as we discuss our differences, our fears and our anxieties.

Just as we will together meet the new challenges of COVID-19, we can together create an environment at our places of work, worship and play where the dignity of every human being is respected and where our differences are honored and celebrated. Together, we must build a more just and equitable society.

Now, more than ever, we need to love and take care of one another.

Sincerely,

A handwritten signature in black ink that reads "Joe". The signature is written in a cursive, flowing style.

Joe Sanderson, Jr.
Chairman and Chief Executive Officer