

Smithfield Foods Employee Handbook



Smithfield Foods

Going beyond diversion saves 3.8 million protein servings!

Food Loss and Waste Measurement Case Study

As part of its industry leading sustainability program, Smithfield Foods strives to maximize the social, environmental and economic value of food. To do so, the company is committed to reducing food loss and waste. At its facility in Junction City, Kansas, a process-level prevention assessment with Enviro-Stewards identified and implemented measures that have reduced food loss to rendering by 30% and retained 3.8 million protein servings (943,400 lbs.) per year in the food supply chain.

Organization

Headquartered in Smithfield, Virginia, since 1936, Smithfield Foods is an American food company with agricultural roots and a global reach. Its 40,000 employees in the United States are dedicated to producing "Good food. Responsibly.™" and have made Smithfield one of the world's leading vertically integrated protein companies. The company has pioneered sustainability standards for more than two decades, including many industry firsts, such as its ambitious commitment to cut its carbon impact by 25 percent by 2025. Smithfield's portfolio includes high-quality iconic brands, such as Smithfield®, Eckrich®, and Nathan's Famous®, among many others. Smithfield's environmental achievements were recognized with a 2020 Most Valuable Pollution Prevention (MVP2) Award, which is presented by the National Pollution Prevention Roundtable (NPPR) to celebrate the successes of innovators in the areas of pollution prevention and sustainability.

Introduction

Smithfield recognizes its leadership role in sustainably

What was measured?

A food loss and waste (FLW) prevention assessment was conducted at Smithfield's Junction City, Kansas, processing facility (the facility), which produces sausage.

The assessment team measured FLW in the facility's raw processing and packaging areas.

How was it measured?

Food losses identified in the raw processing and packaging operations were collected and weighed. Based on operating hours, procedures, and potential avoidable losses, annual estimated savings and payback periods were calculated.

What were the outcomes?

Since 2017, food loss prevention has reduced the amount of material lost to rendering (per unit of production) by 30%. This has saved 943,400 lbs (428,000 kg) of food per year, valued at \$615,000. This represents a savings of 2,400 tonnes/year of embedded greenhouse gas emissions and 3.8 million servings of protein per year.

The highest societal, environmental, and economic values of food are realized when it is consumed by people. Hence, preventing food waste at-source retains the social, environmental and economic value embedded in that food. This approach is in alignment with the USEPA's Food Recovery Hierarchy, which places prevention/source reduction (of food waste) as the most preferred option.¹

As such, Smithfield has elected to participate in Champion 12.3's 10x20x30 initiative, which sets a target to reduce FLW sent to destinations other than animal feed and

Smithfield Foods Employee Handbook

The Smithfield Foods Employee Handbook serves as a comprehensive guide for all employees throughout the organization. It outlines the policies, procedures, rights, and responsibilities that govern the workplace, ensuring that all staff members are aligned with the company's core values and operational standards. This handbook is designed to foster a positive work environment, enhance employee engagement, and promote a culture of respect and accountability.

Introduction to Smithfield Foods

Smithfield Foods, founded in 1936, is a leading global food company and the world's largest pork processor and hog producer. With a commitment to quality, sustainability, and community engagement, Smithfield Foods operates with a mission to provide high-quality protein products while ensuring the welfare of animals and the environment. This handbook is an expression of the company's dedication to its employees, providing them with the necessary tools to succeed in their roles.

Purpose of the Employee Handbook

The purpose of the Smithfield Foods Employee Handbook includes:

- Providing clear guidance on company policies and procedures.
- Establishing expectations for employee behavior and performance.
- Outlining employee benefits and compensation structures.
- Defining the rights and responsibilities of all employees.
- Promoting a safe and inclusive workplace.

Company Values and Culture

Smithfield Foods prides itself on its core values, which guide the company's operations and employee interactions. These values include:

Integrity

Employees are expected to demonstrate honesty and ethical behavior in all aspects of their work.

Respect

Respect for colleagues, customers, and the community is paramount. Employees should foster an environment of mutual respect and collaboration.

Excellence

Pursuing excellence in all tasks is a commitment shared by every employee. Continuous improvement and innovation are encouraged.

Accountability

Employees are responsible for their actions and decisions. A culture of accountability promotes trust and reliability.

Employment Policies

Smithfield Foods adheres to several employment policies that ensure fair treatment and equality in the workplace.

Equal Employment Opportunity

Smithfield Foods is committed to providing equal employment opportunities to all individuals regardless of race, color, religion, sex, national origin, age, disability, or any other protected characteristic. Discrimination and harassment will not be tolerated.

Employment Classification

Employees at Smithfield Foods are classified into several categories, including:

1. Full-Time Employees: Individuals who work a minimum number of hours per week and are eligible for benefits.
2. Part-Time Employees: Individuals who work fewer hours but may have access to some benefits.
3. Temporary Employees: Individuals hired for a limited period or specific project.

Employment At-Will

Employment at Smithfield Foods is based on the at-will principle, meaning that either the employee or the company can terminate the employment relationship at any time, with or without cause or notice.

Workplace Conduct

To maintain a productive work environment, Smithfield Foods has established guidelines for workplace conduct.

Professionalism

Employees are expected to conduct themselves in a professional manner, demonstrating respect and courtesy toward colleagues and customers.

Attendance and Punctuality

Regular attendance and punctuality are essential to the success of the

company. Employees should adhere to their scheduled hours and notify their supervisors in advance if they are unable to attend work.

Harassment and Discrimination Policy

Smithfield Foods has a zero-tolerance policy for harassment and discrimination. Employees are encouraged to report any incidents to their supervisor or the Human Resources department for immediate action.

Compensation and Benefits

Smithfield Foods values its employees and offers a competitive compensation and benefits package.

Payroll Information

Employees are paid on a bi-weekly basis. Payroll deductions for taxes, benefits, and other authorized items will be made as required by law.

Employee Benefits

Smithfield Foods provides a range of benefits designed to support the health and well-being of its employees, including:

- Health Insurance
- Dental and Vision Coverage
- Retirement Savings Plan (401k)
- Paid Time Off (PTO)
- Employee Assistance Programs (EAP)

Performance Reviews

Regular performance reviews are conducted to assess employee performance, set goals, and identify areas for development. These reviews play a crucial role in career advancement and professional growth.

Health and Safety Policies

Ensuring a safe workplace is a top priority for Smithfield Foods.

Workplace Safety Guidelines

Employees are required to follow all safety protocols and guidelines to prevent accidents and injuries. This includes:

- Wearing appropriate personal protective equipment (PPE).
- Reporting hazards or unsafe conditions immediately.
- Participating in safety training sessions.

Emergency Procedures

Smithfield Foods has established emergency procedures for various situations, including fire, medical emergencies, and natural disasters. Employees must familiarize themselves with these procedures and participate in drills as scheduled.

Employee Development and Training

Smithfield Foods is committed to the continuous development of its employees.

Training Programs

The company offers various training programs aimed at enhancing skills and knowledge. Employees are encouraged to participate in:

- Orientation Training for new hires.
- Job-Specific Training to improve performance in specific roles.
- Leadership Development Programs for those aspiring to leadership positions.

Career Advancement Opportunities

Smithfield Foods promotes from within and provides employees with opportunities for advancement. Employees are encouraged to discuss their career goals with their supervisors and seek mentorship opportunities.

Employee Rights and Grievance Procedures

Employees have specific rights and responsibilities while working at Smithfield Foods.

Employee Rights

Employees have the right to:

- A safe work environment.
- Fair treatment without discrimination.
- Access to company policies and procedures.
- Representation during grievance processes.

Grievance Procedures

If an employee has a concern or grievance, the following steps should be taken:

1. **Talk to Your Supervisor:** Address the issue directly with your immediate supervisor.
2. **Contact Human Resources:** If the issue is not resolved, employees can escalate the matter to the Human Resources department.
3. **Formal Complaint:** Employees may file a formal complaint if necessary, following the established procedures outlined in the handbook.

Conclusion

The Smithfield Foods Employee Handbook is an essential resource for all employees, providing vital information on company policies, workplace conduct, and employee rights. By understanding and adhering to the guidelines within this handbook, employees can contribute to a positive workplace culture and support the overall mission of Smithfield Foods. The handbook is not just a document; it is a commitment to fostering an environment where employees can thrive and succeed in their careers.

Frequently Asked Questions

What is the purpose of the Smithfield Foods employee handbook?

The purpose of the Smithfield Foods employee handbook is to provide employees with essential information about the company's policies, procedures, and benefits, ensuring they understand their rights and responsibilities.

How can I access the Smithfield Foods employee handbook?

Employees can access the Smithfield Foods employee handbook through the company's internal website or request a physical copy from their HR department.

What topics are covered in the Smithfield Foods employee handbook?

The handbook covers various topics including company policies, employee benefits, workplace conduct, safety procedures, and grievance reporting.

Are there any updates to the Smithfield Foods employee handbook?

Yes, the employee handbook is regularly updated to reflect changes in company policy or legal requirements. Employees are notified of any significant updates.

What should I do if I have questions about the Smithfield Foods employee handbook?

If you have questions about the employee handbook, you should reach out to your supervisor or the HR department for clarification.

Does the Smithfield Foods employee handbook include information on employee conduct?

Yes, the handbook includes guidelines on employee conduct, including expectations for professionalism, workplace behavior, and anti-discrimination policies.

What benefits are outlined in the Smithfield Foods employee handbook?

The handbook outlines various employee benefits such as health insurance, retirement plans, paid time off, and employee assistance programs.

How does the Smithfield Foods employee handbook address workplace safety?

The handbook includes a section on workplace safety that outlines safety protocols, reporting procedures for accidents, and employee responsibilities for maintaining a safe work environment.

Can the Smithfield Foods employee handbook be changed, and how are employees informed?

Yes, the employee handbook can be changed. Employees are typically informed of changes through company-wide communications, email notifications, or updates posted on the internal website.

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Smithfield Foods

With our iconic brands and high-quality food choices for every meal and snack in between — Smithfield Foods has become a standout leader in our industry, and on your plate. At ...

Smithfield Foods | Who We Are

Since 1936, Smithfield Foods has been a staple on breakfast, lunch and dinner plates for millions of Americans and people around the world.

Company Info :: Smithfield Foods, Inc. (SFD)

Smithfield is an American food company and an industry leader in value-added packaged meats and fresh pork with over \$14 billion in annual sales. We employ approximately 34,000 people ...

Smithfield Foods | Packaged Meats

Smithfield's Packaged Meats segment is the heart of our business, with a diverse portfolio of beloved brands and products. As a leading packaged meats company, we offer consumers ...

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Smithfield Foods | Our Leadership

Smithfield Foods is guided and supported by one of the most experienced management teams in the business. Their dedication and commitment to our mission have made us one of the ...

Smithfield Foods | Operations

Smithfield Foods operates a vast network of processing facilities that are strategically positioned to efficiently serve our customers and consumers.

Smithfield Foods | Policies & Disclosures

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Smithfield Foods | Our Workforce

Our goal is to provide every team member with the tools and opportunities they need to build a rewarding, lifelong career with us. Catch up on all the latest news from Smithfield and our ...

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Smithfield Foods | Packaged Meats

Smithfield's Packaged Meats segment is the heart of our business, with a diverse portfolio of beloved brands and products. As a leading packaged meats company, we offer consumers high-quality, delicious options for every meal, taste and budget.

Smithfield Foods Announces Launch of Initial Public Offering

Jan 21, 2025 · Smithfield Foods, Inc. is an American food company with a leading position in packaged meats and fresh pork products. With a diverse brand portfolio and strong relationships with U.S. farmers and customers, we responsibly meet demand for quality protein around the world.

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SMITHFIELD, Va., March 25, 2025 /PRNewswire/ -- Smithfield Foods, Inc. (Nasdaq: SFD), an American food company and an industry leader in value-added packaged meats and fresh pork, today reported results for its fourth quarter and fiscal year ended December 29, 2024.

Smithfield Foods | Our Leadership

Smithfield Foods is guided and supported by one of the most experienced management teams in the business. Their dedication and commitment to our mission have made us one of the leading food companies in the U.S., creating value for a broad range of stakeholders.

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Discover the Smithfield Foods employee handbook

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