

SUSTAINABILITY ANNUAL REPORT

UPPER IOWA BEEF 2024







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Your Partner in Sustainable Beef Production

A Message From Our General Manager

Why Sustainability?

The story of sustainability and cattle varies from region to region. We are telling our story based on how cattle are raised in the Upper Midwest. Sustainability for farmers in our region is based on available resources such as corn, ethanol, high-quality land, and abundant water. Our cattle producers utilize these resources to create high-quality beef.

Through our relationships with our cattle suppliers, we learn about their sustainable practices. Our survey and assessment results made it clear that high-quality beef is a result of our cattle producers' sustainable practices.

As we examined what sustainability means at Upper Iowa Beef, it was clear that we want to be at the forefront of this discussion. **Upper Iowa Beef has created the concept of sustainable beef production**, which embodies our commitment to sustainability and quality. Our completed work and this document serve as the foundation for Sustainable Beef Production, and we look forward to bringing these higher standards of sustainable practices and quality to consumers. Sustainable Beef Production is about telling the story of how our producers raise cattle and how we develop our superior product.

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Customers buying our products continually ask how we raise our cattle and what sustainable practices are being implemented. High-quality beef starts with high-quality care.



Ed Greiman

General Manager, Upper Iowa Beef





Company Introduction

THE UPPER IOWA BEEF STORY

Upper Iowa Beef, located in a small community in Northeast Iowa, opened in 2017. The company is owned and operated by individuals involved in agriculture and beef production. Upper Iowa Beef works with family-owned and operated farms in the Upper Midwest.

Our Story of Sustainable Beef Production

At Upper Iowa Beef, we are on a journey that involves sustainability, compassion, quality, and bringing food production back to a local level. We believe in providing humane care for our animals, respecting the farmers who raise the cattle, and providing transparent information to the families who will enjoy our beef at their dinner table.

In the Upper Midwest, our geographic location provides sustainable opportunities unavailable in other parts of the country. Our producers raise cattle on local, family-owned farms that prioritize providing the best care for the land and animals. Cattle are fed a forage-based diet from crops grown on their operation. The manure produced by the cattle is applied back to the land on which the crops are grown, providing a sustainable life circle.

Our state-of-the-art facility was professionally designed and built for efficient, sustainable, quality beef processing, where attention to detail is evident. Upper Iowa Beef understands the value of investing in new technologies to improve processing, packaging, and delivery. Our employees work hard to provide a safe, quality product that feeds local communities and those across the globe.

Upper Iowa Beef is committed to selling quality beef and ensuring transparency while implementing practices to sustain this industry and our land.

Supply Chain Trust

At Upper Iowa Beef, we are dedicated to being sustainable stewards of the environment while ensuring consistent employment for our employees and a reliable supply for our customers. Our approach includes:

- Responsible water use and prevention of water source contamination.
- Minimizing energy consumption and greenhouse gas emissions.
- Implementing practices to minimize and responsibly manage waste.
- Engaging in responsible land use practices.

We partner with suppliers who share our commitment to conducting business with respect for all partners, prioritizing employee health and safety, maintaining uncompromising food safety standards, practicing environmental stewardship, and ensuring business longevity through profitability and stable, meaningful employment.

Company Introduction

THE UPPER IOWA BEEF STORY



Our Vision

Know Your Farmer. Know Your Beef.

Upper Iowa Beef shares our vision through our employees, suppliers, cattle producers, and distributors. We strive to provide our customers with the highest quality meat while utilizing sustainable practices and always focusing on food safety.

2017

- UIB opened in November
- Processing 25 head per day
- Purchasing from 15 cattle suppliers
- Selling to 1 meat customer
- 35 employees

2019

- Processing 125 head per day
- Purchasing from 58 cattle suppliers
- Selling to 35 meat customers
- 94 employees

2021

- Processing 260 head per day
- Purchasing from 203 cattle suppliers
- Selling to 64 meat customers
- 150 employees
- Began exports to Asian countries

2023

- Processing 470 head per day
- Purchasing from 352 cattle suppliers
- Selling to 69 meat customers
- 300 employees
- Continued exports to 11 countries
- Began our Producer survey process and continued with all new producers that delivered cattle in 2024



Our Beef Quality Promise

- 100% Angus beef;
 - No artificial ingredients;
 - Meat from cattle fed with high quality, locally raised/sourced feed;
- All Cattle are Born, Raised, and Harvested in the USA
- Consistent USDA carcass-certified, high-quality Angus beef;
 - Cattle sourced from Iowa, Minnesota, and Wisconsin producers who utilize sustainable practices.



Throughout this report, you will find information on our products, our cattlemen, our plant, and our community. To learn more, scan the QR code and connect to additional information on our website.

Our Industry

SUSTAINABILITY PRECEDENTS

When starting our sustainability journey, we looked to industry-related partners to help form our vision and guiding principles for sustainable beef production.

The U.S. Roundtable for Sustainable Beef (USRSB) is a multi-stakeholder initiative developed with the mission to advance, support, and communicate continuous improvement in the sustainability of the U.S. beef value chain. Stakeholders involved in this initiative include cattlemen, food retailers, processors, packers, and allied partners in the beef industry. **Upper Iowa Beef is a proud member of the USRSB.**

As we examined our goals, we felt strongly that the USRSB has done an excellent job establishing beef industry guidelines and that our initiatives should complement such guidelines.



"The U.S. Beef Industry Sustainability Framework is a resource developed to identify opportunities for continuous improvement in all types of operations and companies throughout the beef industry."

–U.S. Roundtable for Sustainable Beef

USRSB High Priority Indicators

The USRSB has set goals and sector-level targets for the following high-priority indicators:



The USRSB acknowledges opportunities to improve outcomes across environmental, economic, and social dimensions. Upper Iowa Beef wants to be at the forefront of sustainability. Continuing to educate our cattle suppliers on sustainable beef production is a priority.

PRODUCER SPOTLIGHT

LYLE EASTMAN

The Eastmans' journey into farming began in an unexpected way. Originally in the construction industry, they found themselves captivated after raising a bucket calf for the county fair. This experience inspired them to move to the countryside, where they now raise 50 head of cattle. Lyle balances a day job off the farm, while JoLynn teaches at the local school.

Lyle believes every child should have the chance to live and work on a farm, as it instills vital lessons in responsibility and understanding the food cycle. "Farming gives a whole different view and respect on life," he says.



SCOTT MCGREGOR

For over a dozen years, Scott McGregor has been a dedicated and influential figure in the Iowa Cattlemen's Association and the Iowa Beef Industry Council, holding numerous leadership roles. Since 1983, Scott has partnered with his two brothers to run McGregor Farms, Inc., a cherished third-generation family farm. This farm, which includes a Angus cow-calf herd and a feedlot, also thrives on its extensive row crop operations. Scott and his wife, Tracy, are proud parents of two grown children.

Scott's commitment to cattle production runs deep, rooted in a family legacy that spans generations. His passion for the industry is evident not only in his work on the farm but also in his active involvement in organizations that champion the beef industry. Scott plays a significant role in the Iowa Cattlemen's Association and the Iowa Beef Industry Council. His expertise also benefits the National Beef Quality Assurance Advisory Committee, where he actively contributes to advancing industry standards.



Upper Iowa Beef DEFINING SUSTAINABILITY

Our Definition of Sustainable Beef Production

Raising cattle that meet the needs of existing and future generations while ensuring environmental responsibility, maintaining animal health and care, and achieving economic security.

"When I think of sustainability, we are taking something from the environment, and we are equally giving back to the environment."

–Scott Niess
*Northeast Regional Vice President
for Iowa Cattlemen's Association*

Sustainable Beef Production involves cattle producers, product distributors, and our role in beef production. We continually connect with our cattle producers to learn more about their operations and how we can help further educate them on sustainable practices.

The following guiding principles exhibit our commitment to sustainability, preserving resources, and maintaining an ecological balance over time. Refer to Appendix a.1 for the UIB Sustainability Brochure.

Sustainable Beef Production Guiding Principles

Cattle Producers: Upper Iowa Beef works with family farmers who prioritize caring for the land, the cattle, and their community.

Animal Health & Well-Being: Upper Iowa Beef believes that the humane treatment of cattle is imperative.

Employee Safety and Well-Being: Upper Iowa Beef understands that our company culture is crucial to the happiness and safety of our team.

Resource Management: Upper Iowa Beef strives to manage land, waste, and water resources to benefit our community and the environment.

Transparency: Upper Iowa Beef endeavors to be open and honest in our sustainable beef production practices. "Know your farmer. Know your beef."

Upper Iowa Beef

DEFINING SUSTAINABILITY



Sustainability Incentives: UIB's Tri-State Supreme Program

In 2022, Upper Iowa Beef developed the Tri-State Supreme program to meet the needs of our sustainability-conscious meat consumers and to provide a local value-added market to our cattle producers. This program encourages and rewards producers who run a sustainable operation and produce high-quality beef.

Cattle suppliers enrolled in this program receive valuable information from the plant to help them better understand their genetics and performance. This program also allows producers to capture a higher percentage of the retail beef dollar. Returning more dollars to the local farm gate is our company focus.

In 2024, there were 57 cattlemen enrolled in the Tri-state Supreme Program. This would account for around 23,400 head of cattle harvested or 19% of the UIB production. Refer to Appendix a.2 for additional Tri-State Supreme information.

The UIB Producer Survey

At Upper Iowa Beef, we understand we can only make sustainable beef production claims with supporting data on our cattle supplier practices. In 2023, our team conducted an extensive, personalized survey that helped us learn from our producers and understand more about the management practices they are implementing in their operations. Information from these surveys allows us to be transparent with the beef consumer and continually advocate for our cattle producers.

Upper Iowa Beef collected surveys by conducting one-on-one farm visits and phone calls with cattle producers. In 2024, we continued to survey new producers to further expand our understanding and gather additional insights into sustainable practices within the industry. See Appendix a.3 for a copy of the 2024 UIB Producer Survey and Appendix a.4 for a results summary of the UIB Producer Survey.

Producer Survey Summary

- **Animal husbandry is the top priority for cattle producers;**
- **Nearly 90% of our cattle are within 150 miles of the plant ;**
- **Our Cattlemen utilize several conservation practices to preserve water and soil;**
- **Manure and nutrient management plans are in place on over half of our cattle supplier farms;**
- **100% of the cattle suppliers are Beef Quality Assurance (BQA) certified;**
- **Our producers strive to get the next generation involved in the cattle business.**

Upper Iowa Beef

DEFINING SUSTAINABILITY

U.S. Roundtable for Sustainable Beef (USRSB) Self-Assessment

USRSB has created a self-assessment that allows producers to quickly assess and measure their operation utilizing the U.S. Beef Industry Sustainability Framework.

USRSB Self-Assessment Summary

In addition to our Producer Survey, we asked our cattle suppliers to complete the USRSB Self-Assessment.

This assessment allows our cattlemen to identify opportunities for improvement in their beef production practices.

Upon completion, cattle producers were given scores in each category and an overall score on the sustainability of their operation. These findings identify where Upper Iowa Beef can provide specific training and resources to help improve their cattle production practices. The USRSB Goals & Sector Targets brochure can be found in Appendix a.5 and the USRSB Self-Assessment can be found in Appendix a.6.

For more details on the survey results, visit www.upperiowabeef.com/sustainability



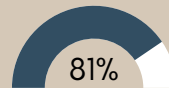
UIB Cattle Producer USRSB Self-Assessment Results



Animal Health & Well-being

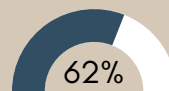


Efficiency & Yield



Air & Greenhouse Gas Emissions

72.70% Overall Average



Land Resources



Water Resources



Employee Safety & Well-Being

Upper Iowa Beef

DEFINING SUSTAINABILITY

Supplier Leadership on Climate Transition

At Upper Iowa Beef, we are proud to have received a badge for our efforts in addressing Scope 1 and 2 emissions through the Supplier Leadership on Climate Transition (Supplier LOCT) program. This educational platform, facilitated by Guidehouse, helps suppliers like us reduce supply chain carbon emissions by providing instructional seminars and collaborative support.

We are committed to continuing our efforts to reduce our carbon footprint and lead by example in the industry. Our goals moving forward include further reducing our emissions, enhancing our sustainability practices, and supporting our partners in their climate action initiatives. Together, we aim to create a more sustainable future for all.



Animal Health: A Vital Sustainability Metric

At Upper Iowa Beef, we are taking proactive steps to tackle digital dermatitis, commonly referred to as Hairy Heel Warts, in our cattle. This condition is a major contributor to lameness and discomfort, which can negatively affect the overall health and productivity of our animals. By utilizing advanced detection techniques at our facility, we can share our findings and educate producers more effectively. This approach is key to improving animal welfare and reducing the occurrence of Hairy Heel Wart. Our efforts not only promote healthier livestock, which supports the sustainability of our operation but also reflect our commitment to humane and responsible farming practices. Healthier cattle lead to more efficient beef production, helping us minimize our environmental impact and foster sustainable agriculture.



Partnership with Pratt Industries

As part of our continuing steps to understand and improve our sustainable practices, UIB has enrolled in the next level of the Supplier LOCT program. Through this program we are developing ways to capture and report our suppliers' goals and commitment towards the same sustainable practices we strive for. One such partner is with Pratt Industries. Pratt supplies the thousands of tons of recycled cardboard boxes UIB uses each year. By working with Pratt, we have tracked the environmental savings of this recycled cardboard. The breakdown of this savings can be seen in the pictogram and shows how the suppliers we use align with our sustainability goals.

OUR PRODUCTS



Know Your Farmer. Know Your Beef.

The beef that the Upper Midwest provides is unlike any other area. Utilizing local resources helps produce a sustainable, high-quality product. That quality is what we strive to supply to our customers.



USDA Agricultural Marketing Service Certified Beef Programs

Upper Iowa Angus Beef G-136 Choice

Iowa Angus Beef G-137 (Prime and Upper 2/3 Choice)

Certified Angus Beef G-1 (Prime and Upper 2/3 Choice)

Our Products

Upper Iowa Beef provides the highest quality Angus beef by hand-selecting the best cattle. We provide Choice cuts under our Upper Iowa Beef brand. Our *Iowa Angus Beef* brand produces Prime and Upper 2/3 Choice cuts.



Certified Angus Beef® Partnership

Upper Iowa Beef is a *Certified Angus Beef*® (CAB) harvest facility, meaning our products meet the strict guidelines established by CAB for quality products. We provide Prime and Upper 2/3 Choice cuts to customers seeking the CAB brand.



Sustainable Beef Production

OUR PRODUCTS

Sustainably Harvesting Cattle: Percentage of Animal Used

It is important to remember that fat, bone, and trim that are discarded from the carcass are not simply thrown away. These products are known as byproducts and can be used in various industries across the spectrum. From leather, pet food, and fertilizer to medical equipment, cosmetics, and sporting equipment.

Upper Iowa Beef uses 99.98% of the animal carcass. Below is a list of many common beef by-products you probably use every day.

Where Our Products Go

Domestic beef product demand is generally limited to popular cuts. As of 2021, Upper Iowa Beef has been exporting beef products. An extensive review process was required to meet regulations in order to export. These exports will help utilize as much of the animal as possible.

UIB currently exports to Korea, Taiwan, Japan, Singapore, Hong Kong, Thailand, Philippines, Vietnam, Cambodia, Mexico, and China.



Common Beef By-Products

BONES/HOOVES/HORNS

adhesives	dice	piano keys
bandaids	football helmet	plant food
buttons	glass	plastics
charcoal	glue	plywood
china	lamination	shampoo
combs	pet food	toothbrushes
conditioner	photo film	wallpaper

MANURE

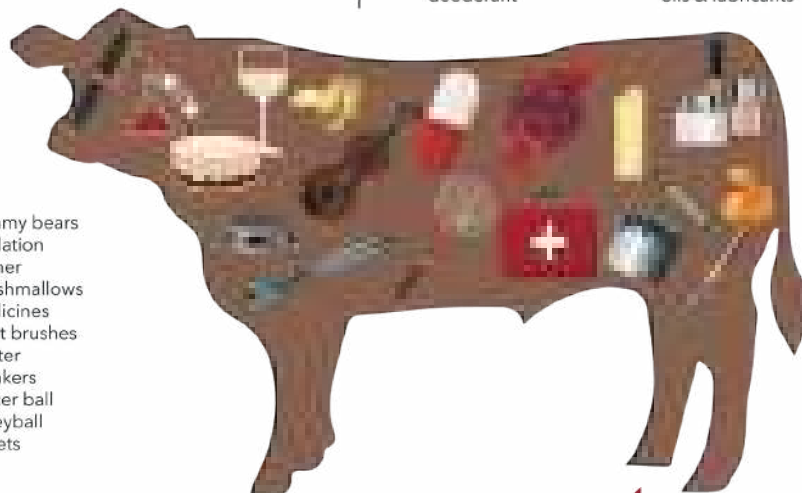
fertilizer
nitrogen
phosphorous
methane gas

HIDE (HAIR & SKIN)

adhesives	gummy bears
air filters	insulation
baseball	leather
baseball mitt	marshmallows
belts	medicines
boots	paint brushes
candies	plaster
clothing	sneakers
dry wall	soccer ball
felt	volleyball
football	wallets
gelatin	

FAT

antifreeze	detergents	paint
bio-diesel	dish soap	perfume
candles	fireworks	pesticides
cement	insulation	plastics
ceramics	linoleum	rubber
chalk	lipstick	shaving cream
chewing gum	makeup	soap
crayons	margarine	tires
creams & lotions	matches	toothpaste
deodorant	oils & lubricants	



INTERNAL ORGANS/BLOOD

cake mixes
dyes & inks
fishing line
imitation eggs
instrument strings
insulin
medical sutures (stitches)
medicines
pasta
sausage casings
tennis racket strings



Graphic courtesy of Beef Checkoff

Sustainable Beef Production

OUR CATTLEMEN



Know Your Farmer. Know Your Beef

"Our ability to provide a competitive, local market to our area cattle suppliers has proven to be one of our biggest assets at Upper Iowa Beef. We are blessed to work with an abundance of quality cattle just miles from our door."

-Travis Thomas
UIB Head of Procurement

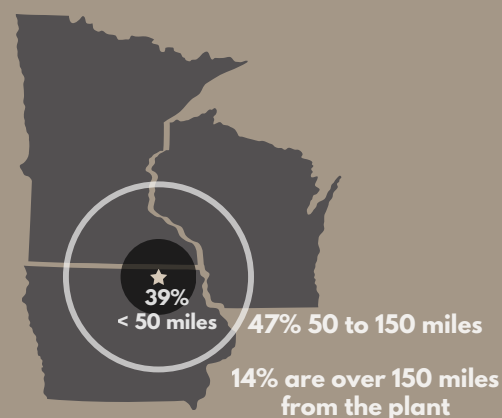
Purchasing From Local Independent Family Farmers

Upper Iowa Beef is privileged to work with independent family farmers in the Upper Midwest. We take great pride in hand-selecting our cattle suppliers. The beef our farmers raise is the same beef they provide their families, so it's no surprise that they want the best care for their livestock to ensure everyone has wholesome, safe, nutritious beef.

Our cattle producers implement strategies that optimize animal productivity through reproduction, genetics, technologies, improved nutrition, and other practices in the beef industry.

Your beef tastes better when it is raised by family farmers who prioritize caring for the land, the cattle, and the community.

Distance Cattle Travel to UIB



Beef Quality Assurance (BQA)

Upper Iowa Beef requires our cattle suppliers to be Beef Quality Assurance (BQA) certified. BQA helps raise customer confidence by offering proper cattle management techniques and a commitment to quality within every sector of the beef industry.

The BQA program provides systematic information to U.S. beef producers on how good husbandry techniques can be coupled with accepted scientific knowledge to raise cattle under optimum management conditions. BQA focuses on cattle care, biosecurity, herd health, transporting, record keeping, nutrition, worker safety, and emergency action planning.

Sustainable Beef Production

OUR CATTLEMEN



100% of Upper Iowa Beef Cattle Producers are BQA Certified

An infographic with a dark background and red accents. At the top left is the 'BEEF' logo with a red checkmark and 'iabeef.org' below it. The main title is 'WHAT IT MEANS TO BE BEEF QUALITY ASSURANCE (BQA) CERTIFIED'. Below this are six red boxes, each with a circular icon and a text description.

BEEF
iabeef.org

WHAT IT MEANS TO BE BEEF QUALITY ASSURANCE (BQA) CERTIFIED

- Cattle Care**
The beef that farmers and ranchers raise is the same beef they feed their own families, so it's no surprise that they want the best care for their livestock to ensure everyone has wholesome, safe, and nutritious beef.
- Herd Health**
Farmers and ranchers develop and maintain herd health plans that follow good veterinary and agriculture practices based on scientific research.
- Transporting Cattle**
When transporting cattle, farmers and ranchers ensure they are handling the cattle in ways that minimizes stress, injury, and bruising.
- Record Keeping**
Farmers and ranchers keep diligent records on the care and treatment given to each animal to ensure the animal's and public's health and safety is the top priority.
- Cattle Nutrition**
Beef farmers and ranchers make sure that cattle have access to an adequate water supply and appropriate nutrition sources.
- Environmental Stewardship**
Farmers and ranchers monitor key environmental control areas to manage feed and water resources while protecting or enhancing the environment.

Graphic courtesy of Beef Checkoff

Please visit www.BQA.org for more information

Sustainable Beef Production

OUR PLANT

“Consumers expect Upper Iowa Beef to produce a quality product that is safe to eat. Our producer survey reinforces that sustainable practices and animal welfare are the foundation for producing our high-quality beef products.”

–Annette Kime
UIB FSQA Manager



Continually innovating for a sustainable future.

We constantly work to improve our sustainable practices within our plant, knowing that it strengthens our guiding principles of sustainable beef production.

NAMI Partnership

Upper Iowa Beef is a member of NAMI, the North American Meat Institute, which supports packers, processors, suppliers, and distributors in the meat processing industry. NAMI's mission is to connect people and resources to strengthen trust in the food we produce.

The Protein PACT

NAMI is one of thirteen organizations that are partners of the Protein PACT. The Protein PACT unites partners across animal agriculture to transparently communicate their principles, practices, and proof of progress toward bold goals for the people, animals, and climate of tomorrow.

The Protein PACT is a continuous improvement effort by NAMI to track industry progress toward sustainability goals in five focus areas: animal care, food safety, environment, labor and human rights, and human health and wellness.

Participants in the Protein PACT submit data in the five focus areas to track company and industry progress. We have proactively been a participant in the Protein PACT and the US Roundtable for Sustainable Beef (USRSB) to drive continuous improvement for the company and the beef and meat industries.

Sustainable Beef Production

OUR PLANT

The Protein PACT: A Bold Vision

For more information, visit <https://www.theproteinpact.org/>

Graphic courtesy of The Protein PACT



Animal Welfare

Upper Iowa Beef verifies compliance using the NAMI Animal Handling Guidelines and Audit Guide. We have an in-depth animal welfare program with third-party verification and a documented animal welfare policy. UIB follows all USDA Animal Welfare Guidelines. We continue to set goals and find ways to improve animal health and well-being at the plant.

We have designed our facility with the welfare of our livestock in mind. The covered cattle pens help mitigate stress in the winter and summer months. Our pens are equipped with non-slip flooring, and our trained livestock handlers move the cattle in a low-stress manner.

Food Safety

At Upper Iowa Beef, we strive to continuously improve our food safety practices to ensure that our products meet all regulatory and quality standards.

We apply effective quality management systems that meet all FSIS regulatory standards, HACCP, the BRC Global Food Safety Standard, and our Export Verification program. We work closely with our customers to comply with all 3rd party customer audits, and we have been BRC Certified for food safety since October 2020.

Sustainable Beef Production

OUR PLANT

"The entire protein industry moves toward our common goal of earning consumer trust through continuous improvement."

- The Protein PACT

Employee Safety & Well-Being

Our employees are our most important asset. Upper Iowa Beef has a detailed and documented employee safety and well-being program that involves on-the-floor and management team members. Total recordable incident rates are tracked and compared to industry standards.

Upper Iowa Beef advances our plant food safety and quality culture through employee informational meetings and training. Training focuses on humanely handling animals, food safety, quality, and employee health and well-being. Team members participate in these training courses at the time of hire, monthly, and annually.

Water Management

Managing our water is crucial to our business and the surrounding community. Upper Iowa Beef has a water resource management plan, tracks wastewater permits, and records water use in gallons/head/day. UIB tracks water discharge quality, and goals are set for continued improvement through partnerships, initiatives, and programs to advance water resource management. In addition, UIB is always looking at water infrastructure upgrades and maintenance.

Land Management

A continually developing plant is necessary as Upper Iowa Beef expands production. UIB explores opportunities to mitigate land and biodiversity impacts from facility development plans.

Waste Management

Our production process strives to reduce waste, minimizing what goes to landfills. We utilize over 99% of the harvested animal as meat, by-products, or rendered and recycled into nutrients. We train our employees to look for ways to reduce waste throughout the plant.



PRODUCER SPOTLIGHT

PETERSON FAMILY

If today's youth are our future, rest assured that we are in good hands. Twin brothers Ethan and Trevor Peterson always feed a pen of cattle as a project on their rural Ionia, Iowa farm. Their superior animal husbandry skills are learned from their father, Bob Peterson, and their great-grandfather, Clair Lane. Treat the livestock well, and the livestock will treat you well in return.

On a recent delivery to Upper Iowa Beef, the brothers delivered 29 steers averaging 1,597 lbs on the Upper Iowa Beef scale. These high-quality cattle were harvested, processed, packaged, and delivered to our domestic and export distribution partners.



SCOTT AND JULIE NIESS

Scott and Julie Niess operate 4N Beef, a 3rd generation farm founded by Scott's grandparents in the 1920s, with Scott and Julie taking over in 1989. Scott has been around cattle his entire life, and he can't imagine a day when he doesn't do this work.

Keeping cattle under a roof and sheltering them from the abrasive winter and hot summer sun increases cattle quality. An investment in cattle housing infrastructure illustrates 4N Beef's dedication to cattle well-being.



All of the farm's non-irrigated crops are utilized in the feeding operation. Harvesting their corn crop as high moisture feedstuffs eliminates the need to dry their crops for storage. This elimination of fossil fuels for drying crops reduces the carbon footprint of the 4N cattle operation. Using cattle manure as an organic fertilizer source versus purchasing commercial fertilizer also benefits the operation. This symbiotic relationship between the crops and the cattle operation further helps create an environmentally and economically well-balanced operation.

The farmstead has come a long way in 100 years. One of the most notable additions is cutting-edge, cloud-based technology that monitors feed intakes and cattle performance while individually identifying animals for herd health programs. Streamlining 4N Beef's analytics onto a program that can be accessed on an iPad has been invaluable.

Sustainable Beef Production

OUR COMMUNITY



Upper Iowa Beef: supporting our communities and our people

We strive to build a safe, fun, ambitious culture within our company and present our best to the community outside our plant.

"The team here has made work feel less like work. When I come in the office everyday, I'm glad I made the decision to work at Upper Iowa Beef."

-Sage N.
UIB Human Resources

Our Upper Iowa Beef Team

Within our plant, we are continually training our team for safe animal and food handling. We have 330 employees in Lime Springs, Iowa, who are dedicated to producing the highest quality beef on the market.

Industry Relations

Upper Iowa Beef is also actively engaged in the beef industry councils, state cattlemen's, and national cattlemen's associations. We take our position seriously and want to be on the front lines, establishing standards and leading the industry for smart growth for generations to come. Upper Iowa Beef is a Certified Angus Beef plant. We are proud to be a part of a brand that continually builds relationships across the industry and provides the highest quality beef.

The Greater Community

To the greater community, we strive to be a partner of the state, counties, cities, schools, organizations, and non-profits. We are honored to support our team members' families and children, the local economy, and the furthering of education.

We understand that the advancements we need to move forward come from our future generations. We want to be part of that conversation where we can help in local school districts, county fairs, scouts, 4-H, FFA, and the community and state colleges.

Sustainable Beef Production

Moving Forward



”

Upper Iowa Beef’s focus will always remain on high-quality beef. Our job as cattlemen is to do it in a sustainable manner.”

–Ed Greiman
UIB General Manager

Future Plans

Sustainability at Upper Iowa Beef does not end with this report. We are excited to continue tracking and exploring how sustainable practices can make cattle producers more profitable while creating a better product for the consumer.

UIB is exploring process-verified programs that will add value to our producers and further our sustainability mission.

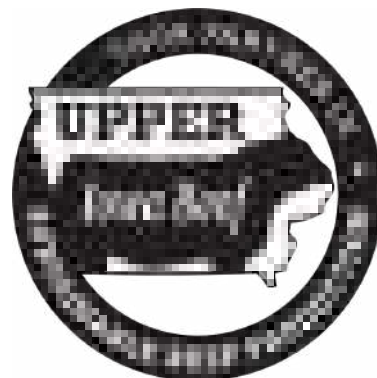
Following the completion of Scope 1 and 2, we remain dedicated to enhancing our sustainability initiatives. In relation to the plant, we are engaging with external professionals to explore Carbon Intensity (CI) scoring and plant tracking systems.

Upper Iowa Beef is continuing involvement with USRSB and the Protein PACT. UIB team members are actively involved in staying at the forefront of sustainability.

Our UIB Producer Surveys have identified gaps in farm safety and land and water resource management, which present opportunities for education at our producer meetings throughout the year.

In 2025, we aim to collaborate closely with our producers—organizing meetings and training sessions informed by our survey results to support them in making meaningful improvements to their programs.

- **Verified Programs**
- **Carbon Intensity Scoring**
- **Industry Involvement**
- **Producer Education**





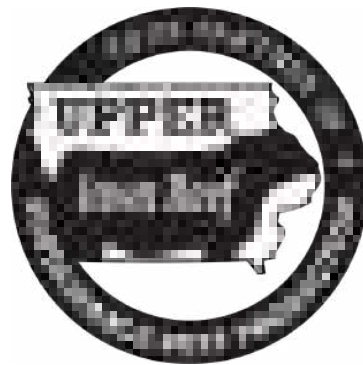
"Caring for animals and land is a family tradition handed down from generation to generation."

-Niewohner Family
3rd Generation Family Farm, Albion, NE



Appendix Contents

- a.1** UIB Sustainability Brochure
- a.2** Tri-State Supreme Program
- a.3** 2024 UIB Producer Survey
- a.4** Producer Survey Summary
- a.5** USRSB Goals & Sector Targets
- a.6** USRSB Self-Assessment



YOUR PARTNER IN SUSTAINABLE BEEF PRODUCTION

**Dedicated to humane animal care, climate-smart practices,
and the highest quality beef.**



"Customers buying our products continually ask how we raise our cattle and what sustainable practices are being implemented. High-quality beef starts with high-quality care."

-Ed Greiman
UIB General Manager



SUSTAINABLE BEEF PRODUCTION

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OUR STORY

Upper Iowa Beef, located in a small community in Northeast Iowa, opened in 2017. The company is owned and operated by individuals actively involved in agriculture and beef production. Upper Iowa Beef works with family-owned and operated farms in the Upper Midwest.

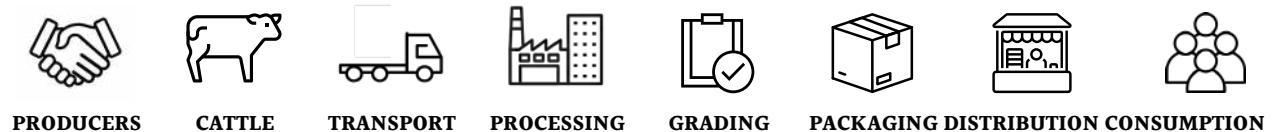
We believe in providing humane care for our animals, respecting the farmers who raise the cattle, and providing transparent information to the consumer who will enjoy our beef at their dinner table. We are on a journey that involves sustainability, compassion, and transparency.

Our state-of-the-art facility was professionally designed and built for efficient, sustainable, quality beef processing, where attention to detail is evident. Upper Iowa Beef understands the value of investing and continuing to expand in new technologies to improve processing, packaging, and delivery.

OUR COMMITMENT TO SUSTAINABLE BEEF PRODUCTION



At Upper Iowa Beef, we believe the agriculture industry must meet the needs of existing and future generations. Sustainable beef production must be environmentally sound, socially responsible, and economically viable. It involves cattle producers, product distributors, and our role in beef production. We continually connect with our cattle producers to learn more about their operation and how we can help further educate them on sustainable practices. Upper Iowa Beef is a proud member of the U.S. Roundtable for Sustainable Beef (USRSB).



SUSTAINABLE BEEF PRODUCTION PRACTICES BY OUR CATTLE SUPPLIERS

- Cattle producers are Beef Quality Assurance certified (BQA and BQAT) for proper humane care and animal transport.
- Cattle are primarily sourced from small, independent, family-owned farms located in close proximity to the plant, therefore reducing the carbon footprint.
- Nearly all cattle feed is from non-irrigated cropland and home raised or purchased locally.
- Our cattlemen are utilizing the latest technology to improve animal production, nutrition, and health.
- Manure and Nutrient plans are used to manage manure applied to the soil, which increases organic nutrients and improves soil tilth.
- Our farmers are utilizing conservation practices to protect the land and water, such as reduced tillage, wind and solar power, crop rotation, grass waterways, variable rate fertilizing, cover crops, and tile drainage.
- Many of our cattle producers are enrolled in our unique Tri-State Supreme program, which adds value to sustainably raised cattle.

LEARN MORE ABOUT OUR PLANT, PRODUCTS & PEOPLE ONLINE

WWW.UPPERIOWABEEF.COM

(563) 566-2202



"Caring for animals and land is a family tradition handed down from generation to generation."

**NIEWOHNER FAMILY ~ ALBION, NE
3RD GENERATION FAMILY FARM**

"We value Upper Iowa Beef because they offer a valuable and advantageous avenue in which to market cattle, this allows family feedlots like ours to become a bigger player in a competitive market."

**PARKER YOST ~ WHEATON, MN
6TH GENERATION FAMILY FARM**



TASTE ★THE★ DIFFERENCE



TRI-STATE SUPREME

from



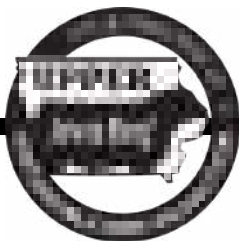
VALUE ADDED CATTLE

Upper Iowa Beef has been committed to selling quality beef for years, ensuring that we remain transparent and sustainable. We want you, as producers, to have the opportunity to be a part of our story.



Upper Iowa Beef is proud to unveil our Tri-State Supreme program to effectively meet the needs of our sustainability-conscious meat consumers and provide a local value-added market to our local cattle producers.

At Upper Iowa Beef, we offer full tag transfer on each individual animal, allowing you to better understand your genetics and their performance in your operation. In addition, each calf in this program will receive an Upper Iowa Beef-issued tag. Upper Iowa Beef has uncovered additional value in the supply chain network for sustainably raised cattle originating from family farm operations in our local area. Programs such as Tri-State Supreme allow producers to capture a higher percentage of the retail beef dollar. Returning more dollars to the local farm gate is our company focus. **To inquire about enrolling your cattle in the Tri-State Supreme program, please contact the Upper Iowa Beef office or our procurement contacts on the opposite side of this brochure.**



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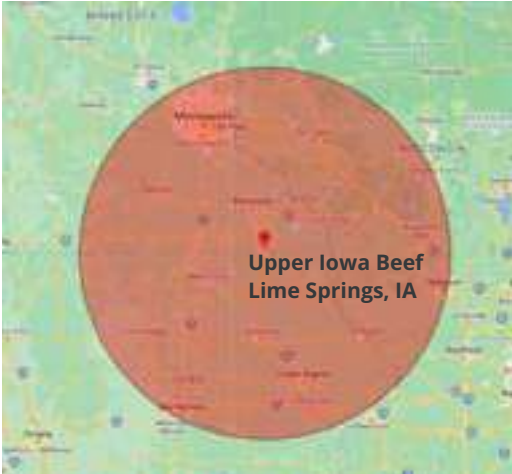
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4614 US Highway 63, Lime Springs, Iowa 52155





**"Know your farmer.
Know your beef."**

TRI-STATE SUPREME ELIGIBLE AREA



REQUIREMENTS FOR ENROLLMENT

- All cattle will be individually identified with an Upper Iowa Beef numerical tag when entered on feed (provided by Upper Iowa Beef)
- All cattle enrolled in the program are source verified back to the point of purchase (home-raised, ranch direct, sale barn of origin)
- Cattle are all of **Bos Taurus** bloodlines (no Bos Indicus or Dairy lineage)
- Cattle are located at a facility not to exceed **150 miles** from Upper Iowa Beef
- Cattle are fed on a corn-based ration for a minimum of **180 days**
- Cattle are fed a 100% vegetarian-based diet (no meat and bone/blood meal)
- All feeds are home-raised or purchased not more than 15 miles from the location of the cattle (Ethanol Co Products excluded)
- Cattle are all fed in a **BQA-certified** facility
- Cattle are all transported by a **BQAT-certified** livestock transporter
- **No Ractopamine** has been fed to any cattle
- No injectable antibiotic was administered to any cattle within **30 days** of harvest
- Cattle are **monitored periodically by Upper Iowa Beef** personnel to verify that the above standards are upheld

PROCUREMENT SCHEDULING TRI-STATE TAGS

TRAVIS THOMAS (201) 988-5526

LINCOLN BRYAN (651) 301-1952

JUSTIN KNUTSON (563) 419-4929



UPPER IOWA BEEF

Upper Iowa Beef works with family-owned and operated farms in the Upper Midwest. We believe in providing humane care for our animals, respecting the farmers who raise the cattle, and providing transparent information to the families who will enjoy our beef at their dinner table. ***Know your farmer. Know your beef.***

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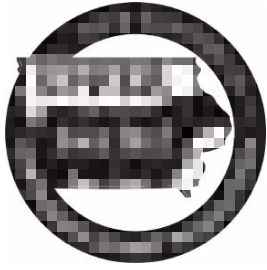


2023 Upper Iowa Beef Producer Survey

1. Do you have a cow/calf operation?
 - a. If yes, do you finish them to market?
2. Where do you purchase your feeder calves? (Check all that apply)
 - a. <100 Miles
 - b. 100-200 Miles
 - c. 200+
3. What type of environment do you raise your cattle in? (Check all that apply)
 - a. Confinement with deep pit
 - b. Confinement with bedding
 - c. Open feedlot on concrete
 - d. Open feedlot with sheds/concrete
 - e. Dirt pens (no sheds/concrete)
 - f. Pens with sheds and concrete
 - g. Pens on concrete
4. Are you BQA certified?
5. Are you BQAT certified for transportation?
6. Do you work with a vet? If yes, have you had a farm visit within the last year?
7. Do you utilize ractopamine in your final feedlot ration?
8. Do you implant your cattle? What products do you use?
9. Do you work with a nutritionist on your feed rations?
10. Do you sample/test your feed for nutritional value?
11. Are cattle individually identified with ear tags?
12. Do you track animal health treatments and processing? If yes, by which means listed below?
 - a. Written Notes
 - b. Computer/Spreadsheet
 - c. Purchased Database System
13. Do you have a Manure Management Plan (MMP)?
14. Do you have a Nutrient Management Plan (NMP)?
15. Do you soil sample your fields? If yes, how often?
16. Do you sample your manure? If yes, how often?
17. Does your operation utilize the NPK from manure as an organic fertilizer source?
18. What conservation practices are you using on your farm? (Check all that apply)
 - a. Reduced tillage
 - b. Terraces
 - c. Tile Drainage
 - d. Solar Panels
 - e. Grass Waterways
 - f. Crop Rotation
 - g. Cover Crops
 - h. Variable Rate Fertilizing
 - i. Buffer Strips
 - j. Wind Turbines

2023 Upper Iowa Beef Producer Survey, continued

19. How do you market your cattle? (Check all that apply)
 - a. Live
 - b. Meat Bid
 - c. Value-Based (Grid)
20. How often do you typically market cattle? (Check all that apply)
 - a. Weekly
 - b. Monthly
 - c. Seasonally
21. What do you use for risk management? (Check all that apply)
 - a. Cash Trade
 - b. Futures Options
 - c. LRP Insurance
 - d. Packer Forward Contracting
22. Do you track cattle performance and operational efficiencies? If yes, by which means listed below?
 - a. Written Notes
 - b. Computer/Spreadsheet
 - c. Purchased Database System
23. Do you train employees involved in the operation in farm safety? How Often?
24. How do you stay informed on beef industry news/issues? (Check all that apply)
 - a. Extension
 - b. Veterinarian
 - c. Nutritionist
 - d. Cattlemen's Meetings
 - e. Company Reps
 - f. Publications
 - g. Online
 - h. Other
25. How long has your farming operation been in your family? Which generation is currently running the operation?
26. Do you have a succession plan for the next generation?
27. Would you like to be featured in an Upper Iowa Beef Producer Spotlight?
28. Is there anything unique in your operation?
29. What topics would you like to learn more about?
30. How can Upper Iowa Beef better serve you?



Your Partner in Sustainable Beef Production

Producer Survey Summary

Upper Iowa Beef, Leaders in Sustainability

Sustainability continues to move to the forefront of social media and consumers' minds. At Upper Iowa Beef, we are taking steps to understand our beef producers' operations and how our products fit into the sustainability conversation. We want to tell the unique story of our Upper Midwest cattle producers and share this with the sustainability-conscious consumer.

- In 2022, we began our sustainability story with the launch of the Tri-State Supreme program. This 12-point sustainability-focused program allows cattle producers to capture added value for their on-farm practices.
- In 2023, we created a survey to learn more about our cattle producers' operations. We gathered information through one-on-one visits, phone calls, emails, and our quarterly newsletter.

This information is the start of our Sustainable Beef Production journey, partnering with our cattle producers for better beef.

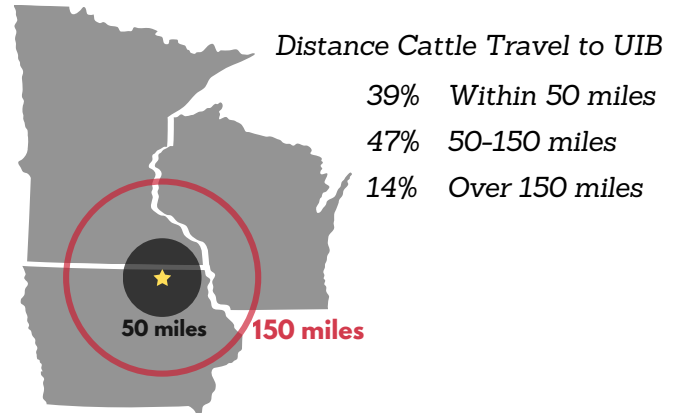
Partners in Sustainability



125,113,623

Pounds of Beef Shipped in 2024

WHERE OUR CATTLE COME FROM



WHO RAISES OUR CATTLE

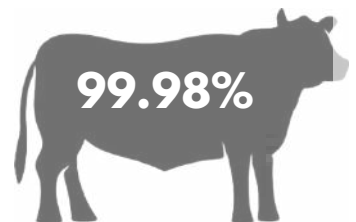
UIB purchased cattle from 283 family farms in 2024. Some of which have been in business for 6 generations.

- 67% of producers surveyed are on farms that have been family-owned for 50 years or more.
- 25% of these operations have been owned for 100 years or more.



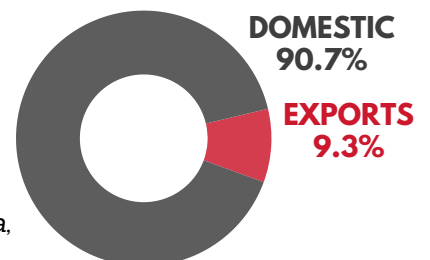
PERCENTAGE OF ANIMAL USED

At Upper Iowa Beef we collect and utilize as much of the animal as possible. Products such as animal treats, footwear, and detergents can be made utilizing further processing.

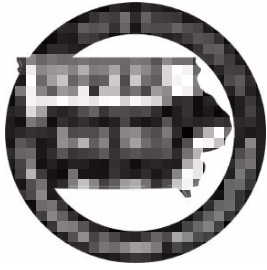


WHERE OUR PRODUCTS GO

UIB currently exports to Korea, Taiwan, Japan, Singapore, Hong Kong, Thailand, Philippines, Vietnam, Cambodia, Mexico, and China.



Data presented in this handout was compiled directly from the UIB Producer Survey and results from the US Roundtable for Sustainable Beef Feedlot Sector Self Assessment. This data was collected within 2023/2024 delivery dates and accounts for over half of the cattle brought to Upper Iowa Beef.

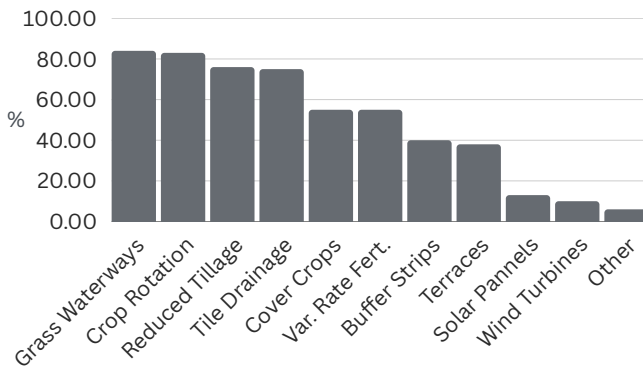


Your Partner in Sustainable Beef Production

Producer Survey Summary

FARM CONSERVATION PRACTICES

Our producers implement a variety of farm conservation practices to reduce their carbon footprint as shown below.



Farmers use sophisticated Manure & Nutrient Management Plans



85% of producers utilize manure as an organic fertilizer



ANIMAL HEALTH & WELL-BEING

Our producers work diligently to ensure that their cattle are comfortable and healthy.

100%

of producers are working with a veterinarian



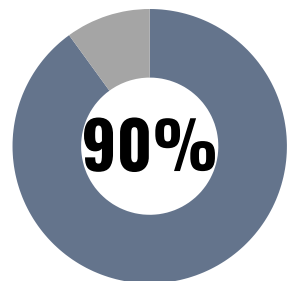
97%

of producers are tracking animal health



CATTLE ENVIRONMENT

Cattlemen use a variety of housing for the cattle on their operation. The majority of UIB cattle are protected from the summer heat and winter elements with overhead shelter.



U.S. ROUNDTABLE FOR SUSTAINABLE BEEF PRODUCTION

UIB producers were also asked to take the USRSB Feedlot Self-Assessment. Below are the average scores in three categories from those completing this survey.

90.1% Animal Health & Well-Being
88.3% Efficiency and Yield
80.9% Air & Greenhouse Gas Emissions

ADVANCED TECH & CERTIFICATIONS

66%

of producers use electronic performance tracking to measure efficiency on their operation



100%

of producers are Beef Quality Assurance certified



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a.4.2





USRSB High-Priority Indicator Goals & Sector Targets

The USRSB has set goals and sector-level targets for all six high-priority indicators: air and greenhouse gas emissions, land resources, water resources, employee safety and well-being, animal health and well-being and efficiency and yield. While each high-priority indicator has its own goal and targets, these components of beef sustainability substantially overlap, often with clear synergies. For example, progress in improving land management will likely have concomitant benefits for reducing air and greenhouse gas emissions, increasing and/or maintaining soil carbon stores, improving water infiltration and reducing nutrient runoff.

Across the diverse membership of the USRSB, we recognize that we must continue to improve to create a better future for generations to come. These goals and sector-level targets are a starting point for accelerating improvements; they are not the endpoint, rather they are a catalyst for the industry to innovate and demonstrate our collective ambition to improve outcomes.



INDUSTRY GOALS



Air & Greenhouse Gas



Emissions Land Resources



Water Resources



Employee Safety & Well-being



Animal Health & Well-being



Efficiency & Yield

Sector Targets by High-Priority Indicator

AIR & GREENHOUSE GAS EMISSIONS

The U.S. beef supply chain will achieve climate neutrality by 2040.

COW - CALF

Sector target

385 million acres covered by a written grazing management plan by 2050.

FEEDYARD

Sector target

The feedyard sector will reduce greenhouse gas emissions by 10% per pound of beef by 2030.

PACKER & PROCESSOR

Sector target

90% of beef processed in the U.S. comes from companies with a GHG reduction strategy, are reporting against that strategy by 2025 and are delivering on their GHG reduction goal by 2030.

By 2030, all beef packers and processors will be taking tangible action to achieve an approved science-based target to reduce emissions in line with limiting global temperature increases to well below 2 or, ideally, 1.5 degrees Celsius relative to pre-industrial levels.



RETAIL & FOODSERVICE

Sector target

All USRSB member retail and foodservice companies have set credible GHG reduction goals to reduce scope 1 and 2 emissions by 2023;

All USRSB member retail and foodservice companies have set credible GHG reduction goals for their company to reduce scope 3 emissions and are publicly reporting progress by 2030; and

All USRSB member retail and foodservice companies have a strategic plan in place by 2030 with concrete steps to achieve climate neutrality for the beef value chain by 2040 for scopes 1, 2 and 3.

LAND RESOURCES

The U.S. beef supply chain will work to maintain and improve grazing lands under the care of U.S. beef producers. We will do this by:

- Establishing a baseline for acres under grazing management plans (GMPs) by 2023;
- Achieving 385 million acres covered by a written GMP by 2050; and
- Supporting programs that respect property rights, create value and expand producer capacity to deploy well-managed grazing strategies to ensure lasting legacies founded on conservation and economic success.

COW-CALF

Sector target

385 million acres will be covered by a written grazing management plan by 2050

FEEDYARD

Sector target

All feedyards are implementing nutrient management plans and practices by 2030.

PACKER & PROCESSOR

Sector target

All facility construction, renovation or expansion projects will include a plan to mitigate impacts on natural resources by 2025.

RETAIL & FOODSERVICE

Sector target

All USRSB member retail and foodservice companies have assessed conversion risk in their U.S. supply chain, set science-based goals and, by 2025, will implement a strategy to reduce conversion.

All USRSB member retail and foodservice companies are working with organizations to support U.S. farmers and ranchers (e.g., technical assistance, financial assistance, etc.) in developing and implementing grazing management plans on 385 million acres by 2050.



Sector Targets by High-Priority Indicator

WATER RESOURCES

By 2050, the U.S. beef supply chain will improve water management strategies and improve water quality. We will do this by:

- Benchmarking water use and quality by 2025;
- Improving retention and capture of nutrients for beneficial use; and
- Supporting feedstuffs growers to achieve their water sustainability goals.



COW - CALF

Sector target

385 million acres covered by a written grazing management plan by 2050.

AUCTION MARKET

Sector target

All USRSB member organizations representing livestock markets that handle cattle have implemented a water management plan by 2030.

FEEDYARD

Sector target

All feedyards are assessing water availability and implementing water conservation management practices by 2030.

PACKER & PROCESSOR

Sector target

All beef packers and processors have assessed water risk and impacts of their direct operations and assessed water risks in key sourcing regions by 2030; and

All beef packers and processors have implemented concrete steps (e.g., support technical or financial assistance, transparency efforts) to encourage adoption of the U.S. Beef Industry Sustainability Framework water metrics in the U.S. beef value chain by 2030.

RETAIL & FOODSERVICE

Sector target

All USRSB member retail and foodservice companies have assessed the water risk and impacts of both direct operations and of their beef suppliers by 2025 and are implementing improvement plans, tracking performance and publicly reporting progress of water stewardship across the company's sourcing footprint by 2030; and all USRSB member retail and foodservice companies have implemented concrete steps (e.g., support technical or financial assistance, transparency efforts) to encourage adoption of the U.S. Beef Industry Sustainability Framework water metrics in the U.S. beef value chain by 2030.

EMPLOYEE SAFETY & WELL-BEING

The U.S. beef supply chain is committed to continuously improving the safety, development and well-being of individuals working throughout the industry. We will do this by:

- Reducing the Total Recordable Incident Rate (TRIR) by 50% by 2030 in relevant operations; and
- 10% year-over-year increase in individuals trained for stockmanship and safety through identified programs to reduce injuries on farms and ranches.



COW - CALF

Sector target

10% year-over-year increase in individuals trained for stockmanship and safety.

AUCTION MARKET

Sector target

All livestock marketing businesses handling cattle represented by USRSB member organizations will have documented and implemented an employee safety plan by 2030.

FEEDYARD

Sector target

All feedyard employees will be trained in relevant safety protocols by 2030.

PACKER & PROCESSOR

Sector target

All companies have a robust employee safety program by 2023. Sector reduction in TRIR by 50% by 2030.

RETAIL & FOODSERVICE

Sector target

All USRSB member retail and foodservice companies have employee workplace and food safety training in place by 2023. All USRSB member retail and foodservice companies have a public code of conduct (or equivalent) that includes employee health and safety policies and have a system for tracking compliance of their own operations and their U.S. beef suppliers by 2023.

Sector Targets by High-Priority Indicator



ANIMAL HEALTH & WELL-BEING

The U.S. beef supply chain will continue to improve animal health and well-being. We will do this by:

- Strengthening our commitment to the highest standards of animal care; and
- Achieving sector-relevant targets linked to optimal animal care through increased participation in trainings, certification programs and implementation of policies.

COW - CALF *Sector target*

Increase the number of individuals trained and certified in BQA or equivalent by 10% year-over-year.

AUCTION MARKET *Sector target*

All cattle handling employees of livestock marketing businesses represented by USRSB member organizations are trained through BQA or Livestock Marketing Association (LMA) by 2030.

FEEDYARD *Sector target*

All feedyard employees in a livestock handling role are trained and certified in BQA principles by 2030.

PACKER & PROCESSOR *Sector target*

By 2025, all beef packers who handle animals will pass third-party animal transport and handling audits and all packers and processors will require all suppliers to implement mandatory employee training and follow BQA standards for animal care.

RETAIL & FOODSERVICE *Sector target*

All USRSB member retail and foodservice companies have a publicly available animal care and well-being policy by 2023. All USRSB member retail and foodservice companies have implemented concrete steps to encourage the adoption of U.S. Beef Industry Framework metrics and measuring progress against metrics by 2025.

EFFICIENCY & YIELD

The U.S. beef supply chain will improve efficiencies, enhance product value and increase demand, which collectively will enable operations and businesses to maintain and improve individual and community financial health.

COW - CALF *Sector target*

Develop a cow-calf financial health index and set sector targets for improvement by 2025.

FEEDYARD *Sector target*

Continue to enhance cattle performance and feedyard efficiency.

PACKER & PROCESSOR *Sector target*

All beef packers and processors are delivering on a public-facing food waste reduction goal by 2030.

By 2030, all beef packers and processors have implemented a zero waste to landfill diversion program and goal that is audited by an accredited third party to a published standard.

RETAIL & FOODSERVICE *Sector target*

All USRSB member retail and foodservice companies have assessed food waste and have set a target to reduce food waste by 2023 and are reporting progress publicly by 2025.



Learn more at USRSB.org or by scanning the QR code.

Self-Assessment Question Master List

Sector: Feedyard Operator

High Priority Indicator: Air & Greenhouse Gas Emissions

Q 1: Are pen surfaces managed for both wet and dry conditions?

A: Yes, there are full management practices for both wet and dry conditions.

B: There are limited management practices or for only one condition.

C: There are no specific management practices in use.

Q 2: Are road and alley management strategies in place?

A: Yes, there is full management to reduce or eliminate dust and emissions.

B: We implement minimal management.

C: There are no specific management practices in use.

Q 3: Are feed processing dust management strategies in place?

A: Yes, there is management of the feed mill and loading area and unloading area.

B: There are minimal management or processes used.

C: There are no specific management practices in use.

Q 4: Are growth-promoting technologies utilized during the finishing phase to optimize growth?

A: We utilize technologies extensively to reduce resource usage.

B: We utilize some technologies.

C: We do not utilize this type of technology.

Q 5: Are energy uses reviewed periodically looking for opportunities to gain efficiencies or reduce usage?

A: We actively seek out opportunities for reducing energy use.

B: As items wear out some attention is given to picking more efficient replacements.

C: No, we just pick based on price and availability.

High Priority Indicator: Animal Health & Well-Being

Q 6: Are all employees that work with animals BQA certified?

A: Supervisors and employees are fully trained by certified trainers.

B: The principles of BQA are followed and there is some training provided.

C: No training is given and the topic is not addressed.

Q 7: Does the facility utilize professionals to create training and provide oversight for medical treatment and rations?

A: Yes, we contract or employ a licensed veterinarian or nutritionist.

B: We sometimes use a vet or a nutritionist but don't have one regularly providing oversight or training.

C: No, we only use specialists in rare circumstances.

Q 8: Is there proper training and oversight in place to prohibit animal abuse?

A: Yes, we have the training and we empower our employees at all levels to watch for issues.

B: We have some training but there isn't any process for reporting or even what to report.

C: No training is given and we live by don't ask, don't tell.

Self-Assessment Question Master List

Q 9: Is there a plan for antibiotic use and effective review and oversight to ensure proper use?

A: Yes, we have a vet prepare our protocols, provide training and provide oversight.

B: We have a veterinarian create our protocols but there is no follow up or training.

C: No review is made and no training is given.

Q 10: Does the feedyard have a SOP for non-ambulatory animals and euthanasia protocols?

A: Yes, only persons trained are allowed to euthanize animals.

B: We don't have a SOP but we do report down animals to our supervisor and they take care of it.

C: No SOP and it is up to the supervisors to take care of these issues.

Q 11: Are the proper records of animal treatment and all associated medicines being maintained?

A: Yes, we have a robust medical system keeping records of all treatments given.

B: We have a medical system but it isn't always used or isn't very robust.

C: No system is maintained, we try to write down what we have done at the end of the day.

High Priority Indicator: Efficiency & Yield

Q 12: Are closeout metrics and performance tracked and compared over time?

A: Yes, we are continually looking through the data and attempting to get more efficient.

B: We look through the data looking for problems and attempting to correct big problems.

C: No attempt to review the data is made and only minimal effort is made to improve.

Q 13: Are feed rations formulated to optimize resources and performance?

A: Yes, rations are optimized to improve nutrition and/or performance, while minimizing cost and resources.

B: Yes, we attempt to provide basic nutrition at the cheapest cost for the performance.

C: No, we meet basic needs and rarely review our formulas.

Q 14: Are feed ingredients stored to prevent or minimize spoilage and is loss prevention practiced?

A: Yes, we use multiple methods of protecting our feed ingredients depending on ingredient.

B: Yes, we use some protection for our ingredients.

C: Other than keeping the feed from going bad, no effort is made to protect the ingredients.

Q 15: Is energy consumption measured and is there a process to look for more efficient utilization?

A: Yes, we review energy use in all areas and look for ways to reduce usage and be more efficient.

B: Yes, when we replace equipment we look to upgrade to more efficient equipment.

C: No real effort is made to review/reduce energy use other than price.

Q 17: Is feed delivery monitored for efficiency and reviewed for improvements?

A: Feed delivery is reviewed multiple times and we are always looking for ways to improve through advanced technology, training and practices.

B: We train the drivers when they start and update equipment only when old equipment needs replacing.

C: We deliver the feed as best we can, but do not have the resources for updates or trainings.

High Priority Indicator: Employee Safety & Well-Being

Q 18: Does the feedyard have a written safety plan and is it provided to the employees?

Self-Assessment Question Master List

- A: Yes, we have a fully developed plan that is updated regularly along with mandatory training.
- B: We have a written safety plan that we got from a state or industry labor group.
- C: Nothing written but accidents are strongly discouraged.

Q 19: Are regular safety meetings held and is job specific training provided?

- A: Regular mandatory meetings are held and additional area-specific training is provided.
- B: We have training and some specific training is done but it isn't mandatory.
- C: A few times a year someone comes by and talks about safety.

Q 20: Are accidents and injuries documented and reported to OSHA if needed?

- A: We are fully compliant with OSHA reporting, have robust records, and review internally.
- B: We report our required OSHA accidents and have a compliant system for reporting.
- C: We report our serious accidents if Worker's Compensation is needed.

Q 21: Are benefits provided to full-time employees? (Medical, retirement, etc.)

- A: Yes, full and comprehensive benefits are provided.
- B: Yes, we have some benefits like medical and retirement.
- C: We have worker's compensation but nothing else.

Q 22: Does the feedyard or parent organization support community activities and encourage employee involvement?

- A: We have a structured support/donation policy and encourage our employees to participate/donate.
- B: No formal process but we support our local community, and allow employees to take time to take time to participate.
- C: We buy a sign at the school gym or buy and FFA animal but employees take their own time to participate.

High Priority Indicator: Land Resources

Q 23: Does the feedyard have applicable state and/or federal water and/or environmental permits?

- A: Yes, we have all the applicable licenses and are fully compliant.
- B: We have the EPA water permit or state equivalent as required.
- C: We currently are exempt or do not have a permit.

Q 24: Are all records required for the permit(s) being properly maintained and reported?

- A: Yes, we have a robust records system and trained personnel managing them.
- B: Yes, we have the minimum required records and have passed our annual reviews.
- C: Records are on my notepad on my dash or no permit required.

Q 25: Is there a documented Nutrient Management Strategy or Plan?

- A: Yes, we have a professionally developed plan that we adhere to strictly.
- B: We have a plan that is generic or minimal but meets the requirements.
- C: No formal plan has been documented.

Q 26: Do you have SOPs for measuring the required items in the Nutrient Management Plan?

- A: Our plan has SOPs and we follow it to the letter.
- B: We have SOPs for the items that are required for our plan and permit.
- C: I try to be consistent when and where I can but no one knows the plan but me.

Self-Assessment Question Master List

- Q 27: Is the feedyard current on reporting requirements for the regulatory permits?
A: Our system makes reporting easy and we meet/exceed all required reporting for permits.
B: We meet the reporting requirements for our permits but it is a lot of work.
C: We report when prompted to by regulators.
- Q 28: Is there an employee or employees assigned the responsibility for assuring compliance?
A: We have trained and dedicated staff, or, we utilize outside experts who assure compliance.
B: I believe we have permits or are exempt from them but haven't really checked.
C: No particular person is assigned this duty but parts are assigned as needed from time to time.

High Priority Indicator: Water Resources

- Q 29: Does the feedyard have all required water permits and is it fully in compliance with permits and required management practices?
A: Fresh water is permitted, requirements documented and compliance is assured.
B: Fresh water is permitted and most requirements are met or corrected if deficient.
C: I believe we have permits or are exempt from them but haven't really checked.
- Q 30: Does the feedyard have a waste water permit and is it in compliance with the permit?
A: We have a permit and compliance is assured by our trained staff.
B: We have a permit and with help we keep the permit in compliance.
C: I believe we have permits or are exempt from them but haven't really checked.
- Q 31: Does the feedyard have a nutrient management plan and is it being followed?
A: Yes
B: No
- Q 32: Is there a documented water management strategy that is updated regularly?
A: Yes, we have an extensive strategy that we track and update
B: We have a water strategy and we try to check it periodically.
C: No real strategy.
- Q 33: Are employees with environmental responsibilities regularly trained?
A: Annually
B: Less than annually
C: Rarely or not at all







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