



# 2010 Hormel Foods Corporate Responsibility Report

## About This Report

As a multinational manufacturer and marketer of high-quality, brand-name food and meat products, we “Elevate the Everyday, Our Way” – everything we do, every decision we make, in every area of our business, we believe in doing it with integrity. Integrity is the foundation of our values statement, which we call “Our Way.” This report provides information on our commitment to operating responsibly, progress made and our future goals.

## Scope

The 2010 Hormel Foods Corporate Responsibility (CR) Report covers anecdotal and benchmark data from fiscal year 2010 (November 2009 to October 2010). Our [previous reports](#) covered fiscal years 2006 to 2009.

### *Boundary and Measurement*

The boundary of the report includes all entities that Hormel Foods “exercises control or significant influence with regard to financial and operating policies and practices,” as defined by the Global Reporting Initiative’s (GRI) Boundary Protocol. Environmental benchmark data is from 42 facilities, with the exception of energy and air emissions data, which do not include our LEED® Gold Progressive Processing LLC (Dubuque, IA) production facility that began operation in 2010. Employee data is from 45 facilities.

Our numerous suppliers, who are independent businesses, supply packaging materials, ingredients, transportation and animals for our operations. Because of the sheer breadth and variety of suppliers and because they operate as independent businesses, we do not publicly report on their performance. Both suppliers and joint ventures are required to follow government standards and are closely monitored by governmental regulatory agencies. Where applicable, we discuss these government standards in this report. For the independent family farmers who supply a majority of our hogs, we require participation by the producer and employees of the producer who work with animals to participate in industry training and education programs. You can read more about these efforts in the [Animal Care](#) portion of the Process section of this report.

Data is measured through internal controls and systems, such as our Environmental Management System that measures air emissions, water and energy use. All monetary figures are in dollars.

## Explore

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## Letter from CEO



Thank you for taking time to read our 2010 Corporate Responsibility Report.

As in past years, we have made an effort to improve our performance and to be more transparent in reporting on that performance. But this is not a solitary effort. Rather, as with any company engaged in this process, it is done in partnership with our various stakeholders – our employees, investors, community members, suppliers, legislative/regulatory representatives, consumers, customers and our honest critics. We value your interest and input, which helped shape 2010 into a year that produced some gratifying milestones, the launch of new initiatives, and, yes, some challenges – all part of our commitment to “Elevate the Everyday, Our Way.”

Two milestones stand out: The first is our new facility, Progressive Processing LLC production facility (Dubuque, IA), which has been awarded LEED® Gold; and the second is being added to the Dow Jones Sustainability Index (DJSI), which represents the world’s top 10 percent of sustainable companies.

In many ways, our Dubuque facility represents the culmination of our commitment to sustainable operations, with significant reductions in water and energy use compared to typical facilities. DJSI validates that we are managing our business not only profitably, but also sustainably and innovatively.

Our commitment to “Elevate the Everyday, Our Way” through continuous improvement requires fresh resolve and new initiatives, especially in certain key areas, including:

#### **Health & Wellness:**

The national demand for healthier food options is here to stay. At Hormel Foods, we have listened to our consumers and are committed to expanding our existing portfolio of realistic options to help them achieve their wellness goals, while also delivering taste and convenience. In 2010, we established a new sodium-reduction goal and are committed to giving consumers the information they need to make smart choices for themselves and their families.

#### **Food Safety:**



Safe food is the most fundamental promise we make to our consumers. We maintained our leadership in the area through participation in the Global Food Safety Initiative (GFSI) – an internationally recognized, third-party food safety management system. Today, 36 Hormel Foods facilities are certified according to GFSI.

### **Environment:**

In terms of our environmental performance, 2010 represented a year of progress, but also challenges. We have again reduced water use, the amount of solid waste sent to the landfill and the amount of packaging in our products. However, unfortunately, based on our 2010 data, we are not meeting the aggressive energy-reduction goal we set to accomplish by the end of fiscal year 2011. We have made significant capital investments to increase energy efficiencies, which have offset increased energy use in our facilities. With one year remaining to meet our goal, I can assure you we are working hard to determine how we can meet the goals we originally established.

Efforts in these areas will continue to grow in the coming year, and we will launch new initiatives, one of the most exciting of which will be our Supplier Responsibility Principles. When distributed, these will help ensure our partners understand and can support our commitments.

In all of this, we have been and will continue to be guided by “Our Way” – which expresses our guiding principles for all areas of the business. The principles are not new. In fact, they are 120 years old, as is our company. But the way we fulfill them continues to evolve, based in large part on your priorities and your input. You are part of this process, so we urge you to make your views known. Please share them at <http://csr.proofstaging.com/survey/>. We thank you.

Sincerely,  
Jeffrey M. Ettinger  
Chairman of the Board,  
President and Chief Executive Officer

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### **Stakeholder Feedback**

The information within this report covers topics based on GRI indicators and relevancy to our business and our stakeholders. As part of selecting content, we assessed key issues in our industry and engaged with stakeholders to understand their concerns, questions and feedback.

Two of our key stakeholders are employees and retail customers. We engage with employees through in-person meetings – such as annual town hall meetings with the CEO at various plants – intranets, monthly newsletters for employees and retirees and departmental meetings. Through this engagement, employees and prospective employees have told us topics such as company vision, diversity and benefits are important to them.



We engage with retail customers through our direct meetings on a variety of topics and all aspects of our corporate responsibility reporting.

Daily, we work with a variety of NGOs and media. In particular, we have ongoing dialogue with the Consumer Federation of America (CFA) and Interfaith Center on Corporate Responsibility (ICCR). We meet with the CFA annually and ICCR twice a year with up to 20 of their members at a time. We also meet with legislators, and employees in our plant communities attend meetings as members of community organizations.

Our dialogue gives us a picture about future topics of interest to these groups and helps us understand what issues to anticipate or address, and what questions we can help answer.

For instance, we attended the CFA annual meeting and heard the main areas of interest in 2009 were: National standards, childhood obesity, FDA modernization and food safety.

In addition, we were contacted by The Consumer Goods Forum and were asked to be among a select group to comment on a Global Social Compliance Program. This program focuses on supplier responsibility and the steps to having a successful accountability program.

For more information about which topics are most important to our stakeholders and to our business, please view the [Materiality Assessment](#).

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## GRI Content Index

The 2010 Hormel Foods Corporate Responsibility Report uses the G3 Guidelines developed by the Global Reporting Initiative (GRI), the internationally recognized standard for responsibility reporting. We have started to use the Food Processing Supplement, which is similar to the G3 Guidelines but also includes other topics specific to our sector. As a way to prepare to fully report according to this supplement at the end of 2011, we are reporting many of the topics addressed in this supplement in this report. The G3 Guidelines help us determine material issues not addressed by stakeholder feedback and best practices research. This chart explains what indicators are included in the report and where they are located online.

<b>Profile Disclosure</b>	<b>Description</b>	<b>Reference</b>
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### Strategy and Analysis

1.1	Statement from the most senior decision-maker of the organization	<a href="#">Letter from CEO</a>
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- 1.2 Description of key impacts, risks, and opportunities [Letter from CEO](#)  
[2010 Annual Report, pages 26-28](#)

### Organizational Profile

- 2.1 Name of the organization. [About Hormel Foods](#)
- 2.2 Primary brands, products, and/or services. [About Hormel Foods](#)
- 2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures. [About Hormel Foods](#)
- 2.4 Location of organization's headquarters. [About Hormel Foods](#)
- 2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report. [About Hormel Foods](#)
- 2.6 Nature of ownership and legal form. [About Hormel Foods](#)
- 2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiarie). [About Hormel Foods](#)
- 2.8 Scale of the reporting organization. [About Our Employees](#)  
[Innovation](#)  
[2010 Annual Report, page 12, 16, 23, 24](#)
- 2.9 Significant changes during the reporting period regarding size, structure, or ownership. [Letter from CEO](#)  
[Annual Report, page 1, 18](#)
- 2.10 Awards received in the reporting period. [About Hormel Foods](#)

### Report Parameters

- 3.1 Reporting period (e.g., [About This Report](#)



- fiscal/calendar year) for information provided.
- 3.2** Date of most recent previous report (if any). [Past Reports](#)
- 3.3** Reporting cycle (annual, biennial, etc.) [About This Report](#)
- 3.4** Contact point for questions regarding the report or its contents. [Feedback](#)
- 3.5** Process for defining report content. [About This Report](#)  
[Stakeholder Feedback](#)
- 3.6** Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). [About This Report](#)
- 3.7** State any specific limitations on the scope or boundary of the report. [About This Report](#)
- 3.8** Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations. [About This Report](#)
- 3.9** Data measurement techniques and the basis of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols. [About This Report](#)
- 3.10** Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, [Total Charitable Contributions graph](#)



change of base years/periods, nature of business, measurement methods).

- 3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report. [About This Report](#)
- 3.12 Table identifying the location of the Standard Disclosures in the report. [GRI Content Index](#)
- 3.13 Policy and current practice with regard to seeking external assurance for the report. [About This Report](#)

#### **Governance, Communities and Engagement**

- 4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight. [Corporate Governance](#)  
[Ethics and Conduct](#)  
[Committee Composition](#)
- 4.2 Indicate whether the Chair of the highest governance body is also an executive officer. [Corporate Governance](#)
- 4.3 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members. [Corporate Governance](#)
- 4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body. [Corporate Governance](#)  
[2010 Annual Report, page 58](#)
- 4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and [Corporate Governance](#)



- the organization's performance (including social and environmental performance).
- 4.6** Processes in place for the highest governance body to ensure conflicts of interest are avoided. [Corporate Governance](#)
- 4.7** Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics. [Corporate Governance](#)  
[2010 Proxy, pages 2-3](#)
- 4.8** Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation. [Ethics and Conduct](#)  
[Principles Platform](#)  
[Supplier Responsibility](#)  
[Principles status](#)
- 4.9** Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles. [Risk Management](#)  
[2010 Annual Report, pages 26-28](#)
- 4.10** Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance. [2010 Proxy, pages 5-6](#)
- 4.11** Explanation of whether and how the precautionary approach or principle is N/A



- addressed by the organization.
- 4.12** Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses. [Animal Care](#)  
[Living Our Principles](#)  
[Food Quality and Safety](#)  
[About Our Employees](#)
- 4.13** Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: \* Has positions in governance bodies; \* Participates in projects or committees; \* Provides substantive funding beyond routine membership dues; or \* Views membership as strategic. [Animal Care](#)
- 4.14** List of stakeholder groups engaged by the organization. [Stakeholder Feedback](#)
- 4.15** Basis for identification and selection of stakeholders with whom to engage. [Stakeholder Feedback](#)
- 4.16** Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. [Stakeholder Feedback](#)
- 4.17** Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. [Stakeholder Feedback](#)
- Economic**
- EC1** Direct economic value generated and distributed, including revenues, operating costs, employee [Philanthropy](#)  
[Annual Report, page 12-14, 17, 33, 39](#)



	compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	<a href="#">Annual Report, page 27</a>
EC3	Coverage of the organization's defined benefit plan obligations.	<a href="#">Benefits</a>
EC4	Significant financial assistance received from government.	N/A
EC5**	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	<a href="#">Benefits</a>
EC6**	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	<a href="#">Hogs</a> <a href="#">Turkeys</a>
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	<a href="#">People</a>
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	<a href="#">Communities</a>
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	<a href="#">Risk Management</a>



## Environmental

<b>EN1**</b>	Materials used by weight or volume.	<a href="#">Packaging Minimization</a>
<b>EN2</b>	Percentage of materials used that are recycled input materials.	<a href="#">Packaging Minimization</a>
<b>EN3</b>	Direct energy consumption by primary energy source.	<a href="#">Energy</a>
<b>EN4</b>	Indirect energy consumption by primary source.	<a href="#">Energy</a>
<b>EN5</b>	Energy saved due to conservation and efficiency improvements.	<a href="#">Energy</a>
<b>EN6</b>	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	N/A
<b>EN7</b>	Initiatives to reduce indirect energy consumption and reductions achieved.	<a href="#">Energy</a> <a href="#">Environment</a>
<b>EN8</b>	Total water withdrawal by source.	<a href="#">Water</a>
<b>EN9</b>	Water sources significantly affected by withdrawal of water.	Not material because our operations are not in areas that significantly affect water sources with our withdrawal.
<b>EN10</b>	Percentage and total volume of water recycled and reused.	The term "recycled" and "reused" do not sufficiently describe our operations. We reuse water in our manufacturing operations; we discuss in <a href="#">Process</a> .
<b>EN11</b>	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	N/A
<b>EN12</b>	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high	N/A



	biodiversity value outside protected areas.	
<b>EN13</b>	Habitats protected or restored.	N/A
<b>EN14</b>	Strategies, current actions, and future plans for managing impacts on biodiversity.	N/A
<b>EN15</b>	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N/A
<b>EN16</b>	Total direct and indirect greenhouse gas emissions by weight.	<a href="#">Air</a>
<b>EN17</b>	Other relevant indirect greenhouse gas emissions by weight.	<a href="#">Air</a>
<b>EN18</b>	Initiatives to reduce greenhouse gas emissions and reductions achieved.	<a href="#">Air</a>
<b>EN19</b>	Emissions of ozone-depleting substances by weight.	Not material because our primary emissions are not ODS.
<b>EN20**</b>	NO <sub>x</sub> , SO <sub>x</sub> , and other significant air emissions by type and weight.	<a href="#">Air</a>
<b>EN21</b>	Total water discharge by quality and destination.	<a href="#">Water</a>
<b>EN22</b>	Total weight of waste by type and disposal method.	<a href="#">Solid Waste Management</a>
<b>EN23</b>	Total number and volume of significant spills.	Not material because we did not have any significant spills for this reporting period.
<b>EN24</b>	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	N/A because we have zero international shipments of hazardous waste.



EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	N/A
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	<a href="#">Packaging Minimization</a>
EN27**	Percentage of products sold and their packaging materials that are reclaimed by category.	<a href="#">Packaging Minimization</a>
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<a href="#">Environment</a>
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	<a href="#">Environment</a> <a href="#">Air</a>
EN30	Total environmental protection expenditures and investments by type.	<a href="#">Environment</a>

### **Social: Labor Practices and Decent Work**

LA1	Total workforce by employment type, employment contract, and region.	<a href="#">About Our Employees</a>
LA2**	Total number and rate of employee turnover by age group, gender, and region.	<a href="#">Tenure</a>
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by	<a href="#">Benefits</a>



	major operations.	
<b>LA4</b>	Percentage of employees covered by collective bargaining agreements.	<a href="#">About Our Employees</a>
<b>LA5</b>	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	<a href="#">About Our Employees</a>
<b>FP3</b>	Percentage of working time lost due to industrial disputes, strikes and/or lock-outs, by country.	N/A
<b>LA6</b>	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	<a href="#">Safety</a>
<b>LA7</b>	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	<a href="#">Safety</a>
<b>LA8</b>	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	<a href="#">Benefits</a>
<b>LA9</b>	Health and safety topics covered in formal agreements with trade unions.	<a href="#">Benefits</a>
<b>LA10</b>	Average hours of training per year per employee by employee category.	<a href="#">Professional Development</a>
<b>LA11</b>	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in	<a href="#">Professional Development</a>



	managing career endings.	
<b>LA12</b>	Percentage of employees receiving regular performance and career development reviews.	<a href="#">Professional Development</a>
<b>LA13**</b>	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	<a href="#">Diversity</a>
<b>LA14</b>	Ratio of basic salary of men to women by employee category.	Not material because we employ third-party analysis to statistically review pay differences.

**Social: Human Rights**

<b>HR1</b>	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	<a href="#">About Our Employees</a>
<b>HR2</b>	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	N/A
<b>HR3</b>	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	<a href="#">Ethics and Conduct</a>
<b>HR4</b>	Total number of incidents of discrimination and actions taken.	<a href="#">About Our Employees</a>
<b>HR5</b>	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions	<a href="#">About Our Employees</a>



	taken to support these rights.	
<b>HR6</b>	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	<a href="#">About Our Employees</a>
<b>HR7</b>	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	<a href="#">About Our Employees</a>
<b>HR8</b>	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not Material
<b>HR9</b>	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not Material

**Social: Society**

<b>SO1**</b>	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	<a href="#">Living Our Principles</a>
<b>FP4</b>	Nature, scope and effectiveness of any programs and practices (in-kind contributions, volunteer initiatives, knowledge transfer, partnerships and product development) that promote healthy lifestyles; the prevention of chronic disease; access to healthy, nutritious and affordable food; and improved welfare	<a href="#">Healthy Options</a> <a href="#">Hunger</a>



	for communities in need.	
SO2	Percentage and total number of business units analyzed for risks related to corruption.	<a href="#">Ethics and Conduct</a>
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	<a href="#">Ethics and Conduct</a>
SO4	Actions taken in response to incidents of corruption.	<a href="#">Ethics and Conduct</a>
SO5	Public policy positions and participation in public policy development and lobbying.	<a href="#">Public Policy</a>
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	<a href="#">Public Policy</a>
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	N/A
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	<a href="#">Safety</a>

### **Social: Product Responsibility**

PR1**	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	<a href="#">Innovation</a> <a href="#">Safety</a>
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	N/A



<b>FP5*</b>	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards.	<a href="#">Products</a>
<b>FP6**</b>	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and sugars.	<a href="#">Healthy Options</a>
<b>FP6*</b>	Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and sugars.	<a href="#">Healthy Options</a>
<b>PR3</b>	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	<a href="#">Packaging</a>
<b>FP8*</b>	Policies and practices on communication to consumers about ingredients and nutritional information beyond legal requirements.	<a href="#">Packaging</a>
<b>PR4</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	<a href="#">Food Quality and Safety</a>
<b>PR5</b>	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	<a href="#">Innovation</a>
<b>PR6</b>	Programs for adherence to laws, standards, and voluntary codes related to marketing communications,	<a href="#">Healthy Options</a>



	including advertising, promotion, and sponsorship.	
<b>PR7</b>	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	<a href="#">Healthy Options</a>
<b>PR8</b>	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	N/A
<b>PR9</b>	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Not material because Hormel Foods has not incurred significant fines for non-compliance with laws and regulations concerning the provision and use of products.
<b>FP9*</b>	Percentage and total of animals raised and/or processed, by species and breed type.	<a href="#">Hogs</a> <a href="#">Turkeys</a>
<b>FP11*</b>	Percentage and total of animals raised and/or processed, by species and breed type, per housing type.	<a href="#">Animal Care</a>
<b>FP12*</b>	Policies and practices on antibiotic, anti-inflammatory, hormone, and/or growth promotion treatments, by species and breed type.	<a href="#">Animal Care</a>



Report Application Level	C	C+	B	B+	A	A+
<b>Standard Disclosures</b> G3 Profile Disclosures OUTPUT	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report Externally Assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report Externally Assured	Same as requirement for Level B	Report Externally Assured
G3 Management Approach Disclosures OUTPUT	Not Required		Management Approach Disclosures for each Indicator Category		Management Approach Disclosures for each Indicator Category	
G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

\*Sector supplement in final version

\*\*Partial

## Recent Updates

While we report our corporate responsibility progress on an annual basis, we announce new initiatives throughout the year and invite you to check this page for updated information about our ongoing corporate responsibility efforts.

If you would like to receive email updates about our responsibility efforts, please [subscribe](#).

## Past Reports

We published our first Hormel Foods Citizenship Overview in January 2007. Our 2007 Hormel Foods Corporate Responsibility Report was published in January 2008 and included benchmark data from fiscal year 2006 (November 2005 to October 2006) and anecdotal data from fiscal year 2006 to October 2007. The 2008 report includes environmental and employee benchmark data from fiscal years 2007 and 2008 and anecdotal data from fiscal year 2008. The 2009 report includes environmental and employee benchmark and all anecdotal data from fiscal year 2009.



To download or view a copy of these reports, please click on the correlating links below.

[2009 Hormel Foods Corporate Responsibility Report](#)

[2008 Hormel Foods Corporate Responsibility Report](#)



[2007 Hormel Foods Corporate Responsibility Report \(PDF\)](#)



[2006 Hormel Foods Citizenship Overview \(PDF\)](#)

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## About Hormel Foods

Based in Austin, MN, Hormel Foods is a multinational manufacturer and marketer of high-quality, brand-name food and meat products for consumers throughout the world.

### A Balanced Business Model: Our Products

The balanced business model at Hormel Foods is a key driver for our annual growth. Through five segments – Grocery Products, Refrigerated Foods, Jennie-O Turkey Store, Specialty Foods and All Other – we insulate ourselves from ever-changing market forces. The diversity of these different businesses allow us to be successful in a variety of economic conditions.

With our products, Hormel Foods has more than 34 brands in the No. 1 or No. 2 market-share position.



- Grocery Products The Grocery Products segment at Hormel Foods provides flavorful toppers, bold ingredients, or a complete portion-controlled meal. These products include *Hormel*® chili, the *SPAM*® family of products, *CHI-CHI'S*® products, *Dinty Moore*® stews, *Herdez*® authentic Mexican products and *Hormel*® *Compleats*® microwave meals.



- Refrigerated Foods Hormel Foods offers a range of raw, marinated and precooked quality protein



options to fill any consumer or foodservice operator’s needs through its Refrigerated Foods segment. Examples include *Hormel®* pepperoni minis and stix and *Hormel® Always Tender®* products. This division also includes our all-natural *Hormel® Natural Choice®* product line and *Hormel®* refrigerated entrees.



- Jennie-O Turkey Store Jennie-O Turkey Store continues to focus on growing sales of value added turkey products. Our portfolio includes convenient options for every meal occasion – including turkey burgers, fresh ground turkey and our no mess, no fuss *Jennie-O Turkey Store®* rotisserie deli turkey products.



- Specialty Foods Specialty Foods includes Diamond Crystal Brands, Century Foods International and Hormel Specialty Products and offers high-quality products for restaurants, health care facilities and retail customers. We offer individual restaurant packets, nutritional food products, supplements and contract manufacturing.



- All Other Through partnerships around the world, we continue to introduce and grow preference for the *SPAM®* family of products, *Stagg®* chili, our microwave meal franchise and a variety of foodservice products.

Many of our products have become among the best-known and trusted in the food industry, and the favorites of families everywhere. These products are sold to retail, foodservice and wholesale operations in all 50 states through a direct sales force and brokers. A list of our products can be found in our [Products section](#). With more than 19,500 employees, Hormel Foods is owned by approximately 11,600 shareholders of record. Hormel Foods common stock is listed on the New York Stock Exchange under the ticker symbol HRL.

## Locations



## Hormel Foods and Subsidiary Locations\*



\*Does not include international operations

### International Operations

Hormel Foods International Corporation (HFIC), a wholly owned subsidiary in Austin, MN, has established joint venture and license agreements internationally, which include Australia, China, Denmark, England, Japan, Korea, Mexico, Panama, the Philippines and other nations. HFIC exports products to more than 40 countries. We follow international laws and local laws for all operations. When we enter markets outside of the United States, it is our policy to manage the operation with the same rules and procedures that we commit to in the United States, adapting to local laws as well.

In 2010, revenue for HFIC and international joint ventures accounted for approximately 3.7 percent of total company revenue. In addition to the export of the company's signature products, HFIC manufactures a variety of product lines that meet the special needs of each local country.

### Awards and Affiliations

Hormel Foods endorses and requires hog producers and employees of these producers who handle hogs to be trained and certified by the National Pork Board's Pork Quality Assurance Plus and Transport Quality Assurance programs.



The company was recognized with more than 45 awards and rankings during this reporting period. These include:



- America's Most Trustworthy Companies, published at Forbes.com
  - Included in the Large-Cap Companies with an AGR score of 75
- Barron's 500
  - Hormel Foods ranked #141, up from #258 in 2009
- CR Magazine's 100 Best Corporate Citizens
  - Hormel Foods ranked #40
- Dow Jones Sustainability Index
  - Component of World Index
- Experience, Inc. Best Places to Work for Recent Grads
  - Hormel Foods one of 20 companies named "Best Places to Work for Recent Grads"
- Financial Times Global 500
  - Hormel Foods ranked #421 on the U.S. list
- Food Processing R&D Team of the Year
  - Named "R&D Team of the Year" by Food Processing magazine in the large company category (annual sales of \$750 million or more)
- Forbes Global 2000
  - Hormel Foods ranked #1161
- Fortune 500
  - Hormel Foods ranked #340
- 2009 iNova Awards
  - iNova Grand Award for the Hormel.com Website & Interactive Kitchen
- IPRA Golden World Awards
  - Finalist for Novel H1N1 Influenza Pandemic Preparedness
- Justmeans Global 1000 Sustainable Performance Leaders
  - Hormel ranked #339 and listed in Consumer Staples sector within the Food Products industry
- LACP Magellan Awards
  - Platinum for the Hormel Foods Corporate Reputation Program
  - Winner of Organizational Communication Campaign Category
  - Best Agency Campaign
- LACP Spotlight Awards
  - Platinum Winner: m.Hormel.com in the Online: Resource-Oriented Website category
  - Gold Winner: Hormel Foods Responsibility Post in the Online: Newsletter/Magazine/E-mail-Based Feature for companies with more than \$1 billion in revenue
- LACP Vision Awards
  - Platinum Winner for 2009 Hormel Foods Corporate Responsibility Report
- Maplecroft CII Benchmark Index
  - Hormel Foods ranked #126
- MarCom Awards
  - Platinum Award: Hormel Interactive Kitchen, Web Interactive Capabilities category
  - Platinum Award: SPAM.com, Design/Website category



- Gold Award: 2009 Hormel Foods Corporate Responsibility Report, Annual Report/Other category
- Gold Award: SPAM.com Home Page, Design/Website Home Page category
- Gold Award: SPAM.com Website Home Page; Website Home Page category
- Gold Award: SPAM.com Interior Design, Design/Website Interior category
- Gold Award: SPAM.com Website Overall, Website Overall category
- Honorable Mention: Hormel Foods Responsibility Post, External Newsletter/Corporate category
- Men's Health's 125 Best Grocery Foods
  - Winner in the Pepperoni Category for *Hormel*® turkey pepperoni
- MerComm Arc Awards
  - Bronze Winner for the 2009 Hormel Foods Corporate Responsibility Report in three categories: Interior Design, Green/Environmentally Sound and Interactive Annual Report
- The National Center for Food Safety and Technology (NCFST) Award
  - Daniel G. Brown, a 37-year veteran won the award
- Platinum PR Awards
  - Winner in Branding category for Hormel Foods Corporate Reputation Program
  - Finalist in Speech category for “Driving Innovation that Delivers Today...and Tomorrow”
- PMT Magazine Packaging Line of the Year
  - Progressive Processing LLC chosen as Packaging Machinery Technology magazine’s “Packaging Line of the Year” for 2010
- Prevention Magazine Food Awards
  - *Hormel*® *Natural Choice*® Mesquite Deli Turkey included on "49 Best Ready-to-Eat Foods" list
- Progressive Grocer's Category Captains
  - Category Advisor Award in the Fixed/Variable Weight Meat category
- Progressive Grocer's Editor's Pick
  - Hormel Foods a winner for *Dinty Moore Hearty Meals*®
- Progressive Grocer Top Women in Grocery
  - Julie Henderson Craven
- PRSA Silver Anvils
  - Award of Excellence in Reputation/Brand Management
- Publicity Club of Chicago Golden/Silver Trumpet
  - Golden Trumpet for the 2008 Hormel Foods Corporate Responsibility Report
  - Silver Trumpet for the Novel H1N1 Influenza Communications Plan
- SABRE Awards
  - Bronze SABRE Winner for “Driving Innovation that Delivers Today...and Tomorrow”
  - Certificate of Excellence for the 2008 Hormel Foods Corporate Responsibility Report
  - Gold SABRE Finalist in the Corporate Image category for The 2009 Hormel Foods Corporate Reputation Program
  - Gold SABRE Finalist in the Issues Management Category for Novel H1N1 Preparedness for Hormel Foods



- Shopper Marketing “2010 People to Watch”
    - Bob Pepper honored
  - Shopper Marketing Who's Who in Retail Execution
    - Brian Molhusen, director of retail operations and training for Hormel Foods, listed
  - Shopper Marketing Who's Who in Shopper Marketing
    - Bob Samples honored
  - Stevie American Business Awards
    - Finalist - Most Innovative Company
    - Winner - Executive of the Year
  - Women's Health's 125 Best Packaged Foods
    - Winner in the Meats and Seafood category for *Jennie-O Turkey Store® Savory Seasoned Lean Turkey Burgers*
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