



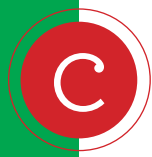
Mwasangasang Aramas.
Mwoneiti Mwongo.

CODEN FOFORUN ANNUKUK ANGANGEN PISNIS



FORI MET MI PUUNG NON WENECHARAN





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Achengicheng ngeni chon ewe Team,

Ew me nein ekkewe mettoch mei auchea non Hormel Foods ina ach ewe Kote Fofforun Pisek mei Murinno, ina ew esisinen io kich me ekkewe napanap sia apwonueta iteiten ran.

Ren nap seni 130 ier, Hormel Foods a fori ew legacy ese chok aukuuku non award ika mwareiti — ina mwo ika sia fen angei chommong — nge won ewe nukunuk sia fen angei, ekkewe chiechi sia fen tumunu me ewe wenechar sia uwei ngeni ach angang. Ren ach sipwe asamolu me tumunu ei pisekin pwarata, sipwe amwochu ekkewe nongonong mi tekia, akkaewin nupwen ewe fonufan a nom rech a sopweno ne siwin.

Ren ach pwon iteiten ier, sia tingorei emon me emon chon ewe team ar repwe nengeni ach ei Kote Fofor me pwon sefan ngeni an kewe nongonong. lei ew mettoch mei auchea ren ach sipwe sopweno ne apochokuna ew napanapen sufon, pwungun finata, me finata mei pwung ngeni emon me emon, chienach kewe me ekkewe neni sia angang ngenir.

Hormel Foods ew neni mi sokono, a for ren emon me emon ami — ach kewe 20,000 chon angang mi amwarar ra efsata mochen, popun me tumun non mettoch meinisin sia fori. Kinisou ren ami sopweno ne anisi ach ei uruwo mi tekia. Ami ewe netipen ei kompani, oua fori ew siwin mi auchea iteiten ran non manauen ekkewe sia angang ngenir.



Jeff Ettinger
CEO



John Ghingo
Ewe Presetenint

I MWOKUTOCH NON FOFOR

Kopwe Sinei Ach we Code

Wenkam ngeni ach *Coden Foforun Annukuk Angangen Pisnis* (ewe "code").

Met wiisen omw angang me non Hormel Foods Corporation me fiti meinisin an kewe nenien sopai non fonufan (re chok iteni "Kompeni" me non ei Code), meni fan ew epwe or fansoun kopwe weires ne fini met ke mochen. Ikkena ekkewe fansoun kopwe kapas eiis ika angei omw atfais ren met epwe och omw kopwe fori non ei fansoun. Nge fan ekkoch, ach Kompeni epwe awora ekkoch aninis kopwe kuta omw anisnisi senir. Mi or ach we Code e afata met sokkun mochen ika fofor ach we anongunongun nenien angang eawora. Sikkan pwan watta ach epinukunuk ren ekkoch chon ac we tiim, fit chon emweni me manicher, ekkewe re sinenap wwon pekin mettoch ika pwan ekkoch aninis mi afatetiwi non ach we Code an epwe anisi kapas eiis me wewe ngaw. Ochungeni ach kewe annuk, ewe Code a awora ngeni kich pisekin sine me aninis epwe anisikich ne fori met mi pwuung non wenewenan.

If usun aan ach we Code

Ach we Code a foruta pwe ew anen sine a menapei anongonongun annuk, annuk me foforun kewe sikkan nounou inet sia fori angangen pisnis Fori met kopwe mecheres ren ne aa. Ew Code a aworata watten kinikinin porausen ach kewe foforuun angang ekkon nap an ffiti Nge ewe Code ese kon awora meinisin poraus ren met mi ffiti non nenien angang Ika ke mochen angi sopusopun porausan, kopwe ne aneani porausochun annuk me aninis mi nomw nesoponon ew poraus, ika eisini ew me nein ekkewe kompenien aninis mi afatetiwi me non pwan meren menapen poraus mi nomw nesoponon ei Code.

Ion Eppwe Fiti Ach Code

Meinisin chon angang, offesers me direktors un ei Kompeni (me non ei Code ra iteni "chon ei Tiim") repwe etiwa aan ei Code non neni meinisin eor ach pisnis ia. Chiechian Hormel Foods repwe pwan opuru ei napanap fansoun ar angang faniten ei Kompeni

Resapw fiti ika rese pachenong non

Ewe Kompeni epwe ririfuni ewe Code pwan rekomentini Ekesiwin ngeni an Hormel Foods Boardun Direktors (ewe "Board") ar repwe aprufuni Mi or ew fansoun, ewe Kopmeni mi tongei finata pwe mi och epwe oturawu ew masowen ei Code Ekkei sokkun fofor epwe chok mwumwuta seni ewe Board iwe epwe pwan maaketiw no taropwe

KAPAS EIIS

Q Napanapen ei minafon Code mi sokkono seni ewe Code minen nomw Pwata sia siwini? A siwinin ewe minenomwun Code? Epwe ifa ika sia angei ew Kompeni epwisin or an Code me annukun?

A Ewer, ei Code mi sokono napanapan. Sia siwini napanapan pwan apachanong ekkoch porausan an ewe Code epwe ochunsefaan epwe pwan tongeni anganga met minafon mwokutun pisnis. Sia pwan ekesiwini me apachanong ekkoch napanap an epwe mecheres aan ngeni chon ewe tiim, pwan awora porausan annukun me ekkoch aninis mi aporausa ochu porausan. Ei Code a siwini ach we minenomwun Code apwan pochokun aan seni ekkewe ekkoch code ika annuk ewe Kompeni e nonounou. Ika eor osukosuk nefinen anongonong ach ei Code me annukun me foforun angang ikeweia sinomw ian, iwe kopwe poraus ngeni nouch manicher, sowuemwen ika ewe purakun annuk ren anisnisi omw kopwe fori met mi pwuung.



Wewengeni Met Sia Mochen Sonuk

Wiisach Meinisin

- **Sinei pwan fiti ach anongonong.** Fiti annuk, rekuneisons me anongonongunu pwan annukun ach Code ekuu omw we angang
- **Afona Ekkewe Aramas.** Kesapw nifinifin kopwe fori met epwe or tipeew fengen, pwan aucheani sokofesenin foforun aramas Angang fengen usun ew Tiim.
- **Ekiek me mwen kopwe fori mettoch.** Fori mokutukutum an epwe pwuung, epwe or auchean pwan fiti mwokutukutum mi sinenap Nenegeni ika mwokutun omw fofor me fiti ekkei anongonong mwe mwen kopwe forir.

- **Oponuweta foforun wiisomw.** Awesi meinisin sukkunen sine kopwe fori me pwan ekkoch sukkunen annuk me fori pwuungun wiis non fansoun epwe wesikaino.
- **Fori met poraus a katowu ngonuk.** Kopwe wenechar pwan ponuwen ochu kapas eiis fansoun awor audit, chosa ika inspekson.
- **Afata Mehomw.** Kapas eis ika mettoch ewe ese faat. Repotei ika ke kuna pwe eor angang mi ngaw ika pwan atai pwuungun ewe Code, onnukun ika annuk.
- **Pwisin uwonomw omw fofor.** Kich meinisin sipwe anganga foforun me tumunun ew nenien foforoch menon ach orkaniseison ren ach finata mochenich me napanapach.

Soposopun Wiisen Maniochers

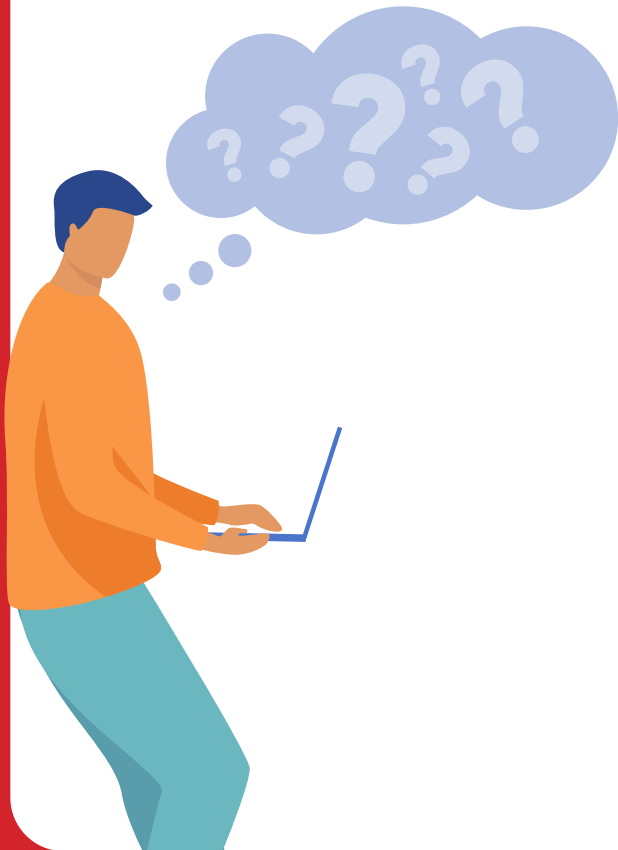
- **Kopwe emon sipwe opuuruu.** Pwarata angangoch, tekisison me auchean aramas. Kopwe fangeta ika ke mwanino. Kopwe oponueta omw kewe kamitmen Kesapw fokkun eriani emon an epwe fori mettoch kose pwisin tongeni omw kopwe fori.
- **Kopwe amecheresi.** Fori an epwe or ew neni aramas repwe mecheres ne wawu ar ekiek, nounou fengen mefier pwan akapoporaus fengen non wenewen. Mon ngenir ar repwe tongeni kapas ngonuk ika mi or ar kapas eiis me osukosuk Ousening.
- **Kosapw chok fonofonono.** Awora met ke mochen seni chon ewe Tiim pwan awora fansoun repwe ponuweni pwe repwe achocho ne fori met mi pwuung.
- **Kopwe emon chon ochupa memef.** Ika ese faat ngonuk omw kopwe wawu aninisin ika epwe ifa usun mwokutun mettoch non pwuung, iwe kopwe angei mefien chiechiomw ika kutta ititin seni chon sinenapei ei poraus me non ei Kompeni. Chechemeni – esapw chok emon e sinei ponuwan meinisin.

- **Kopwe chon osukkuna.** Poporaus wonei Code ngeni chon omw we Tiim ren epwe ifa usun an epwe och ngeni ar angang. Anisi chon ewe Tiim pwan ekkewe chon angang ir resapw angangatamono, kontraktors ika pwan ekkoch re nomw fan omw tumun ar repwe weweiti met ke mochen epwe fiis me pwan wiiser ngeni.
- **Kosapw tiperuworu.** Epwe foforoch ami mwokut me chienom ren wiisemi kewe epwe pwan fiti foforun pwungun onnuk, ina mwo ika mi fokkun weires.
- **Kopwe chok moneta.** Angonongei me pwan oukano fofor mi angagwa ika ataeno ewe Code iwe pwan repotei ngeni mineka wiisan non neien omw angang.
- **Kopwe engino kesap Oponuwa.** Kesapw fokkun oponuwa emon. Kopwe fokkun anneta pwe tipisir ika re oponuwa.
- **Kopwe fokkun suportini ewe Prokram.** Pokiten en emon chon emwen, kopwe pomweni pomwen angangoch me mokutuun ren och onnuk me anongonongun ei prokram kewe. Ika ke poporaus ren non kapasoch pwan anisiochu, omw we Tiim epwe pwan opuru ei napanap.

Foforochun Wiis me Fonon

Pokiten Hormel Foods epinuku an emon aramas wenechar me oponuweta masowen ewe Code, ewe Kompeni mi or an nukunuk ach sipwe forochu mwokutuch. Meinsin chon ei Tiim repwe pachenong non mwokutun fon usun met mi afatetiwi non annuk ika pwe re foforungaw. Ese unus masowen ei lis, nge ikkei ekkoch awewen foforungaw ren atai onnukun ei Code ika pwan ach annuk: omochu ika atowu porausen foforungaw ese pwuung; tumunungawa ika ese ketiwi meren superfaisor ika manicher ren porausen ewe foforungaw; mepwan ekkoch sokkun efeiengaw ngeni chok ewe Tiim fansoun ar repotei ewe foforungaw ika aninisoch ren pekin chosa.

Ekkewe angangen fon epwe kawor, mi pwan tongeni pachenong an epwe or suspen ika epwe towu seni an angang. Ewe chon fori tipis epwe pwan tongeni no non kopwuung ika pwan tur non kopwuungun tipiswatte Kopwe pwan sinei pwe mi or an ewe Kompeni pwuung an epwe fonouw ion e ataeno annukun ewe Code, ina mwo ika foforun chon ewe Tiim ese watte an epwe tongeni tonong non foforungawen annuk. Ewe Kompeni epwe pwan fori met pwuungun fofor an epwe epeti foforungaw an esapw fiis.



Fori Pwuungun Mochen

Fansoun kose wenen sinei ika ke fori met mi pwuungun, kopwe eisinuk:

- U A** Mi fti pwuung annuk?
- U A** Mi fti annukun Kompeni ika ach we Code?
- U A** Mi och ngeni ewe Kompeni me chon tufich seni?
- U A** Kopwe kinamwe ika ke kuna pwe a nomw non ripoten simpung me chiechian kewe?
- U A** Epwe anisi wenecharen iteochun Hormel Foods?

Ika ponuwan e “Apw” ika “use sinei,” kosapw forinukun chok ika noum superfaisor ika ekkoch porausen aninis mi nomw non ei Code mi mwutata pwe kopwe fori.

MET WEWEN

Kirekiroch

Repotini non *wenechara* wewe ngeni pwe en mi nuku pwe ka awora unusochun me wenecharen poraus, ina mwo ika ese afatateta me non ew mwokutun chosa. Ika ke repotei foforungaw non wenechar nge ese pwan or aninisin, iwe kosapw feiengaw ika eor eftikoko faniten omw ka afata mefiom.

AFATA MEFIOMW

**Pwata upwe afata mefei?**

- Esapw chok wiisen emon me emon chon ewe tiim an epwe afata mefiā, nge ina met foror mi pwiung epwe fiis. Afata memef e awora ngeni met ewe Kompeni epwe sinei pwan met epwe ponuweni ika fori pwe epwe peti esapw or feiengaw. Ekkei sokkun napanap mi tongeni watteno ika ese or chon kapas ren.

Inet upwe afata mefei?

- Ika mi or omw kapas eiis ika ke mochen aninis.
- Ika ke kuna pwe awor tipisin fororungawen ewe Code ika pwan ekkoch foror mi mwan – ina mwo ika kechok ooruni.
- Ika efisita ew napanap mi tongeni eniwokusu chon ach we tiim, chon feioch senikich, Kompeni ika iteochuch.
- **Ika ke sinei ew mettoch, kepwe ura!**

Upwe ifa ne afata mefei?

Hormel Foods mi awora chomongun aninis kopwe fiin seni.

- Churi noumw we superfaisor, emon manicher, Legal, Human Resources, ika ewe tiim a iteni Ethics me Compliance.
- Tota won ewe anonymous website: **<https://hormelfoods.ethicspoint.com>**.
- Non U.S. me Canada, kokori an Ethics me Compliance we hotline: 1-833-672-1232.
 - Me China, kokori: 400-120-0204.
 - Me Brazil, kokori 0800-000-0092.
 - Me nukun U.S., Canada. China me Brazil, kokori nampā fonuwomw we ina kopwe kuna me wwon: **www.business.ATT.com/collateral/access.html**.
- Atuun ka kokori nampā fonuwomw we, ina repwe eisinuk nampā ewe U.S. Hotline. Inet repwe ngonuk emon chon chiaku non kapasen fonuwomw.
- Koko meinis esapw faat ion e fori.
- Meinis koko me repot epwe tumuun non monomon.

Nge met ren oponuwen feiengaw ika u afata mefei?

- Ewe Kompeni ese sani epwe or oponuwen efeiengaw epwe tori emon ika e repotei fororungaw non wenechar ika ren an aninis non chosan mwokutun ei foror.
- Ika ke kuna pwe eweneituk oponuwen efeiengaw, mwitir kokori ewe Ethics me Compliance Hotline.

Nge met ika uwa afata mefei wwon ewe hotline?

- Ewe Ethics me Compliance tiim ika emon nouwiisen ewe Hotline epwe maakei ripotun omw we kapas eiis ika osukosuk.
- Nampā tengwa me ewe atresin IP esor ion epwe sinei ika kuna fansoun ka kori ewe Hotline.
- Poraus meinis epwe tumuun non monomon, pwan tori porausomw. Ekkewe chok chon angangen ei Kompeni e mumungenir repwe rifuini ei napanap me finata met repwe forngeni ir repwe kuna ekkei poraus. Fan ekkoch itomw we mi tongeni or chon sinei usun ewe chon chosa, nge sise pwan angei mumutaan seni noumw meinap ren ei ripot. Nge kich mi mochen kopwe ngenikich itomw pwe epwe anisi mwokutun ewe chosa.
- Epwe or chosan ei napanap ika pwe sikuna pwe mi namot. Ami me ekkoch oupwe interfiiu. Amwen namot ika auchea ami oupwe fiti mwokutuun ei chosa.
- Checheki sefaan omw kopwe sinei mwokutun omw ripot. Ika ke ripotei nge kese watiw itomw, iwe ewe chosa mi tongei epwe maang ika kese checheki mwokutun omw we ripot. Meni epwe or tungor sonuk omw kopwe awora sopolopun poraus mi maak ekis mwe mwen ewe chosa epwe sopolopono.
- Ika omw we ripot mi fokkun pwiung, iwe ewe Kompeni epwe fori met epwe forngeni. Repwe esinesin ngonuk pwe epwe napanap a wes fororun, nge pwungunon epwe chon monomonono. Ika ese naaf porausan, repwe pwan esine ngonuk.

ANINIS**Omw kopwe sinei ifaka**

Annukun Esapw or oponuwan/Esapw or Eftikoko



Ese fokkal or met a auchea ngeni kich nukun ach kamitmen ngeni tumunun me manawen nouch aramas, ochuun ach pisek me tumunun ekkewe maan re nomw fan tumunuach. An epwe fisiioch ach komitmen, sia forata ekkoch foforun tumunun kinamwe, manaw me ochun mwongo/anapanapen tumunur non ach ei industry.

Tumunu Kinamwen me Manawen Chon ei Tiim

Ewin wiisach as sipwe awora nenien angang mi kinamwe pwan echipwor ngeni chon ach ei tiim me wasona. Sia tipeew ngeni ach angang fengen pwe sipwe oturano pisek mi effeiengaw pwan fofor rekan esenipato feiengaw me semwen seni nenien angang nge pwan fori met esapw or semwen, feiengaw me osukosuk non ach nenien angang.

Fori Met Mi Pwuung

- **Kosapw monukano – Akaewin Esapw or Feiengaw.** Wiisomw omw kopwe tumunuk me chiechiomw non ewe tiim seni feiengaw ren ami opwe fiti meinisin onnukun semwen me epetin feiengaw fiti me onnukun epetin feiengaw ren omw we angang. Kosapw ponukuono mokutukut ekkoch mikan turuseni ach annukun manau me epetin feiengaw. Anisi chienomw non angang, chienom non pisinis, chon angang non mochomoch, kontraktors me ekkoch chiechi ar repwe fiti ach kei onnukun me anongonongen epeti feiengaw.
- **Tumunuochu ach neni.** Tumunun nenien angang an esapw or feiengaw a pwan ina ew kien epetin feiengaw me non nenien angang. Epwe kunununo osukosuk me feiengawen nenien angang ika ese kawor locks, key card me video surveillance non.
- **Moneta ngeni angang.** Kosapw fokkal akangang nge en mi saku, uun safei mi ngaw ika ese mumuta seni annuk, ika sokkun safei mi tongeni osukosukok ika angawano mwokutum ne angang Ika pwe ekawor sakau non mwokutum Kompeni, iwe kopwe chok unuoch. Kosapw etto angang ika ke semwen ika e uruuk semwenin maater.
- **Kosapw fokkal etiwa feiengaw non nenien angang.** Mi kapachenong ekkewe fofor mi eriani ika eniwokusu, efeiengawa, kawet, eftikoko fetan ika epwisi, ikkei ekkei napanap epwe chok mwitir ripot ngeni manichmen. Iwe pwan pisekin efeiengaw usun nikosuk, pistor ika pwan ekkoch rese mwumwuta non ekkewenenien Kompeni.
- **Maasa feiengaw.** Ke wiisani ei napanap ren omw nenefetanei mwokutum aramas, nenien omw angang pwan esina ekewe mettoch mi tongeni esenipata feiengaw. Ika ke kuna emon ika mettoch ese och napanapan ika esapw iwe nenian, mwitir ripotei.
- **Afata Mefom.** Mwitir chok ripotei pisek mi efeiengaw ika napanap mi ngaw, feiengaw ika semwenin angang.

KAPAS EIIS

Q Afen or ekkoch sona a ffiis non ach ei neni (facility), iwe sia niapeni emon fefin mi nomw ren ekkei pisek a sonani – pwes, wallets me laptops. Kich mi nounoun nouch ID Card ach sipwe tonong non ach ei neni, iwe epwe pwata ei fefin e tongeni tonong?

A Aramas re fokkal mochen sona, fori feiengaw, katta ika pwan angesona rechok tapwei chon ei tiim mi or nour ID pach nupen ra tonong. Pokiten ir mi aramasoch, chon ewe tiim rekan swaipini nour IDs pwan omochu sukun ewe asam nge ewe aramas etapweto mwirin a tonong nge ese or noun pach. Chechemeni pwe chon ei tiim meinisin re tonong non acg ei neni (facility) repwe nounoun nour ID pach re angei meren ewe Kompeni. Wasona me kontraktors repwe fiti an Kompeni ottoten katonong mwe mwen repwe tonong. Apachapach ngeni ika tomwaninong nge ese or ID a ew tipis meren ei Kompeni pwe a ateno onnukun sekiurity iwe ese pwan mwumwuta – ina mwo ike ke sinei ika kese sinei ewe aramas ke apach. Ei napanap a ew watten tipisin pwuratiw onnukun ei neni. Meinisin chon ei tiim repwe apachata nour ID pach atuun ar nomw non nenien ei Kompeni. Ika ke kuna emon enomw non ei neni nge ese or noun ei pach, ripotei.

ANINIS

Kopwe Pwan Sinei

- Annukun (Policy) esapw or Sakau me Safei non nenien angang
- Annukun (Policy) Tumunu Fifi
- Annukun (Policy) Tumunu Ekei
- Annukun (Policy) Chosan Feiengaw me Semwen
- Annukun (Policy) Semwen mi nini aramas
- Annukun (Policy) Tumunu Wiisen ewe Plant Safety
- Timteiponun Chekin esapw or feiengaw
- Annukun (Policy) esapw or uun suppa non nenien angang
- Annukun (Policy) feiengaw seni angang
- Annukun (Policy) Nokaut /Tumunu Asaretus Enerchi
- Annukun (Policy) Pisekin Epeti Feiengaw

Tumunun Mwongo me Ochun Mwongo

Pokiten a ew kompenien mwongo mi siin non fonufan, nimochun mwongo a men auchea ngeni itach. Chon kamwo me chon mwongo ra nukunuk pwe mwongo e for seni ei Kompeni mi nimenimoch pwan foforoch masowan me tukutukun. Kich ekkei si anganga foforun ekkei mwongo pwan pworuni me mwen amomo awor wiisach ach sipwe opochokuna epinukunukun foriach, isonsien, me fetanin Kich mi fokkun forochu angangen wiisach kei pwan kampare ngeni fisiokhun pwe epwe chok soposopono an aramas epinukunuku pwe ach kei mwongo mi for non nimoch, kefin seni ochun mwongo me amasowa ngeni annon mwongo.

Fori Met Mi Pwuung

- **Kopwe fiti mwokutun Annuk me ach kewe anongonong.** Kopwe kamit ngeni omw kopwe fiti onnukun nimochun mwongo pwan an ei Kompeni onnuk mi kuu omw angang Pesi ngeni chienom chon angang me chon fituk non pisinis repwe pwan fiti ei napanap. Epwe or omw chero tonorans ren angang mi ngaw ika fori met epwe mwitir wes mwokutun me foruun piskek.
- **Tumunuochu rekotun foruun me mwokutun piskek epwe puung.** Fori pwan rekotuni meinisin chek, tesin fwor, tempichun isoisen/transpoteisonun mwongo me pwan ekkoch porusan kewe ese mw owes ika pwan nomw non rekoto. Kosapw etitini, siwini, amwani ika amweta teittan. Tumunuu meinisin audits me observations repwe mwitir pwan puuung maakan.
- **Afata Mefomw.** Mwitir ripotei ngeni noumw superfaisor mettoch epwe tongeni angawano foforun nimochun me minafoon mwongo.

KOPWE SINEI

KOPWE TUMUNU OCHU ACH KEI MWONGO

- Pasono non imw ika ke semwenin mater.
- Tonu poumw pwan fiti napanapen an ei neni fwor pisek a iteni good manufacturing practices (GMPs) usun pisekin ufouf, epeti feiengaw ika otta pisek.
- Nimeti nenien fwor pisek esapw fitikoko.
- Epeti esapw chufengen mwongo mi amas me ekkewe ra wes pwe rete ngaw sefaan.
- Tumunu ete nofit mettoch mi ngaw ika ekewe safeen mecha mi ngaw non ekkewe mwongo mi amon ika refen tukutukuno.
- Opwuru napanapen nimenimen me tumunun pisekin fwor mwongo.
- Fori puuungun onnukun nimochun mwongo me fworun mwongo pwan isoisen pisekin fwor mwongo me ekkewe mwongo ra monen amomo.



KAPAS EIIS

Q Chienei we a tonong non ewe nenien asoso me mwirin an feito seni ewe nenien fwor mwongo, a tonu pwoun iwe a mwongo anan mwongon nonoas. Mwirin apwii, a niwin sefaan ngeni an angang non ewe nenien fwor mwongo nge ese pwan chiwen tonu sefaani pwoun. Mi ngaw ei?

A Uu Ach onnukun tonuu pwouch a fineta seni onnukun me anongonongun foruun mwongo. Ach annuk mi pesei ngeni iokan chon ei tiim re fiti foruun mwong ar repwe tonu pwour me mwen repwe kanengeni ika atapa ekkewe mettoch repwe amasou ngeni ika kanengeni ekkewe mwongo. Chienomw chon angang epwe tonu pwoun me mwen epwe niwin sefaan ngeni angang. Pokiten en chon ewe tiim, kopwe afanafana chienomw kewe ar repwe opwuru ach kewe anapanapen tumunu nimochun me minafoon mwongo usun fori mwokutun saniteison. A wiisen kich meinisin ach sipwe pesei ngeni chienach chon angang pwe repwe fori anapanapen mimochun angangen mwongo ika re monuki.

ANINIS

Kopwe Sinei pwan Ekkoch

- Kokori ekkewe tiim mi sinenap tumunun nimochun angang mwong ika ewe manichmenin tumunu foforuun mwongo

Forochu Angangen Omokutu Maan

Kich mi kamit ngeni ach sipwe fofori ochun watte anapanapen tumunu maan non unusen mwokutun ach fwor mwongo me pwan fansoun sia awater. Hormel Foods mi or an we annuk a iteni "zero-tolerance policy" ren nounougawen ika kawetten maan. Epwe kawor ew nenien maan repwe nomw tori ar mano nge ewe neni esapw or ar feiengaw, tumutun kinamwer, foforun ar chuu ngeni aramas ika pwan foforochun tempichun.

Fori Met mi Pwuung

- **Chechemeni pwe en popwun an maan resapw feiengaw.** Ika ke akangang ngeni maan ika nomw non nenien anomwu maan, kopwe oponuweta fiti meinis an Kompeni onnuk me anapanapen forochuu omwokutun maan.
- **Nenengeni ika eor esisinen feiengawen maan.** Ina pwuungun wiisen chon ewe tiim meinis an ar repwe tumunu nounou ochun me nomwochun ekkewe maan re churir me non ewe Kompeni meren meinis chonon ewe tiim, chon uweato pisek me pwan ekkewe ekkoch chiechiach non pisin rekan pwan chungeni ekkei maan. Ika ke kuna och mettoch en mi osukosuk ren, kosapw fokkun ponukueno.
- **Afata Mefomw.** Ripotei feiengawen, nounou ngawen ika tumunu ngawen maan ke tumunur, ina mwo ika ke wenen niir ika echok fiis ren akseten.

EPWE OCH KOPWE SINEI

NIMU (5) NAPANAP A PWANO PWE MI TUMUNUOCH MAAN

- Maan meinis re nomw faan ach tumun, sipwe:
- Awora ngenir konik me ener mwongo mi or faitaminin pwe epwe amaroachur iteiten raan.
- Tumunuochu mwokutukutun nenier seni an esapw or osukosuker.
- Osuwono napanap e esenipa ngenir mettek ika feiengawn inisir.
- Awora watten neni repwe mwokut non, nenier epwe och pwan aaoch pisekin omwokutu maan.
- Okukunano ika fori met esapw wor niwokusun me riafoun maan seni an chungeni aramas, pisekin omokutu maan me pwan ekkoch maan.

KAPAS EIIS

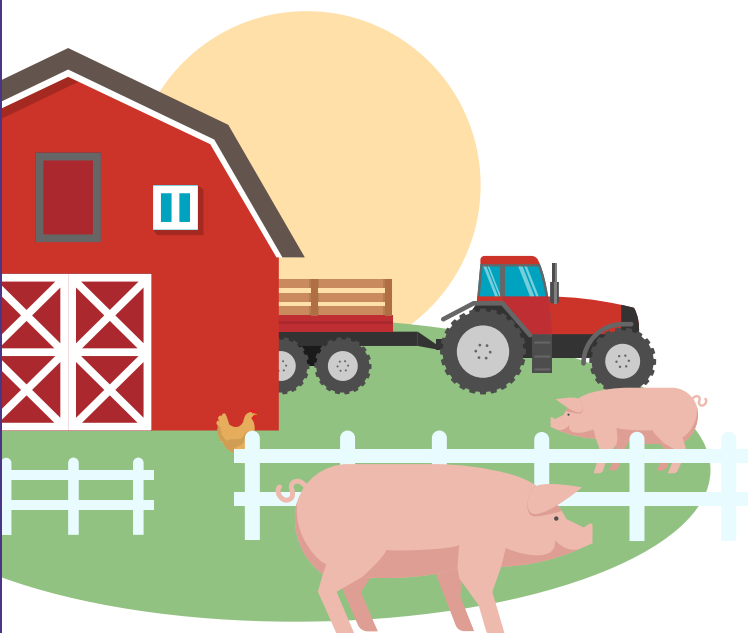
Q Uchuno non ew ach kewe nenien foon maan iwe uwa kuna ew tiit mi masowu rem piik nge mi or kukun kinaser. Ekkewe maan non pwan ekkoch tiit ese pwan or kinas wwon inisir. Uwa ekieki pwe mi or chufen ika pwan ekkoch mecha mi ken re forata ekkkei feiengaw. Ese or met uwa fori non ei fansoun, nge ita ke ekieki upwe fen fori och mettoch ren?

A En mi fori met mi pwuung ren omw na kuna ei napanap me pwan eiis met kopwe fori ren, ina mwo ika kese angang non ei neni. Faan ew kopwe esine ngeni ewe superfaisornon ewe nenien tiitin maan ika ripotei ngeni ewe manicherun ei neni ei napanap.

ANINIS

Kopwe Sinei

- Noun chon awora ach pisek Conduct Code
- Annukun Tumunu Maan



ACH KAMITMEN SIPWE AUCHEANI EMON ME EMON KICH

Nupwen kich mi angang fengen ach sipwe aucheani me aninisoch ngeni emon me emon kich, sia awora piriis nge esapw ettip, sia amwonata ewe nenien angang pwe nenien sinenap me awasona ochu aramas. Sopwe fwor ngeni ekkoch met sipwe mochen repwe fwor ngenikich. Ina mecheresin.

Echeni Meinisin, Apachenong, Eseor Nifinifin me Kirekiroch

Sia angang ngeni an epwe or sokopaten chon angang pwan ach nenien angang esapw awora nifinifin pwe kich meinisin sipwe mefi pwe kich mi chen. Mi or an emon me emon neich pwuung an epwe angang non ei neni mi etiwa pwan aucheani sokopaten aramas me sine ra watto ngeni nenien angang. Sokopaten aramas chon angang re fiti ach ei tiim, kastomers, chon watto ach pisek me chiechiach non pisinis ra emweni ach foror epwe och ngeni kastomers. Sia pwan etiwa kirekirochun netipw an epwe pesei anapanap nonopwok, pokiten kich meinisin simochon angei ew anapanap sipwe feioch ren.

Fori Met Pwuungun

- **Kopwe anisi ne ochupa meinisin, apachenong me sokopaten aramas.** Kopwe sani pwan etiwa chienomw chon angang me chiechiomw non pisinis ren omw kopwe ousening ngeni mefier, ar memef me orenier pwan fiti omw kopwe tekisason ngeni ngeni ekkewe napanapen mi tongeni osukosuker. Anisi sokopaten chienomw chon angang omw kopwe pwipwi ngenir pwan pesei ngenir ar repwe poporaus ngeni ach kei mwicheichen anisi chon angang (ERGs)..
- **Superfaisors – Repesei Anonopokun Tufich.** Atononga, anomu, pesei, mwoni me fonouw chon angang nge epwe chok anongonong wwon met re tonong ren, met sineer me ar oponuweta angangoch ika foror, me pwan met mi mwumwuta seni annuk - nge esapw anangonong wwon napanapen ewe aramas. Kopwe tumunuochun omw pwisin ekieki me foror pwe mi tongeni osukosuka ekkei sokkun memef.
- **Afata Mefomw.** Pwarata ei foror ika ke kunai ka efen kuuk ei napanapangawen nifinifin ika mwokut e nikitano ika ese apachenong ekkoch.



KOPWE SINEI

NONOPWOKUN ANAPANAP

Nifinifin ngeni aramas faniten napanaper ika porauser mi nomw fan onnuk ese fiti pwuung annuk non U.S. me ekkoch fonu iwe mi pwan ngaw meren ach we kamitmen ach sipwe fori met mi pwuung. Ei Kompeni mi awora anonopokun angang me pwan ekkewe angang tekia ngeni mineka ir mi tongeni anni kei sokkun angang iwe ese pwan nifinifin ngeni emon pokiten an newo, onuwen unuchan, an namanam, mwan ika fefin, ion e saani, emochen epwe mwan, fefin ika pwan och sokkun, aramasen ekkis, ierin, tterin, fiti soufu ika pwan ekkoch napanap mi tumuun fan annuk ika onnukun ei Kompeni

FEIOCHUN APACHANONG MEINISIN

Ew nienien angang mi suuk ngeni chomongen sokopaten aramas a efisata:

- **Angechu me forutaan minafon anapanap non nenien angang.**
- **Ekichu me kanapeno sine nefinen chon ach we tiim.**
- **Ew chomongun sokopaten chon kamwo me chon angei pissek seni tepetepen pisekich.**
- **Kich ren ach mwicheich me pwan ach ew sou emweni angangen intustri.**



EPWE IFA USUN SIPWE ETIWA ARAMAS

- Epwe suuk omw ekiek.
- Kopwe mochen ousening.
- Kopwe chiechi ngeni chienomw chon angang ekkewe kese ffitir.
- Kosapw pwisin forata mefomw.
- Tumunu nonunoun kapas mi ngaw.
- Chanenchini ngawen kapas pwan anisi ne osukuner.
- Nounou kapas mi och/iten aramas/poraus ika mi namot.
- Kopwe chiechioch ngeni aramas.



Opochochokuna Auchean Nenien Angang

Mi or ach pwuung pwe ach nenien angang epwe auchea esapw pwan or eftikoko, eriani, efeiengaw me eniwokus epwe fiis non. Ei Kompeni ese etiwa sokkun eniwokus, efuwan nisou me kafang ngeni emon chon ach ei mwicheichen angang a iteni "zero tolerance". Kinamwe seni an esapw or echimw me feiengaw a forata an epwe or auchean me fitichuun oreniach ikeweia sipwe tongeni oponuweta masonwen ach angang iwe pwan fori met epwe or aucheach.

KAPAS EIIS

Q Emon minafon chon angang e etto seni Iraq a keran fiti ach tiim. Ra orenikich pwe epwe fofori napanapen an namanam epwe pwan pineno me iotek fansoun asoson angang. Ikenai uwa kuna an tonu pechen non ewe sink non nenien ngasono. Am me chienei kewe chon angang sia mefi pwe mi ngaw Mei tongeni ukuno ei napanap?

A Apw. Ewe Kompeni mi kamit ngeni an epwe etiwa an chon ei tiim fori anapanapen namanam non nenien angang usun mi fiti wiisen Kompeni kewe mi afatetiwi seni annuk. Usun mi afatetiwi non an ew Council on American-Islamic Relations, "Muslims repwe ores, tonu powur me pecher non konik mi nimoch me mwen repwe iotek. Ei ores ika toton a ffitis non ew resrum sink ika pwan ekkoch neni mi or konik non". Ina pwata ei Kompeni epwe mwutata ei napanap pwan an epwe fiis non ach kewe neni, nge epwe pwan awora ekkoch ottot, usun finata ew sink epwe ffitis ei napanap ia.

ANINIS

Kopwe Sinei

Angei porausen ochu me achomongu aramas anomw wwon Pivot fan nurun Talent Development.

- email: Inclusion_and_Diversity@hormelfoods
- EEO and Affirmative Action Statement
- Equal Employment Opportunity Policy

MET WEWEN

Echimw ese mwumwuta non annuk

Echimw ekkon ikkei sokkun fisikan, kapas, ese fiti kapas, ika pomwen nisou mi onnukuno usun ekkei ruanu (4) napanap:

- Ese ketiw.
- Mi anemesengaw meren ewe aramas.
- Mi watte anononenin ika mi chok ffitis.
- Mi fiti ika efis pokiten enomw faan tetenin anapanap mi epet fan annuk.

Ekkoch feiengaw ika anapanap eniwokus meni rese tipis nge ew menein ekkei fofor mi atai an ei Kompeni annukun.

MI SINENO

ANAPANAPEN ECHIMW

Mi or sokopaten Echimw mi pwan tongeni epwe ikkee osun:

- Pomwen nisou ika tungoren nisou.
- Fosuun kapasingaw, pomwan me atap.
- Tarpwen kapasingaw ese ketiw, text me poraus wwon social media me emails.
- Niwosun kapasingaw mi pacheta ese nifnifn ian.
- Fosun, urumoten ika amangawen kapasingaw.
- Ngunungun, eniwokus ika amangaw.
- Enitangeni chon eniwokus “fiktims” ika chon feiengaw “soukaps”.

Fori Met mi Pwuung

- **Anisi met epwe fiis ren auchean nenien angang.** Foforoch ngeni chienomw chon angang meinisin, chiechi non pisinis me kastomers non auchean me mwokutun sinenap fansoun meinisin, nupwen angang me pwan mwirin awa, me pwan atuun anapanapen angang, non me nukun nenien angang.
- **Fori Angangan.** Anisi emon ren omw afata mefiom nupwen napanapen emon a esenipato omw me an ekkoch osukosuk. Kopwe achocho ngeni omw kopwe aninis ika en mi kuna an emon angawa iten emon pwan ureni ew efori epwe ukutiw seni.
- **Afata Mefiomw.** Kosapw etiwa ika wano me womw an emon angawano iten emon ika fori anapanapen efeiengaw. Ureni noumw manicher ika omw we Human Resource repesenitif ewe napanap efis ngonuk are ke kuna nge mi urumot, amangaw, eriani me efeiengaw.
- **Manicher repwe anganga.** Ekkewe re nomw non wiisen superfaisor me manichmen mi or auchean wiiser ar repwe ponuweni ekkewe eniwokus fansoun chok ra sinei. Repwe affor non pwan oukano ei napanap, iwe pwan ripotei ngeni Human Resources ika ewe Ethics me Compliance Departmen.

KAPAS EIIS

Q U fiti chienei chon angang ne mwongo mwongon nonoas nanew, nge emon near a kapas urumot ren emon aramas mi tter. Meinisin chon ewe chepen ra takirikir. A atun mwongon nonoas iwe meinisin ra fokkun mwarar ren ew kapas urumot. Ewe chon apasa ewe fosun uromot mi pwan tter, iwe mi okay an epwe ani ewe kapasen urumot?

A Apw. Ese nifnifn napanap e urumotei emon ese mwumwuta an epwe fiis ese nifnifn me non an ei Kompeni nenien angang. Ina mwo ika ewe chon apasa ewe kapasen uromot mi pwan uri ewe terin inis. Ika mwo meinisin chon ewe chepen re takir ren, emon neir ika emon nukun erong iwe epwe oput. Wattenon ngawan ei napanap: Ach kamitmen ach sipwe och ngeni kich non auchean ese ponuta ren ei sokkun fofor iwe ese pwan pwarata pwe ei nenien angang mi ochu kich meinisin, Ekkei kapas ngawen uromot me poraus ese or nenier non oreniach.

ANINIS

Sinei Pwan Ekkoch

Angei porausen ochu aramas me non Pivot fan nurun Talent Developmen.

- Email: Inclusion_and_Diversity@hormelfoods.com
- Annukun Echimwa
- Annukun Fofor non Nenien Angang
- Annukun Oponuwan/Ponuweni



Tumunu Monomonen Porausen Emon

Ekkoch me neich kich mi tongeni angei porausen emon chienach chon angang, chiechiach non pisis me ekkoch re angang non ei Kompeni Porausen emon ese monomon mi tongeni an emon epwe sonani porausan pwan afeiengawa aramas seni. Sia kamit ngeni ach sipwe tumunu ekkei poraus me pwan angei, aa me wawu poraus ika chok pwe epwe anisi pnutan ach angang.

KOPWE SINEI

PORAUS MI ESINATA PORAUSEN EMON

Chomong sokkun porausen emon mi tumunu fan annuk me non ach pukun annuk, usun ewea *iteni Personally Identifiable Information (PII)* mi tongeni nounou an epwe esina emon aramas.

Ekkoch Eksamponun PII:

- Nampan Bank akkoun.
- Raanin uputiw.
- Nampan Credit Card.
- Attresin email.
- An emon medical informeison.
- Nampan Fon (Tengwa).
- Attresin neni.
- Nampan Social Security.

ANINIS

Kopwe Pwan Sinei

- Annukun Poraus me California
- Annukun Poraus
- Annukun Poraus non ei neni
- Annukun Mwokutukut non Nenien Angang

Fori Met Pwuungun

- **Fiti pwuungun annuk me ach prosichurs.** Monomonen annukun poraus e mwutngeni kompeni ar repwe awora met ar anongonong an epwe tumunuochu PII. Ach Kompeni mi awora anapanapen tumunun ekkei proraus. Ika ke akseten ne kuna PII, mwitir eniwini sefaani ngeni ewe departmenin non ewe Kompeni ika wano ren noum we superfaisor.
- **Tumunuochu porausen emon.** Kopwe fokkun tumunuochu minafon me minenomwun porausen chon ei tiim, chon kuta r angang, chon awora pisek, kastomers, chon kamwo seni kich me pwan ekkoch chiechiach non pisis usun chon omw tumunuochu porausomw.
- **Nounoun porausen emon chon ewe tiim ika epwe chok anisi mwokutun angang.** Chon ewe tiim epwe mutata omw kopwe nounou porausan ren pwan ekkoch wewe.
- **Tumunuochu nounoun prorausen chiechiach non pisis me pwan ekkoch.** Epwe chon nounou ren fofoforon pisis nge esapw towu ngeni emon – me non ika nukun ei Kompeni – nge ese akomw mwumwuta.
- **Mwitir ripotei ika eor tomanin ika angei sonani proaus, nounoun ika ngeni emon.** Meni epwe or annuk ika fansoun epwe or nounoun.

KAPAS EIIS

Q Emon chienei chon angang a nounou. Ekkoch me neich sia mochen tinano ren ach nifang, nge sise sinei an attres. Ngang mi tongeni eiis seni Human Resources?

A Apw. Inamwo ika amwen och atowun nifang ren ew fofor mi och mi fiis, kosapw tongeni eisini Human Resources an chienonmw chon angang attres, pokiten esapw mwokutun angang ei tungor. Nge ika emon e anomwu nampan noun fon (tengwa), en mi tongeni kori ka esisini an attres. Esapw chiwen or amairun omw nifang nge kopwe ne chok sinei seni ika e mwutngonuk an attres.

ACH KAMITMENIN FOFORUN KIREKI-ROCH NGENI KASTOMERS ME CHIECHIACH NON PISNIS.

Hormel Foods esapw fiis an angang an epwe win ika ese or aninisin seni chiechian chon pisnis me nukun. Mi och ach angang fengen me chiechiach non pisnis me kastomers, pokiten kich me aucheani pwan pwapwa ren wiiser non foforun me amomon ach kei pisek mi fokkun och.

Tumunu Free me Kirekirochun Okuff

Sia okokuf ach sipwe win non kirekiroch, wenechar me foforoch. Ach kamitmen ach sipwe chok fiti me ruwepeck ren met mi nomw non taropwe me mongungun annukun ewe antitrust me kompetison mi fifis ese nifnifin ikewe ia sia awora pisnis. Sisie asonani ion kastomer, chiechiach non pisnis, ika kompetitor ren mwakenekich, nounou ngawen poraus, asonani ika efsata poraus an epwe efisi fitikoko ren mwokutun ekemis.

Fori Met Pwuungun

- **Opungano aan ewe universal rule.** Kopwe forngeni chiechiach chon angangen pisnis me kastomer met ke mochen repwe forngonuk. Fori napanapen ekkei chiechi fongon non fofor auchea, wenechar me an esapw pwan or nifnifin. Kirekiroch ngeni kastomer fansoun a or poporaus ren niwin me prokramen amomo.
- **Kaeo ngeni pwan fiti onnukun.** Kopwe sinei met en mi tongeni pwan met kese tongeni fori fansoun aor ekemis ren ach onnuk me ewe annuk. Kesapw fokkun atai ewe antitrust ika annukun ekemis ese pwan nifnifin ian non fonufan sia fori ach pisnis. Kosapw pwari pwe mii mwan napanapomw. Ew watten eniwokus ren atai pwuungun annuk efis fansoun sia chufengen me chon ekemis ngeni kich.
- **Emis non kirekiroch.** Kosapw fiti ngawen ika napanapen ekemis mi eftikoko. Kosapw fori och mettoch epwe sineno pwe e epeti ekemis. Fori chok porausen ach kei pisek me sineach ren met mi pwuung. Pwan ina usun met kopwe forngeni ach kompetitors.
- **Finioch.** Kamwo ika finata minen amomo ren ochun, namotan me aninisin kastomers. Kosapw fori met omw ekiek epwe osukosuk ren.
- **Afata Mehomw.** Churi ewe Legal ika Ethics me Compliance Departmen ren kapas eiis ika eor omw osukosuk ren anapanapen amomo.

ANINIS

Kopwe Sinei

- Anongonongun me onnukun an Hormel Foods Corporation we Antitrust.

KOPWE SINEI

ANNUKUN KOMPETISON ME ANTITRUST

An Fonufan Annukun Kompetison, ra iteni antitrust laws non U.S., mi tepetep pwan weires. Onnukun kewe mi sokofesen achok anongonong ren ewe napanap, nge ikkei ekkei ottot sisapw fokkunforinge sipwe mwitir ripotei ngeni ewe Legal Departmen ren ar repwe afanafana kich ren.

- Ew etipeew ika wewe fengen me kompetitors ren niwinin, koturun niwin ika ottoten foforun pisnis.
- Tipeew fengen me kompetitors and epwe kinikin ika nemeni kastomers, chon awora pisek, nenien amomo pisek, tungoren amomo ika nenien pisek.
- Tipeew ngeni kompetitors ar resapw fori ar angangen pisnis ngeni ekkoch chon awora pisek ika kastomers.
- Poporaus ren niwinin, napanapen amomo, ottoten angang ika niwin ngeni kompetitors mi fiis ikenai in non ekan fansoun mwach.
- Fori anapanapan pwe ewe ottoten emwiis a pesepes seni emon kompetitor.

KAPAS EIIS

Q Ai ei neipor e angang ren emon chon ekemis ngeni Hormel Foods. Pokiten kich sia angang non nenien amomo non ach kei kompeni kich mikan poporaus ren met akan fifis non ach kei intustries. Nge fen nanew chok neminei a pesei pwe sipwe acho kukunano ach kei pisek non neni kich me fori ach pisnis ian pwe sipwe tongeni angei watten anomun pisek ian ngeni nouch kewe chon amomo mi watt ear neni. Uwa ponuweni pwe upwe ekieki, iwe nge mi och ai apasa ei?

A Apw. lei sokkun ekan anapanapa ngawei ach pisek me nenian, iwe mi tongeni epwe atai annukun antitrust. Mi eniwokus mwo an epwe or poporaus wwon ei ottot, sisapw fen ura ika si fori. Omw we neipor ina epwe fen ekieki pwe omw ura "kopwe ekieki" a wewe ngeni pwe en mi tipeew ngeni and epwe fiis Mi fokkun och omw kosapw kakapas ngeni chon emwis ngonuk, nge ika kopwe, anomw non poraus tekian pwan nikitano osukosuken ekiek usun aafongen senif me achokukunuono pisek. Ika efis nein chechiomw, susenir non okurangen fofor ika pwe ewe poraus a niwiniti kapasen eweiresi amomom mi free. Mi wewe ngeni pwe kopwe oput poporaus ren ei kapas, nge ika ke nomw non mwich me fiis, urenir pwe omw ora ke sani epwe maak nomw non porausen minichen mwich. Iwe ka wees ne fiti porausan pwan esine ngeni ewe Legal Departmen ar repwe mwiti anisuk wwon.

Chiechi ngeni Ekkewe Mi Angang Och

Chiechiang non pisnis -chon awora pisek, chon amomo, kantraktors, chon aparasa ach pisek me ekkewe mi chu ngeni kich – ir mi anisi feiochunon ach angangen pisnis. Sikuta chiechiach rekan fori anapanapen pisnis non wenewen pwan fiti tekian fororun anongonongun me ottoten angangen pisnis. Chomong ekkewe sia ekieki pwe epwe och ar fitikich rekan fiti chekin a iteni due diligence an epwe anneta pwe met re sine mi pwan nono ngeni met ei kompeni e aucheani. Ekkei napanapen chiechi kich mi chok kakaton ren an epwe mwokut non wenechar.

Fori Pwuungun

- **Finiochu chiechiomw non pisnis.** Anonga omw finata ren met ochur. Afota wwon ar kuwanifkeison, kirekirochur, me ochu meinsin non ewe fiin. Kosapw finir faniten ion re pwipwi ngeni, omw pwisin memef ika kopwe feioch ren.
- **Fori ew ochun rifu.** Minafon chon awora pisek me ekkoch chiechi non pisnis re tupunikich fan ekkoch rekan fiti watten wiresin due diligence me mwan kontrak. Fiti ach we ottoten fini mi or non ach we chiechi-non- pisnis mwokut.
- **Mamasa fetanin ach chiechi.** Kopwe mwon ren foror mi ngaw ra iteni red flags pwe rekan esina mwanin ika ew fororun kirikiringaw.
- **Osukuna Chienach non pisnis.** Anisi ar repwe weweiti wiiser, pwan ekkewe me kuu ottoten ach ethics me compliance me ar kewe kontrak.
- **Kopwe sinei wiisomw kewe ika pw eke angang non ew nenien kofemen.** Ika ke angang ngeni kofemen ika ew pisnis an ika enomw fan nemenien kofemen mi or wiisomw omw kopwe sinei, weweiti me opuri annuk me fororun kewe mi namot ngeni ei mwokutun chiechi fengen. Epwe pwan iei usun ika pw eke angang ngeni ew nenien a iteni regulatory authorities.
- **Afata Mehomw.** Esine ngeni ewe Legal ika Ethics me Compliance departmen porausen ewe ew chiechi ese tawe ne fori ach kewe anongonong me ottot, ika ke chok pwisin kuna ewe osukosuk.

KOPWE SINEI

ESISNEN NAPANAPENGAW

Epwe or napanap epwe ngaw ika emon ewe e angang faniten ei Kompeni efwor ew me nein ekkei:

- Tungor ese nifnifn fite ukukun moni ika anomwu pisnis, ika an epwe awesi ew osukosuk.
- Tungor an epwe or moni epwe kamo ngeni ew kompeni usun chok ach ei.
- Wanong infois nge ese naaf popun ika ese wewe ngeni ewe kontrak.
- Awora fatangawen taropwen tungoren siwinin met mi kamo ika tungor siwinin kamo ese fateoch wewen.
- Eisini ewe Kompeni an epwe amona taropwe mi mwan (e.g., infois).

KAPAS EIIS

Q U tumunuetiw ew kukun nenien awora pisek nge amen fen och nefinan ngeni Hormel Foods non chomong ier. Nge non ewe ier ano, ewe nenien awora pisek a kamo seni emon iwe a siwin napanapan. Use chiwen angei infois ra iteni rollout payment-due invoices nge ese fiti tichikin iteiten pisek, me pwan pisek rese kon chiwen och fiti watten niwinir ese chiwen nono ngeni ei kontrak iei. Met upwe fwor ngeni?

A Ei napanap ka ora afen ew osukosuk nomw no tetenin fororungaw. Ewin, kopwe churi ewe ke chuchuri non ewe neni an epwe awewei me pwan kutta met epwe kinamweno ekkei osukosuk ren. Ika kose menei ponuwan, chunno ren Hormel Foods Corporate Purchasing ika ewe Legal Dipartmen ren met epwe fiis.

ANINIS

Kopwe Sinei

- Annukun Esapw or Foforungaw



Ioni me Tumunu Porausen Akaemon

Kich mi ioni sokopaten porausen akaemon. Tumunun pisekin emon a iteni intellectual property me poraus mi anoninen ren chiechien pisin amwen namot ngeni kich, iwe sia fori ei napanap non mwokutoch usun chok ach tumunu porausach. Ioni porausen aiteni comtetitive intelligence ew an pisinis anapanap mi fiti pwuung. Sia angei ekkei porause non pwuungun me wenecharun nge esapw non kirikiringaw, kefsitan ika sona.

KAPAS EIIS

Q U fiti ew konferensin intustri iwe uwa kuna ew taropwe won ewe simen nge mi usun napanapen ewe ottoten mwokut a iteni strategic plan noun ach we chon ekemis non ei ier epwe etto. Uwa mochen eniwini ngeni ewe chon ekemis, nge ewe mwich afen wes iwe ese or emon seni ewe kompeni echiwen nomw. Iwe uwa uweano neimw, use aneani iwe uwa pwan kamweno. Mei pwuung met ewe uwa fori?

A Uu. Ka fori met mi pwuung. Ina sokkun met simochen ach kewe chon ekemis repwe fori ika pwe repwan kuna nouch we strategic plan. Met kopwe fori mwirin kopwe esine ngeni ach we Legal Departmen met a fiis pwe ewe esinesin ngeni ewe chon ekemis ew napanap iwe met ka pwan fornigeni.

Promotuni Pisek non Kirekiroch

Sia kamitet ngeni wenecharen atowu atefertismen, amomo, me ottoten amomo mi aucheani nouch kewe kastomers. Mi pachenong pwuungun maken porausan mi fiti an kofemen anapanap pwan pwarata an ach we Kompeni angangoch me kirekiroch. Sipwe fokkun poporaus fengen non wenewen me wenechar fansoun sia atowu ach pisek non ese nifinifin sokopaten napanapan, epwe pwan chok pwuung pwan pwakaita met maaken wwon.

Fori Met Pwuungun

- **Isoni poraus mi eniwokus non monomon.** Tumunu poraus monomon me an chiechiach non pisinis me ekemis intellectual property rights. Mi pachenong an ekkoch poraus ese suuk ngeni chon nukun fiti mi ar competitive intelligence usun lisen niwin, ottot, tipeew, jntellectual property me ekkoch poraus monomenen pisinis.
- **Kopwe fiti met mmwumwuta seni annuk omw kopwe angei poraus a iteni competitive intelegence.** Kutseni puken maak a iteni publications, analyst ripot, websiites, social media, industry feeds me ekkoch nenien kutta poraus. Kosapw sona, spai ika mwaken renomw kopwe angang poraus a itenicompetitie intelligence. Ika ke turunong non ei napanap ren aksiten chok nge kose sine ika mi pwuung ioien poraus, mwitir chok chuno ren an Hormel Foods we Legal Departmen ar repwe anisuk.
- **Kopwe sinei ian e etto meia poraus a iteni intelligence.** Kopwe tumunuk nupen omw kopwe angei porausen ekemis seni emon. Kose sinei chon awaora ngonuk poraus pwan weweiti pwe ekkei poraus rese nomw fan nurun ei kapas nonpdisclosure ika etipeew mi monomon, ika annuk a iteni trade-secret laws. Kosapw tongeni angei seni emon chon ekemis ngonuk poraus a iteni sensitive competitive information.
- **Echeni wiison ren Kapas Monomon.** Aucheani wiisen ekkoch ar repwe tumunu monomonen porausen ekemis repwe fokkun tumunuochu. Kesapw fokkun echimwa chon ekemis ika emon an epwe pwuratiw ei napanap a iteni nondisclosure obligation.
- **Afata Mefom.** Kopwe ura met ke anni weires ren omw kopwe tumunu poraus monomonen emon ika ioni poraus a iteni competitive intelligence ngeni ewe Legal Departmen.

Fori Pwuungun

- **Kopwe wenechar.** Kopwe ngeni kastomer poraus mi faat pwan wenechar an epwe anisir ne finata met repwe kamo. Kosapw tongeni kapas mwaken ren ach kei pisek ika efisata poraus mwanin ach kewe chon ekemis.
- **Fiti annuk ekan tumunu nouch chon kamo.** Chon ach tiim re wiisen amomo, aparasa me Atfertaisini repwe tumunuochu nouch kewe taropwen aparasa pisek pwe repwe fiti onnukun porausen piske, niwin me ekemisen atfertaising. Porausen ach kei pisek repwe fiti meinisin an kofemen ottot me an Kompeni oukuk ren nimochun pisek, faitaminin me ochun masown.
- **Afata Mefomw.** Ika eor omw kapas eiis ika mefi pwe epwe tongeni fiis ew ofor mi ngaw ren napanapen atfertis, aparasa pisek, amomo ika onnukun maaken pisek, fenino ren ew nenien aninis an ei Kompeni mi afatetiwi non ei Code.

KAPAS EIIS

Q Chienei kei non ach mwicheich sia fori ei neponun ew mwongon piik an epwe fworsefan pwe epwe kukun sonun. Emon chienach emochen pacheta “Minafol” wwon asan ewe banner. Kukun sson nge use sinei ika epwe och. Sipwe tongeni fori ei?

A Meni. Mi wwor annukunapen muunap ren nounoun ewe kapas “kukkun sson” wwon maaken porausen mwongo. Ika minafon mwongo mi chiwen watte sson non nge ese fiti napanapen onnuk, en mi tongeni kopwe maakei non taropwen porausan “mi kukununo ssonun”. Cheki meren an Hormel Foods we Legal Departmen ika Regulatory Affairs, Labeling me Formulations Departmen omw kopwe sinei ifa ochun maaken porausen pisek.

Suseni efitikokon memef.

Sia kamit ngeni ach sipwe oturano pwisin mefiach ika pwe re eppet met ewe Kompeni e mochen. Mi apachanong ach ani etipetip ach angang ren ach sipwe feioch seni ikansipwe anisi ach faminni me chienach. Ika ke nomw non ei sokkun napanap nge epwe awora efitikokon mefiomw, kopwe pwarai.

MET WEWEN

Fitikokon Memef

Awor *fitikokon memef* ika pwisin mwokutumw epachengeni, ika usun epwe osukosuka, ekiekumw ren omw kopwe tongeni finata mefiomw faniten ewe Kompeni. A fiis ei napanap ika emon chenom ika chon omw we faminni angei feioch seni, ren moni ika pwan och sokkun faniten mefiomw we. Ngawen omw kose ekiekocho ne finata mefiomw ren ei napanap a tongeni angawa an aramas epinukunuk ren ei Kompeni, pwan ataeno ach tongeni sipwe angang ngeni nouch kastomers.

KOPWE SINEI

EKKOCH AWEWEN FITIKOKON MEMEF

Chomong sokkun napanap mi tongeni aworata Fitikokon Memef. Sise tongeni maaketiw meinisin, nge a ikei ekkoch meneir ra fiifis fan chomong:



• **Pwipwiin Nefin** usun emon chon ei faminni, sikepwach ngeni emon ika awor nefinemi me emon chiechi non angang, chon ekemis, kastomer ika chone ewe tiim ekan ripot ngonuk .



• **Angang nukunika** mwicheich ke pachengeni, usun a fiifis fan chomong ren chiechin pisinis, chon ekemis ika kastomers.



• **Omw pwisin anganga feiochun** mi fokkun watte naafan an epwe pesei mefiomw ren pisinis ika epwe pwa pwe mi ina napanapan.



• **Pekin feioch me non pisinis** ke sinei me non omw angang me non ewe Kompeni ka chei mwokutur ren omw kopwe feioch seni nge esapw ren omw akomwa fororum ngeni met mefiem ika met mi och ngeni ewe Kompeni.



• **Choni ew Board** non ew neni, ika mwo ew nenien angangen moni ika ew neni ese tonong moni ren, nge ewe chiechi mi tongeni esenipato met sipwe kuna ren pwe epwe efitikokoi mwokutun angangen ach ei neni.

INET KOPWE EKKIEK SEFAANI FOFORUN CHIECHOMW KEWE

Mi chomong ekkewe napanap repwe esenipato and chon ewe tiim repwe ekkiek sefaani foforun chiechier kewe ika mi or eftikokon memef senir. Eftikoko mi tongeni fiis ika:

En emon minafo non ach ei Kompeni.

Mi or minafon wiisom non ach ei Kompeni.

Emon chon ei tiim ichon fiti ei anapanapen fini iokan repwe chon aninis ngenikich.

Chienomw we ika emon chon omw faminni a tonong non angang ren ew neni ekkach chiechien angang meren ei Kompeni.

Mei or ew chiechin pisnis, ochuu pisnis ika ani ei pisnis.

Ekesiwinin ottot a fiis non ei mwicheich.



Fori Pwuungun

- **Kopwe Mwomwokut.** Tumunu napanap ekkach esenipato an epwe or fitikokon memef iwe kopwe epeti sonnuk, ika pwe mi tuffich. Ika kese tongeni epeti sonuk fitikoko, churi noumw we superfaisor ika ewe Legal Departmen ren omw kopwe porous ngenir.
- **Kopwe Sinei Porausochun.** Kopwe ekkiekochu pwe kosapw pwan mwutngeni och mettoch epwe efisi osukosuken met ke tongeni ren omw kopwe finata mefiom mi och ngeni mwokutun ewe Kompeni. Kosapw nifang pisnis ngeni emon mi arapakan ngonuk ika ngeni an emon kompeni en mi chiechi ngeni. Kosapw fiti ekkewe anapanapen chosa ren ei sokkun nifang.
- **Afata Mefomw.** Poraus ngeni noumw we superfaisor ika emon epwe chon aninis mi afateti non ei Code ren ese nifnifin anapanap mi tongeni esenipato fitikokon memef ngonuk ika chienomw chon angang, pwan ekkewe fofor napanaper mi usun ew fitikoko . Pwaratan esapw wewe ngeni pwe epwe eppetino. Fan ekkoch ekkewe anapanapen fitikoko mi tongeni affwor sefaan pwan wesino.

KAPAS EIIS

Q Mi or an Fefnei we kukun nenien atake nge ekkach foon me amomo piik mi niwinioch. Ngang mi tongeni ngeni chieni kewe rekkan fiin chok awora ach pisek non Hormel Foods itan?

A Ewe Kompeni mi chok kuukut chiechian non pisnis ir mi fokkun angeoch , iwe meni fefinomw na mi tongeni an epwe fitinong non. Mi och omw kopwe wanong itan, nge kosapw fiti chon fiin. Iwe ika pwan, en emon meinap ei Kompeni, kopwe pwan sinei pwe met kepwan apasa mi tongeni winiti pwe ina minen an kontrak. Kopwe tumunuochu kosapw tinano ei poraus. Pwan saposopun, kopwe anetata pwe epwe pwan ekemis ngeni an epwe aa pisnis.

ANINIS

Kopwe Sinei

- Taropwen amasowen Annuk me Atowu Fitikokon memef

Wawu Nifang me Angei Nifang me Pisekin Nifang.

Nifang fan ew me fan ew pwan pisekin kinisoun pisinis mi tongeni och faniten anapanapen angang fengen non tipeew iwe apwan anisi opochokunan amari chiechi. Nge mi or fansoun ekkei anapanap mi tongeni orukano ekkiek ochun pisinis. Resapw tongeni kawor ika ketiw an epwe pesei ewe pisinis ika onnukun finata memef iwe esapw pwan wateika fifis fan chomong. Ew nifang ika pisekin pesei mi tongeni epwe napanapen eftikokoi memef ika fen epwe ew kamo mi ngaw me non ekkoch napanap. Sia fukkun achocho sipwe ekieki met mi pwuung an a kawor foforun pesei pisinis pwun epwe tumunu iten ewe Kompeni pwan anisioch ngeni nouch kastomers.

MET WEWEN

An Pisinis Foforun Pesepes

An Pisinis foforun pesepesra wewe ngeni pisek ika aninis mi auchea e katowu ika ketiw meren emon ekkun angang ren ewe Kompeni ika e mochen angange ren non ekkun fansoun epwe etto. Ekkei pesepes a tongeni nifang, aninis, sai me fan ekkoch apwan tongeni chufengenin aramas ren pari ika mwich ika fen pwan tekisasonun pwomw. Ekkoch sokkun napanap a tongeni mwongo, uromot, kachito, pariin emon me pwan ekkoch ottoten ochu aramas a efisi ika efisien emon nukun. Ika mwo ekkis mwongo ika ew mettochun uun mi pwan tongeni an epwe ew pesepes.

KOPWE SINEI

MET EPWE KETIW

Nifang me pesepes epwe ketiw ika:

- Ekkukun ewe moni, esapw watte seni USD \$100 ew me ew nifang.
- Kukun seni USD \$250 seni ina e etto meian non ew ier.
- Mi och, ese tipis ika eniwokus.
- Mi fiti an ewe Kompeni kewe annuk me pwan fofor ekkun akaani.
- Mi free seni ekiekin omw ita kopwe angei mettoch epwe siwinin.

Fori Pwuungun

- **Opwuru Annukun kewe.** Oponuweta ach kewe Annuk me an ekkewe neni repwe aani met mi pesepes ngenir ika etiwa och sokkun nifang seni pisinis. Pinis ika kukunou fengeengen mi mwumwuta ren chon awora pisek, kastomers me ekkoch rekan angang ren Hormel Foods ika pwe mi pachengeni and Kompeni annuk me ottot.
- **Kosapw etiwa pesepes repwe orukano omw ekiek.** Esapw or nifang ika saani emon ekkun angang ren ewe Kompeni epwe towu ika ketiw ika pwe epwe esenipato ika towu faniten epwe pesei an ewe pisinis memef. Epeti sonuk met mi usun napanapen pesepes. Awewe, kosapw tongeni ekesiwin pesepes fansoun a or ottoten kutta kopwe win.
- **Kosapw fukkun wawu ika angei choon moni ika pisek mi tongeni ekesiwin ngeni choon moni.** Mi pwan pachenong gift cards inamwo ika ese faat fite masown. Ekkei mi tongeni ekesiwin ngeni choon moni.
- **Kosapw fukkun etiwa pesepes ese pwuung napanapan.** Epwe tongeni omw kosapw kinamwe ren ika asongaw ewe chon wawu, nge fansoun ewe nifang ika pesepes mi pwan (awewe, mwongo non nenien fefin mi ekinisou), kesapw etiwa non foos pwetete.
- **Kopwe tumunuk ren nouwiisen kofemen.** Nupen ke fiti nouwiisen kofemen ne angang, kopwe fukkun opurru ottoten tumunu an sopw me kofemen annukun pesepesen pisinis, pwan tori an Hormel Foods annuk. Mi auchean ika namwot kopwe angei memef seni ewe Legal Departmen ika ewe Ethics me Compliance Departmen mwe mwen kopwe nifang ngeni ika okukukowu emon nouwiisen kofemen.
- **Afata Mefomw.** Tungor aninisin emwenum ika kese kon sinei met kopwe fori. Churi noumw superfaisorme ewe Compliance Departmen ika eor omw kapas eiis ika osukosuk ren ew napanap ren nifang ika pesepes.

Kapas Eiis ren Pesepes

NGANG MI TONGENI ETIWA EI PESEPE?

PONUWAN...

Mi towu omw infeteisonomw kopwe no katton ew urumot nge kopwe chieneni emon chon awora pisek pwe epwe fiti.

Uu. Ei pisinis ika ew chok pekin urumot mi och pw eina sokkun met ewe Kompeni ekkan fofori. Nge ika mwon e ukkukun \$100ika watte seni nge pwan ewe chon awora pisek ese pwan fiti, ei a napanapen pwe nifang ese pwuung ika och.

Gift card ika ke wiineni winomw pisek me non ew uttut me non ew an angang mwich.

Uu. Ew Wiinen pisek ika gift card non ew uttut esapw usun ew nifang mi tongeni pesei mefiomw ren omw etiwa ika angei.

Ekkoch nifang seni emon kontraktor ese watte chok mwon nge a pache fengen numinir a naap seni \$250 chok non ew ier.

Apw. Ei sokkun a nifang watte. Emon chiechi non pisinis mi tongeni epwe chok nifang pisek a chok ukkukun USD \$250 mwon non ew ier.

Tikitin katton kachito a ukkukun USD \$80 mwon mere new kastomer ese pwan fituk ne katton.

Uu. Ew nifang a kukkun seni \$100 mi tongeni epwe angei ika etiwa. Inamwo ika ewe kastomer ese pwan fiti.

Sai me nenien annut pokiten sia katton an neni me nenien fwor piisek a kamwo seni emon chon mochen awora pisek.

Apw. Ika mi akomw mwumwuta seni Hormel Foods, ewe Kompeni epwe mwoni mwon ewe sai.

Ew watten holiday pasikiten foun ira, chiis, me okasi seni emon chon amomo pisek niwinin mi fen usun epwe watte seni USD \$100 chana.

Uu. Nifang mi takai ese pwan tongeni epwe niwin sefaan a tongeni isois ika chon omw we department re pwan aa. Nge ika e sopeno towun nifang a tongeni watte seni USD \$250 chana seni ewe pwan chok chon amomo, iwe kosapw etiwa.

ANINIS

Kopwe Sinei

- Annukun esap wor sona ika kirekiringaw
- Annukun Saiin Pisinis
- Anongonong me Foforun an Pisinis Sai
- Annukun Ripoten Kamon mwokutun sai
- Annukun, nifang, Wiin Pisek me Angangoch



ACH KAMITMEN PWE SIPWE TUMUNU ACH KOMPENI

Manaw Pochokunen ach Kompeni is sineno seni ach angangoch me foforoch. Iteiten finin memefin pisnis a fineta seni emon chon ew tiim epwe anongonong me wwon ei napanap, iwe meinisin chon ei tiim repwe poutano mochenin feiochur nge repwe pesei met each ngeni ewe Kompeni.

Komochunuku Tumunun Nounoun Moni

Emon me emon kich mi fiti ach sipwe emweni ochu manawen monien ei Kompeni. Pokiten mi ew kompenien amomo, mi or anapanap, annuk, me ottot mi nomw fan tumunun U.S. Securities me Exchange Commisson (SEC) me ewe New York Stock Exchange. Sia epinukunuku ach kewe annukun tumunun moni, met mi mamasa mwokutun me ifan usun sipwe atowu porausan an epwe pwuung nouch kewe taropwen moni. Mi fokkun auchea pwe sipwe faenini me pwan awora taropwen moni an chok anounoukich moni repwe katon ika mi pwuung, unusoch me weweoch ngenir. Kich mi atenekei foforochun me wenecharen nounoun moni seni ach ekiek och me pwuungun ach fofor.

KOPWE SINEI

RIPOTUN KOFOMEN

Kofemen me securities-lisen achensi, re nomw non me nukun U.S., mi or ar pwisin anapanapen ripots me tarowe mi tinano rer seni ekkei kompeniis. Ewe SEC me ewe U.S. Internal Revenue Services ikkei ekkoch sokkun achensiis.

Direktors me ekkoch chon ewe tiim rekan fori, emweni, rifuni, ika opwuungu ekkei ripots me amasowen taropwe repwe anneta pwe met ra tinano mi pwuung, unusoch pwan kukuchar. Repwe pwan fiti meinisin anapanapen annukun an kofomen ripotuni me aneta porausen moni mi kuu ach Kompeni. Met ese pwuung mi tongeni esenipato watten osukosuk. Ion e sinei pwe mi or poraus epwe tongeni osukosuka an Kompeni atowu porausen met a ripotei ika pwarata ngeni aramas iwe epwe chok mwtir Afata Mefian ngeni ewe Chief Compliance Offeser non Hormel Foods.

ANINIS

Kopwe Sinei

• Annukun Awenechara ewe Balance Sheet

Fori Pwuungun

- **Kopwe weweiti wiisomw ren tumunuochun fetanin moni.** Ika en chon tumunu pisekisekin ewe kompeni, moni towu, bwachetin, taropwen porausen moni, ika an kofomen ripot, kopwe tumunu mwokutun powumw, opunguochu me wenechar.
- **Oponuweta meinisin anapanapen annuk me ach kewe ottoten tumunu moni.** Atowu porause mi unusoch, pwuung, minafo me pwan weweoch. Kopwe chok fiti tumunun me anapanapen moni non ach neni, foforun aneani mwokutun moni, annukun afata foforun nounoun moni.
- **Tumunuochu met sia omwokutu me amomo mi maak non rekoto.** Porausen maakan epwe fiti meinisin mettochun pwarata pwe mi fiis. Repwe maak non taropwe fansoun a tori maaken moni tonong me moni towu iwe pwan nomw non an akkoun. Kosapw ita fori awesin ewe budget ren omw amasowa me mwan.
- **Aucheani napanapen ewe audit.** Tipeew ngeni omw kopwe fiti ekkewe auditors, ekkewe seni non ei neni me chon etto me nukun.
- **Mwtir Ripotei met mi mwan ika osukosukan.** Mwtir kopwe Afata Mefiomw ika eor mwanin ika mi or ese pwuung amasowen nouch finansan, akounting ika autiting rekoto.

KAPAS EIIS

Q Nei we superfaisor e eiisiniei pwe upwe rikotei ew poraus usun ita epwe siwini mwon ew pisek me non nouch puk. Upwe fiti met nei ei superfaisor a oreniei?

A Apw. Ika en mi sinei pwe mi mwan niwinin ewe pisek nge mi enletin kapas mwan iwe pwan ew foforun sona. Ewin, kapas ngeni noumw we supervisor ren omw ei osukosuk. Ewe Mwan ika Fefin meni e mwanino chok. Ika pwe ei napanap ese ekinamwenuk, ika noumw we superfaisor e sotuni an awewei ei tungor, iwe kene wano omw ei osukosuk ngeni emon noun ei Kompei chon aninis me afateti non ei Code. Mwanin met masowen nouch kei rekoton moni esapw fiis ika epwe siwin ngeni met mi pwuung.

Tumunuochun Nouch Buk me Rekoto

Noun Kompeni rekoto me taropwe ra forata porausen ach ottoten ika fororun angangen pisinis. Infestors, kastomers, chiechi non pisinis, nouwiisen kofemen me chienach chon angang re watta ar nukunuk won pwuungun masowen nouch puuk me rekoto. Operational, financial me pisinis rekoto epwe pwuung masower, unusoch pwan nukuchar pwe repwe sineno pwe iei ochun sasingin ach fororun pisinis.

KAPAS EIIS

Q Emon menein chienei chon angang fan chomong akan wanong an ripoten nounou moni mwirin a nuno fansoun, iwe ngang mi pwan kuna an fori pwuukun taropwen an kamo. Met ei napanap epwe wiisen nouch superfaisor?

A Uu ika apw. Nge fokkun iei wiisen noum we superfaisor an epwe mamasa napanapen an chon ewe tiim ripoten kamo, nge ika ke kuna maangen ika ese unusoch met mi katonong, mi ngaw napanapen maakan, ika kefsita risitan, iwe mi tongeni epwe napanapen asona. Ripotei meininis met ese pwuung ngeni noum superfaisor.

ANINIS

Kopwe Sinei

- Annukun esapw or Sona ika Asona
- Porausen Vedion Ehisata Poraus ika Fofor
- Anukkun Rekoto me informeison manichmen (RIM)
- Skechuwonun Isoisen Rekoto



Fori Pwuungun

- **Anomwu puuk me rekoto mi och.** Rekotuni meininis pisekisekin (assets), niwinimwang (liabilities), moni tonong (revenues) me moni towu (expenses) non mwokutun an Kompeni prosichur. Meininis noun Kompeni rekoto epwe wenechar met e maak ren porausen amomo pisek ika ottot, ina mwo ika re nomw non chon taropwe ika wwon electronic.
- **Fitichok anapanapen annukun tumunu taropwen ika isoisen poraus.** Kopwe isoni ekkoch sokkun rekoto, usun an epwe isoisen non ukkukun fite taman ika fansoun. Ach annuk me anongonongun mi afata meni taropwe epwe isoisen, non fite taman, ika mi pwan tongeni koturuno ika katano, epwe ifan usun an epwe katano ika koturuno.
- **Fitichok ewe Legal Holds.** Rekoton kopwuung, audits ika chosa mi och repwe isoisen non fansoun mi taam seni met mi afatetiwi non nouch annuk. Ika a fiis ei napanap, ewe Legal Departmen epwe atowu napanapen fororun fiti ifa usun porausan epwe isoisen me pwan nounoun tori epwe wes ewe hold. Kesapw tongeni siwini, forsefani ika atai taropwe mi nomw ika isoisen faniten ei legal hold.
- **Afata Mefiomw.** Kapas eiis ika afata omw osukosuk ika ke ekieki pwe ew rekoton pisinis mi mwan, ese nukuchar ika ese tumunuoch.

MET WEWEN

Kekoten pisinins

Rekoten pisinismi chomong sokopaten taropwen, usun ripoten moni towu ika kamo, porausen moni, ottoten amomo, infoisen kamo, taropwen pisinis ngeni kofemen, taropwen met pisek mi fwor, chekin ika chosan ochun pisek, ripoten audit me pwan chomong ekkoch.

Tumunuochu Pisekisekin Kompeni

Kich mi kamitngeni aa ochun pisekisekin Hormel Foods faniten anapanap epwe otufichi ewe Kompeni. Wiisen emon me emon kich ach sipwe aa pisekisekin ei Kompeni ren met weweochun aan pwan ren tumunuochun an esap pwoutuno, esapw or sonan, esapw taano, angawano ika ese och aan.

TUMUNU ACH KEWE INFORMEISON SYSTEMS

- Oukuku an emon aa ika nounou noun Kompeni kamputers me tengwa ika fon. Anapanap usun shopping, banking me katong social media mi mwumwuta fan ew, ika pwe ese esenipato feiengawan ika osukosuka wiisom non omw we angang ika ochun omw mwokutukut non angang.
- Kosapw aa ika nounou an Kompeni kewe technology systems ren urumot, maak poraus, kapas urumot ika foror mi ngaw ika ese pwuung no annuk.
- Kosapw pwari omw userneim me paswort.
- Kosapw mwutngeni ekkoch, usun chienomw me omw faminni repwe nounoun nouch kei pisekin technology.
- Kosapw forata, isoni ika tinano poraus mi ngaw.
- Kosapw suuki email links ika email usun mi ngaw ina mwo ika en mi sinei ion e sentini.
- Nounoun ekewe sofwer afen wwor naisenin.
- Kosapw fokkun pachenong noum sofwer non noun Kompeni Kamputers, tengwa/fon, ika pwan ekkoch mwesiin nge kese angei mwumwutan.
- Kosapw or monomonen omw poraus nupen ke noun email, internet ika ekkoch an Kompeni technology. Mi or an Kompeni pwuung an epwe mamasa nounoun an kewe technical equipment, network me systems.

Fori Pwuungun

- **Tumunuochu an Kompeni Neni usun ka pwisin tumunu neniomw.** Wiisomw omw kopwe forochu aan pwan tumunun pisekisekin ewe Kompeni ra nomw fan omw tumunun,
- **Forochu Epetin omw we nenien angang.** Masaochu omw we offes, nenien omw angang me pisekin kewe ren omw kopwe nokei ititen pisek ika ofeno pisekin angang ika ese or aan, Awora annukun an esapw nimengaw omw we chepen – nimeti esapw or taropwen pisinis wwon iteiten ran mwe mwen kopwe suseni nenien angang.
- **Angei omw mumuta.** Angei mwumwuta mi maak non taropwe me mwen kopwe fangeno, amomo, ika nifang pisekisekin Kompeni.
- **Afata Mefiomw.** Ripotei ika ke kuna ew pwe mi or sona ika aa ngawen pisekisekich. Pwan ripotei pisekin angang mi taa, mi efeiengaw ika epwe fwor sefaan ika ekesiwin.

KOPWE SINEI

EKKOCH SOKKUN PISEKISEKIN KOMPENI

Mi or ruuanu (4) sokkun pisekisekin Kompeni. Ekkoch Sokkun:



• **Electronics** – kamputers, electronic storage, devices, information systems.



• **Financial** – noun Kompeni credit cards, infoises, bank account, rekoton moni.



• **Information** – databases, files, intellectual property, product formulas.



• **Physical** – facilities, equipments, raw materials, tools.

KAPAS EIIS

Q

Ufen rongorongon an emon manicher apasa pwe e angei ekkoch tools seni ach we facility's maintenance department pwe epwe nounoun non ei wiken non imwan. E ora a eniwiini ekkewe tools non ewe sarifan. Upwe ureni emon ei napanap?

A

Uu. Kopwe afata mefiomw. An ei Kompeni anins, usun tools me equipment, repwe chok awora tumunun esapw or feiengaw ngeni chon angang me ewe nenien angang. Kopwe mwitir kapas ngeni noumw we superfaisor ren met ewe ke rong.

ANINIS

Kopwe Sinei

- Ottoten Tumunun Data
- Annukun Enterprise Security
- Ottoten Laptop Computer Security
- Annukun Mobile Device

Masaochu Poraus Monomonen ei Kompeni

Ew watten auchean pisekisekin ei Hormel Foods a wewe ngeni ach poraus monomon, mi pachenong met sineach a iteni intellectual property. Mi or wiisach ach sipwe tumunuochu seni an epwe pwoutuno, aangaw me toumwan nukun ika atou porausan.

MET WEWEN

Porausen Kompeni mi monomon ika sensitif

Poraus Monomon an ei Kompeni mi usun porausen Hormel Foods ese pwangei aramas ika towu nukun, ina mwo ika ese mwumwuta epwe or chon angei ika katowu, nounou ika pwano nukun.

Intellectual property ew sokkun poraus monomon. Mi tongeni epwe ew ekiek, chungu, pisek mi fwor, chifenon ika ekkoch sine aan ei Kompeni.

Fori Pwuungun

- **Kopwe Sinei met mi monomon.** Poraus mi auchea ngeni ei Kompeni mi maak monomon wwon fan ekkoch nge esap fansoun meinis. Kopwe tongeni esina meni pisek ika mettoch mi nomw non ei kinikin monomon.
- **Oponuweta ach annuk.** Angei ika aa poraus mi monomon atuun chok pwuungun ottoten angangen pisinis, iwe fokkun epeti an esap towu ika ese or aan. Nounou fengen me ekkewe mi mwumwungenir ren mwokutun angang ika annuk e mochen epwe towu. Kopwe tumunuochu kosapw poporaus wwon non neni mi tongeni or chon rongorongu. Ika pwe enomw rem ekkei sokkun poraus, iwe kopwe wanong ren ewe Kompeni nupwen ra tungorek ika pwan atuun ka towu kese chiwen angang ren.
- **Pwari ekkewe mettoch ke fwor.** Mettoch efworuta, poputani foforun, niwosun ika forochuono met ke efisata nge mi kochungeni an ewe Kompeni pisinis ika risoch iwe epwe afaat ngeni ewe Kompeni non maaken taropwe. Fan chomong, epwe winiti pwe a an ei Kompeni intellectual property. Ika ke efisi fworutan non omw pwisin fansoun, ese wor aninis seni ewe Kompeni ese pwan ochuchu ngeni an pisinis ika an Hormel Foods risoch, iwe esapw an ewe Kompeni.

KOPWE SINEI

AN KOMPENI PORAUS MONOMON IKKEI USUN

Meinis ach poraus monomon sisapw maaketiw ikkei, nge ikkei ekkoch awewe:

- Anapanapen Fwor Pisek.
- Angechu non Pisinis me Mwoni Pisinis.
- Porausen Chon Angang.
- Fomunan Fworun Pisek.
- Porausen Amomo.
- Trade Secrets.
- Porausen Moni Ese Pwano.

- **Aan mwesinen forum pisek mi mwumwuta.** Meinis kamputers me ekkoch mwesinen angang, usun storage media (e.g., USB devices) ekan isois ika atowu poraus monomon epwe kawor seni an ewe Kompeni Information Technology Departmen ika mwumwuta aan.
- **Tumunuochu porausen ekkoch.** Mwon, etipeew me ekkoch poraus auchea an chiechiach non pisinis epwe tumunuochu aan usun chok ach tumunu porausach. Iwe kosapw pwan nounoungaw ika aangaw an ekkoch kewe intellectual property, usun sofwer.
- **Ripotei aangawen, pwoutunon me katowu mwanin poraus.** Mwitir chok Afata Mefiomw ngeni noumw we superfaisor ika emon noun ewe Kompeni chon aninis ika ke mefi pwe poraus monomon ese pwuung mwokutun, a wwor chon sonani ika a pwoutuno.



KAPAS EIIS

Q Ngang mi kan sou fwor ai angang nge mi fti an ei Kompeni poraus monomon Ngang mi tongeni nounou fengen ekkei poraus me emon chienei chon angang non Hormel Foods?

A Apw. Kopwe chok nounou fengen ekkei poraus me emon chienomw chon ewe tiim ekan mochen angeni ekkei poraus pwe epwe fwor an angang. Ei anapanap a fokkun auchea pwan namot sipwe chechemeni nupwen ach angang nge sinounou ekkei sokkun poraus mi monomon.

ANINIS

Kopwe Sinei

- Annukun Kinikinin Poraus
- Annukun Porausen Non Ei Neni
- Annukun Social Media ren aan ren pisnis

Tradin Stocks me Ekkoch Securities non pwuungun Annuk

Nupwen omw akangang, en mi tongeni kuna pisekin porausen ewe Kompeni ika pwan ewe kompanien nukkun meinisin investors rese mwo sinei. Ei poraus epwe fokkun auchea ngeni stockholders, pokiten mi tongeni pesei met repwe finata ren kamo ika amomono an kompeni kewe stocks ika bonds. Trading stocks ika ekkoch securities seni ar sinei ei poraus a iteni insider trading, iwe mi tipis.

MET WEWEN

Insait ika insaiter informeison

A wewe ngeni materian, nonpubnik informeisonun ew pupnik treit kompeni ekan awora ngeni infestors fainasan atfanteich fansoun kamo, amomo, ika holding stoks ika pwan ekkoch sekuritis.

Materian informeison

met ke sinei mi namot ngeni emon infestor ekan amwona an epwe fini mefian ika epwe kamo, amomo ika komochuno chon noun stok seni ewe kompeni. Iwe ika ei sokkun poraus e pwawu nukun, epwe tongeni pesei ottoten mwon an ewe Kompeni kewe stok. Awewe ei napanap usun ke sinei epwe or mercher ika akwisison, protuk riikan, ekewin non meinapen eksekutif manichmen, pwuungun niwin me an kofemen inkuwairis.

Nonpupnik informeison

A tongeni poraus pupnik mi sinei ika a aparas fetaan nukun ewe Kompeni non taropwen simpwung ika ripot ngeni ewe SEC.

Fori Pwuungun

- **Weweiti me fti annuk me anongonongen ach annuk.** Kosapw tongeni kamo ika amomo stocks, bonds, options ika securities an Hormel Foods ika ewe kompanien nukuk nge e anongonong wwon met ke sinei seni omw angang non ewe kompeni. Mi tipis.
- **Kosapw ngeni ekkoch ekkei poraus.** Kosapw tongeni nounou fengen me chienomw ika omw famine ekkei poraus ke sinei me non omw angang pwe repwe trade securities seni. Mi pwan tipis.
- **Afata Mefiomw.** Ika kose fateoch ika ewe napanap esapw poraus epwe towu nukun, kosapw fokkun nounou fengen ei poraus me ekkoch ika trade stock seni omw sinei. Angei emwenum seni noumw superfaisor ika ewe Legal Departmen me mwon kopwe fwor mochenum.

ANINIS

Kopwe Sinei

- Annukun an Hormel Foods Insaiter Treiting



Tumunu Nounoun Poraus

Fansoun poraus epwe tori ekkoch me nukun ach we Kompeni, a ngeni kich ew chans ach sipwe opochokuna iteochun ach we bran. lei ew wewen sia achocho ngeni met sia apasa me maakei ngeni kastomers, chiechi non angang me aramas me nukun mi professional, pwuung me wenechar. Fokkun tumunuochu omw maakei och mettoch pwe etta usun met mi nonmw wwon enektronik media ika towu non iimen. Kosapw fokkun kapas fanasengesin ewe Kompeni nukun chok ika mi mwumwuta omw kopwe kapas fanitan.

KOPWE SINEI

NOUNOUN SOCIAL MEDIA

- **Kopwe maakei usun en chon maakan pwan aa omw we pwisin attresin email fansoun ka postini wwon social media.**
- **Ika ke mensionini Hormel Foods wwon social media, ika pwari pwe en emon chon angangen ewe Kompeni.**
- **En mi tongeni tipis ren metekenan ke maakei ika postini online.**
- **Katowuun poraus monomonen pisanis mi tongeni esenipato ami me ewe Kompeni osukosuk non annuk.**
- **Ach Code me aan ewe Kompeni Annuk mi wwor an pochokun ren met etota wwon social media me online.**
- **Repwe tongeni uweikenong non foforun fwoon ren met ke postini online e attain iteochun emon, pisekin emon, amangawa emon ika mi tipis non annuk, ika pwan ekkoch anapanap mi ngaw wwon online ekkann fworata itengawen ewe Kompeni.**

ANINIS

Kopwe Sinei

- Annukun Social Media
- Annukun Aan Social Media non Pisanis



Fori Pwuungun

- **Kapas non auchea me kirekiroch.** Ekiek me mwen kopwe kapa sika maak pwan pwisin omw weweiti. Kosapw wata omw anapanapen wwon online ika mwokutukutun email esapw ketiw meren emon. Met post mi maak ekkewe kompetitors, chok kutt ar angang, rekuneitors me ekkoch repwe opwut met mi och ngenikich repwe aneani. Online posts me emails epwe och maakan me pwan afata met ke mochen aporaus. Nounou fofoun kapas esapw wewengaw. Ika kose fworochun met kopwe apasa mi tongeni esenipata feiengaw ngeni ewe Kompeni.
- **Masaochu porausen ewe Kompeni.** Kosapw fokkun postini poraus monomonen ewe Kompeni wwon social media ika nupwen ke ponuwani postun ekkewe pisek mi fwor nge ese mwo towu porausan. Kosapw atowu ekkewe poraus mi chok oukuuk inet repwe towu, usun mi awewetiwi non annukun deita knasifikeison, non email nge ese mwumwuta ika koopono.
- **Kopwe fworochu napanapwomw fansoun ka pwisin tuupunuk.** Kosapw napanapeni pwe en mi tongeni kapas fan iten ewe Kompeni, nukun chok ika en mi angei mwumwutan omw kopwe tupuna.
- **Atowura tungor ngeni ian e weneiti.** Mi fokkun auchea an epwe or emon chok epwe wiisen kakapas fan iten ei Kompeni. Ina mine kopwe atowura meininis tungorun poraus ngeni Corporate Communications ika Investor Relations pwe ekkewe mi mwumwu ngenir ar repwe wiisen kakapas faniten ewe Kompeni nein aramas repwe ponuwani met mi or kapas eiis ren.
- **Afata Mefiomw.** Ika ese faat ngonuk met kopwe poporaus wwon ika kopwe ifa ne poraus ren, churi an ewe Kompeni we Corporate Communications tiim ren omw kopwe sinei met kopwe tongeni apasa ika kosapw apasa, pwan ifa usun kopwe fwori non napanapen mi sine.

KAPAS EIIS

Q Ukuna ew post ren Hormel Foods wwon ewe industry blog site ngang mi sinei pwe ese pwuung. Uwa mochen postini ekesiwin pwe epwe wenechar ewe poraus. Mi och ai upwe fwori ei?

A Apw. Mi pwuung omw ora pwe ei poraus mi mwan epwe siwin pwe epwe pwuung, nge kosapw pwisin ponuwani fanitomw nge kopwe tinngeni ewe Corporate Communications tiim ei poraus. Chon ewe Tiim mi mwumwu ngenir ar repwe kapas faniten ei Kompeni ir repwe ngeni ei poraus iwe ra postini non ewe blog ekesiwinin.

ACH KAMITMEN ACH SIPWE ANGANGOCHUN MEINAPEN ANGANGEN PISNIS

Nonomwun wiisach kei ren ach sia meinapen pisnis non fonufan mi fokkun or weweoach me or namotan ngeni ewe enonomw ian, non ach society me pwan ren ifa usun kich mi fofori mwokutun pisnis non unusen fonufan. Kich mi kamitet ach sipwe fworu wiisach ach sipwe angang ngeni ei fonufan an epwe ewe neni mi och.

Fifti Amomon Pisek non ei Fonufan.

Annukun International trade re finata ian, ifa usun ika fiti ionkan sipwe fworu anapanapen angangen pisnis ngenir me non ei fonufan. Ekkei annuk mi pachenong kastoms me ottoten katonongen pisek, ottoten amomou nukun pisek, annukun esapw or epetin amomo, etipisi me omochu mwokutun pisek. Ataeno pwuungun ekkei annuk mi tongeni etipisuk wwon watten tipis ra iteni civil me criminal penalties. Fiti anapanapen ekkei ottot a anisikich pwe sipwe opwuru ekkewe annuk pwan tumunu pwe ach ei Kompeni esapw tonong non osukosuk ra iteni penalties ika sanctions. Mi wewengeni, iei foforon met mi pwuung.

MET WEWEN

Kastom me ottoten kamo pisek seni nukun

a nemeni katonongen kamo pisek seni nukun, pwan pachengeni tichikin sokkun pissek, opwungu ian fonu e etto meian, tonongeni me isoisen taropwen, me pwan mwon pisekin tonong, takises ekkoch niwin.

Ottoten Amomou nukun pisek

Ikkei ekkei anongonong ir mi epeti ekkewe pisekin amomowu nukun ika ese or naisenin ika porausan epwe kuu manawen ewe neni etowu me ian a iteni national security ika tumunuun amomo pisek.

Annukun esapw or eppetin amomo a iteni anti-boycut laws

Ikkei an U.S. anapanapen annuk e pinei ika etipisi ottot ekkun mwutngeni ika anisi ekkoch pinpeinen amomo pisek a iteni international economic boycotts. Ekkewe annuk e pinei ika eppetin an U.S. kewe putain pisnis an esapw wiisen otta annukun ekkoch fonuwen ekki sir mi fiu ngeni an U.S. kewe annuk.

Sangsons me Eppetin Amomo

ikkei ekkei anapanapen pisnis watte me tipisin moni ika me eppet esapw fiis ren amomon pisek e towu seni kofemen ngeni ekkoch fonuen nukun, aramas me mwicheich, nge e anongonong wwon annukun fonuen ekkis me pwan nonienin feiangawen fonu a iteni national security concerns. Pekin tipis ren moni a iteni economic sanctions e epetti ekkoch anapanapen pisnis ngeni ekkoch pekin si fini. Ekkei tipis rese katowu ita faniten mi wwor napanapen mwokutun tufichin moni. Ir mei tongeni fworuta non annuk ren ekkoch pekin, ponitiks, soufiu ika nonomun aramas.

Fori Pwuungun

- **Oponuweta meininis annuk ra iteni global trade laws mi kuu anapanapen ach pisnis.** Ika ke angang non ach kewe nenien angang nukun ra iteni international operations, ika fiti chon kamo me amomo nukun U.S., kopwe sinei me pwan oponuweta ottoten annuk omw we angang enom faan fiti omwokutun pisek seni ew neni ngeni pwan ew a iteni across borders.
- **Aucheani annukun amomo pisek non fonufan a iteni international trade laws.** Fan ekkoch ina esapw faateoch meni annuk me ottot epwe kuu ew anapanapen amomo pisek a iteni international trade transaction. Ika mi or omw kapas eiis, ika kese faat ren omw kopwe poputani, ika mefi pwe ew pekin chon awora pisek ika chiechi en pisnis chon watto pisek mi attai ew annukun amomo pisek, mwitir chuno ren ewe Ethics me Compliance Departmen ika Legal Departmen.
- **Oponuweta ottot seni kofemen.** Kosapw fworu angangen pisnis ngene ekkewe fonu, aramas, ika chocho ir mi nomw non ewe ottot a iteni trade embargos ika economic sanctions, Kosapw fokkun fiti ika pesei boycotts U.S. Kofemen ese chiechi ngeni ika saportini.
- **Mamasa chiechiach kewe ekkoch non pisnis.** Chon awora pisek non me nukun ach neni me ekkewe ekkoch chiechien pisnis repwe pwan oponuweta fiti ekkewe annuk. Ika re attai annukun amomo aiteni trade laws, iwe ach ei kompeni mi tongeni maratan ei tipis. Fansoun ka fworu mwokutun ngeni ei ew pekin, kopwe tumunu me nongeni metekenan repwe tongeni pwarata pwe napanaper ese pwuung faan annuk ika mi ngaw.
- **Afata Mefiomw.** Ika mi or omw kapas eiis, ika ese faat kopwe ifa usun ne poputani ika ke mefi pwe ewe ew chiechi non pisnis a ataeno annukun trade, mwitir chok chuno ren ewe Ethics me Compliance Departmen ika Legal Departmen pwe kopwe esine ngeni rei napanap.

KAPAS EIIS

Q Ita emon noun Hormel Foods kastomer e nomw non ew fonu nukun mi nomw wwon ewe pinepin a iteni economic sanctions. Atouren pisek wwon ship epwe wenechar ngeni kastomer epwe tongeni maang ika sipwe tungoren mwumwuta seni pwisin Kopmeni pwan fiti utiwiitin angei mwumwu seni an kofemen purakun nemenm. Kich min tongeni shipiniekewe pisek ngeni emon non ei fonu ese pwan awora ekkei epetin sanctions pwe esapw maang fetanin?

A Apw. Fetanin pisek wwon ship ngeni ewe neni an esapw fiis ngeni ekkewe annuk e tumunu amomo pisek non fonuen fonufan ese mwumwuta. Churi aan Hormel Foods we Legal Departmen omw kopwe afata mefiomw ren omw osukosuk ika kapas eiis. Ika a or mwumwuta – nge ren chok ochun mwumwuta – Hormel Foods mi tongeni epwe anisi emon kastomer non ew fonu nge epwe fit met ottoten economic sanctions U.S. a fetan non ika awora.

Esewo ketiwen Korapson me Praiperi.

Me non Hormel Foods, kich mi kamit ngeni ach sipwe fwor ach angang non wenechar me fiti kirekiroch, esapw fokkun or nenien praips me ekkoch anapanapen angesona. Nifang ika angei ew praip ika och sokkun mwon kamo ese pwuung mi ataieno och ottoten annuk me ekkewe annuk ikewe ia kich mi fori angangen pisnis. Mi fokkun namot pwan auchea ach sipwe epeti senikich anapanap usun epwe pesei an pisnis memef ren mwon kamo mi ngaw ika ese nifnifn sokopaten korapson.

MET WEWEN

Praaip

mi or mettoch mi fiti niwin a towu pwe epwe pesei mefien emon non kofemen ika non nenien sopai pwe epwe aani ew pisnis, angei feiochun moni, ika mecheres an esapw nomw fan eppetin annuk ika suukngeni watten pisnis. Ewe praip esapw moni chok. Ew nifang, fworuun aninis, sai, apwapwa ika fen angei ew angang mi tongeni epwe napanapen praip.

Niwinin Anisi Fwofwor,

Ika niwin an epwe emecheresi a iteni "grease payment" mi ew chok kukunun moni eno ren emon nouwiisen kofemen mi chok kukun wiisan non angang ren an epwe pesei ika emwitiri angang wwon ika ew sokkun foror epwe fwor me non pwisin wiisan an angang. Ekkoch awewe ren ekkei napanap mi usun mwokutun tarpwe, angei naisen ika permit, ika pwan fwor angangen awesi towun tarpwen kofemen usun visa. Chomong annuk re kuna pwe ei sokkun napanap ese mwumwuta, mi fen ngaw ei sokkun kamo.

Nouwiisen Kofemen

Emon e angang ngeni ika emon achenin ew puraku an kofemen ika e nomw fan tumunuwan. Mi pachenong nouwiis ir mi finita ika fininong non tetenin an kofemen angang, pwan usun nouwiisen ekkewe pekin ponitks me chon saa ngeni offes. Nouwiisen Kofemen mi pwan usun ekkewe aramas re choni ewe putai a iteni monarchy, awewe ren ewe noun king we a iteni prince.

Fori Pwuungun

- **Opuruu annuk me ach kewe anongonongun annuk.** An U.S. we Foreign Corrupt Practices Act (FCPA) ewe U.K. Bribery Act me pwan ekkoch annukun epetin esapw or korapson ra chowuno aan non fonuen fonufan nge ir mi pwan kuu ekkewe praips me towu ngeni noun kofemen chon angang me nouwiis. Ekkei annuk repwe chok ponuta. Kosapw nifang ika angei praips ika ekkoch sokkun niwin mi mwan.
- **Mamasa chiechiomw kewe non pisnis.** Kich sipwe angei maratan fororun emon chiechiach ekan tumunikich, pachenong achens, chon aparasa pisek, konsontant me ekkewe chiechi mi kukkun wiiser me repesenetifs. Ika ke chiechi ngeni emon me neir, iwe kopwe masaochur. Kopwe nenefetan masaochu ion emon e fwor pisnis fan iten ewe Kompeni nge mi sineno pwe napanapan an angangen pisnis ese net. Ika mi tufich emon epwe wiisen masa napanapen ei aramas ika mwokutun ei mwich.
- **Tumunu pwe puuk me rekoto epwe pwuung masonwer.** Wenecharen anean me tumunun rekoton moni mi fokkun auchea ngeni an afata me anomu no taropwe mwon ese nifnifn.
- **Afata Mefom ren korapson.** Ripotei ei napanap ika mi tonong tungoren niwinin omwokutu ika praip, ika kesinei ew foror usun napanapen korapson ika mi or omw kapas eiis ren ew napanapen korapson. Mwitir chok churi noum we superfaisor, ach we Legal Departmen ika Chief Compliance Officer. En mi pwan tongeni ripoteenong wwon ewe Ethics me Compliance Hotline nge kesap afata enio.



KAPAS EIIS

Q Uwa angang wwon ew permit an epwe aproof ren an epwe fwor ew minafoon imw non ew minafoon nenien amomo pisek faniten Hormel Foods Ewe nouwiisen ei neni amwen fokkun angamwang ngeni ai tungor iwe apwan ureniei iteiten ai kokori pwe upwe ngeni ekkis moni pwe epwe tongeni emwitiri angangen foforon ewe permit. Mi wwor ach tetnin sipwe fiti iwe uwa noninenasini ika sia misini met sipwe awesi ika sichok ukuti wesin. Ngang mi tongeni upwe ngeni ekkis mwon moni?

A Apw. Esapw iei met mi pwuung kopwe fwor. Epwe fen emwitiri ei fofor ika e nongeni noun ewe nouwiis we boss epwe opungano ei osukosuk. Ika ese tongeni, churi ach we Legal Departmen omw kopwe poraus ngenir ren met epwe fiis ren.

ANINIS

Met Kopwe Sinei

- An Hormel Foods Annukun Esapw or Asona
- An Hormel Foods Corporation Prosichur ren Due Diligence ngeni chiechian



KOPWE SINEI

SOKKUN ANAPANAP ESE MWUMWUTA

- **Orukoruka.** Mwakenekich ika orukoruka ese nifinifin sokkun, usun mwoni bonus ika kamison ngeni ekkoch aramas nge napanapen mwokutur mi ngaw ika ese faatoch.
- **Opono ika suuseni annuk.** Anapanap ekkun fiis pwe esapw fiti annukun omochu, ika mwon ngeni, ekkewe eichens ika souaninis mi sinenap ika tipachem re iteni consultants.
- **Kefisita Nge Ese Pwuung.** Rekotini met ese pwuung ika maakei poraus ese naaf non puuk me rekoto noun ewe Kompeni.
- **Niwinin Anisi Fwofwor.** Ekkei rese mwumwuta me non ekkoch fonu kich mi angangen pisnis ia. Ina popun kich me chienach kewe re fwor ach angang ian sise mwonau ekkei sokkun fan iten ei Kompeni ika ese kawor taropwen mwumwuta seni ewe chief Financial Offser, General Counsel ika noun we fefin ika mwan a finata a finata pwe tupun.
- **Kamoon Moni.** Kamo ika mwoni wwon moni, nukun chok ika mi oukuk niwinin pwan maaketiw non rekotun petty cash account pwe epwe pwuung pwan faateoch me pwan nomw non an pisnis ottot.
- **Check epwe maak cash ika iten mineka noun non.** Tiwenon chok ika mi or taropwen mwutata etowu seni ewe Chief Financial Offser ika tupun we.
- **Meinisin niwinin sai.** Niwinin sai wwon sepenin, nenien annut, mwongo me ekkoch mwonien kamo faniten ewe sai, fangeno ika ke angei.

Komochunuk Wiisomw Ngeni Enfairomen

Kich mi mwasangasang ach sipwe fworì met kich mi tongeni pwe neniach kewe me ach fonufan epwe ochuno seni ach tumunuochu masen ach enfairomen. Ach kamitmen pwe sipwe tumunu aninis mi or non neniach ren ach sipwe okukunano met e fiis ren greenhouse gas, tumunu konik, pwan okukunano aan enerchi e fetan seni oiin me pwan ekkoch ra iteni nonrenewable energy fiti me kapichin pisek ra iteni solid waste non ach angangen pisis mi chen merech, Sia pwan anean pwe ei kamitmen epwe pwan ponuta ketiwan meren ach kewe chon awora pisek me pwan chiechiach kewe non pisis.

Fori Pwuungun

- **Echeni Enfairomen.** Anganga omw kopwe tumunu ewe nachuran enfairomen me fworochu napanapomw ngeni. Opwuru ika oponuweta annukun enfairomen me an Kompeni kewe anapanapen annuk ngeni omw angang, ese nifinifn inan kich mi fworì ach pisis. Kich menisin a fokkun namot sipwe fworì met ach tongeni ne tumunu ach ei fonufan a iteni natural world.
- **Masa ekkewe sokkun feiengaw seni enfairomen.** Ekkei napanap mi eniwokus usun tumunungaw ngeni koturunon kaapich ika aparasa mettoch me ngaw ra iteni pollutants, epwe or repotan,
- **Tumunu epwe pwuung me unusoch repotun.** Ei napanap mi fokkun namot ika auchea ngeni ekkewe ottot rekan osukosuka ewe enfairomen, usun apopwong, rekotun ika ripotun nichin me kasin mi as non asapwan ngeni ewe enfairomen, ika omwokutun kapich mi efeiengaw.
- **Kopwe Mwon omw kopwe masa pwan tumunun fororun ekkoch.** Nonongoni ika mamasa chiechiomw non pisis ika ar napanap mi attai an Kompeni kewe ottot faniten tumunun ewe enfairomen. Chiechiach kewe ir pwan sopoloun ach Kompeni iwe fansoun repwe mwokut faniten ei Kompeni, napanapen ar angang epwe nonofengen me ach kewe ottot ra iteni standards.
- **Afata Mefomw.** Ripotei met napanap mi eniwokus ika pwan sineomw ren katan annukun enfairomen me pwisin ach annuk me non ach nenien pisis ika fororun chiechiach non pisis, nge kopwe fiti anen repot mi nomw non ach Code.

KAPAS EIIS

Q Mi wwor ach anapanapen fworì pisek ekkan aa chomong kukun konteiners mi masoweni mettoch kewe ra iteni raw ingredients sise tongeni aa sefani ika resaikonu. A fite ier uwa kuna watten chomongunekkei konteiners mi koturuno ika kapichino. Ukan eiisini nei we superfaisor ika masowan we mi tongeni amasou non watten konteiners nge eponuweni pwe ese sinei. Ngang mi chiwen noninen ren ekkei nimengawen mettoch ra iteni waste. Ese pwan or met upwe pwan fworì?

A Kutaochu porausen ei napanap a fokkun pwuung omw ka fworì. Ina wiisen emon me emon chon ei tiim ar repwe kukuta anen met epwe ochuno ren tutumunun ewe enfairomen. Tukutukun ekkei raw material epwe sisiwin fan ekkoch pwan ekkewe watten nenien tukutuk epwe ne wwor iei. Kose mochen churi ewe Direktorun Enviromental Sustainability ren omw keei osukosuk pwe porausen ekkewe konteiners epwe or chosan iwe ach anean epwe ochuno.

ANINIS

Kopwe Sinei

- An Hormel Foods Corporate Responsibility Ripot -Environmental Policy Statemen
- An Hormel Foods Annukun Enfairomen
- Anongonong Watten Wiisen Hormel Foods Sopniers
- An Hormel Foods Annukun Susteinepon Akrikoncher



Tumunu an Aramas Pwuung

Kich mi fokkun pochokun ne tumunun an aramas pwuung Hormel Foods mi committed and epwe pesei me tumunu ekkei pwuung non mwokutun ach angang me non ach kei cheinen awora mwongo. Ika eor abusen efis ren an aramas pwuung esapw fokkun ketiw me non ach ei orkaniseison ika non an chiechiach non pisnis nenien angang.

Fori Pwuungun

- **Aucheani an aramas pwuung.** E poputa seni foforochuch ngeni emon me emon kich me pwan ngeni chiechiach kewe non pisnis. Mi pachenong ach oponuweta ekkewe annuk mi eppet echimwen ika anapanapen angang weires, anganga semirit, nifinifin non angang me pwan trafikini aramas. Fwori pwisin omw angang ren omw kopwe pesei kochuun me sokopaten aramas seni omw atenekei an emon chienomw chon angang pwuung me auchear.
- **Mamasa napanapen chiechiach kewe.** Kopwe nonongoni napanapen chiechiach non pisnis ika e atai an Kompeni ottot fan asengessin tumunun an aramas pwuung. Chiechiach kewe non pisnis ir sotosopun ach Kompeni nupwen ir re fwori mettoch fan iten ewe Kompeni, ina popun ar fofor epwe fiti ach kewe ottoten angang.
- **Afata Mehomw.** Ripotei met ke kuna pwe e usun atai pwuungun aramas, ika e atai ekkoch annukun me eppetin me non ach nenien angang ika non mwokutuun chechiach kewe non pisnis nge kopwe fiti anea ripot mi nomw non ewe Code.

KAPAS EIIS

Q U chuno ren emon nouc kewe chon awora pissek ai upwe fwori chekin pisek. Nge nupwen an nomw non ewe neni, uwa kuna akaemon chon angang usun ir chok kukun. Uwa eisini ewe chon awora pisek ika ierir mi ierin chon tongeni angang, nge ese faatoch ponwan ngeniei. Met upwe ne fwori iei?

A En mi fwori met mi pwuung ren omw kapas eiis ngeni ewe chon awora pisek. Nge ewe napanap epwe or chosan. Kopwe ripotei ei napanap ngeni noumw we superfaisor ika emon noun Kompeni chon anisi. Ika nounoun chon angang ese naaf ierir mi pwuung, iwe sipwe eiisini ewe chon awora pisek epwe siwini. Ika ese siwini, iwe sipwe ne awesi an ei Kompeni chiechi ngeni ewe chon awora pisek.

ANINIS

Kopwe Sinei

- An Hormel Foods Ripot ren Wiisen Meinapen Pisnis
- Annukun An Aramas Pwuung



Fiti Mwokutuun Ponitik.

Kich me echeni an chon ei tiim pwuung ar repwe fifti mwokutun ponitik ar repwe anisi ar kewe kinikinin mwichen ponitik, krups, chon saa ngeni offes ika nouwiisen kofomen. Fansoun kopwe fiti ekkei anapanap, epwe faat pwe pwisin mochenum omw fiti nge esapw afatenaen ewe kompeni.

Fori Pwuungun

- **Oporuu annuk me pwisin an ewe Kompeni annuk.** Wiisen ewe Kompeni non mwokutun ponitik me aninis ren moni mi afateti non annuk me non ottoten tumunun annuk ese nifnifn ian e or ach pisnis ia. Ach Legislative Affairs tiim e afetena mwongungun ewe Kompeni non memef tekia nouwiisen Kofemen rekan forata. An Kompeni epwe fiti mwokutun ponitik epwe och ngeni, epwe fiti annukun epwe pwan mwumwuta seni ewe Vice Presiden seni ewe Legislative Affairs.
- **Pisekisekin me Monien ewe Kompeni.** Kosapw tongeni aa pisekisekin ika nounoun monien ewe Kompeni omw kopwe fessini ika nifang ngeni ottoten ponitik faniten ewe Kompeni.
- **Kosapw pachenong non ottoten pesepesen ponitik.** Eseor emon mi mwumwuta ngeni an epwe fiti mwokutun angangen tutungoren aninisin ren ponitik ika faniten ewe Kompeni. Anapanap Hormel Foods e mochen seni legislative, regulatory me policy mi towu ngeni chon fwor annuk seni ewe Vice Presidenin Legislative Affairs me/ika pwan ewe political action committee (PAC) mi fineta.
- **Afata Mefomw.** Ika mi or omw kapas eiis ika osukosuk ren mwokutun ponitik ika nifangen moni ngeni, churi nenien aninis a afateti non ei Code an epwe anisuk.



KOPWE SINEI

PWISIN REPESENTINUK

Fwori pwisin uwonomw fansoun ka chungeni ika fiti mwokutun ponitik. lei usun met kopwe fwori.

- **Kosapw tongeni fwori omw mwuokutun ponitik fansoun angang.** Mochenum kei repwe pwisin mefiomw pwan fwori mwokutun non omw pwisin fansoun, pwan nounoun pwisin noum moni. Kosapw fokkun tungor aninis ika aparasa taropwen fansoun angang. Kich mi pesei chon ei tiim ar repwe fifti ottoten demokrasi pwan fiti uttut. Nge, ika kose tongeni uttut fansoun kese nomw non angang nge mi namot kopwe uttut non ew fansoun uttut attun omw angang, churi nomw we superfaisor.
- **Kapas fanitomw pwisin.** Kopwe fokkun weweiti pwe omw kapasen ponitik me mefiomw kewe ra pwisin nomw rem nge esapw mefiem ewe Kompeni.
- **Kopwe fiti ottoten ponitik ren pwisin mochenin emon aramas.** Chon ewe Tiim mi mwumwu ngenir are repwe aninis ren nour pwisin moni ngeni ekkwe chon saa ngeni offes me pwan ekkewe mwichen ponitik re fini.

KAPAS EIIS

Q Emon chon saa seni ei sopuun uttut e eiis ika l ewe fefin mi tongeni parroni waan Hormel Foods we flatbed trailer seni ach neni pwe epwe awora an we ottoten kampein wwon. Ngang mi tongeni mwutngeni?

A Apw. Kose tongeni. Moni ika aninis aiteni in-kind contributions ika ese nifnifn methoch mi namot enon ngeni emon chon saa ngeni offes, ina mwo ika ekkisichok niwinin, mi tongeni awora an ewe Kompeni epwe osukosuk fan an local, state me federal campaign finance laws me ottoten ripotun. Ese nifnifn sokkun tungor seni emon chon saa ngeni offes ika emon nowiis me fineta ren an epwe aa pisekin ika nounoun fite monien ewe Kompeni, epwe akomw mwumwuta seni ewe Vice Presidenin Legislative Affairs.

Anisi Neniach Kewe

Kich mi fokkun miriti pwan sinei pwe ach nifang ach fansoun, ach sine me met mi auchea ngenikich an epwe anisi nenei non fonuen fonufan. Kich mi afota ach aninis wwon echik, sukkun me aninisin ekkewe neni mi wwor ach pisinis non. Hormel Foods epwan pesei ngeni kich meinisin pwe sipwe fiti ach kewe neni me pwan anganga an Kompeni ottoten anisi ekkoch.

Fori Pwuungun

- **Tupunikich pwe sipwe pwapwa ren.** Nupwen ka fangeno omw fansoun ika nifang moni ngeni met ewe neni e mochen faniten omw tupuni ewe Kompeni, kopwe forochu napanapen omw sine, kechenioch me pwan fororoch.
- **Pwisin fworì omw angang non neniomw we.** En mi tongeni efisi omwokutun porausen an aramas pwuung, riti ottoten risaikon, nifang ngeni chon anisi mi echik pwan pachengeni angangen ekkoch ekan anisi ewe neni an epwe tufich. Nge kosapw tongeni eweiresi ekkoch ar repwe fiti ika nifang ngeni omw we nampa ew mwichen anisi ika pwan ekkoch ottot.
- **Kosapw awora nifang faniten Hormel Foods.** Seni nifangen moni tori pisek ngeni skonarsip, ottoten nifang a mwuokut fan nemenien ewe Corporate Communications. Manicherin neni ra iteni plant mi w ar repwe wawu nifang ese fiti mwol corporate level.
- **Tumunu fichi eftikoko.** Forochu feta ren omw fifti anapanapen muun aramas, usun omw fiti community board mi kan mochen omw kopwe fonontier non watten fite awa, ese efisi ftikocko ngeni wiisomw non omw angang ika an ewe kompeni mochen.

KAPAS EIIS

Q Nei we nengin ie choni ewe prokramen seerafo, iwe iteiten ier a fokkun sani an epwe amomo okasi an epwe fanreis moneien an we Mwicheich. Chon ewe tiim am uwe angang fengen rekan ekkeis inet epwe pwan wwor sefaan amomon okasi pwe re mochen kamo ekkewe sokkun re wenen sani. Fansoun epwe wwor ekkewe cookies, ngang mi tongeni anomwu noun chienei kewe taropwen orter non ewe ruumen assoso?

A Uu. Mi och. Angangen fanreis usun an ei prokramen seerafo amomo okasi mi mwumwuta ika kose echimwa emon an epwe kamo okasi.

ANINIS

Kopwe Sinei

- An Hormel Foods Ripot ren Wiisen Meinapen Pisinis





Menapen Aninis

Nouch ei Code ese tongeni anomwu iteiten fofor epwe toruk fansoun omw angang ren Hormel Foods. Ika pwe ei Code ese awora aninis ren ew fofor nge kese faat ika mi pwuung met kopwe fwor ika mi wwor omw osukosuk, churi nouwm we superfaisor ika emon me nein ekkewe ekkoch chon anisi pwe repwe anisuk.

- Ethics me Compliance Departmen – **EthicsmeCompliance@Hormel.com**
- Legal Departmen – **LawDepartment@hormel.com**
- Human Resource Departmen (U.S.) – **HumanResources@hormel.com**
- Human Resources Departmen(China) – **HumanResources@hormel.com.cn**
- HumanResources Departmen (Brazil)– **RecursosHumanos@ceratti.com.br**
- Internal Audit Departmen – **InternalAudit@hormel.com**
- Corporate Communications Departmen – **Corporate_Communications@hormel.com**

SIPWE IFA ACH SIPWE ANGENI AN HORMEL FOODS ETHICS ME COMPLIANCE WE HOTLINE

- Use the website anonymously: **<https://hormelfoods.ethicspoint.com>**.
- Non U.S. me Canada, kokori ewe Ethics me Compliance Hotline: 1-833-672-1232.
 - Non China, kokori: 400-120-0204.
 - Non Brazil, Kokori: 0800-000-0092.
 - Nukun U.S., Canada, China me Brazil, Kokori omw we country access code, kopwe kuna me wwon ewe: **www.business.ATT.com/collateral/acaccess.html**.
 - Nupwen ka kori omw we country access code, repwe eiisinuk nampan an U.S. hotline. Iwe ina atuun kepwe konetinu ngeni chon chiaku seni fonumow we.
- Meinsin Koko wwon tengwa ese wwor epwe sinei.
- Meinsin ke poraus ngeni me ripotun epwe fetan non monomon.