

MOZAIC

Smithfield România®

CORPORATE | BUSINESS | LEADERSHIP | MOTIVATION

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MOZAIC
Smithfield Romania
December 2018

NEWS

ComtiMix Awarded
at Smithfield Foods
ROI Awards 2018

COMMUNITY OUTREACH

Smithfield Romania
Supports academic
programs

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Employee handbook



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Shane Smith
President
Smithfield Romania

Smithfield România®

Dear all,

As we approach the end of another year, we all have a lot to be proud of. 2018 was a year of highs and lows, but overall a very good year. As you know, we completed the acquisition of Elit and Vericom to start off the year. This addition strengthened our position in Romania and gave us entry into the packaged meats sector of the industry. In Timișoara, we saw growth in all areas of the business. Strong growth in fresh pork, semi processed products and hog production helped us finish the year strong. I am incredibly proud of each of you and what you have accomplished in continuing to transform Smithfield Romania into an industry leader in central Europe.

As we look forward to 2019, it will be an exciting time for Smithfield Europe. We will continue to invest in our business and our people as well as looking for acquisitions that fit our growth plan. None of this, however, would be possible without dedicated, selfless people like you who are committed to do the right things, the right way! We have been given a tremendous amount of support from both Smithfield Foods and WH Group. They have seen the dedication and professionalism of our incredibly talented teams and now it is up to us to execute. You should all be proud of the sustainable, well performing business you have built in Romania.

I hope that you will all have a wonderful Christmas and enjoy spending this time with friends and family.

I wish you all the best!

Shane Smith

COOPERATION is the word that best describes 2018



Dana Brindescu-Iovanov
General Manager Smithfield Romania
Fresh Meat Division

variety and flexibility. We created mixed chicken and pork products in “Bun de Gătit la Grătar” / “Grilled Good for Cooking” range, that convinced our main customers in the modern Romanian retail and the management of Smithfield Foods, which awarded us at Smithfield Foods Innovation Gala as the most innovative company in the Group, thanks to this project.

“COOPERATION” is the word that best describes 2018 for our team, since both our colleagues in the Farms Division and Elit have been our reliable partners in many large projects.

What are your Company's objectives for 2019?

Our number one objective in 2019 is to be a significant player in the European pork industry. Within this unstable framework affecting our industry, both in terms of ASF evolution and global trade, impaired by the protectionism shown by many countries, we set as major objectives compliance with biosecurity criteria and food safety, along with business efficiency in all operational areas.

As always, our sales targets are the boldest, of expansion, both in volume and value added. Our dearest projects continue to increase the notoriety of COMTIM brand in modern and international retail, through both ranges, “Porc Proaspăt” and “Bun de Gătit”.

What is the motto by which you guide your activity?

I want to talk not necessarily about a motto, but about a principle that I respect and consider of utmost importance in doing business, when

you are responsible for guiding an organization, for the professional path and job security of so many people, and more so in our business where you are responsible for the safety of millions of consumers who offer you their unconditional trust every time they serve our products to their loved ones.

In business, there are many things that change, are sold and bought, but only one thing is unshakable - REPUTATION. This is the reason you continue to work so much and for which no mistake is overlooked, and that is why I make any decision in consideration of this criterium. From this point of view, I consider that working in the food industry is a major responsibility for every employee and, moreover, for every manager who needs to establish in the company that culture and those rules and procedures that maintain the REPUTATION of the entire business. I personally adhere to the words of Mahatma Gandhi: “Be the change you wish to see in the world”. I believe everyone can make a little or a greater difference in the world we live in, especially if we set “indifference” aside.

A few thoughts for your colleagues at the end of the year...

At the end of the year and on this centennial December, I want to wish everyone a very “Happy New Year”! I want to congratulate all of them for providing Romanians with a genuine Romanian product, safe and of high quality, which comes from an integrated food chain, where all our colleagues work hard every day.

Smithfield prod®

How would you describe 2018 in a few words?

2018 was for us, the Fresh Meat Division of Smithfield Romania, a good year, in which we continued the projects started in previous years, consolidating our position as the main pork supplier in the Romanian retail. Our objective to provide the consumer with high quality meat and the professionalism that we have dedicated to this goal, proved successful this year, in a difficult context for our industry, affected by the fast evolution of the African Swine Fever virus.

This year, we continued to create innovative products, to convince the consumer that what we offer is not only a quality product, but a proposal of added value from the perspective of the services provided, time saving, reduced cooking effort,

Performance depends on us and on our courage to be better



Goran Panici
General Manager Smithfield Romania
Farms Division



How would you describe 2018 in a few words?

2018 was a year with many challenges, especially by the fast evolution and spreading of African Swine Fever in Romania. This reality in the field led to a reanalysis of the goals we've set at the beginning of the year. Thus, what started as a year with a good dynamic in implementing the development objectives of the businesses, has changed over time, largely focusing now on biosecurity of our farms. Each member of Smithfield Romania paid special attention and

made an extra effort to implement the biosecurity and protection systems, in all our units. I want to thank my colleagues who supported this approach and have adapted to new rules and procedures, designated to protect our pigs against ASF virus.

Although our major concern this year was the ASF virus, we continued our investment plans in the exterior renovation of Cenei and Gătaia barns, for example, facilitating our employees' work, providing additional comfort for our animals and extending the productive life of Company assets. Another priority was improving the health of our pigs. In this respect, projects have been developed by the production and veterinary teams, with support from all Smithfield Romania departments, to eradicate some technological diseases in our farm pigs. By focusing on improving the infrastructure and animals' health, we invested in a better future for us and for our Company.

What are your Company's objectives for 2019?

2019 is still unclear in terms of ASF evolution, but what's certain is that we'll continue to look for solutions to achieve the business development we've proposed, i.e. Smithfield Romania continuing to be the most important landmark in Romanian livestock.

Our value as an organization is closely linked to the skills of our employees, acquired through hard work in recent

years, their professional experience and the increased degree of commitment to daily duties, compliance with the rules on animal welfare, environmental protection, quality of products delivered and occupational health and safety. We should not forget about the ASF virus and continue to strictly observe the biosecurity rules, to protect our pigs.

What is the motto by which you guide your activity?

Our performance depends on us and on our courage to be better and to help and determine others to be better. As Tom Rath says - "If you want to improve your life and the lives of others around you, you must take action". I believe that the recipe of our success can be described by the force given by training and experience gained, the obstacles that we've overcome together, and the trust of our colleagues, always ready to help in any situation, with optimism given by opening to everything new in our profession.

A few thoughts for your colleagues at the end of the year..

I want to wish you all a good year and happy holidays in peace, with your loved ones!



Vușcan Voicu
Administrator Elit



In 2019, we intend to grow our Elit and Comtim brands

How would you describe 2018 in a few words?

2018 was for ELIT the best year in the Company's history, both in terms of products' volume and profit. This was also an important year due to the integration in Smithfield and I believe that we've made the first steps towards this direction.

What are your Company's objectives for 2019?

In 2019 we intend to continue our growth, our investments in both the Company and the people who are part

of it, to promote and grow the Elit and Comtim brands.

What is the motto by which you guide your activity?

The motto that I guide by is: "I negotiate everything, less my principles".

A few thoughts for your colleagues at the end of the year...

I wish all my colleagues, both in Elit and Smithfield, a very good year together, to meet our goals and be healthy.

ELIT VISIT TO WH GROUP

In early July, Elit delegation visited the parent company, at WH Group headquarters, an opportunity to visit several locations in China and to showcase Elit products to WH Group shareholders and President Wan.





SENIOR MANAGEMENT TEAM – SMITHFIELD ROMANIA

“ZERO WASTE” PROJECT AWARDED

The Fresh Meat Division of Smithfield Romania obtained the “Zero Waste” certification at Smithfield Foods conference “Environmental and Sustainability Awards 2018”.

“Zero Waste” is a Smithfield Foods program by which companies in the Group are encouraged to develop and implement solid environmental programs and subsequently demonstrate the results obtained in waste management, to reduce the amount of waste generated. Currently, Smithfield Prod is the first company in the group, outside United States, which obtained the “Zero Waste” certification.



Congratulations to the project team: Mihaela Rad, Compliance Manager, Lilioara Pascaru, Environmental Responsible and Cristina Bodea, Sustainable Director.

ROI AWARDS 2018

Smithfield Foods intends to motivate and reward the employees who apply the Smithfield values – Responsibility, Operational Excellence, and Innovation – in their daily activities.

This year, the Fresh Meat Division of Smithfield Romania was one of the 3 finalists in the category Innovation, with the “ComtiMix” product:

- ComtiMix advantages:
- The product is listed in the KA network around the country;
 - The unique combination of pork-chicken protein in the same package;
 - Collaboration with our colleagues from Poland (Animex) for the chicken products;
 - Various assortment of products for the Grill;
 - Premium quality at an attractive price;
 - Combination of regional (e.g. Mici) – traditional (e.g. Skewers) – modern (e.g.

Sausages) tastes;

- “Clean Label” package;
- Easy to cook.

Congratulations to the entire team!



Project team: Gheorghe Szekely (Semi-processed Products Manager), Florin Raba (Commercial Director), Ioana Bobici (Marketing Specialist) and Adina Uță (Trade Marketing Specialist).

SMITHFIELD GOLF CUP CHAMPIONSHIP, 1ST EDITION

Smithfield Golf Championship, an event addressed to Smithfield Romania customers and collaborators, was held in September in Alba County and was attended by several representatives of Smithfield Romania and Elit. Comtim and Elit products were the stars of the event, tasted with great pleasure by our guests.



S.A.P.S. AUDIT

Smithfield Romania received the visit of Smithfield Foods Safety Corporate representatives, Mr. Gary L. Walters, Senior Director Safety & Health and Mr. Michael S. Hawn - MBA, SPHR, Director, Human Resources, Smithfield Hog Production. The main purpose of this visit was getting accustomed to and training the S.A.P.S. (Smithfield Accident Prevention System) internal auditors - of Farms and Fresh Meat Divisions - on the requirements of our new Occupational Health and Safety Standard, ISO 45001.

Also, validation of results regarding 2018 scorecard and their posting on the common server Safety SharePoint, was another topic discussed during the meetings. For our Company, 2018 was a preparatory year for implementing S.A.P.S. and for the smooth running of the first internal S.A.P.S. program that will take place in 2019.

Obtaining a result of at least 90% following audit, validated by our colleagues from Smithfield Foods, will allow us to certify the Occupational Health and Safety performances, according to ISO 45001:2018 Standard.



SMITHFIELD ROMANIA - 1ST PRIZE AT “TOP OF COMPANIES” AWARD

Smithfield Romania was this year one of the winners of Top of Companies from Timis County and National Top of Companies! Those who have met their commitment to the community and continue to excel in their field of activity, have been awarded at the 25th edition of the “Top of Companies”. The criteria underlying the ranking are: Turnover; Operating profit; Efficiency of human resources used; Efficiency of employed capital used and Operating profit rate. Smithfield Romania also

obtained the distinction Trophy of Excellence for outstanding economic results and raking on 1st-3rd positions in the Top of Companies, locally and nationally, in the last 7 years.

Congratulations to all our colleagues who were part of these outstanding results!



ORGANIZATIONAL INFORMATION ABOUT SMITHFIELD ROMANIA MERGER

Strengthening of leadership in our field of activity is a common, long term approach, requiring consistency, perseverance and the ability to take advantage of market opportunities. The joining forces of the two divisions: Farms Division and Fresh Meat Division within a single company, Smithfield Romania, is a natural step aligning with the successful integrated business model “from farm to fork”.

Thus, no later than December 31, 2018, the merger by absorption of Smithfield Prod SRL by Smithfield Romania SRL will be finalized. This will finally determine the organization of Smithfield Prod and Smithfield Romania into a single legal entity under the name of Smithfield Romania SRL. One of the consequences involved is transferring of all Smithfield Prod employees to Smithfield Romania. This transfer will be made by maintaining all the rights and obligations of transferred employees, included both in the Individual Employment Contract and the Collective Labor Agreement, in accordance with the legal rules in force.

For additional information, please contact the Human Resources Department.



Nicolae Iorgovan
Biosecurity Manager
(Farms Division)

„Biosecurity is the responsibility of every Smithfield Romania employee”

What are your responsibilities in the Company?

My responsibility is to elaborate and implement rules intended to prevent diseases from entering our farms and our partners’ farms.

What does “biosecurity” mean?

“Biosecurity” means a complex of organizational and technical measures which, in our case, apply to all Smithfield Romania units (administrative headquarter, farms, Feed Mill, and other working points) with the purpose of preventing occurrence of diseases and avoiding their spreading.

What do you think needs to be done to stop African Swine Fever (ASF) virus from spreading?

First, I think it is important for people to be informed about the virus, how it is transmitted and how we can get involved, directly or indirectly, all of us, into stopping it from spreading. It is extremely important for people to be informed from safe sources, such as official websites dealing with such issues – ANSVSA (National Sanitary Veterinary and Food Safety Authority), MADR (Ministry of Agriculture and Rural Development – Committee for Emergency Situations), ARC (Romanian Pork Association) etc.

Secondly, an important role in stopping the virus from spreading is limiting the illegal movement of animals between counties, avoiding pigs from being fed with kitchen scrap from ASF contaminated counties etc. These are just few of the measures we need to take.

What rules must be observed by colleagues and third parties to prevent virus occurrence in Smithfield Romania farms?

All biosecurity measures, existing in each working point, must be met. Listed below are some of them:

- Compliance with the mandatory shower procedure when entering the farm;
- Compliance with the procedure for introducing personal items into the farm;
- Compliance with the procedure for disinfecting all items introduced into the farm.

What are the biosecurity measures that Smithfield Romania has taken when the ASF virus occurred in Romania?

Following the occurrence of ASF virus nationwide, Smithfield Romania biosecurity measures have been increased. Below is a list of the main actions implemented:

- Acquisition of a nebulizer, used for disinfection in the room designated particularly for disinfection;
- Equipping of disinfection rooms with lamps;
- Functional road disinfector during the hot season, in all the farms;
- Limiting of vehicles’ access to farm premises, except those that transport materials and medicines, which will be disinfected with a nebulizer;
- Installation of anti-bird nests (rabitz) without discontinuities in the upper side of ventilation chimneys / sheds / tunnel / curtains for each farm;
- Purchasing of mobile ramps for transshipment of animals.



SMITHFIELD ROMANIA, 100% COMPLIANCE, 100% OF TIME

Following a process to design and implement the recent amendments in standardization, Smithfield Romania, Farms Division, obtained the Integrated Management System according to the new international standards ISO 9001:2015, ISO 14001:2015. At the same time, certifications according to OHSAS 18001:2007 and ISO 22000:2005 were maintained.

“The team involved in the project was professional, perseverant and creative in adapting the requirements of the new standards with the specificity of Smithfield Romania operations”

in the success of this project. On this occasion, I want to thank them for their support”, said Mircea Bîtcă, Integrated Management System Manager.



Many thanks to Birda Nursery farm (Farm Manager: Dan Bradia, Flow Manager: Marian Sabadis) and Vinga Feed Mill (Feed Mill Manager: Ionel Radu, Operational Director: Sergiu Liubimirescu) for the support and involvement in developing the external audit at these working points. Also, the colleagues who carry out their activity in the field, had a major contribution

The design and implementation team included: Mircea Bîtcă (Integrated Management Responsible), Neboisa Giurici (Occupational Health and Safety Responsible), Carmen Corici (Quality Management Responsible) and Codruț Dan (Environmental Management Representative).

SMITHFIELD ROMANIA IN THE TOP OF MOST VALUABLE COMPANIES IN ROMANIA

Smithfield Romania (former Smithfield Ferme) was ranked 85th in the top of the most valuable companies.

SMITHFIELD FERME
VALOARE **277** MIL. EURO
NOU INTRAT

Smithfield România (fostă Smithfield Ferme), una dintre companiile de pe plan local ale gigantului chinez Smithfield, a intrat în clasamentul celor mai valoroase companii în acest an direct pe locul 85. Compania deține pe plan local peste 50 de ferme active și produce peste un milion de porci comerciali pe an, conform datelor furnizate anterior de companie. Smithfield România este și cea mai profitabilă companie din grup, înregistrând un profit net de 172 de milioane de lei (aproape 38 mil. euro), aproape dublu față de anul precedent. Pe de altă parte, cifra de afaceri a companiei s-a situat la 930 mil. lei (peste 200 mil. euro), în creștere cu 25% față de anul precedent, zeată datele de la Ministerul Finanțelor.

SMITHFIELD ROMANIA IS A TRUE LEADER!



ICAP Romania organized in November the True Leaders Gala, where Smithfield Romania, Farms Division obtained the True Leader award for performances achieved in the previous year and was included in top 500 most profitable companies.

The purpose of the event is to offer public recognition and promote the companies that were recently noted by:

1. Increased number of employees in 2017 compared to 2016;
2. Leaders in their business sector;
3. High ICAP Credit Score A1-B2 (integration in the areas with the lowest financial and commercial risks, for a reference time of 12 months).

THE FIRST EDITION OF THE CONFERENCE “SWINE DAY, ROMANIA”, ORGANIZED AT TIMIȘOARA



The Association of Swine Veterinarians from Romania (AMVS) has organized the first edition of the conference “SWINE DAY, ROMANIA” at Timișoara.

Renowned veterinarians, national and international representatives of veterinarian associations, local authorities, experts in biosecurity management, academics representatives from Cluj-Napoca, Timișoara and Bucharest, and farmers and representatives of national and international profile companies attended the conference that lasted for two days, October 26 – 27, 2018.

It was a great pleasure to organize for the first time in Timișoara, a meeting of veterinarians who collaborated with the swine farms in the Romanian pork industry. This meeting aimed at promoting the quality and professionalism of veterinary services and considered topical subjects for the swine veterinarian sector.

Marius BOC, DVM, MSc.

Representatives of Smithfield Romania and PIG Veterinary Services contributed to the smooth running of the event.

Alberto Morillo Alujas (Statistician, Nutritionist and Veterinarian), Prof. Herman Viorel (DVM, PhD USAMV Timișoara), Prof. Zygmunt Pejsak (DVM, PhD, ScD, Dr h.c), Dr. Giampietro Sandri (Swine Health Director, Gruppo Veronesi), Dr. Lupu Tudorel (AMVS Romania) – are just a few of the benchmark names in the field who took part in the event.

The experts invited from Poland, Czech Republic, Italy, Austria, Spain and USA are concerned about the evolution of the virus in Romania and want to offer their support in fighting against it. The conference was highly appreciated because it addressed important technical topics. A conclusion at the end of the two days ... to stop the ASF virus from spreading, it is very



The thematic was varied, addressing topics such as: biosecurity, clinical and epidemiological aspects, contingency plan and ASF prevention programs...

important to involve the authorities, the profile companies and the people around the country,

Dani Spiru, PIG Veterinary Services Manager.

SMITHFIELD ROMANIA CELEBRATED THE USA'S INDEPENDENCE DAY

Smithfield Romania supported the event organized by the Embassy of United States at Bucharest, on the occasion of the US Independence Day celebrations.

The Independence Day, the Centennial of the Great Union of Romania and the friendship between USA and Romania were the topics of the ceremony attended by personalities from the political and military fields and public figures from various fields of activity.

Smithfield Romania's presence at the event was planned to the smallest detail, so that we could have a good view of both the Company and all Comtim and Elit brands.

The hundreds of visitors have enjoyed the savory of Comtim and Elit products. Our presentation stand and the personalized pavilions were specially created for this event. The guests learned the story of Comtim and Elit products, both from leaflets



received and discussions with representatives of the PR Department, attending the event as promoters of Elit and Comtim brands.

COMTIM PRESENT AT INDAGRA 2018



Smithfield Romania participated at a new edition of INDAGRA, the largest and most important profile fair in the country. The event was organized at ROMEXPO, in partnership with the Chamber of Commerce and Industry from Romania. Now at the 23rd edition, INDAGRA is the place where the most representative companies in the country and abroad, operating in the agricultural and connected sectors, get together.

Our star products at the fair were those from "Bun de gătit" for the oven range, dedicated to the winter season.

PĂDURENI FEED MILL IN "NEW CLOTHES"

For Pădureni Feed Mill (combined feed mill), 2018 brought a new project for the layout of the offices. It aimed to revitalize and modernize the office building from the Feed Mill entrance, by various works carried out at the administrative headquarter and the area around the building.

For a "splash of color" to the building access areas and the offices of our colleagues who work there, we resumed to various corporate visual elements, presenting the activity of our Company, such as: sustainability pillars, logos of the social responsibility programs, info-board with details about Pădureni Feed Mill, diplomas with various awards received by Smithfield Romania, feed certification logos etc.



FARMS DIVISION HAS A NEW WAREHOUSE ON NCONTRO PLATFORM

Everything started a year ago, when the Farmer - Partner Program has gained momentum and it was necessary to identify a more generous storage space to reunite the items stored in the current warehouses. This decision was taken to update and improve Biosecurity and work and time efficiency. Thus, after analyzing the strategic location and costs involved, it was decided to rent a space on Incontro platform in Calea Șagului (across Metro).

This warehouse will benefit of a management system (WMS) to streamline the inventory management in real time.

The benefits we see from this warehouse:

- Biosecurity, considering all the rules imposed at company level;
- Time, space and work efficiency, which are important for the activities to be carried out;
- Relocation of the 3 warehouses in a common space, properly equipped and with a sufficient storage capacity to meet the future development needs of Smithfield Romania.

This central warehouse from Timișoara will mainly serve the Production Department.



I I want to thank all my colleagues from the operational departments with whom we worked so well, so that we can achieve this project in a shorter amount of time, **JJ** said Dorin Vișan, Senior Buyer, project coordinator

THE MEDICAL OFFICE OF SMITHFIELD PROD - A NEW "LOOK"



The health of Smithfield Romania employees is and will continue to be a fundamental goal. During 2018 several setup works have been carried out at the Medical Office for consultations and the Blood Sampling Room in the Slaughter Production area. New furniture, air-conditioning system, special floor and sampling chairs have been purchased. Also, the working hours of the Medical Office have been extended to cover the 1st and 2nd shifts.

New working hours of the Medical Office:
8:00 a.m. - 11:00 p.m. - round-the-clock medical services provided by a nurse.
8:00 a.m. - 04:00 p.m. - the Medical Office will be covered by a doctor.medic.



"SMITHFIELD ROMANIA EMPLOYEE HANDBOOK"

The end of 2018 brought with it the materialization of the project "Smithfield Romania - Employee Handbook", part of the training program of Company's new employees.

"Smithfield Romania - Employee Handbook" is made of several modules and fully approaches the induction thematic of the two divisions: Prod and Ferme, on the following structure:

1. Company presentation (Values, Mission, Department/Divisions Description etc.)
2. Human Resources Module (Employment documents, Working hours, Rest/Work time, Benefits etc.)
3. Occupational Health and Safety Module (Occupational safety, Protection equipment, First aid etc.)
4. Security Module (Company access, Security measures etc.)
5. Quality Module (Animal welfare, Hygiene rules, Food safety etc.)
6. Biosecurity Module (Internal and external measures, Specific procedures etc.)
7. Environmental Module (Environmental protection, Utilities and waste management etc.)

The presentation format is dynamic, a video being made for every module - so that the new colleagues know the organization better, along with the most important rules and internal procedures at Company level.

"Smithfield Romania - Employee Handbook" will also be available in printed format. This project complements the constant efforts of

the Company to value its employees, integrate them easily into our Company and maintain its position as employer of choice!



INTERVIEW



Mihaela Adam
HR Director
Smithfield Romania

Please tell us a few words about the project “Smithfield Romania – Employee Handbook”

This project started out of the desire to integrate, in a more standardized, easy to understand and attractive way, the entire set of training modules that new employees must go through on their first day at Smithfield Romania. It was designed in two formats: video, including a series of short and dynamic presentation films and print, as a handbook. The “Employee Handbook”

will show general information to help the new colleagues get familiarized with Smithfield Romania team, the Company operations and the specific work procedures and policies.

We want to keep up with the current tendencies in terms of “induction” and with the best practices in Human Resources management. We intend to value the entire team and remain an employer of choice.

What are the project’s goals and benefits for the Company?

The project was thought and implemented based on well-set objectives, so as to bring multiple benefits to the Company, both in the short and long term. Getting familiarized with the Company activity (mission, sets of internal policies, general information etc.) and obtaining a unitary informational flow will facilitate a fast and efficient adaptation to the work place.

The videos made according to current trends, as animations, where information is presented as dynamic

and exciting, will help new colleagues acquire essential notions for their future activity, thus contributing to improvement of organizational cultures.

At the same time, the project is also meant to simplify the training program right from the first day of work, reducing the efforts of the colleagues who support it.

A few words for the colleagues who contributed to the Handbook...

This laborious project could not have been completed without the involvement of our colleagues from the Human Resources, PR, OHAS, Environmental, Quality, Security and Biosecurity Departments of Farms Division and Fresh Meat Division – Smithfield Romania. The sustained effort and unconditional opening of all those involved in the project led to strengthening of inter-departmental relationships of the Company. This was a team work and we are now proud of results obtained, following the entire creation and implementation project.

Congratulations to the entire team!



COMFORT AND FOOD SAFETY – A MAIN OBJECTIVE OF SMITHFIELD ROMANIA



Smithfield Romania constantly invests in animal welfare in our production areas, through a series of punctual projects, undertaken during 2018.

This program included Cenei and Gătaia, Birda, Parța and Peciu Farms and the works performed consisted of: repair of roofs and shutters,



mounting of heating equipment, installation of thermal insulation and low-pressure sprinkler systems and of new polycarbonate shutters – improvements that will generate increased comfort, both in winter and in summer.



At the farm from Peciu locality, in the existing “nursery” barns, there is a project to transform these barns into “finishing” barns. Therefore, besides the building rehabilitation project, these barns will be equipped with specific state-of-the-art “finishing” barns.



”BACK TO SCHOOL” BRINGS SMILES EVERY YEAR

For 3 days, 7,000 school children from 60 communities in Timiș and Arad Counties have been visited by Smithfield Romania volunteers, as part of the educational program “Back to School”. School and pre-school children were pleased to receive school supplies and magnetic boards for kindergarten activities, school bags, and timetables with advices for a healthy lifestyle and a balanced nutrition.

The sincere joy of children upon seeing the “green T-shirts” volunteers confirms the fact that the social responsibility program “Back to School” is eagerly awaited each year.

Through our actions at the beginning of each school year, we want to ensure access to education and encourage school performance of school children from communities where we operate, said Cristina Bodea, Sustainability Director, Smithfield Romania.

This year, we included other 500 children of Smithfield Romania employees - Farms Division and Fresh Meat Division, Elit and Vericom: pre-school and school children, from preparatory to 4th grades, each receiving a school bag and school supplies.

The educational support program “Back to School” started in 2007 and, so far, has included over 46,000 school children from localities where Smithfield Romania operates.

“The fact that I could help these children meant a lot to me”.

My participation in the program “Back to School” as a volunteer was my first experience of the kind. A truly

unique and very pleasant experience! The meeting with the children which instilled in me a mixture of emotions, moods and indescribable feelings, made me remember fondly my childhood years and my first steps at school. The smile and joy I’ve seen in their eyes, the moment they received

the packages from us, warmed my soul.

The fact that I was able to help these children meant a lot to me and I was truly pleased to see them happy. I lived through them and with them a feeling of happiness and fulfillment.

It was an unbelievable experience I would repeat in a heart beat.” - these are a few nice words sent by Mădălina Nițulescu, a volunteer in the program “Back to School”, 2018 edition.



”SMITHFIELD FRIENDS” VISITED HORSEEMOTION



down by playing with water balloons. They’ve learned about horses’ diet and had the opportunity to do a few laps with the horses, much to their joy. During riding shifts, therapists from the center showed them exercises to correct posture, improve balance and how to communicate with the little horses.

In August, Smithfield Romania volunteers visited the hippotherapy center HorsEmotion from Ianova locality, Timiș County, as part of the program “Smithfield Friends”.

The 10 volunteers of Smithfield Romania, together with therapists of the hippotherapy center “HorsEmotion”, organized a day of interactive activities with the 19 children of Bocsig family home from Arad County.

Children enjoyed activities such as farm visiting, where they relaxed in the sensorial garden, but also cooled

As a thank you sign for Smithfield Romania, at the end of the visit, the children made a colorful picture with their fingerprints.



THE SOCIAL RESPONSIBILITY PROGRAM “FOOD FOR SOULS”



Since 2009, through the social responsibility program “Food for Souls”, Smithfield Romania has offered Comtim meat, for free, to people in social security risk. In August this year, Smithfield Romania volunteers visited the children housed by “Mamă Copil”/”Mother Child” family home from Timișoara, wishing to spend a nice day together and prepare a barbecue for them, with our Comtim products. Cooking of meal, the various activities organized by volunteers and the awards received in the end, consisting in school supplies, made the day of the 18 children from the center.

The end of the visit was marked by a “sweet” moment, a surprise cake which made the day really special.

That day for us, Smithfield Romania volunteers, was a life lesson. There are days when God calls you to be “food for souls” but you are

“fed” with love, hugs, kindness, joy, compassion. There are moments in life when you need to be “food for souls” but also “food for smiles” and, at the same time, food for the body for those around you.

(Continuing in page 18)

I believe it is a duty and an honor, as human beings and company, to be close to those in need and, in this case, close to these wonderful children. For them, on that particular day we, Smithfield Romania volunteers, have been a life lesson, a lesson of generosity, kindness, gentleness, love and acceptance. So much good can a little love do ... JJ said Luminița Costinar - Smithfield Romania volunteer.

It also offers healthcare, constant care and a climate favorable for development of children's personality.



The "Mother Child" family home, part of Caritas Diocesan Federation from Timișoara provides housing, food and clothes for the children housed here indefinitely.

Ziua Internațională a Alimentației SMITHFIELD ROMANIA ORGANIZED A "LESSON ABOUT HEALTHY FOOD"

For the 6th consecutive year, Smithfield Romania in partnership with Timișoara Medical Students' Society (SSMT), marked the date of October 15 - "International Food Day" through an open lesson about balanced nutrition and a healthy lifestyle. This year, the beneficiaries of the lesson were the 4th grade students from Cenei Secondary School.

"Every year, we are honored to answer the invitation launched by Smithfield Romania to take part in the events organized on International Food Day, considering that the volunteers of Timișoara Medical Students' Society conduct a series of educational projects addressed to the young generation. And what a better day to discuss about healthy food, nutrition and a healthy lifestyle, if not today?" said Cosmin Filip, President

of SSMT. In recent years, Smithfield Romania continued to develop social responsibility actions, as part of the Group sustainability strategy, aimed at raising awareness about the importance of a balanced diet, in maintaining an optimal health status.

Under the slogan "Noi mâncăm sănătos"/"We Eat Healthy", students found out about the importance of balanced food, food pyramid and food products recommended for their age. At the end of the lesson, their newly gained knowledge was tested by a set of riddles.

"Smithfield Romania remains faithful to its tradition of marking the International Food Day together with school children from communities where the Company operates. We are happy to lay the foundation, along with volunteers from Timișoara Medical Students' Society, to create new habits of balanced nutrition", said Cristina Bodea, Sustainability Director, Smithfield Romania.





SMITHFIELD ROMANIA SUPPORTS SPORTS EDUCATION

Within the social responsibility programs initiated by Smithfield Romania, actions supporting a healthy lifestyle, through physical movement and balanced diet, are a priority!

Smithfield Romania supported in August the organization of 2 sports competitions, organized in Timișoara: The “National Minirugby Tour”, 3rd stage and “Cristi Breb International Memorial”, 16th edition. Over 600 children from various locations, regional, national and international champions in Rugby participated to the 2 sports events. Comtim products offered as sponsorships provided participants with the source of proteins and energy necessary during the competitions held.

The purpose of Warriors Timișoara Sports Club Association, which organized the 2 sports competitions, is to improve the health among children and pass up rugby to the new generations of sportsmen/women. This summer, our Company supported a major tournament taking place in



several schools from Banat area. Several sports events were also organized at the “Handball Academy”, intended to encourage young people to have a healthier life and to practice sports activities for a balanced life.

“ACADEMIC PROGRAMS” SMITHFIELD ROMANIA



The social responsibility program “Smithfield Academics” continued in 2018 to offer support to the academic and research environment. Throughout the year, Smithfield Romania contributed financially to organization of several projects, aimed at supporting education among pupils and students in the West region of the country.

Thanks to your support, several laudatory acclaims have been received from participants, teachers in the country and abroad, representatives of National Education Ministry and prestigious universities in Timișoara and Bucharest. The competition was conducted under the best conditions, and the awards received by students were numerous and consistent, benefiting the prestige of the city and the county. We had once more the proof of a unified and solid community, which doesn’t hesitate to invest in the future of the country, for which we are grateful, JJ said Prof. Jelco Stancov, School Inspector – following the support provided at the “Balkans Informatics Olimpiad”, held from July 7 to July 13, 2018, at Timișoara.

“ADOPT A SCHOOL” PROGRAM, FIRST EDITION

Smithfield România



Smithfield Romania continues to support education among the communities where we operate.

Over 10,000 students and teachers from 25 education institutions benefited from the new social responsibility program developed by Smithfield Romania, "Adopt a School". The program aims to improve education infrastructure and study conditions from schools from Timiș County, in over 25 education institutions. To this end, the total amount offered as sponsorship for this year, comes close to RON 1 million. The money distributed according to the size of the school and investments made were overseen by our Company and Timiș County School Inspectorate.

To be eligible for this program, all schools presented a punctual project highlighting the details of investments targeted. Most of the schools requested funds for IT equipment, furniture for classrooms and equipment for schoolyards and school land. "For Nițchidorf Secondary School, Smithfield Romania is a trustworthy partner, that helps us any time we need. At the beginning of school year, they make sure that our students have all the school supplies needed and at

the end of school year, students with the best school results are rewarded accordingly. Moreover, at the events held throughout the year, we benefit of this support through various social responsibility programs. The school was also sponsored for the purchase of smart school boards and several video projectors, as part of the program "Adopt a School" – Management of Nițchidorf Secondary School.

"Cenei Secondary School has a long collaboration with Smithfield Romania. Over the years, the school was included in various programs to support education and encourage school performance, such as: "Back to School", "Let's Eat Healthy" and "Adopt a School".

During the "Back to School" program, school and pre-school children benefited early this school year, of school supplies, school bags and equipment provided by Smithfield Romania, and during the program "Let's Eat Healthy", primary school children benefited of educational activities with a positive impact on pupils. Cenei Secondary School benefited of financial support as part of the program "Adopt a School", which helped us improve the materials of our schools, such as: school furniture was purchased, a multimedia lab was commissioned and equipped, and the Romanian folklore dance band was provided with traditional costumes.

Pupils of Cenei Secondary School want to thank the company Smithfield Romania for the opportunities provided during the programs launched and we continue to wait for new challenges" – Diana Fericean, Principal of Cenei Secondary School.

THE DAYS OF FACULTY OF COMMUNICATION SCIENCES SUPPORTED BY SMITHFIELD ROMANIA

On the occasion of "25 YEARS OF COMMUNICATION AND TRANSDUCTION AT UPT, 1993-2018", several meetings were organized in November, as "round tables" meetings, by the Faculty of Communication Sciences (FSC) – Timișoara Polytechnic University.

Within the anniversary event the "Days of Faculty of Communication Sciences", Smithfield Romania was awarded in recognition of solidarity and support in organizing this event.



Smithfield România
Academic
Programs



The symposium “Seven Decades of Industrial Chemistry in Timișoara”, organized by the Library of Timișoara Polytechnic University, was held in November. During the event, the history of Faculty of Industrial Chemistry and Environmental

SMITHFIELD ROMANIA, A TRADITION PARTNER FOR TIMIȘOARA POLYTECHNIC UNIVERISTY

Engineering, and the current trends and requirements in terms of training new specialists in the field were presented.

Among those attending the event, former and current rectors and deans of Timișoara Polytechnic University have been invited. The event was also attended by representatives of the economic and business environment from Timișoara and in the country. The topics discussed during the symposium focused on the collaboration with the economic environment and the way to integrate new specialists in the production – operations area and the role of economic agents in training and development of new generations of engineers. Collaboration between Smithfield Romania and the Polytechnic University is one of tradition and underlies the implementation of the programs Smithfield Academics and Internship Smithfield Romania and of Internships in the company, offered to students throughout the entire university.

WE SUPPORT THE ACADEMIA

TT The Romanian Association for Unconventional Technologies (ARTN) wants to thank Smithfield Romania for their support in organizing the International Conference for Unconventional Technologies – ICNcT 2018. The 19th edition of the conference, carried out during October 4 – 6 at Timișoara Polytechnic University focused on the current global context, where modern technologies, i.e. nanotechnologies, prove essential for the future of the planet including of the food industry. The works presented, the debates carried out during the Conference have highlighted the main findings of researchers everywhere, but especially of Romanian specialists from Timișoara, Sibiu, Bucharest, Iași, Baia Mare, Cluj-Napoca, Arad, Oradea and Chișinău (Republic of Moldavia).

Smithfield România
Academic
Programs

The success of this collaboration has proved once again the need for permanent collaboration between the academia and the industry, **JJ** said Prof. Eng. Dumitru MNERIE PhD, UPT, ARTN.





Florian Chiş
Area Production Manager
Farms Division

„I’ve managed to better myself in my field”

What’s your daily work in the Company?

I am an Area Manager at the Farms Division and my main responsibility is to manage two Wean-to-Finish farms (WTF) and make sure that production indicators are met. Another important responsibility is efficient organization of all activities of the two farms.

What are the first things that you would do if you were to become a millionaire?

Good question! I cannot say that I’ve never thought of that. First, if I were to become a millionaire “overnight”, I wouldn’t give up work. I like what I do

in the Company and I would continue, regardless of the surprise “earning”. Second, with part of the money “earned” I would help the people in need.

What Company project are you proud to have been a part of? What is your contribution?

My recent faculty graduation and master’s degree in Animal Sciences helped me deepen my knowledge in the field I work. I am glad that I’ve acquired so much knowledge, which I later used in the staff qualification program. Thus, I’ve managed to better myself in my field and help my colleagues develop in the Company.



Mihai Costescu
HR Recruiter
Farms Division

„The only way to do a great job is to love what you do”

What’s your daily work in the Company?

Recently, I’ve celebrated one year as part of Smithfield Romania team and I can say that there are no days alike. I am part of the Human Resources Department and I am responsible for recruiting and selecting the staff. As a Recruiter, challenges occur every day

and everything is in constant “move”. I balance office work with field work, trying to cover the need of staff and promoting the Company’s employment opportunities. I identify with my work and I love what I do!

What are the first things that you would do if you were to become a millionaire?

I wouldn’t do anything special or fancy... The first thing that comes to mind is to donate part of the money: there are so many people and situations that need help. Personally, I wouldn’t need millions to be happy. Family and health are of utmost importance and “millions” would not compensate for their lack of.

If you had to choose two powers (paranormal etc.), what would they be and why?

A question that makes you think... The first super-power I would love to have is to be able to control time. Why? It seems that time is a great enemy of the modern person. Use of technology both in the private and professional life and promotion of an attitude always on the run, make for things to appear shaken

and time passes so fast. Therefore, people are no longer able to have a well-defined boundary between work and leisure. The second super-power is to read minds, but not in the “cunning” way of things. I see more and more people who are afraid to express their thoughts, overborn by questions such as “Is it good to say it?”. “What would x or y say?” I like listening to people and try together to find solutions to problems, but for that I need them to articulate what they think, uninhibited and honest.

What Company project are you proud to have been part of? What was your contribution?

From the earliest days in the Company, I can say that I got credit from my colleagues in taking part in several actions and projects. All the project I was part of were extremely important to me and contributed to my development. Participation at USAMV Bucharest job fair, where I presented Smithfield Romania’s opportunities in front of candidates, was a challenge for me, bringing added value to my skills.



Cezar Ludoșean
Export Sales
Fresh Meat Division

„It’s never too late to meet your dreams”

What’s your daily work in the Company?

Although I’ve been working in the Company for 2 years, ever since the first months I felt part of the family. I am working in the Export Department and coordinate the sales of chicken and pork to countries in South – East Europe (Greece, Bulgaria, Cyprus).

At the same time, I am also part of several projects developed with our colleagues from Poland, on imports of processed products, fresh chicken, turkey and pork – that we are selling both in Romania and the Balkans (Macedonia, Serbia, Bulgaria etc.)

What Company project are you proud to have been part of? What was your contribution?

It would be very difficult to make a nomination... I put a lot of heart in what I do. What benefits me is that I work for a group of companies that have highly respected brands, innovative and very organized. One of the projects I was part of and cared deeply was the introduction of Animex products to Romania (“ready to eat” cold cuts and fresh chicken). This was a pretty hard project, which I developed together with my colleague Laura Patian.

What are the first things that you would do if you were to become a millionaire?

I would invest in my personal and professional development. I would

visit India for a month and would like to learn more things about myself. I am convinced that a visit in one of the Ashrams from India would help improve my ability to relax. I always wanted to be a pilot. I would be prepared to take flight lessons and buy a Zephyr 2000. And last, but not least, I would build an equestrian center for children with autism. I think there are many who need help. It’s never too late to fulfill your dreams!

If you had to choose two powers (paranormal etc.), what would they be and why?

Time is insufficient. I would love to do more things in one day. If I had the ability to teleport myself, I would love for Christmas to be at a concert in Wien, after which have dinner at home with my parents, at the same time skating with my friends in the famous Rockefeller Center. However, I would also love to have the power to cure people. There are millions of illnesses not discovered in time and as many for which there’s no cure. People should just die of old age...



Raymond Szakal
Administrative Clerk, Production Department
Fresh Meat Division

„During the “Management Trainee” project I contributed with a proposal to improve the department where I work”

What’s your daily work in the Company?

My work starts every day with a cup of coffee. Sometimes I also make the coffee to my colleagues, to start their day in a good mood. Who can be mad on a cup of coffee?! My work resumes to production reports and corrections in SWR-Bis; of course, I also provide support to my colleagues whenever they need it, with what I know best, but always being open to learn.

What Company project are you proud to have been part of? What was your contribution?

A project I was part of was the “Management Trainee” project, aimed at training the future generations to organize and lead in sections or departments where they work. This is a project I am glad I was involved into, because it gave me a much better overview of the business I work for.

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My contribution materialized into a proposal to improve the department where I work.

What are the first things that you would do if you were to become a millionaire?

This may sound boring, but nothing will certainly change - I will continue to be the same person with the same habits every day. Instead, I would

probably consider opening my own business. I don't know if in the meat industry necessarily, but certainly in the food industry.

If you had to choose two powers (paranormal etc.), what would they be and why?

The first super-power I would choose is the ability to teleport. I could be anywhere in a second and I would

have more time to do a bunch of things. The other power would, undoubtedly, be telekinesis. Limited by my height, I'd love to reach somehow the jar on the last shelf without any effort and, most convenient, with the power of my mind.

What's your daily work in the Company?

I've been part of ELIT team since 2005. I currently coordinate the Elit Plant from Oarda. My work consists of daily production planning, monitoring observance of the production plan and managing a team of over 900 employees.

„Development of the product Cârnați de Casă/ Homemade Sausages is my dearest project”



Cristian Oaneș
Director
Elit Oarda Plant

What's your dearest Elit project?

My dearest Elit project is the development of the product Cârnați de Casă - Plin de Carne, a product made after a traditional recipe containing only pork and natural spices. This product is the most sold product of Elit portfolio and enjoys great appreciation from consumers across the country.

What are the first things that you would do if you were to become a millionaire?

Depends on the currency and the number of millions... :)



George Anghelescu
Regional Sales Director, Muntenia
Elit

„I managed to create in 2018 a special division for HoReCa”

**What's your daily work in the Company?
How long have you been working for the Company?**

I've been part of Elit since 2013, working in the Sales Department, initially as Area Manager and now as Regional Director. I manage the sales activity in traditional trade from Muntenia area and my daily work consists of coordinating a team of 5 Area Managers ad 28 Sales Agents. Also, together with the team I coordinate, we manage a portfolio of over 3,000 customers and 400 meat products and fresh meat.

What's your dearest Elit project?

At Elit, I've participated in many sales projects, but my dearest is the HoReCa, by extending the numerical distribution of customers in this sector, largely due to the sales of fresh Comtim pork. In 2018, we've activated over 200 HoReCa customers in my region and managed to create a special division for this sector.

What are the first things that you would do if you were to become a millionaire?

I would try to invest in safer portfolios.

COMTIM TEAM IN THE 2ND FOOTBALL DIVISION

The story of Comtim football team...

Out of passion for sports in 2007 we founded the Comtim football team. Among the initiators we mention Ion Oprinel, Sandor Venczel, Robert Har, Dobrescu Fănel and Tiberiu Abraham. This passion has turned, slowly but surely, into something more serious, that is participation at Timișoara Football Championship. The achievement brought positive results, thanks to the determination of our team colleagues: after 7 years in the 4th league, in 2016 we advanced to the 3rd league, our most recent success being the classification in the 2nd division and ranking 3rd in the



Cup of Multinationals, 2018 edition. Congratulations to the guys for their fantastic results, efforts, good image and promotion of Comtim brand, in sports competitions that support a healthy lifestyle.

Congratulations to the Comtim team!

As a sign of appreciation, the entire football team was rewarded with Comtim customized football equipment and balls. We wish these awards give them the motivation they need for future performances.

EMPLOYMENT AND INTEGRATION OF THE VIETNAMESE STAFF IN THE SLAUGHTERHOUSE PRODUCTION TEAM



Nguyen Cao Cuong
Team Coordinator

Smithfield Romania continues to develop and grow, both in sales volume and product diversity, and the number of employees supporting this growth. Thus, our colleagues in the Human Resources Department have resorted to external recruitment in 2018.

The recruiting and assimilation project of foreign workers of Vietnamese origin is one of the most important internationally, in the Human Resources Department of the Fresh Meat Division. We currently have 61 Vietnamese colleagues working in the Company, on various positions in the Production Department.

The recruitment project was complex, lengthy, and generated many questions at first, but ultimately this proved to be a good year. The relationship between foreign and Romanian workers proved to be a very good one, right from the beginning.

To show you the first impressions of a foreign colleague, Cosmin Mihai from the Human Resources Department collected the following impressions

after discussing with Nguyen Cao Cuong, the coordinator of the foreign workers, aged 34.

Why Smithfield Romania? What guided you to Romania?

I've always wanted to get to a country that is part of the European Union. I wanted to make a major change in culture and meet new people. I was also attracted by the field of activity and the complex work in the slaughterhouse production area.

What was your first impression when you arrived in Romania?

I was impressed by the warmth with which we were received. People were very friendly to us and made us feel welcomed. At Smithfield Romania,

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we found a lot of understanding, any problem we had was solved in a short time. Everyone had the necessary patience for us to learn in a normal and natural rhythm.

What's your impression about Timișoara?

I like the weather, the fact that the city has calm people, and traffic doesn't compare to Vitenam - you can move around very easily. And when it comes to the weather, I can hardly wait for

winter to come and see the snow - it would be for the first time in my life.

What do you like to do in your free time?

I like talking to my family: I have three children, a boy and two girls. I try seeing them on videocall every day, I miss them a lot! The distance between us is very high! I also like exercising, playing football, volleyball and basketball, and if the weather is not fine, I like listening to Romanian or Vietnamese music.

What are your plans for the future?

I want to stay in the company as long as possible and bring my family here with me.

A thought from Coung for our colleagues...

On behalf of all colleagues from Vietnam, I want to thank you for our integration into Smithfield Romania team and for everything you do for us.



A new edition of Smithfield Romania Internship Program ended successfully. Now in its 14th edition, the program has brought a novelty. This is the first year when we hosted participants from 6 major profile university centers in the country: King Mihai 1st of Romania" Banat University of Agricultural Sciences and Veterinary Medicine from Timișoara, "Ion Ionescu de la Brad" University of Agricultural Sciences and Veterinary Medicine from Iași, Cluj-Napoca University of Agricultural Sciences and Veterinary Medicine and Bucharest University of Agricultural Sciences and Veterinary Medicine.

This demonstrates the great interest of current students or future graduates,

both towards the opportunities of Smithfield Romania Internship Program, and the possibility of future collaboration as employees.

In this edition, 41 students participated in the Farms Division and 38 students in Prod Division:

- 29 from King Mihai 1st of Romania" Banat University of Agricultural Sciences and Veterinary Medicine from Timișoara;
- 17 from "Ion Ionescu de la Brad" University of Agricultural Sciences and Veterinary Medicine from Iași;
- 2 Cluj-Napoca University of Agricultural Sciences and Veterinary Medicine;
- 2 from Bucharest University of Agricultural Sciences and Veterinary Medicine;
- 26 from Timișoara Polytechnic University;
- 3 from West University of Timișoara.

For the Farms Division, a novelty in development of Smithfield Romania - Internship Program was the fact that in both sessions, students carried out

work only in one working point. This offered participants the opportunity to acquire knowledge about the specific operations of the working point they were assigned to and understand the technological flow of Smithfield Romania units. Students had the opportunity to work with high-performance technologies, under the direction of a professional team in the field.

“ This internship was for me, in whole, a beautiful memory. The new things that I've learned, the colleagues I worked with, all were part of an experience that will remain deeply etched in my mind and that will certainly help me in the future. It was an experience I recommend to all.” said Andreea Ardelean, PR intern.

„My experience at Smithfield Romania was beautiful, the atmosphere, the friends, and I always wanted to sign contracts with people. And this is precisely what happened - it was a unique experience” said Andrei Don, HR Intern.



At the end of internship, there were two picnic meetings, with deliciously cooked Comtim “Bun de Gătit” products for all those present. This was the perfect opportunity to discuss with the management team, in an informal environment, the situations encountered in daily work and their future opportunities within Smithfield Romania team.



Divizia Ferme

INTERNAL CERTIFICATION PROGRAMS IN PRODUCTION



2018 was full of internal projects for Smithfield Romania Training Department. Increased attention was paid to the internal training programs:

- Internal certification in production – “H”;
- Internal certification in feed production – “O”;
- Internal certification in production for level 3 of management – “N”



The internal programs mentioned above are meant to develop the specific knowledge of employees (H, O) and their managerial skills (N), in accordance with the standards required at Smithfield Romania. So far, at the training sessions of the three main certification programs, 239 persons obtained access to a higher



level, both in terms of certification and salary scale.

Currently, 63.91% of total Smithfield Romania eligible employees are certified.



PARTICIPATION IN “TOP EMPLOYERS TIMIȘOARA”



Our colleagues in Smithfield Romania Human Resources Department participated this year at the jobs fair “Top Employers Timișoara”, now in its 13th edition. The event took place on October 19 – 20 and was held at Timiș Regional Business Center, attended by more than 70 companies and including over 3,000 job openings.



SMITHFIELD ROMANIA TRAINING PROGRAMS



Smithfield Romania continually invests in the professional development of its employees, providing plenty of opportunities for career, technical skills and personal development.

In the second half of 2018, two team-building programs were organized with participation of almost 70 colleagues and had as main goal building a successful, efficient and united team:

- October 11-13, 2018, in Pianu locality, Alba County, top and middle management teams of Farms Division, Smithfield Romania;
- November 1-3, 2018, in Sarmizegetusa locality, Hunedoara County, ISO, Agriculture, Environment and OHS (Occupational Health and Safety) Departments of Farms Division, Smithfield Romania;

The two workshops included topics of discussion such as: development of creativity, improvement of proactive attitude, team energizing and motivation, awareness of their role and communication - networking.

These programs are aimed at understanding the interdependence of tasks, when working in a team and practice illustration of various work situations in the Company. With every event organized, we could realize that just by having a common goal we can perform, and a united team, full of energy, can lead us towards our goals.

TEAM BUILDING IT - FINANCIAL



Sarmizegetusa, Hunedoara County

The first team-building of the Financial and IT Departments was organized on August 31 - September 1. The training was also attended by part of our colleagues in the Legal, Purchasing, Sales and PR Departments. This was the first program that reunited the departmental teams of the three divisions: Farms Division, Meat Production Division and Elit.

The objective of this program was development of working skills in a team and spending of beautiful moments together.

During the two days, the 65 colleagues participated in various activities organized outdoors. Of these, one was assignment on teams and

preparing the specific dishes from a country proposed. Their challenge was to work out the details of attractive restaurants, according to the specificity of the menu received. Participants used their creativity to setup the restaurants, choose and prepare the specific menu and serve the "customers" (their colleagues) as professional as possible. The star products of all menus were Comtim and Elit products.

Our special guest at the event was Horia Colibășanu. He told us about the experiences lived in Himalaya and organized a short mountain route in Retezat for those interested.

WORKSHOP FOR THE OPERATIONAL LINE MANAGEMENT TEAM OF SMITHFIELD ROMANIA



Two workshop sessions "Dezvoltă-te pentru a fi un lider de succes" / "Develop yourself to be a successful leader" dedicated to the Operational Management Line of Smithfield Romania were held in October, this year.

The workshops' objectives were:

- Understanding the development needs up to the level of observable behavior;
- Awareness of behavioral impact on results obtained;
- Setting of individual goals of development and establishing ways to measure progress;
- Building a personal development plan.

TRAINING OF SMITHFIELD ROMANIA LOGISTICS TEAM



18 colleagues from Smithfield Romania Logistics team participated during May 24 - 26, 2018, at the workshop "management of variability in operational processes". This workshop was designed as a continuation of the program to optimize logistic processes carried out in 2017. Its purpose was to identify and transmit vital information for standard processes on the production - sales - logistics chain, organized in interactive activities and challenges.

TRAINING OF SMITHFIELD ROMANIA SALES TEAM



Smithfield Romania Sales Team participated during June 28 - 29, 2018, at a training under the aegis "Challenger Sales". The objective of this training was to exercise the sales techniques of the brand and transpose them into opportunities to generate immediate value and long-term partnerships. The training was attended by 28 colleagues, and the event was held in Gura Humorului locality, Suceava County

TRAINING OF SMITHFIELD ROMANIA LINE MANAGEMENT, PROCESSED MEAT DIVISION



The Line-Management Training for sections in the Slaughterhouse production, 2nd line, was held during August 23 - 25 and September 06 - 08, 2018. This year, the training was attended by 26 employees in the Cutting, Deboning and Semi-processed Meat sections. The course aimed at acquiring and developing the management capacities of the Heads of lines, along with training and preparation of employees designated to replace these positions. Training was provided by external suppliers - SC A&C CONSULTING, and colleagues from the Financial, Quality and Technical Departments. At the end of training, there were 2 feedback sessions (after 3 and 6 months) which aided at tracking appropriation of knowledge and the way these principles have been applied.

ON-BOARDING TRAINING OF THE SEMI-PROCESSED MEAT SECTION

Starting this year, we've developed an On-boarding training for the Semi-processed Meat Section. This course aims at basic training and integration of new employees into the Semi-processed Meat Section.

The course has a 2-hour theory module and a practical component, conducted at the workplace, under the supervision of the Head of the Line. The objective of this training is integration and accommodation at the new job and learning about and acquiring the handiness specific to the workstation. After final

evaluation, employees are assigned to workstations within the department concerned.

The training started in May and so far 141 new employees have been trained.

Good luck to our colleagues!

INTERNAL CERTIFICATION PROGRAM VET SERVICES - LEVEL 2



The presentation of the internal certification program Vet Services - Level 2, the sequel of Vet Services - Level 1 of 2017, took place on November 26-30, 2018. The exam held in early December 2018, was successfully passed by 6 veterinarian colleagues.

Vet Services - Level 2 has the purpose of acquiring new technical knowledge related to the technological process of each farm type: sows, old finishers, WTF and strengthening of knowledge about swine pathology. By passing Vet Level 2, veterinarians will be able to participate and improve farm management.

"On this occasion, we wish success to our new colleagues in the PIG Veterinary Services Department and encourage them to participate in the internal certification program of Smithfield Romania" - Daniel Spuru, PIG Veterinary Services Department Manager.

SMITHFIELD ROMANIA A GUEST AT USAMV JOB FAIR, BUCHAREST 2018



Smithfield Romania participated in October to the job fair organized by "AgriCons - AgriTin Center for Counseling and Career Orientation", from Bucharest University of Agricultural Sciences and Veterinary Medicine.

Over 30 companies operating in animal sciences and agriculture were present at the job fair whose objective was

to offer employment professional training opportunities to USAMV students and graduates.

The event was attended by our colleagues from the Human Resources Department, Răzvan Gheață - Training Coordinator and Mihai Costescu - Recruitment Specialist. The two representatives presented the activity of Smithfield Romania, by interacting with candidates at the stand and promoting career opportunities in a presentation themed "Swine Breeding and Pork Production".

"COMTIM AT PICNIC"



The secret ingredient of a successful small vacation is the savory of Comtim products. Whether sharing the cooked food with family and loved ones, you can be sure you'll never fail with Cotim products!

As everyone came to expect, the internal competition "Comtim at Picnic" was held during May 1 - September 1. The competition encourages our colleagues to take pictures of the joy brought by Comtim products at picnic or around a traditional meal.

The two winners of this edition were: Marius Stroescu from the Sales Department, Prod Division and Codruț Dan from the Environmental Department, Farms Division. All images entering the competition were also awarded with surprise prizes, while in the winners' basket stood prominently the delicious Comtim products from "Bun de Gătit!" range.



Don't forget! Comtim presentation store - a real source of pork culinary delicacies - is waiting for you to try its products!

COMTIMIX “THE BARBECUE OF YOUR FAMILY”

We want for 2018 to remain in the brand history as a year of innovation, to position ourselves as market leaders in the barbecue product innovation. We want to continue surprising our customers with new, various and tasty products, to harmonize with their diverse culinary preferences. Thus, our specialists prepared the most unique combination ComtiMix Pork - Chicken, as a perfect barbecue proposal for your family.

The new ComtiMix products in “Bun de gătit” range:

ComtiMix Savuros - for unforgettable memories - which contains pork collar, Comtim mici and chicken wings.

ComtiMix Creativ - for various tastes - which contains pork collar, grill sausages and chicken breast.

ComtiMix Echilibrat - for various ages - which contains pork chops, pork skewers and chicken legs.



We invite you to enjoy our new ComtiMix “Pork - Chicken” products!



ELIT PRODUCTS PREPARE YOU FOR THE COLD SEASON



Festive meals will be better with “Toba extra Elit” (a Romanian traditional delicatessen - pig stomach, stuffed with pork jelly, liver and skin suspended in aspic) and “Cârnați de Casă” / “Homemade Sausages” from Plin de Carne range. With winter fast approaching, Elit continues its commitment to pay close attention to customers, providing them with high-quality traditional Romanian products.

Elit is preparing for the cold season by bringing customers traditional

products such as “Toba extra Elit” and “Cârnații de Casă - Plin de carne”. “Elit” and “Plin de Carne” are our flagship brands, where we reunited a large assortment of high quality products, addressed to consumers who want to find products with exquisite taste.

“Toba Extra Elit”, although a product available on the market throughout the whole year, has a specific seasonal consumption during winter holidays, which reconfirms every year, its “bestselling product in Romania in

the category or products based on traditional Romanian recipes”. The stars of our premium brand “Plin de carne” for the cold season are “Cârnații de casă” / “Homemade Sausages”, which continue to be leader in the market in the category premium, traditional sausages. All Elit products are available in all sales channels, corner shops, key accounts, export (ethnic trade), but mainly in traditional trade where we have an impressive portfolio of active customers.

NEW INSTRUMENT TO PROMOTE SUSTAINABILITY - SMITHFIELD FOODS



The new trends in IT applications by which you can promote a product or service create an excellent context to relate easily and effectively with consumers, in innovative ways.

Since innovation is “part of Smithfield Foods DNA”, an online platform was developed and implemented at group level, presenting traceability of products throughout the entire production flow, from farm to fork. This instrument helps customers “see” how our achievements in sustainability and innovation contribute to preparing a quality and tasty product for the whole family.

From sowing grains to the way our products are distributed to become available to customers, each step is presented simply and attractively. You can see our platform by clicking on sustainability.smithfieldfoods.com, available soon with a mobile version, for desktops and tablets.

TAKE A FEW MOMENTS TO VISIT ALBA IULIA THIS WINTER



2018 marks 100 years since the Great Union. We suggest you visit this winter the very city where the Great Union took place, i.e. Alba Iulia. Here are a few reasons:

1. You may visit the Union Museum and the Union Hall: the Museum hosts the most important documents and objects of the Union, along with an exhibition of ethnographers.
2. Alba Carolina Fortress is made of seven bastions, accessible by six gates. At the Big Gate, tourists are greeted by guards in vintage uniforms. The tour of the fortress takes about an hour and a half and there you may see historic buildings, statues and monuments.
3. You may also visit the Coronation Cathedral, built in 1921, the place where King Ferdinand and Queen Mary were crowned.

Article written by Adriana Puriș, Intern PR Department.

Sursa: http://www.turistcenter.ro/ghidul-4-motive-sa-vizitezi-alba-iulia_137

TIMIȘOARA AND ALBA IULIA IN TOP 10 “BEST CITIES FOR BUSINESS IN ROMANIA”

According to the ranking made by Forbes Romania, Timișoara and Alba Iulia are in Top 10 “Best Cities for Business in Romania”. Timișoara is ranked 2nd, for the second consecutive year. With the advantage of being located near the Western border, Timișoara is a city full of opportunities for investors. Other advantages are represented by the hundreds of hectares of industrial lands available, railway, road and air transportation, and universities which prepare skilled specialists. Alba Iulia is ranked 7th in the top “Best Cities for Business in Romania” and is the great winner of the title “The Most Intelligent City in Romania”. In 2018, a centennial year, Alba Iulia has developed, following a smart strategy, 72 projects (implemented and under implementation), as the following six cities combined.

COMTIM - PROMOTED WITH PRIDE AT ALTITUDE



Our colleague Marius Obretin
Sales Department

AN INNOVATIVE AND TASTY RECIPE BACON GEM



Ingredients:

- 500 grams of bacon (thick slices, cut into pieces)
- 2 small onions, chopped
- 1 shallot chopped
- 1/2 cup of maple syrup
- 1/4 cup of balsamic vinegar
- 2 spoons of mustard
- 2 teaspoons of Worcestershire sauce
- coarse salt and black pepper

Preparation:

1. Put a large iron pot on the cooker. Add the bacon and stir until it becomes brown and crispy (about 15 minutes). Keep all bacon fat in the pot.
2. Reduce heat. Add the onions and the shallot and fry them well until they are soft (around 8 minutes). Add the maple syrup, vinegar, mustard and Worcestershire sauce. Season with salt and pepper. Put half a cup of water to the mixture and stir until it becomes smooth.
3. Leave everything to boil, then turn the heat to the minimum and stir occasionally. In about an hour, the gem will have a thick consistency.
4. Leave the gem to cool down for about 20-30 minutes. Transfer it in a blender to mash the remaining large pieces. Don't leave it too much in the blender! Its consistency must remain thick!
5. Transfer the gem into a container that you can keep in the fridge.

Keep it cool for about a month! Doesn't have a long shelf life!

Enjoy! We'll be waiting for photos with your preparation.

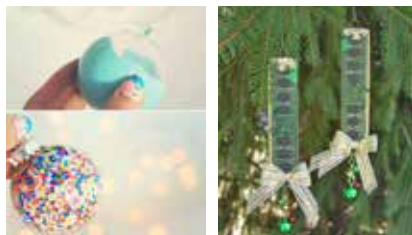
Article written by Andreea Ardelean - Intern PR Department

Sursa: <https://www.gustos.ro/sfaturi-culinare/curiozitati-culinare/cum-preparam-gemul-de-bacon.html>

CREATIVITY CORNER

Customized Christmas Balls for a Dreamy Christmas Tree

An important tradition associated with celebration of Christmas is to decorate the Christmas tree. Young and old gather together to take part in this specific event. Because this holiday is so important to spend it with the loved ones, why not give it a touch of color, through activities that bring us closer. Here are a few ideas of homemade Christmas balls, which help you put a stamp of originality on your Christmas tree. Materials required: transparent globes, silicone glue, watercolors, paint beads, old computer plates, CD.



A PASSION FOR VIDEO EDITING



Andrei Rohlicek - Quality Controller, Fresh Meat Division

How was this passion born?

Like many children, when I “got my hands” on the first computer, I was very captivated. At first, I was only interested in video gaming but, in time, I discovered other practical uses.

The first meeting with photo editing happened during high school, when I wanted to make a board game, for which I needed to create various cards. After searching on the internet, I managed to discover a photo editing program.

By use of internet tutorials and perseverance, I learned how easy

it is to “alter” any picture or create something beautiful from scratch.

Was this knowledge helpful over time? How?

Personally, this hobby helped me alter the pictures taken on vacation, but only where I am not happy with their clarity, the way the light falls or where various “imperfections” need to be taken out.

When I joined Smithfield Romania, I never thought that I would use this hobby of mine. Although I am a Quality Controller by profession, a few months ago, I was given the opportunity to work at making short training videos for employees.

At first, I was hesitant because I didn’t know what that meant exactly, but later on I took it as a challenge and embraced the opportunity.

Under the guidance of my colleague, Mrs. Liliana Bărbuț, I made my first steps in video editing of training materials and shortly afterwards I started making short videos for operators. I’ve never thought that I would love it so much.



It is said that turning a hobby into a career is the perfect way of spending eight hours a day to make a living and I can say that every morning I come to work with great pleasure.

When we watch a movie on TV, we enjoy its action, its movements and we don’t actually realize how many elements are required to render that particular action. The secret is to pay attention to the smallest details, both visual and auditory, to every animation or transition between scenes. I like the possibility to create something from nothing and see that the result is appreciated by others.

HOMEMADE SOAP FROM PORK FAT

People use the expression “you’re dirty as a pig”. But did you know that the pig can help us stay clean? Our grandmothers knew this secret and used it every time they needed it. We’ve finally learned about it and we want to teach you how to make natural soap, using pork fat.

You need:

1. 1 kg lard/fats
2. 200 grams of caustic soda
3. 2 liters of lye (prepared from ash and rain water)
4. 1 handful of coarse salt

Preparation:

1. Put the ash and water in a plastic bucket, stir and place a lid on top of it. Leave the mixture to soak for 1 - 2 weeks. To test if it’s ready, dip your finger in water and touch the tip of

your tongue. If it pinches, then it’s ready.

2. Take a bowl and dissolve the caustic soda in 1 liter of lye. Take a boiler or a large bowl to melt the lard. After it completely dissolved, mix it with caustic soda and lye. Pour gently, continuing to stir.

3. Reduce the heat. Finally, add the rest of the lye (1 liter) and leave everything to boil at normal heat, stirring frequently. The soap is boiled for about an hour and a half, adding salt to it.

4. Take the bowl from the heat, cover and let it rest for 12 hours.

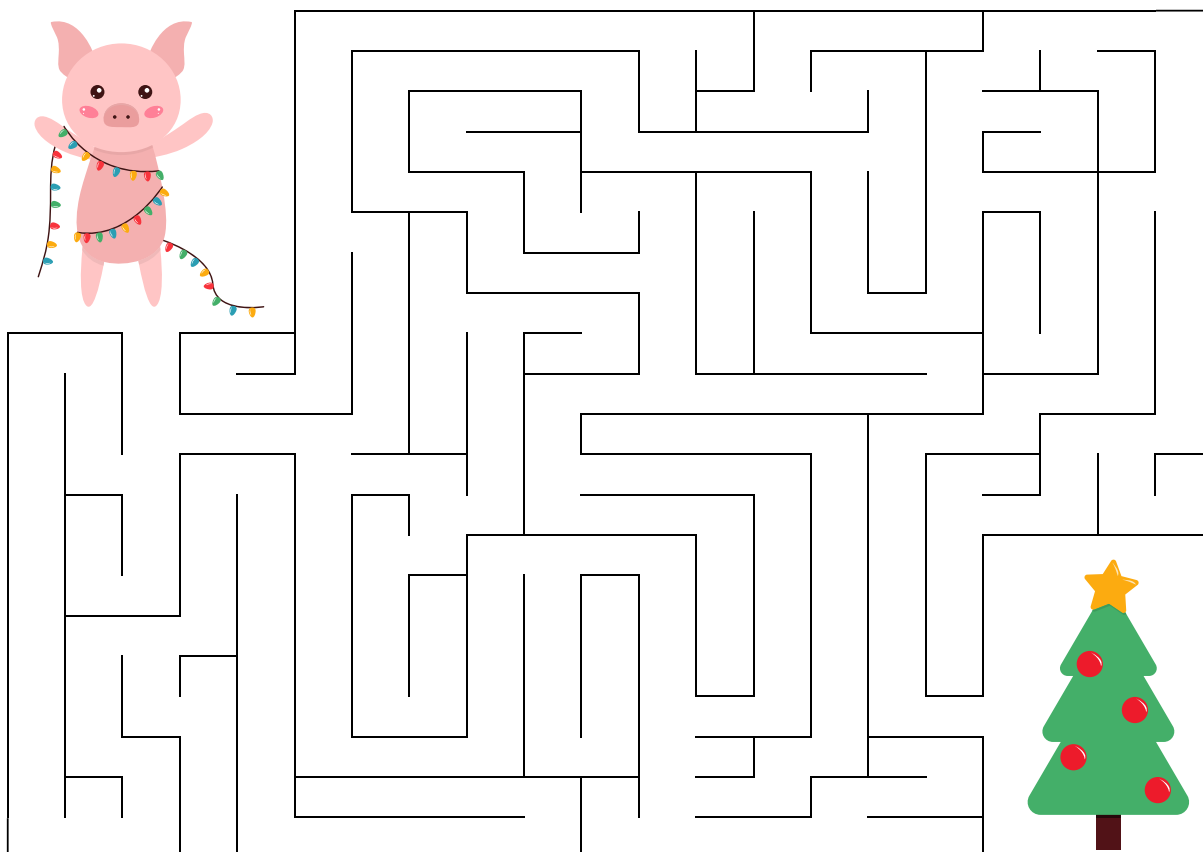
After this interval, the soap is cut into regular pieces and kept in a cold and dark place.



Source of inspiration: <https://lataifas.ro/>

Article written by Andreea Ardelean - Intern PR Department

Sursa: <https://lataifas.ro/retete-naturiste/66746/cum-se-facea-sapunul-pe-vremuri-reteta-bunicii/>



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