



Animal Welfare Policy

We believe that an animal's welfare, whether on farm, in transit, at market or at a place of slaughter needs to be considered to ensure no unnecessary suffering. We acknowledge farm animals as sentient beings and recognise that good animal welfare encompasses not only good health and physical wellbeing, but good mental wellbeing and the ability to express species-specific behaviours. We have therefore included a 6th Freedom as an addition to the FAWC stated 'Five Freedoms'.

We require our suppliers of beef, pork, chicken, dairy products and eggs (UK and globally) to support the Farm Animal Welfare Committees' (FAWC) stated 'Five Freedoms' in order to safeguard and improve welfare within the proper constraints of an effective livestock industry:

1. Freedom from hunger and thirst - by ready access to fresh water and a diet to maintain full health and vigour.
2. Freedom from discomfort - by providing an appropriate environment including shelter and a comfortable resting area.
3. Freedom from pain, injury or disease - by prevention or rapid diagnosis and treatment.
4. Freedom to express normal behaviour - by providing sufficient space, proper facilities and company of the animal's own kind.
5. Freedom from fear and distress - by ensuring conditions and treatment which avoid mental suffering.
6. Freedom to undergo positive experiences - by providing appropriate conditions to experience positive emotions.

In addition to the above requirements, we are committed to working with our suppliers to achieve the following goals by 2025:

- **Long distance transport:** Our suppliers must ensure that all live animal transportation is kept to a minimum and to avoid long distance transport. We specify a maximum transport time of 8 hours with a target of less than 4 hours
- **Livestock being kept in close confinement:** Our suppliers must avoid the close confinement of animals such as the use of cages, sow stalls, farrowing crates, veal crates, and the tethering of animals
- **Routine mutilations:** Our suppliers must avoid routine mutilations such as teeth clipping, tail docking, castration, beak trimming, dehorning or mulesing
- **Inhumane slaughter of animals:** In particular, our suppliers must use pre-slaughter stunning
- **Barren living environments:** For example, we do not source eggs from caged production systems
- **Antibiotics:** In addition to compliance with specific legislation protecting consumers from exposure to residues of veterinary medicines, pesticides and environmental contaminants in food, we will work with our supply base to reduce the levels of use of veterinary medicinal products and other pharmacological active substances used to treat animals (e.g. antibiotics) and require that our suppliers develop animal



production systems that are not reliant on the routine use of antibiotics for disease prevention.

It is also our policy that animal products from cloned or genetically modified animals and their offspring will not be used in our food products and that no growth promoting hormones are used in the rearing or treatment of animals.

Management

We have established a Sustainable Supply Chain Steering Group, chaired by Mark Hughes, our Procurement & Central Operations Director. It is at this forum where a wide range of ethical issues, including animal welfare, are discussed and policy reviewed. Our central procurement team are responsible for the day to day management, and effective implementation, of our farm animal welfare policy. To ensure compliance with our policy, we require all our suppliers to complete a set of questions, on their approach to the management of animal welfare issues, as set out in our raw material specifications via our online supplier portal. In the event of non-compliance with the requirements of our animal welfare policy, appropriate and time-bound, corrective action will be agreed with the supplier. In addition to this, we have integrated farm animal welfare into suppliers' contractual obligations and we review supplier's performance against our animal welfare policy on an annual basis.

Policy owner: Mark Hughes, Procurement & Central Operations Director

Last reviewed and amended*: July 2017

** Following the review of our supplier base and having received expert advice, we have removed the goal around avoidance of 'genetic selection for high yield detrimental to animal welfare' as it is not feasible for us to influence*