

ANIMAL WELFARE

TRAINING OUR PEOPLE

We are not directly involved in the breeding or rearing of farm animals and as such, we work closely with our suppliers to drive and implement our Animal Welfare policy. For this to be effective we believe that the teams working with our suppliers must themselves be adequately trained on animal welfare issues.

This includes the following:

- In 2018, we partnered with World Animal Protection to run internal farm animal welfare awareness training for applicable members of our procurement and technical teams.
- We have also looked to broaden our understanding of the various livestock rearing / production systems used across our supply chain through key members of the team visiting farms first-hand and discussing issues with the farmers directly.
- We have published and shared our Farm Animal Welfare policy to all suppliers across our supply chain who supply animal-based products (both Direct and Indirect) and have emphasised that we believe all animals should be treated responsibly and with dignity. We appreciate that farm animals are Sentient beings and therefore expect our suppliers to meet high standards of farm animal welfare. Suppliers must confirm compliance to our policy on an annual basis.
- In 2017, we launched our supply chain assessment programme, targeting all suppliers that use animal products of all species within our supply chains. The assessment addresses all aspects of our animal welfare policy whilst also aiming to develop our suppliers' awareness and understanding of animal welfare issues. We are now in the third year of this assessment and suppliers are required to measure their performance and chart their progress against our targets. Our team will review the completed assessment with 100% of suppliers via email / phone to fully understand their responses and to challenge where required.
- Responsible sourcing requires deep engagement with our suppliers. We expect all our raw material suppliers to conform to the requirements of our animal welfare policy. Where gaps are identified, we work with suppliers to develop and implement action plans to close these gaps. We will continue to monitor their performance through a combination of self-assessment questionnaires, audits, third party accreditations and site visits. As we use many derivatives of animal products this has required suppliers to push the assessment further up the supply chain to their suppliers.
- We are helping our indirect suppliers to strengthen their focus on animal welfare by explaining our policy and helping them to implement animal welfare policies and

objectives for their own suppliers further down the supply chain. A prime example is the support we have given one of our flavour suppliers who have previously been unable to submit our questionnaire due to a lack of verifiable data. This year following several engagement meetings with the supplier they have been able to complete the dairy questions in full and have seen a marked improvement on level of data collected on other species.

- Our direct milk suppliers train all farmers on a regular basis. This can include support on farm, video conference and face-to-face sessions. Training is currently being given on animal health and welfare, soil health and nutrient recording, carbon footprint, people management, farm costings and on farm milk testing. Although Premier Foods is not directly involved in this training, we are monitoring the deliverable outcomes.
- Training on farm animal welfare is provided to all buyers involved in the purchasing of animal products. It also forms an important part of our new employee starter induction plan across the wider procurement team. The procurement animal welfare team will also update the wider business on progress against our agreed goals, and KPI's. This ensures that our work on driving forward our farm animal welfare is promoted at the highest levels within the wider business, this also helps to raise awareness across this important area.