

## ANIMAL WELFARE

### SPECIES-SPECIFIC REPORTING 2023

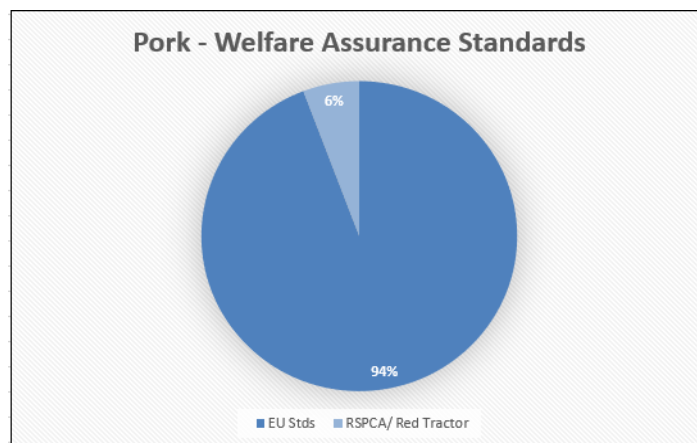
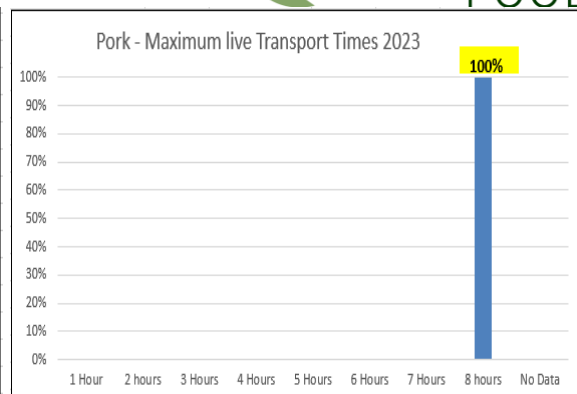
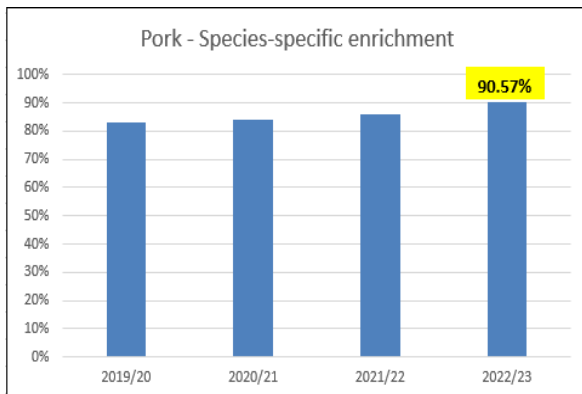
All below data is based on a minimum position of audited feedback from suppliers based on the annual questionnaires. Where no data is available, we have decided to attribute the lowest performance. We do not purchase any rabbit, fin fish or geese.

Percentage volume by species – Dairy 84%, Laying Hens (Eggs) 8% and all meat combined 19%.

#### PORK

Performance has further improved this year as we have extended our engagement on animal welfare across our supply chain and have been able to collect additional data.





All our pork products are sourced from the UK and EU. We do not purchase pork products from the USA.

The welfare of all pigs used in our products is assured under EC Directive 2008/120/EC which lays down minimum standards for their protection. We will source pork meat from suppliers who are accredited to RSPCA, Red Tractor Farm Assurance (or equivalent EU standard) where possible.

We recognise that tail-biting can be an issue within pig groups, and we will continue to source material wherever possible from suppliers who provide suitable enrichment materials to allow rooting, pawing, and chewing behaviours.

Neither tail docking nor reduction of corner teeth can be carried out routinely. Mutilation is only to be undertaken to prevent suffering, pain, disease, or injury. The applicable pain relief or anaesthetic must be applied.

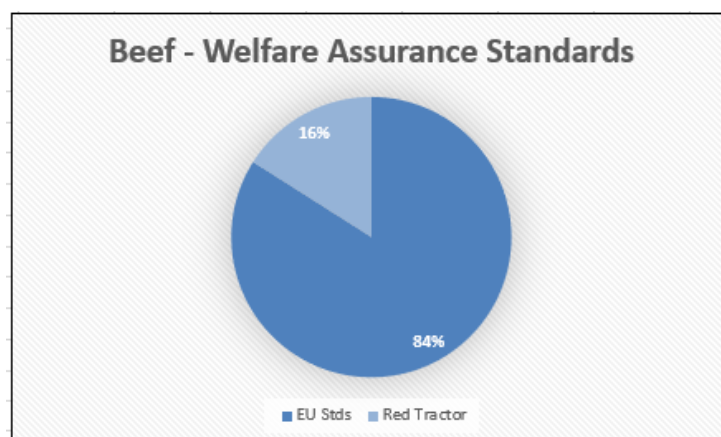
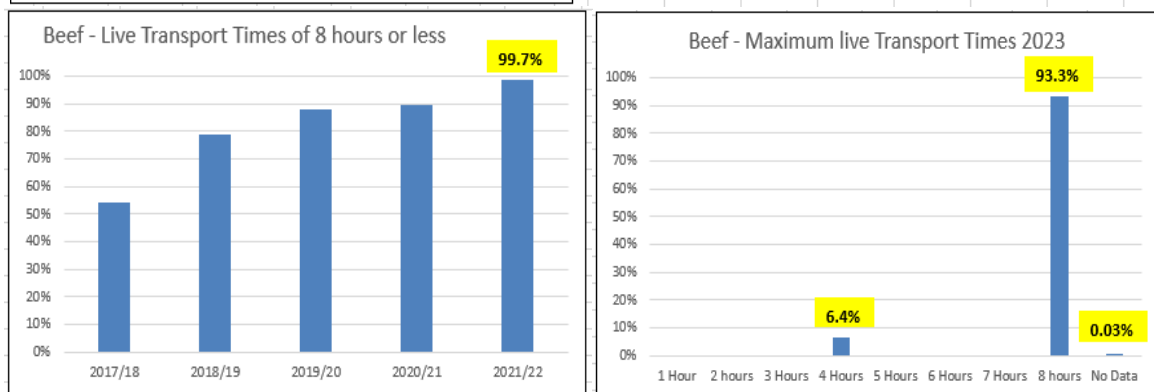
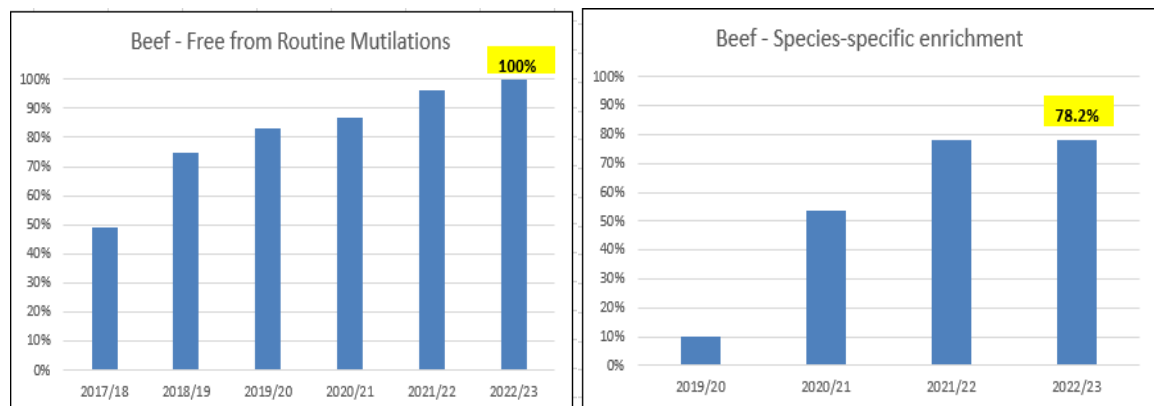
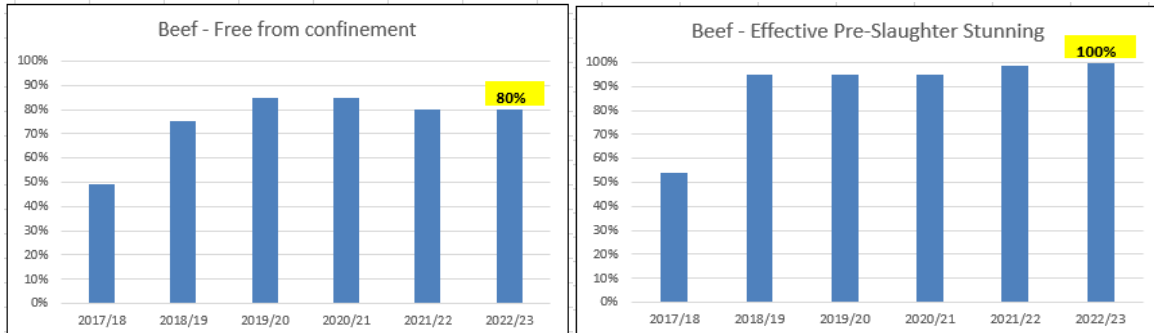
Additional outcome measures:

- 100% of our pork suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- 78.8% of pigs are outdoor reared.
- 100% of suppliers measure lameness in the drove with 5% being reported.

- Our suppliers have confirmed that pre-slaughter stunning is through electric or gas methods.
- Across 100% of pigs in our supply chain, 0% are subject to back-up or repeat stunning.
- A minimum of 90.57% of pigs are provided with enriched environments, such as the provision of straw, grass, space, and shade which allow rooting and chewing behaviours.
- The average pre-slaughter mortality rate across 100% of pigs in our supply chain is 0.33%.
- 95.5% of pigs in our supply chain are free from farrowing crates and sow stalls. It is unknown if the remaining 4.5% use sow stalls and if so, the maximum time sows are confined for.

**BEEF**

Performance has further improved this year as we have extended our engagement on animal welfare across our supply chain and moved to higher standards where applicable.



Most beef products that we purchase are in the form of beef fat and beef stock. Most of our beef products are sourced from the UK & EU. Beef gelatine is now purchased from the EU rather than outside of the EU.

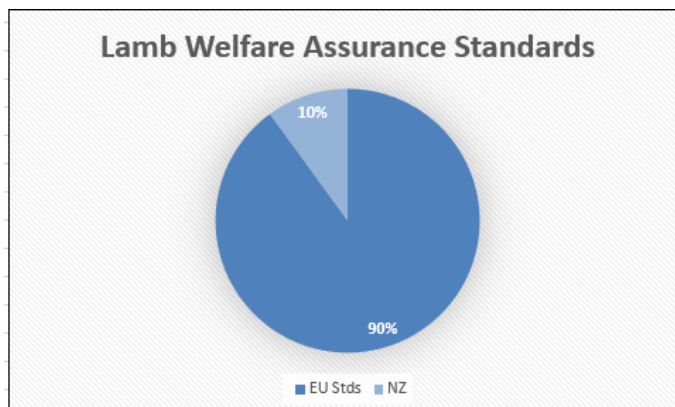
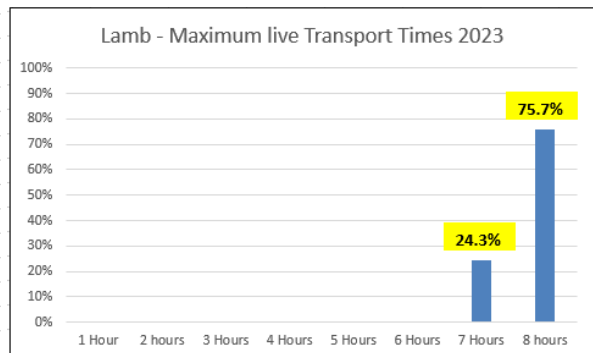
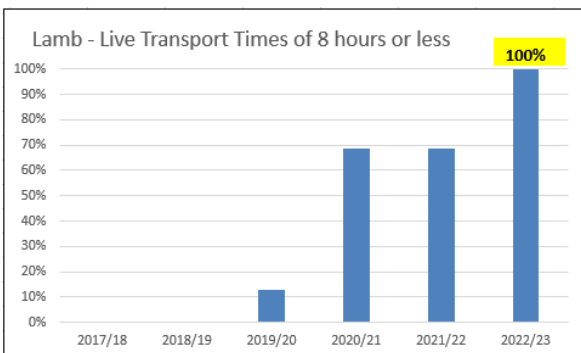
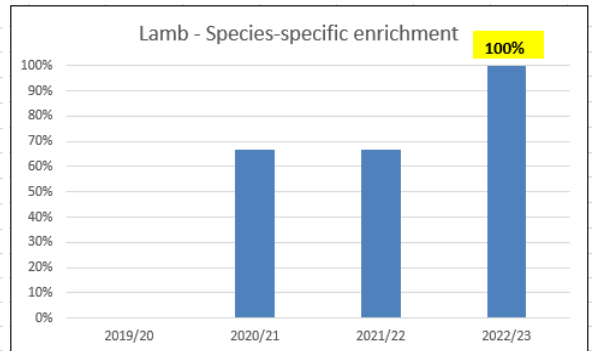
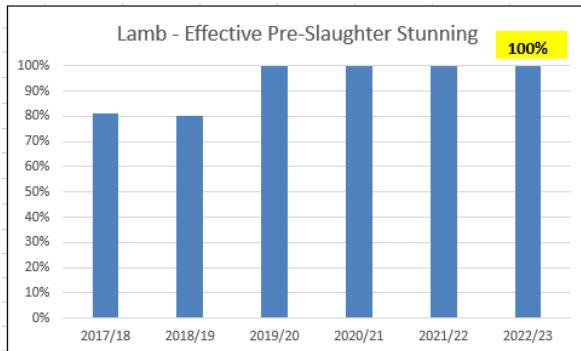
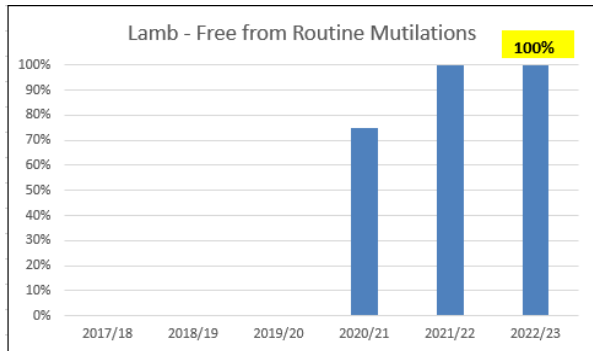
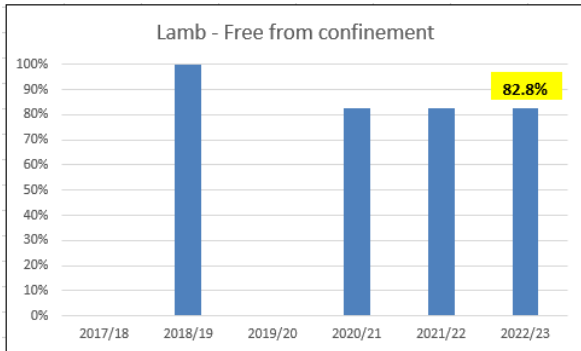
Types of routine mutilation includes tail docking, dehorning, and castration. Mutilation is only to be undertaken to prevent suffering, pain, disease, or injury. The applicable pain relief or anaesthetic must be applied.

Additional outcome measures:

- 100% of our beef suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- Our suppliers have confirmed that pre-slaughter stunning is through captive bolt, electric and stun box methods.
- Across 100% of beef cattle in our supply chain, 0% are subject to back-up or repeat stunning.
- A minimum of 78.14% of beef cattle in our supply chain are provided with enriched environments, such as the provision of brushes, soft mooring made of straw, shade from trees and water sprinklers.
- Across 100% of beef cattle in our supply chain, the pre-slaughter mortality rate is 1%
- A minimum of 78% of beef cattle in our supply chain are outdoor reared for at least the summer months.
- 99.72% of beef cattle are monitored for lameness. The cause of lameness is then investigated and treated.
- 57.3% of beef cattle are group housed throughout rearing.
- 80.3% of beef cattle are free from close confinement including CAFO's and feedlots.
- 99.7% of beef cattle are free from routine mutilations including tail docking and dehorning. Calves will be disbudded within 4 weeks of birth as covered by the relevant standards.

**LAMB**

Performance has further improved this year because of closer communication with our suppliers of lamb products, greater visibility of the supply chain and improved standards where applicable.



We are a small purchaser of lamb meat and lamb stocks. All our lamb is either from New Zealand, Germany, or Ireland.

Mutilation is only to be undertaken to prevent suffering, pain, disease, or injury. The applicable pain relief or anaesthetic must be applied.

Additional outcome measures

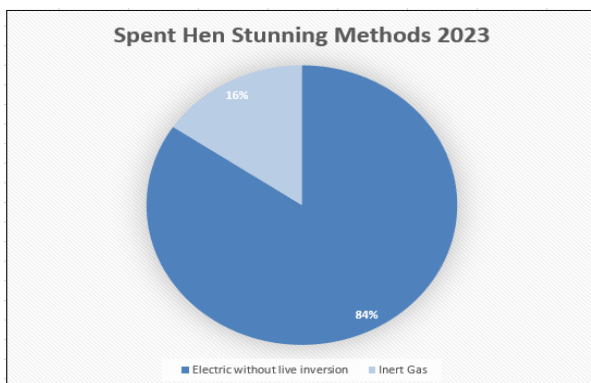
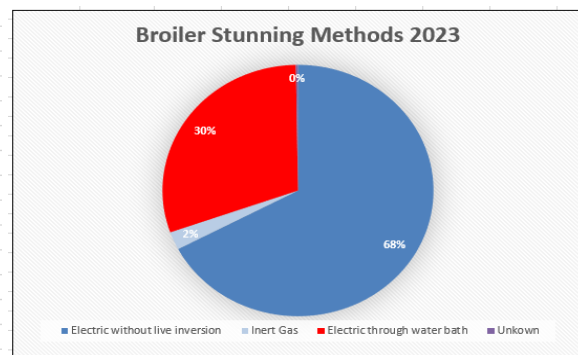
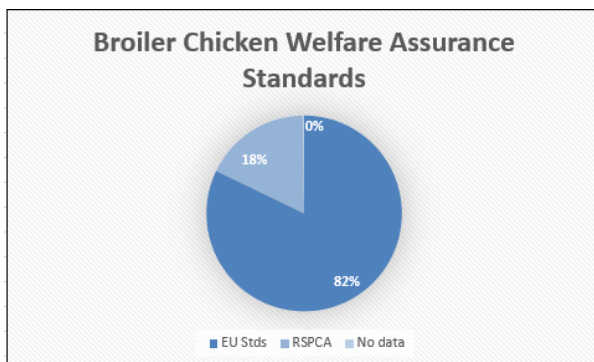
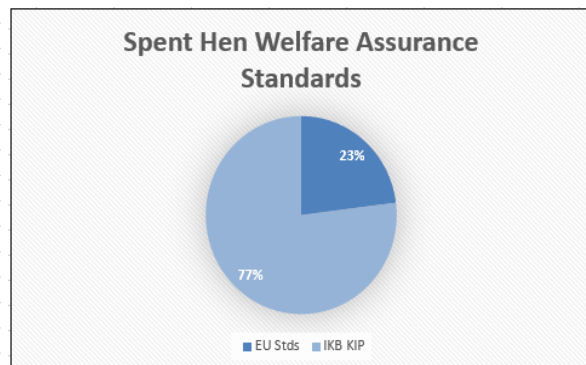
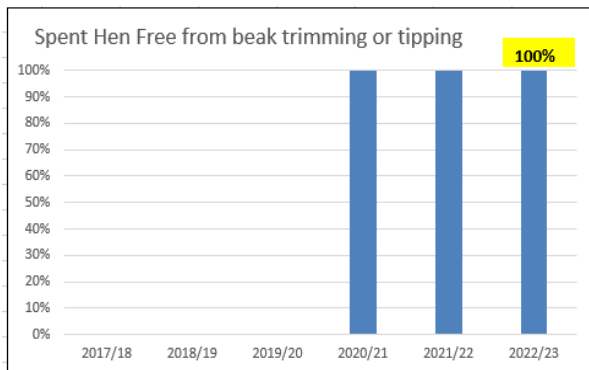
- 100% of our lamb suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- Across 100% of lamb in our supply chain, 0% are back-up or repeat stunned.
- Our suppliers have confirmed that pre-slaughter stunning is through electric stunning or captive bolt.
- 82.8% of lamb in our supply chain are free from close confinement.
- 100% of lamb in our supply chain are free from routine mutilations such as mulesing.
- 100% having enriched environments with availability of mirrors, toys, chains, and shade.
- Across 100% of lambs in our supply chain, the pre-slaughter mortality rate is less than 1%.
- 74% of lambs are outdoor reared.
- 100% of lambs are monitored for lameness. The cause of lameness is then investigated and treated.

## BROILER POULTRY/CHICKEN

Performance has improved slightly last year which is a result of closer communication with our suppliers of chicken products and greater visibility of the supply chain and improved standards where applicable. We are also working with suppliers to ensure compliance to the Better Chicken Commitment by 2026.







Most of our Chicken purchases are in the form of dehydrated chicken, fats, and extract. Our chicken is sourced from the UK & EU.

69% of our chicken is from broiler and 31% spent laying hens. We use spent hens to help reduce the demand for commercial broilers and we believe it helps to reduce food waste (as fats and extract would otherwise not be purchased by meat manufacturers).

As most of our broiler chicken purchases are by-products of the chicken industry, the collection of performance data on farming practices is complex. We will however continue to work with our suppliers in the recording of data for us to progress improved outcome measures.

We are working with our suppliers to identify sources of chicken products which originate from farms with lower stocking densities, and to continue the improved proportion of chicken products sourced from these farms.

Types of routine mutilation includes beak trimming. This is prohibited in our supply chains.

We continue to engage with our broiler chicken supply base on the Better Chicken Commitment (BCC), most notably progress has been made with one of key suppliers (currently accounting for 75% of our supply), we have agreed with them the criteria we need them to achieve in our supply chain to align with BCC. We are currently working with them to secure availability and contract at this higher animal welfare standard by 2024 - two years ahead of our commitment.

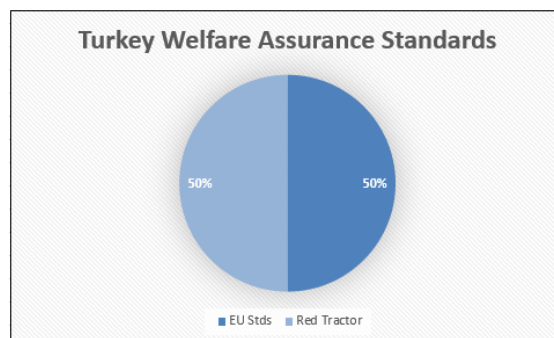
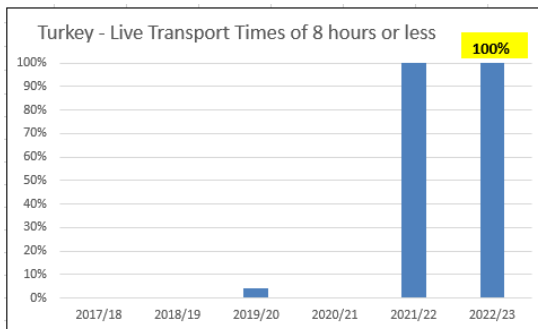
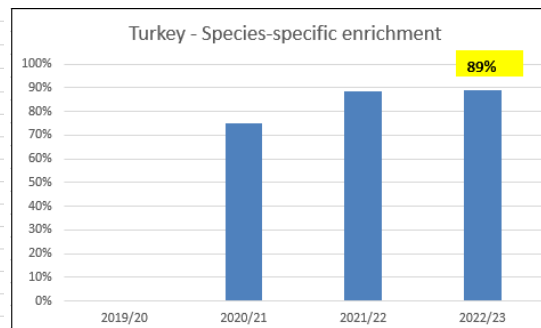
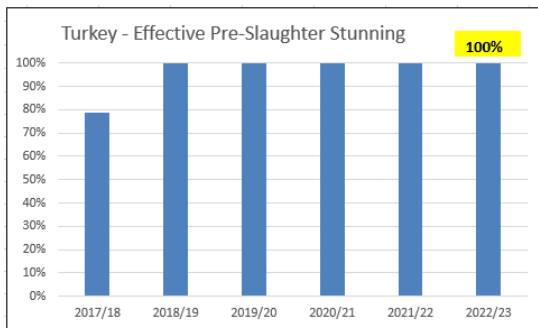
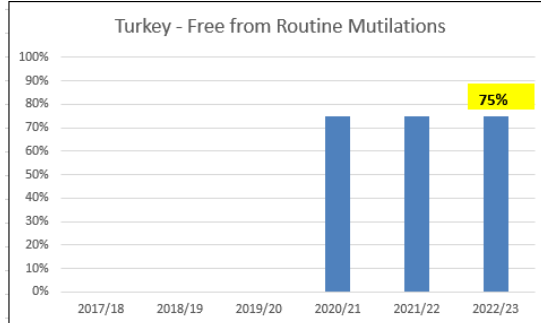
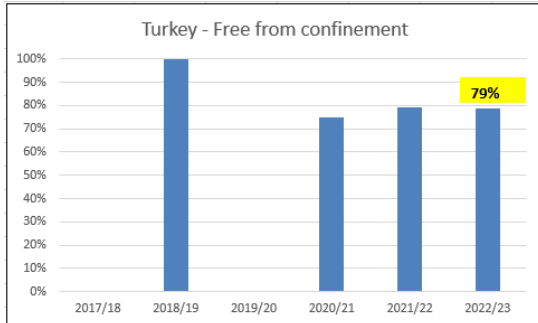
99% of our supply base for broiler have signed up to our Animal Welfare Policy - which includes a requirement to align with our BCC 2026 commitment. We continue dialogue with the 1% yet to sign up.

#### Additional outcome measures

- 100% of our chicken meat suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- Our suppliers have confirmed that pre-slaughter stunning is by inert gas, electric through water bath or electric stunning without live inversion. – see graph
- Across 100% of chickens, 0% are back-up or repeat stunned.
- A minimum of 45% are kept in enriched environments which includes perches, pecking stones, play bales and pecking substrates.
- Across 100% of chickens used for meat in our supply chain, the pre-slaughter mortality rate is 0.50%
- We are working with our chicken suppliers to understand if transport times have been amended in animal welfare standards and legislation to state a maximum of 4 hours.

**TURKEY**

Similar performance to last year which is a result of closer communication with our suppliers of turkey products and greater visibility of the supply chain.



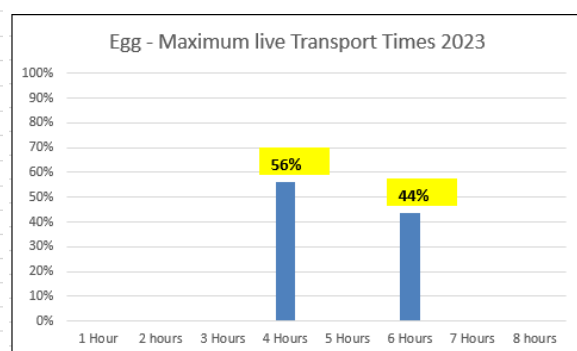
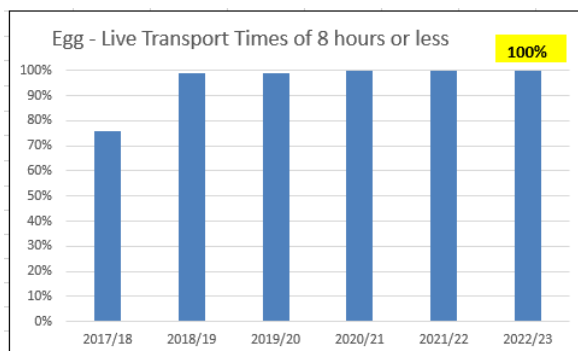
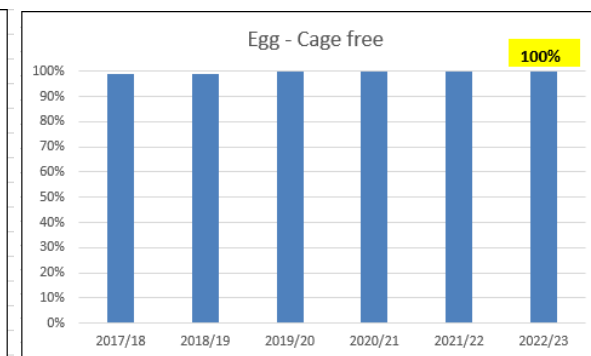
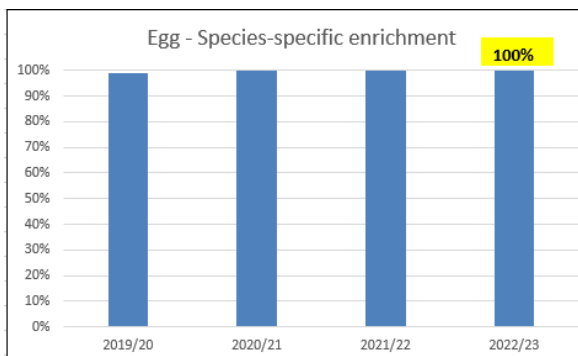
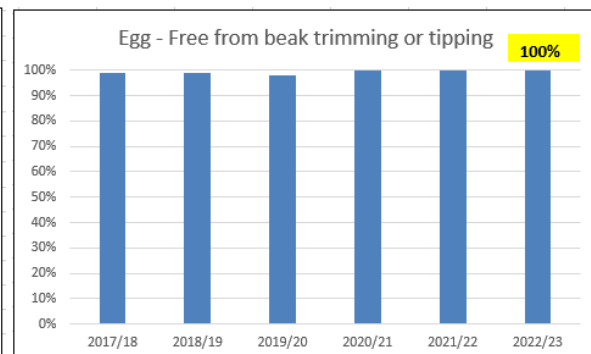
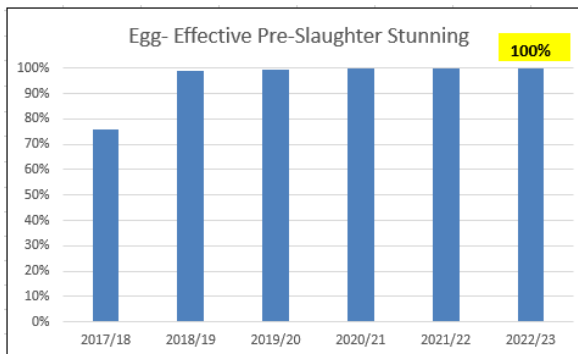
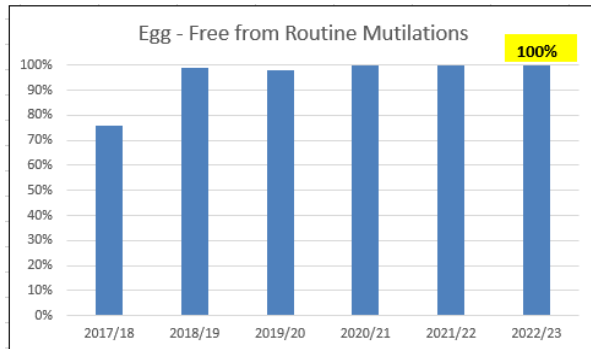
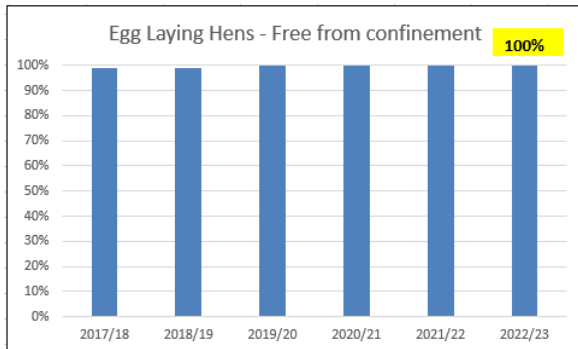
We are a small very purchaser of Turkey product. We source 50% UK and 50% EU.

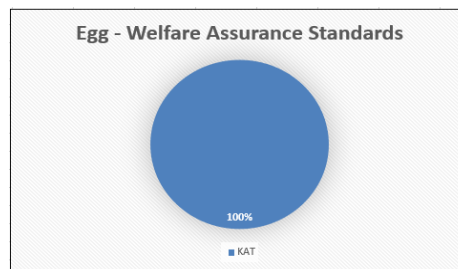
Additional outcome measures

- 100% of our turkey suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- Our suppliers have confirmed that pre-slaughter stunning is by electric or gas methods.
- 100% of our turkey suppliers have confirmed that 0% of turkeys in our supply chain are subject to back-up stunning.
- 79% of turkeys in our supply chain are free from close confinement, free from routine mutilation and are provided with enriched environments.
- Across 100% of turkey in our supply chain, the pre-slaughter mortality rate is less than 2%
- 89% of turkeys are provided with effective enriched environments. The turkeys have distraction materials such as ropes or brushes. In addition, the floor is littered with straw, wood shavings and they have access to outdoor areas.

## EGG LAYING HENS

Through close management of our egg suppliers and greater visibility of the supply chain for suppliers of egg derivatives, we have now achieved 100% for all performance measures.





In 2012, we made a commitment to source only cage-free eggs by 2017. We achieved this in 2017 and were awarded a Good Egg award from Compassion in World Farming as a result.

All our Direct egg suppliers meet the high standards set by KAT (Association for Controlled Alternative Animal Husbandry), one of the leading European certifications for hen rearing systems. These standards limit the number of hens that can be kept in a barn and per square metre, require natural litter, sufficient perching area and nesting space. The availability of natural light must also be guaranteed. Our suppliers are inspected by KAT to maintain their certification, and we also audit our suppliers ourselves to check that high standards of quality and welfare are achieved.

Routine mutilations such as beak trimming, or tipping is prohibited under the KAT welfare scheme.

There are no high performing breeds of laying hens in our supply chain.

It has been law in Germany since January 2022 that male chicks may no longer be killed. KAT have implemented a full adoption of the male chick culling ban to all their certified producers throughout the EU.

#### Additional outcome measures

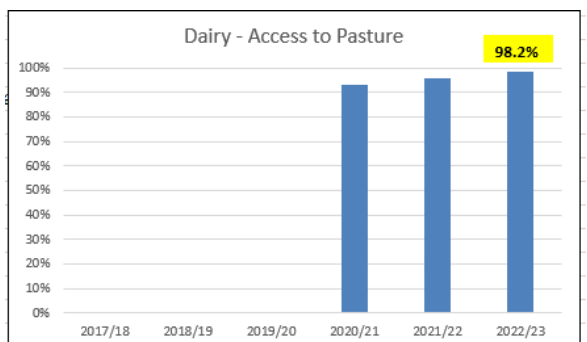
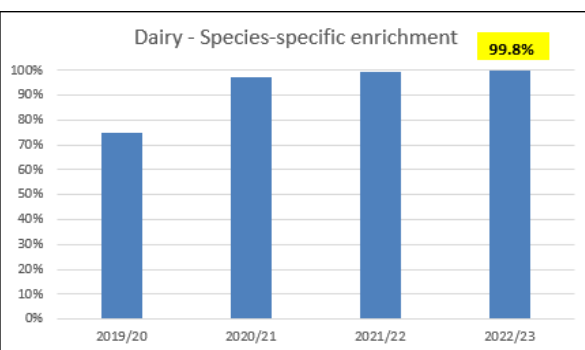
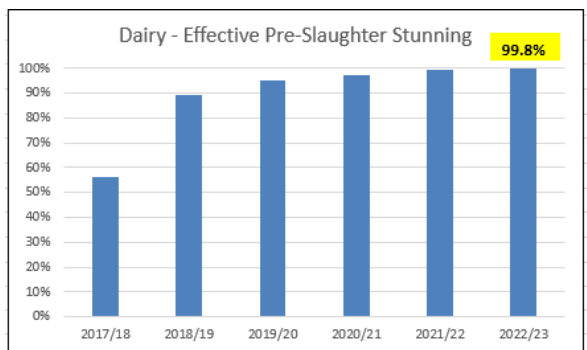
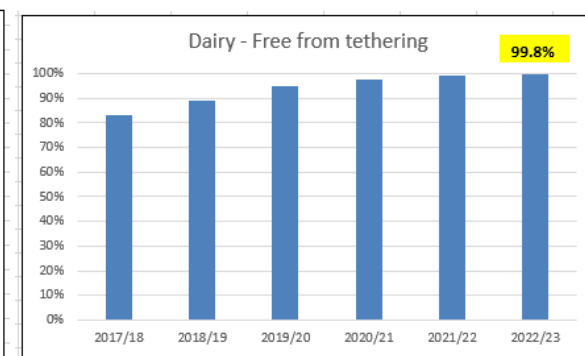
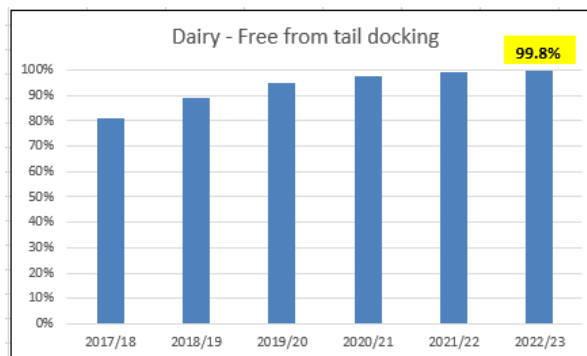
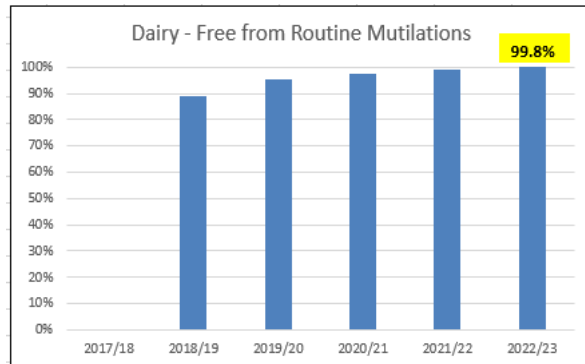
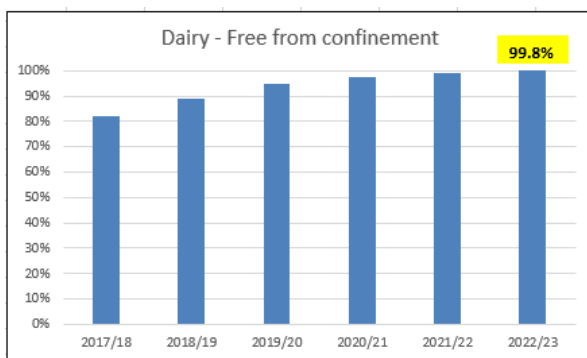
- 100% of our egg suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use and that the use of antibiotics is exceedingly rare. If required, they would be administered under the direction of a veterinary surgeon and any withdrawal times are strictly adhered to.
- Our suppliers have confirmed that pre-slaughter stunning is through electric or gas methods.
- Across 100% of hens, 0% are back up or repeat stunned, due to gas stunning.
- 100% of egg-laying hens in our supply chain are provided with enriched environments, including perches, dust baths, and pecking substrates,
- Across 100% of egg-laying hens in our supply chain, the pre-slaughter mortality rate is 2.43%
- 100% of egg-laying hens in our supply chain are cage free: 98% are barn hens and 2% are free range.
- Across 100% of hens, the end of lay feather coverage is an average of 78%



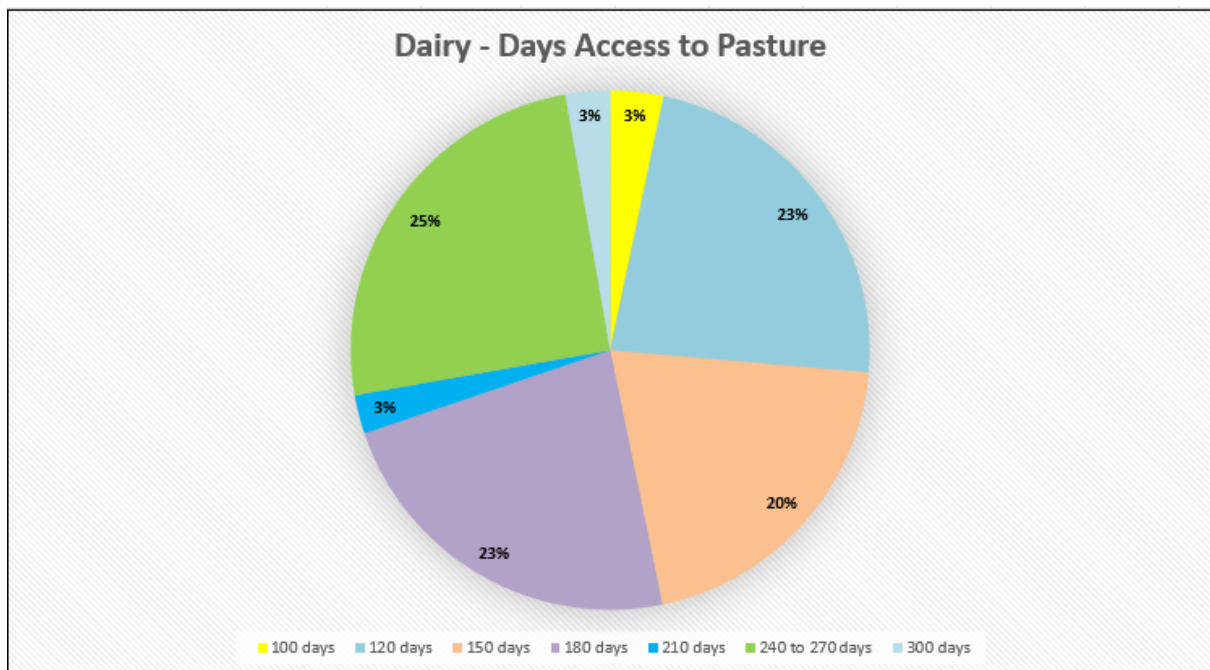
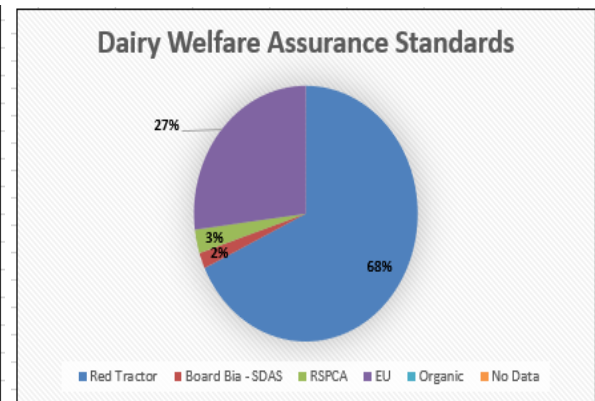
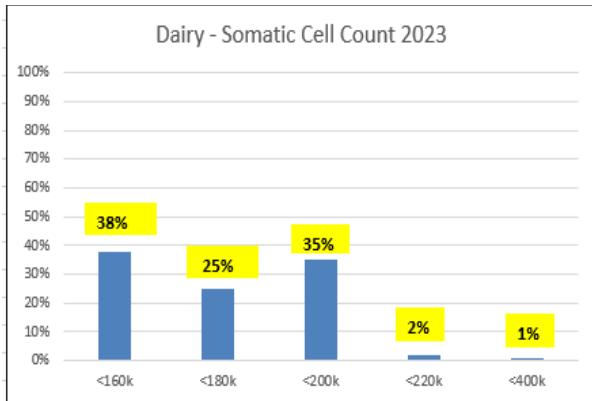
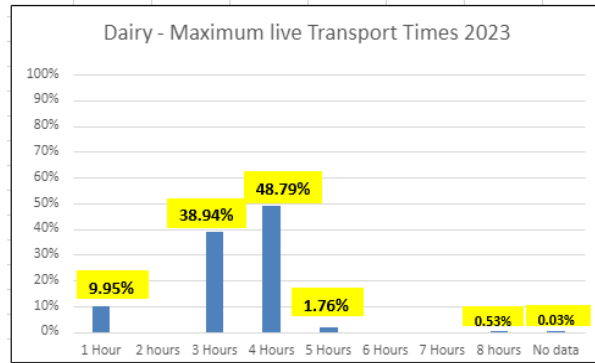
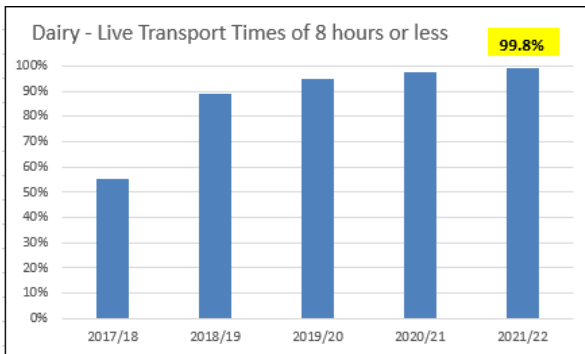
- All suppliers have a commitment to end the culling on day-old male chicks in the egg supply chain.
- 100% of day-old male chicks are not killed.

## DAIRY

The dairy performance has continued to improve as we have extended our Animal Welfare Programme to more suppliers within our broader supply chain. We expect that a continuation of the Programme development will help to further improve our performance measures over the next few years. Data covers all dairy cattle providing fresh and non-fresh products and ingredients.







Data is limited to the responses we could obtain from suppliers; therefore the 2018/19 figure is for 89% of dairy usage, 2019/20 is for 95%, 2020/21 is for 97.39%, 2021/22 is for 99.3% and increasing to 99.97% in 2023.

Milk and dairy ingredients are amongst the most important materials we buy. Every year, we use around 55 million litres of fresh milk, 600 tonnes of butter and 3,500 tonnes of milk powder. We also use a range of other dairy ingredients such as cream, yogurt, condensed milk, and whey in a wide range of products such as Ambrosia rice pudding, Mr Kipling cakes and Homepride cooking sauces.

Currently, 100% of our liquid dairy products (milk, butter, cream, and yoghurt) are sourced from British suppliers and farmers. 100% of the milk used in the dairy products we buy from UK suppliers comes from farms accredited to the Red Tractor Dairy Assurance Scheme as a minimum. This means that animals have adequate space, safe and comfortable housing, or shelter as well as unlimited access to fresh, clean drinking water and appropriately nutritious meals. All farmers who keep livestock must keep a written health plan and medicine records so they can monitor the health of their animals and prevent them from becoming unwell.

To help drive high standards, we are working with all suppliers (fresh and non-fresh products and ingredients) to establish monitoring and evaluation systems to improve welfare outcomes further. We are benchmarking across several key welfare areas, including access to pasture, transport times, somatic cell counts and housing systems. We plan to continue introducing new performance measures and added no bull calf euthanasia in 2020.

Routine mutilations can include tail docking and dehorning. Female dairy calves are disbudded up to 4 weeks old, this procedure, must be done by a trained person or Vet and using Anaesthetic (UK legislation) followed by using Analgesics (Red Tractor standard), therefore, 100% of cows are free from Dehorning.

Our farmers will all have breeding policies unique to their herds, their policies, will cover the improvements in breeding for overall animal health and necessary traits for their herds, these may include increased yield, but will also include wider performance factors such as fertility, milk qualities and longevity. Types of breeds used are Holstein, Friesian, Holstein & Friesian cross, Channel Island and Jersey.

### **UK Dairy Disease Management**

All our liquid milk farmers have implemented health herd plans, the outcomes of which will be reviewed annually as a minimum by vets. Farmers must record the incidences such as lameness, mastitis, involuntary culling, and calf mortality in their herds. Going forward this data will be used to measure continuous improvement.

Our liquid milk suppliers ensure that farmers participate in national disease control and management programmes such as Action Johne's - National Johne's Management Plan and BVDV (Bovine Viral Diarrhea Virus) free initiatives.

### Additional outcome measures

- 100% of dairy comes from UK or EU
- A minimum of 99.3% of our dairy suppliers have a commitment / policy to avoid antibiotics for prophylactic and metaphylactic use.
- Our suppliers have confirmed that pre-slaughter stunning is through captive bolt or electric methods.
- Across 99.97% of dairy cattle, 0.18% are repeat or back up stunned.
- A minimum of 99.97% of dairy cattle in our supply chain are provided with enriched environments including brushes for scratching, fans, boat buoys, chains, foot balls, shade, and water spray.
- A minimum of 99.97% of our dairy supplier's measure, monitor and have plans to treat lameness.
- 99.97% of our dairy suppliers do not euthanise bull calves.
- 98.2% of dairy cattle have access to pasture with 1.77% in housed systems. We do not have data available for the remaining 0.03%.
- 99.97% of dairy cattle are free from dehorning as female calves are disbudded within 4 weeks of birth. This is covered within the Red Tractor and other standards.
- 37.02% of dairy suppliers have a commitment to ending the use of fully slatted floors. A further 61.06% of suppliers do not need a policy as farms do not have fully slatted farms.
- We believe each individual farm will decide how and when they will separate the cow and calf. The decision is always made based on the welfare of either the cow or calf and will be part of a disease control protocol that is written in the herd health plan, written by the vet.



**FIN FISH / FARMED SALMON**

We no longer purchase any fin fish.

We have never purchased farmed salmon.

*Updated October 2023*