

# ANTIBIOTIC STEWARDSHIP POLICY

Issued date: 24 March 2022



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## EXECUTIVE SUMMARY

*As a fully integrated poultry producer, the Company recognizes its responsibility to minimize the likelihood that its farming practices could contribute to the development of antibiotic resistance.*

*This policy outlines the principles of our antibiotic stewardship.*

## PURPOSE OF THIS POLICY

*This Policy governs the Company's position for appropriate antibiotic stewardship and in support of the Company's values and behaviours.*



## SCOPE

*The principles of this antibiotic stewardship policy apply across all the Company's breeder and meat chickens and turkeys grown in Australia and New Zealand.*

*The Company's antibiotic stewardship is based on three key principles developed by the Australian chicken meat industry.*

## REDUCE

*The Company does not permit the use of antibiotics for growth promotion purposes.*

*The Company does not permit the use of any antibiotics currently used in human health for prophylactic purposes.*

*The Company restricts the use of antibiotics deemed by the Australian Strategic and Technical Advisory Group on antimicrobial resistance (ASTAG\*) to be of highly important, or those deemed by the World Health Organisation (WHO\*\*) to be critically important.*

*Antibiotics will only be used as a treatment where no other viable treatment is available and to not do so would compromise the welfare of the birds.*

## REFINE

*The Company's registered poultry veterinarians oversee and manage the Company's disease surveillance, diagnosis and treatment, and prescribe any necessary administration of antibiotics.*

*Essentially responsible use means any use:*

- *Must be directed by a veterinarian;*
- *Must treat an identified disease in birds exhibiting clinical symptoms; and*
- *Must be prescribed for the shortest appropriate period; and*
- *Must only be used if there is no alternative treatment likely to be effective.*

*Any antibiotic used in the Company's operations is reviewed quarterly by the Antibiotic Stewardship Council, whereby outcomes are reviewed and policies and procedures are updated as new information, technology and techniques become available.*

## REPLACE

*The Company's antibiotic stewardship strategy focuses firstly on ensuring the health of our birds through preventative measures such as husbandry, vaccination and other supportive therapies.*

*The Company is also committed to the continual participation and review of new research and developments in antibiotic alternatives in order to ensure our policy and procedures for antibiotic stewardship remains effectual and achieve our commitments while maintaining animal health, bird welfare and food safety.*



## TRAINING AND COMMUNICATION

*This policy will be reviewed annually at a minimum, and any updates communicated to the Farming Operations team by operational leaders.*

## ACCOUNTABILITIES

| Role   | Responsibilities   |
|--|--|
| Chief Agribusiness Officer                           | Approve policy   |
| General Manager Veterinary Health and Welfare        | Review policy  |
| Group Animal Welfare Strategy and Compliance Manager | Lead the review of the policy with ELT review and approval every 12 months |
| <i>Executive Leadership Team</i>                     | <i>Set the tone from the top to comply with this policy.</i>               |
| <i>Senior Leadership Team</i>                        | <i>Governs compliance of this policy within their team.</i>                |
| <i>Employees</i>                                     | <i>Compliance with this policy.</i>  |

## OWNERSHIP AND APPROVAL

The owner (author) of this Policy and any subsequent revisions will be maintained and approved by:

|                |                            |
|----------------|----------------------------|
| Role:          | Chief Agribusiness Officer |
| Name:          | Art Lankford               |
| Revision Date: | 22 March 2022              |
| Approval Date: | 24 March 2022              |

## RELATED DOCUMENTS

*The following Company policies should be read in conjunction with this Policy:*

- *Animal Welfare Policy*



## GLOSSARY

For the purposes of this Policy:

\* Australian Strategic and Technical Advisory Group on AMR (ASTAG) Importance Ratings and Summary of Antibacterial Uses in Human and animal health in Australia (2018) <https://www.amr.gov.au/resources/importance-ratings-and-summary-antibacterial-uses-human-and-animal-health-australia>

\*\* World Health Organisation (WHO) list of critically important antimicrobials for human medicine (2018) [www.who.int/foodsafety/publications/WHO-CIA-list-6flyer-EN.pdf](http://www.who.int/foodsafety/publications/WHO-CIA-list-6flyer-EN.pdf)

## COMPLIANCE AND ASSURANCE

Group Risk may periodically monitor compliance with this Policy, including via internal audits on the risk management framework.

