

INGHAM'S ANIMAL HEALTH AND WELFARE



FINANCIAL YEAR
2021 REPORT

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ANIMAL WELFARE

OUR ANIMAL WELFARE VISION

TO BE RECOGNISED AS A LEADER IN ANIMAL WELFARE THROUGH INNOVATIVE AND TRANSPARENT ANIMAL WELFARE PRACTICES.

OUR ANIMAL WELFARE PURPOSE

TO PROTECT AND ENHANCE THE WELFARE OF EACH AND EVERY BIRD IN OUR CARE.

Ingham's Animal Welfare Policy recognises that animals are capable of feeling both positive and negative emotions.

Our Animal Welfare objectives and measures are therefore based both on the traditional 'five freedoms' as well as a model that goes beyond minimising suffering to actively promoting positive experiences and quality of life.

THE FIVE FREEDOMS

1

Freedom from
Hunger and Thirst

2

Freedom from
Discomfort

3

Freedom from
Pain, Injury and
Disease

4

Freedom to
Express Normal
Behaviour

5

Freedom from
Fear and Distress

OUR COMMITMENTS

Protecting animal welfare through accountable leadership and innovation.

Continuously improving animal welfare across our integrated chicken and turkey operations in Australia and New Zealand.

Using antibiotics responsibly including only where clinically indicated and where to not use them would compromise the welfare of the birds.

Ensuring animals are not subject to any genetic modification or cloning.

Avoiding the close confinement of our chickens and turkeys through the provision of adequate space to enable the expression of natural behaviours.

Providing an enriched environment to allow birds to express their natural behaviours.

Ensuring the transport of all live animals is kept to a minimum and wherever possible does not exceed eight hours.

Avoiding routine physical alterations, unless required to support animal welfare.

Ensuring all animals within our supply chains are subject to pre-slaughter stunning.

Transparently reporting independent animal welfare audits in our farming and processing operations.

ANIMAL WELFARE GOVERNANCE

We are committed to:

Protecting animal welfare through accountable leadership and innovation.

We are building on our heritage of animal welfare expertise to formalise our animal welfare strategy.

Our clear structure and governance is designed to drive animal welfare culture throughout our operations.

Our agricultural team report to our Chief Agribusiness Officer, who is responsible for leading our operations with a focus on continually improving the nutrition and welfare of our animals.

The newly formed Animal Welfare Council, led by our General Manager of Veterinary Health and Welfare and attended by our subject matter experts across farming and processing operations, convenes quarterly and provides regular oversight of animal welfare performance, research and technology, animal welfare projects, strategy and customer insight across Australia and New Zealand.

We have animal welfare specialists embedded in our operations including our team of company veterinarians and Professional Animal Auditor Certification Organization (PAACO) auditors who oversee animal welfare across farming and processing operations, and externally trained Poultry Welfare Officers at every primary processing site.

Our Chief Agribusiness Officer is responsible for leading the continuous improvement of the welfare of our animals.

WE ARE BUILDING ON OUR HERITAGE OF ANIMAL WELFARE EXPERTISE TO FORMALISE OUR ANIMAL WELFARE STRATEGY.



We are committed to:

Ingham's has a fully integrated operating model in both Australia and New Zealand. This includes operation of our own chicken and turkey breeder sites and hatcheries, primary and further processing sites and warehousing.

At every stage of their life, all our birds are fed carefully formulated, optimal diets developed by our Ingham's nutritionists with most feed being produced in Ingham's operated feedmills.

GENETICS (External) → **BREEDERS** (Owned) → **HATCHERIES** (Owned) → **BROILER FARMS** (Owned) → **PRIMARY PROCESSING** (Owned)

BREEDERS: Rearing ~22 weeks, Production ~40-48 weeks

HATCHERIES: ~3 weeks

BROILER FARMS: 5-7 weeks

PRIMARY PROCESSING → **FURTHER PROCESSING** (Owned) → **WAREHOUSING AND DISTRIBUTION** (Owned)

PRIMARY PROCESSING → **BY PRODUCTS** (Owned) → **WAREHOUSING AND DISTRIBUTION**

WAREHOUSING AND DISTRIBUTION → **CUSTOMERS** (External) → **CONSUMERS** (External)

CUSTOMERS: Retail, QSR, Foodservice, Wholesale, Export

Total approx. 70-78 weeks (from Breeding to Primary Processing)

Legend:
 Red circle: Owned or controlled
 Yellow circle: External

BIRD HEALTH

We are committed to:

Using antibiotics responsibly including using only where clinically indicated and where to not use them would compromise the welfare of the birds.

We do not permit the use of any antibiotics for growth promotion purposes or the use of any antibiotics currently used in human health for preventative purposes.

We ensure animals are not subject to any genetic modification or cloning.

ANTIBIOTICS

Ingham's established its Antibiotic Stewardship Council in 2017, led by the Ingham's National Veterinary Manager, to implement its Antibiotic Policy. Any antibiotics prescribed are reviewed quarterly by the Council where we review outcomes of any treatment and continuously review and improve our prescribing practices as new information, technology and techniques become available.

Ingham's policy objective is to reduce to an absolute minimum the use of antibiotics used in human medicine, while protecting animal health and welfare.

This led to the removal of the prophylactic use of antibiotics of relevance to human medicine from all farming operations, including chicken and turkey meat and breeder farms across Australia and New Zealand by 2020.

Antibiotic use is only conducted under veterinary supervision in birds exhibiting clinical symptoms, and only in cases where there is no alternative treatment.

HORMONES AND GROWTH PROMOTING SUBSTANCES

Ingham's does not and has never used artificial or hormonal growth promoting substances in the production of any of its poultry.

Hormones are not approved for use in Australia or New Zealand in the poultry industry and have not been used in the poultry industry for more than 50 years.

GENETIC MODIFICATION AND CLONING

No birds raised by Ingham's are subject to any genetic modification or cloning.



ANIMAL HOUSING

We are committed to:

Avoiding the close confinement of our chickens and turkeys through the provision of adequate space to enable the expression of natural behaviours.

Providing an enriched environment to allow birds to express their natural behaviours.

By 2025, we will only use cage free eggs and sow stall free pork in our ingredients used for Ingham's brand products.

STOCKING DENSITY

All of Ingham's meat and breeder chickens and turkeys across our integrated operations in Australia and New Zealand are housed in barns, where they are free to move around.

In addition, some of our chicken and turkey broilers grown in Australia and New Zealand are raised Free Range – where the birds have unlimited access to the outdoors during daylight hours, from when they are fully feathered (subject to suitable weather).

Ingham's recognises that very high stocking densities of the birds can contribute to poor welfare of the birds, and therefore prescribe maximum stocking densities based on external accreditation standards and national regulations.

In Australia, all of our commercial farms have a maximum stocking density of 34kg/m² and all our free range farms have a maximum stocking density of 30kg/m² or less.

In New Zealand, our free range farms have a maximum stocking density of 34kg/m² and our commercial farms have the maximum regulatory stocking density which is 38kg/m².

The New Zealand Ministry for Primary Industries (MPI) Code of Welfare for Meat Chickens specifies the maximum regulatory stocking density, but importantly includes welfare outcomes which must be met in order to produce to this stocking density such as meeting specific requirements for foot and leg health.

MAXIMUM STOCKING DENSITY PERMITTED IN MEAT CHICKENS (BY % OF TOTAL ANZ PRODUCTION VOLUME)

	<30kg/m ²	<34kg/m ²	<38kg/m ²
Australia	22%	62%	0
New Zealand	0	5%	11%

ENVIRONMENTAL ENRICHMENT

Ingham's aims to provide an environment for the birds that enable them to perform their natural behaviours. This includes the use of species-specific environmental enrichments such as perches and pecking substrates.

We continue to research the most effective materials to encourage natural behaviours in our farms to further enhance welfare.

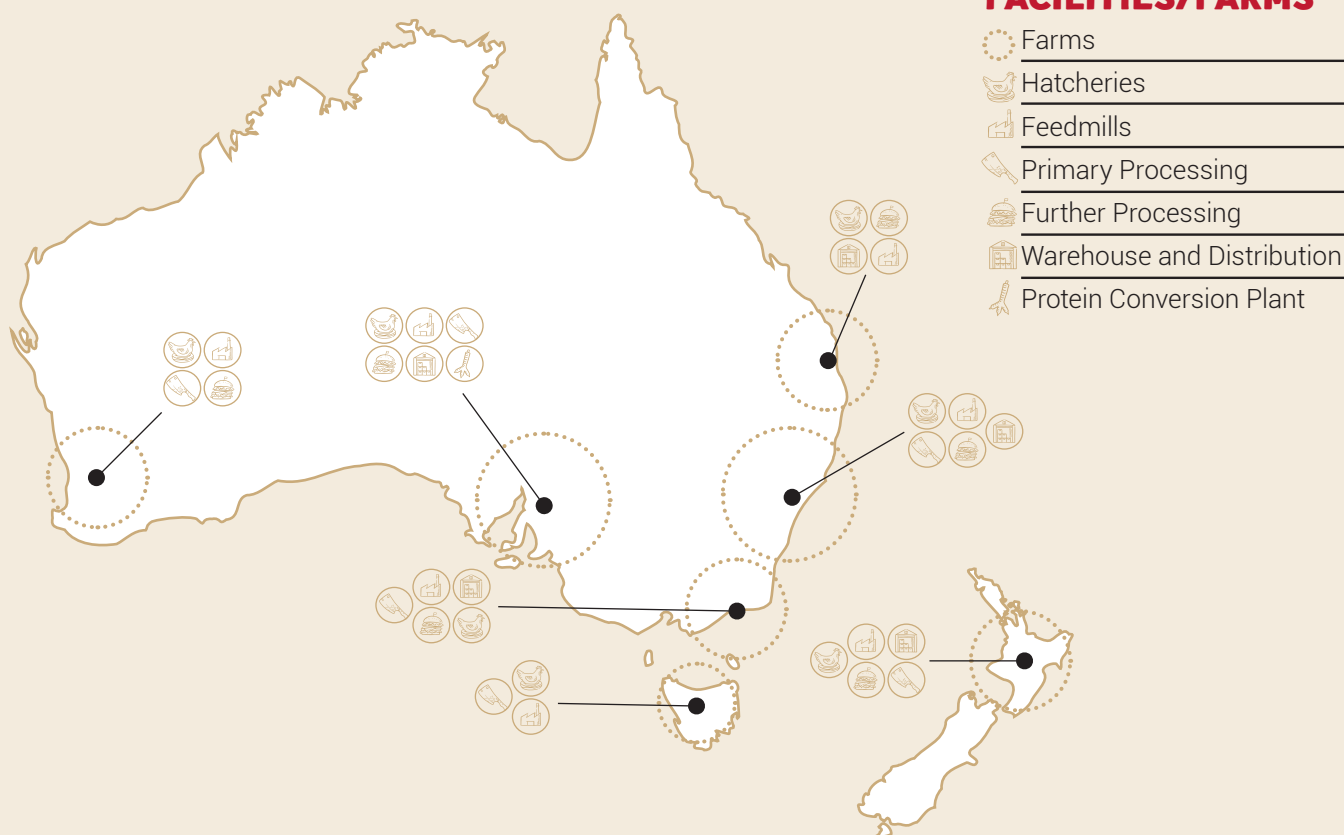
ANIMAL TRANSPORT

We are committed to:

Ensuring the transport of all live animals is kept to a minimum and wherever possible does not exceed eight hours.

Logistically, transport in Australia can be challenging due to the vast nature of the landscape in which we work. Across all bird types (meat and breeding chickens and turkeys) we look to minimise the total travel time as far as possible.

LOCATIONS



PHYSICAL ALTERATIONS

We are committed to:

Avoiding routine physical alterations, unless required to support animal welfare.

Physical alterations of the birds in our care are only performed when necessary where there is a risk of injury to the animal or other animals housed together.

Necessary procedures are performed in accordance with industry best practices, closely monitored and carried out by trained personnel using specialised, well-maintained equipment.

We avoid physical alterations for any of our meat chickens. For our birds that are kept on farms for longer periods, such as breeding chickens and turkeys, certain procedures which mitigate future risk of injury may be necessary.

Procedures for breeding flocks may include beak conditioning and toenail trimming, which are performed in accordance with the best animal welfare practices.

The goal of these procedures is to reduce injuries among birds and to promote health and welfare of the flocks. These procedures are closely monitored and performed by trained personnel using specialised equipment in the hatchery on day-old poultry.



HUMANE SLAUGHTER

We are committed to:

Ensuring all animals within our supply chains are subject to pre-slaughter stunning.

Ingham's recognises that in order to slaughter humanely in a manner that does not induce pain, fear or distress, animals must be effectively stunned prior to slaughter, therefore all animals within our supply chain are subject to pre-slaughter stunning.

In addition, Ingham's is committed to the ongoing development and investment in stunning systems which provide optimal welfare for the birds such as Controlled Atmosphere Stunning (CAS). This includes moving the production of our largest Australian primary processing site to CAS after the investment into and installation of a second CAS unit.

While we believe that some CAS systems improve animal welfare due to reduced live bird handling, there are limitations with the use of CAS that, until resolved, mean we will not be extending the use of CAS throughout our operations in the short term.

These include the current availability of CO₂ in Australia causing poor surety in supply, a potential detrimental impact on our sustainability goals which is actively under review, and the restrictions of the building footprint of some sites to incorporate CAS stunning.

INGHAM'S IS COMMITTED TO
THE ONGOING DEVELOPMENT
AND INVESTMENT IN
STUNNING SYSTEMS WHICH
PROVIDE OPTIMAL WELFARE
FOR THE BIRDS.

COMPLIANCE AND AUDITING

We are committed to:

Transparently reporting independent animal welfare audits in our farming and processing operations.

ANIMAL WELFARE ACCREDITATION

At a minimum, Ingham's complies with all local and national animal welfare regulations across all farming operations.

In addition to the minimum regulatory requirements and supplementary Ingham's minimum standards, Ingham's holds external accreditation with the following animal welfare standards:

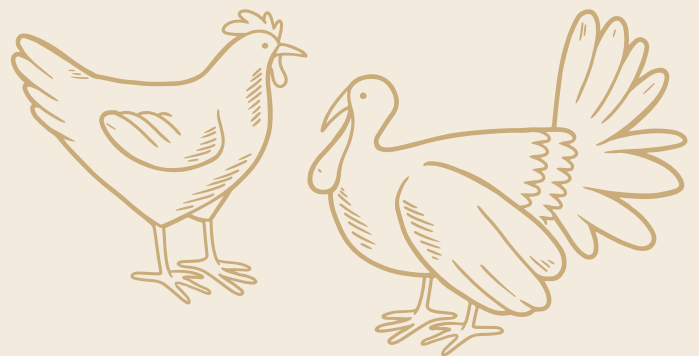
- All Ingham's meat chicken growing farms in Australia are certified by the RSPCA Approved Farming Scheme to their indoor requirements.
- All Ingham's free range meat chicken growing farms in New Zealand are SPCA animal welfare certified.

All Ingham's free range meat chicken growing farms in Australia are accredited by FREPA (Free Range Egg and Poultry Australia). These farms are also certified by the RSPCA Approved Farming Scheme to their indoor requirements, and Ingham's is working to achieve certification against RSPCA Approved outdoor requirements.

OTHER INDEPENDENT AUDITS

In addition to our meat chicken and turkey operations, a proportion of all our integrated farming operations are independently audited annually.

INGHAM'S COMPLIES
WITH ALL LOCAL AND
NATIONAL ANIMAL WELFARE
REGULATIONS ACROSS ALL
FARMING OPERATIONS.



REPORTING VIOLATIONS

All employees and contractors are advised of their obligation to report any violations of any company policy, including animal welfare. Members of the public are also encouraged to report any concerns to Ingham's directly.

In line with global best practice, Ingham's has a Whistleblower Hotline that is externally managed to maintain confidentiality for employees or contractors who may not feel comfortable raising any concerns with their line manager.

In the event of an animal welfare violation, we have a formal internal (and external where required) reporting and investigation procedure, overseen by our team of company veterinarians.

TRAINING

All Ingham's employees and contractors involved in the handling of live animals are required to be trained in our animal welfare policy and procedures.

INGHAM'S HAS A WHISTLEBLOWER HOTLINE THAT IS EXTERNALLY MANAGED TO MAINTAIN CONFIDENTIALITY FOR EMPLOYEES OR CONTRACTORS.



INDUSTRY AND INNOVATION

WORKING WITH INDUSTRY

We work closely with industry research bodies and industry representative bodies such as AgriFutures Australia and the Australian Chicken Meat Federation (ACMF) in Australia and Poultry Industry Association New Zealand (PIANZ) in New Zealand to identify opportunities to support projects that research animal welfare innovation.

PROJECTS AND INNOVATION

We have an internal program of research dedicated to advancing animal welfare, supported by our research farm in Queensland.

We also support our customers in their endeavours to research animal welfare developments.





WE'RE CONTINUOUSLY
IMPROVING ANIMAL
WELFARE ACROSS
OUR INTEGRATED
CHICKEN AND TURKEY
OPERATIONS IN
AUSTRALIA AND
NEW ZEALAND.





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