

ANIMAL WELFARE POLICY

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EXECUTIVE SUMMARY

This Policy outlines our commitments to upholding and promoting animal welfare principles and behaviours throughout our operations and provides a framework of ethical standards on which we will be held accountable.

This Policy supports the Company's Sustainable Business Practices and our Antibiotic Stewardship Policy.

PURPOSE OF THIS POLICY

This Policy governs the Company's position for the commitment to, and promotion of, animal welfare in support of the Company's values and behaviours.

We appreciate our ethical and legal responsibilities to treat all animals compassionately and respectfully, and to this end we are dedicated to embedding and achieving the highest sustainable Animal Welfare Standards across our supply chain.

Our business culture and values ensure the continuous improvement of our Animal Welfare Management Systems based on evaluation of the latest scientific developments and emerging technologies.



SCOPE

This Policy applies to the Company's Australian and New Zealand operations, including farming and processing. This includes all meat and breeder chickens and turkeys produced and processed by the Company as well as the Company's branded products.

Our integrated operations allow us to observe and improve animal health and welfare across multiple facets of our operations.

Animal Welfare Vision and Purpose

As a Company, we strive to be recognised as a leader in animal welfare, through innovative and transparent animal welfare practices.

Our Company's animal welfare purpose is to protect and enhance the welfare of every bird in our care.

Our Animal Welfare Commitments and our Animal Welfare Management Systems incorporate the internationally recognized 'Five Freedoms'; the guiding principles of welfare as described by the World Organisation for Animal Health (OIE).

We acknowledge that all animals are sentient beings and as such have the ability to feel pain and experience positive emotions, so our Animal Welfare Management Systems go beyond minimising suffering to actively promote positive experiences and quality of life, based on the five domains model.

Animal Welfare Governance

Our Company's agricultural, veterinary and processing teams report to our Chief Operations Officer who is responsible for leading our operations with a focus on continually improving the nutrition and welfare of our animals and for the provision of resources that preserve and enhance our Animal Welfare practices.

Our Animal Welfare Council convenes quarterly, led by our General Manager of Veterinary Health and Welfare and provides oversight of our animal welfare performance, review of new and emerging research and technology and strategy and customer insight, and aims to identify and prioritise continuous improvement opportunities across Australia and New Zealand.

Our Company's registered veterinarians oversee animal welfare across farming and processing operations and our externally and internally trained Poultry Welfare Officers supervise animal welfare throughout our processing operations.

Antibiotics

Our antibiotic stewardship policy provides information on our commitments to the judicious and appropriate use of antibiotics in our operations.

Our antibiotic stewardship policy includes our commitment to using antibiotics responsibly, including only where clinically indicated and where not using them would compromise the welfare of the birds.

Animal Housing

As with all chicken and turkey meat production in Australia and New Zealand, the Company does not house meat or breeder chickens or turkeys in cage systems. We will never implement these types of close confinement systems.



Our free range chickens and turkeys have regular access of a minimum eight hours a day to enriched and safe outdoor range areas that allow for the expression of their natural behaviours, once they are fully feathered and provided the weather will not adversely impact their welfare.

The Company commits to the provision of an enriched environment to all birds to allow them to express their natural behaviours. This includes identifying and implementing the most effective, sustainable and practical enrichment items specific to bird species.

Transport

We look to ensure the transport of live animals is undertaken in a manner that protects animal health and welfare.

Physical Alterations

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 chicken breeder and turkey flocks may include beak and toenail trimming, which are performed in accordance with the best animal welfare practices.

Compliance and Auditing

The Company ensures compliance with our Animal Welfare policies and procedures across all of our operations through internal and third-party verification audits and the transparent reporting of Key Welfare Indicators (KWI).

At a minimum, the Company complies with all local and national animal welfare regulations across all farming operations.

In addition to the minimum regulatory requirements and supplementary Company minimum standards, we hold external accreditation with the following animal welfare standards:

- *All meat chicken growing farms and primary processing sites in Australia are certified by the RSPCA Approved Farming Scheme.*
- *All meat chicken growing farms and the primary processing site in New Zealand are SPCA animal welfare certified.*

Continuous Improvement

The Company monitors compliance with our animal welfare standards across farming and processing operations. The Company measures our progress on animal welfare standards against globally recognised animal welfare benchmarks.

The Company conducts and participates in research and innovation, including relevant animal welfare research projects from Australasian based research organisations and universities, and on our world class research facility in Queensland, used to apply and assess global science based research on animal health and welfare technologies and innovation in our local environment.



TRAINING AND COMMUNICATION

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

RISKS AND CONSEQUENCES FOR POLICY BREACHES

All of the Company's employees and contractors are expected to be advocates for Animal Welfare and to understand their responsibility for the provision of Animal Welfare, and to have a clear zero tolerance for animal abuse throughout our operations.

All Company employees and contractors that handle live birds are comprehensively trained in our Animal Welfare Management Systems. 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 able to report any concerns to the Company directly.

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.

In line with global best practice, the Company 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.

ACCOUNTABILITIES

Role	Responsibilities
Chief Operations 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 Operations Officer
Name:	Anne Marie Mooney
Revision Date:	January 2024
Approval Date:	

RELATED DOCUMENTS

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

- *Antibiotic Stewardship Policy*
- *Whistleblower Policy*

COMPLIANCE AND ASSURANCE

Group Risk may periodically monitor compliance with this Policy. For the purposes of this policy, maintaining external welfare accreditation and compliance with our internal monitoring programme will be deemed to be adequate assurance.

