



Animal Welfare Policy



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Key Principles

At Pilgrim's, we believe that animal welfare and good business go hand in hand; this is not just because our customers expect and rely on us to be doing the right thing. Rearing livestock well and ensuring that high welfare standards apply throughout the animal's life are vital to ensuring the quality of the meat we sell.

We are committed to keeping animals safe, comfortable, and healthy. We have a responsibility to be a leader in animal welfare. That starts with ensuring the health and well-being of those animals by taking care of them properly, treating them responsibly and with respect. It's simply the right thing to do.

We are committed to improving animal welfare standards within the business and our suppliers based on the five freedoms as defined by the Farm Animal Welfare Council. We will source from a supply base which is committed to continuously improving welfare standards in its production system and which is wholly accredited to an independently audited welfare scheme.

The five freedoms form the core of our own farming supply chain animal welfare standards:

- Freedom from Hunger and Thirst – by ready access to fresh water and a diet to maintain full health and vigour.
- Freedom from Discomfort – by providing an appropriate environment including shelter and a comfortable resting area.
- Freedom from Pain, Injury or Disease – by prevention or rapid diagnosis and treatment.
- Freedom to Express Normal Behaviour – by providing sufficient space, proper facilities and company of the animal's own kind.
- Freedom from Fear and Distress – by ensuring conditions and treatment, which avoid mental suffering.

Our Sustainability Plan “growing responsibly” details specific commitments for us to achieve. Our plan recognises the importance of animal welfare issues as a strategic business issue:

- Reduce the sustainability impacts of animal feed;
- Ensure the pigs we process from our own supply chain are raised to the highest levels of farm animal welfare (in commercial pig farming);
- Source from suppliers in the wider supply chain that are committed to independent higher welfare standards;
- Educate the next generation on responsible meat eating & respect for animals in our care.

Specific actions to help us achieve each commitment are detailed within our Sustainability Plan (available via our website) and progress against the plan is reported annually.



2.0

Scope of Our Supply Chain

Pilgrim's prides itself in its 2 core pork supply chains. 100% of Pilgrim's supplied pigs are accredited to a nationally recognised farm assurance scheme.

-  Our own fully integrated higher welfare supply chains  consists of our outdoor bred, free range and organic pig production. Our pig production being largely centred round Norfolk, Suffolk, the South West and North East of England. The supply chain for our pigs is entirely vertically integrated from pig feed, genetics used, production standards, veterinary and health programs, farm types, livestock hauliers, meaning that we are integrated beyond farm to fork. *Definition: in this document our vertically integrated supply chain is referred to as our "own higher welfare farming supply chain" (this is the RSPCA assured supply chain).*
-  Pilgrim's also purchase pigs from independent UK farmers who work to Red Tractor, Quality Meat Scotland (QMS) or RSPCA assured standards. We are the only UK pig producer and processor that has processing facilities located in the southwest, east, north of England and Scotland. This enables us to work with the best farmers located all round England and Scotland, ensuring that the pigs' lives are kept as stress free as possible by providing our suppliers with regionally located processing facilities closer to the farms where the pigs are based. *Definition: in this document our independent farm supply chain is referred to as our "independent farm supply chain".*



3.0

Management of Animal Welfare

Here at Pilgrim's, we consider excellence in farm animal welfare to be a key area of importance for our business. Our dedicated Agriculture & Welfare Supply Chain Team works closely with both the industry and our customers to ensure that high welfare standards are not only implemented but also consistently maintained and, wherever possible, improved.

Responsibility:

- Animal welfare is key to our business. We have a dedicated Agriculture & Welfare Supply Team who are responsible for managing, monitoring and reporting animal welfare within our supply chains. This team reports directly into the Agriculture Director who sits on the Pilgrim's Board of Directors and is overall responsible for animal welfare. The Board fully support the team in ensuring that our policies are effectively implemented.
- At each of our UK processing facilities we have Animal Welfare Officers, trained to Bristol University or Livestockwise accreditation, and vets whom ensure that our animal welfare standards are thoroughly implemented. A vet inspects all animals that are delivered to the processing facilities.
- All of our processing sites are equipped with CCTV to ensure welfare standards are maintained, and footage is independently reviewed on a regular basis.

Agricultural Supply Chain Team:

- Within our own higher welfare supply chain we have established our own veterinary practice with vets who help to ensure the health and welfare of the pigs we produce. Our veterinary team also work more widely within the Pilgrim's business, including abattoir visits and research, and advise more widely on animal welfare strategies across the whole business.
- Pilgrim's has agreements/contracts in place for all suppliers, which detail the welfare requirements for the supply of all pigs.

- If for any reason we identify substandard welfare or treatment of pigs within our supply chains, we have clear protocols in place to ensure that actions are taken to rectify the issue or progress appropriate disciplinary proceedings with the supplier. We will support our contracted farmers to ensure that the welfare of the animals within our supply chain is prioritised at all times.
- We strive to stay at the forefront of global and local animal welfare developments so that we can implement the best of these advancements into our supply chains. We do this through exchange and knowledge transfer schemes both within our global business and through our network of industry leading colleagues and contacts.
- Within our own higher welfare supply chain we have our Agri Technical team whose work includes completing trial work on the commercial pig farms. Research at these farms includes work examining pig welfare and using technology such as cameras to monitor pig behaviour. The objective of our trials program is to deliver improved sustainable health and welfare to our pigs.
- Also, within our own higher welfare supply chain we have our own trials farm which is 100% dedicated to research and development to benefit the health and welfare of our pigs. An example of recent trial work completed at the farm includes a project examining pig behaviour and its impact upon tail biting, with the objective being to understand more about causal factors associated with tail biting and how tail docking can be reduced.

Additional projects at our trial farm include:

- 1) Investigating the effect of different sirelines on animal behaviour and how different breeds may influence aggression that manifests itself in vices such as ear-biting and tail biting.
- 2) Reviewing how dietary/nutritional factors may influence overall animal wellbeing.



3.0

Management of Animal Welfare

- ◆ We are actively involved in helping to drive industry improvements in farm animal welfare, through our representation on industry bodies, councils and working groups including: AHDB board, BMPA, PHWC (Pig Health & Welfare Council), NPA, RSCPA Technical Committee, Red Tractor, QMS (Quality Meat Scotland), PVS (Pig Veterinary Society).
- ◆ As examples, Pilgrim's have key representation on the Responsible Use Medicines in Agriculture Alliance (RUMA) Independent Scientific Group which works tirelessly to improve the responsible use of medicines, including antibiotics in agriculture. Pilgrim's also sit on the PHWC subgroup whose objectives include enhancing pig welfare and reducing antimicrobial use in pig meat production through cross-industry initiatives. Pilgrim's is proud of its involvement in and support of these important groups.

Recognising Farm Welfare Excellence:

- ◆ Our own higher welfare supply chain was awarded a Good Pig Award in by Compassion in World Farming (CIWF) in 2012.
- ◆ At the 2017 and 2018 National Pig Awards, producers in our own higher welfare supply chain were awarded prizes acknowledging the welfare standards that we pride ourselves on.
- ◆ In 2019, for the fourth year in a row, a producer from our own higher welfare farming supply chain has again been awarded the Farmers Weekly Pig Farmer of the Year Award.

Raising the Profile of Higher Welfare Pig Production:

- ◆ Suppliers within both our own higher welfare supply chain and our independent pig supply chain are involved in initiatives to inform the public about higher welfare pork, these include events like Open Farm Sunday and educational visits with school and college students.
- ◆ Pilgrim's have also participated in and supported shows such as Countryfile Live, with the objective being to reach consumers with the high welfare pork message.

We undertake activity at agricultural shows and events highlighting the higher-welfare production model that we operate. We actively identify to consumers the points of difference between UK high welfare produced pigmeat versus those of imported products.



4.0

How We Raise Our Pigs

Approximately 65% of Pilgrim's pigs are born outdoors (our own higher welfare farming supply chain), and accredited to higher welfare standards, while 35% are born indoors (our independent farm supply chain). Over 85% of all pigs procured by Pilgrim's are kept on straw bedding.

Our own supply chain:

100% of our sows in our higher welfare supply chain are free from confinement during gestation and farrowing. 100% of pigs in our own higher welfare supply chain are born outdoors, where they remain until they are weaned at around 28 days of age. 100% of pigs in our higher welfare supply chain have permanent access to environmental enrichment in the form of straw. At weaning, pigs then move to either outside tented villages with outdoor runs, or indoors in light, airy straw barns. Slatted flooring systems are not permitted. No pigs in our own higher welfare farm supply chain are kept in close confinement or farrowing crates, or are ever tethered, and all of our pigs have access to environmental enrichment in the form of straw so the pigs are warm and comfortable and are free to express their natural rooting and nesting behaviours.

Our independent supply chain:

In our independent farm supply chain all of our suppliers meet, and often exceed, the requirements of the Red Tractor or Quality Meat Scotland (QMS) Assurance schemes. 100% of pigs supplied to Pilgrim's must have permanent access to environmental enrichment. Examples of environmental enrichment include straw, wood and objects such as balls. Chains alone are not sufficient. The only time that pigs are limited to roam is for sows immediately prior to farrowing and for the first four weeks of the piglets lives, when sows are housed in farrowing crates in order to protect their piglets. At weaning, pigs then move to the next stage of production where they are either housed in straw based barns or in penned systems, with access to manipulable materials. 100% of sows in this supply chain are not confined during gestation.



4.1

How We Raise Our Pigs: Managing Pig Well-being

At Pilgrim's it is essential that all pigs are treated humanely throughout their lives and that the pig's welfare is always at the forefront of everything we do. 100% of Pilgrim's pigs receive appropriate pre-stunning treatment prior to processing, and all pigs are currently stunned using CO₂.

The effectiveness of pre-slaughter stunning is monitored for all pigs processed in our facilities. In 2019 100% of pigs processed through Pilgrim's facilities were effectively stunned.

Routine tail docking and teeth clipping or grinding of pigs is not allowed within our own and in-dependent farm supply chains. In our own farm supply chain we have a number of free range and organic pig farms which never tail dock or teeth clip / grind. We also have a group of working farms who are leading the way in non tail docking and looking at different management techniques to negate the need for docking. From 2018 to 2019 we have doubled the number of farms not tail docking pigs within our supply chain.

Castration of pigs is not permitted within our own or independent UK farm supply chains. 100% of Pilgrim's pigs are not castrated.

We are the only UK pig producer and processor that has processing facilities located in the southwest, east, north of England and Scotland. This enables us to work with the best farmers located all round the UK, again ensuring that the pig's lives are kept as stress free as possible by providing them with processing facilities closer to the farms on which they are grown. Details of our UK average travel times are available for all deliveries of pigs to Pilgrim's abattoirs and we publish details as part of our annual CSR report, via our website.



All pigs in our own farming supply chain are transported directly to a centrally located dedicated processing facility. All livestock hauliers delivering our own farming supply chains pigs are approved by the RSPCA, Red Tractor or QMS and all livestock drivers receive specialist welfare training. No electric goads are used in the handling, moving and loading of pigs onto livestock vehicles. Wherever possible, pigs are moved in their social groups, and lorries are equipped with lifting decks to make the loading of pigs as stress free as possible. Pigs are provided with straw for their journeys, and in the summer months extra drinking water is provided in the livestock trailers.

In our independent farm supply chain all livestock hauliers delivering pigs to our processing facilities are a minimum of Red Tractor or QMS assured.

We monitor all pig journey times to the processing facilities. Current average journey times are around 4 hours long. Our position is that no animal transported to a Pilgrim's slaughter facility is on the wagon for longer than 8 hours.



4.2

How We Raise Our Pigs: Traceability

Pilgrim's own higher welfare farming supply chain is fully integrated, this means that we have complete control, knowledge and understanding of all of the different inputs that go into our pig farms. This includes feed and even the raw materials which make up the feed. We work closely with our feed suppliers standard to ensure complete traceability and quality of feed provided to our pigs.

Pilgrim's own farming supply chain is also at the forefront of an industry leading initiative to develop a database which will allow for the traceability of pork and pork products back to the region of origin. This traceability system will provide consumers with additional reassurance as to the origins of the pork that they buy. Our own farms are now recorded on our traceability database, so if needed, samples of pork products can and are tested to confirm their origin.

In our independent farm supply chain, our consumers can have confidence in the traceability and integrity of our supply chains, all of which is auditable.



4.3

How We Raise Our Pigs: Farm Assurance

We are the largest UK producer of outdoor bred, free range and organic pigs. All pigs produced in our own higher welfare farming supply chain are RSPCA assured.

100% of the pigs which Pilgrim's process are assured to either RSPCA, Red Tractor or QMS standards. We ensure that farmers within our own farming supply chain thoroughly understand the welfare requirements expected of them by regularly supporting them on farm through visits and with training (including animal husbandry, welfare and health) by our own team of experienced field staff and vets. We also run a program of quarterly update meetings with our team of farmers, and other training initiatives.

Within our own higher welfare farming supply chain, in addition to the RSPCA Assured standards, we introduced a higher level of pig husbandry and welfare standards in 2016, we call these our Outdoor Bred (ODB) standards. All farms within our own higher welfare supply chain are internally audited to the ODB standards. These have been developed to ensure that we continue to provide our customers with what we believe is the best welfare framework for commercially raised pigs in the world. We are in the process of evaluating whether these standards can be independently audited by an accredited body.

In our independent farm supply chain all pigs supplied to Pilgrim's are either RSPCA or a minimum of Red Tractor or QMS Assured.



4.4

How We Raise Our Pigs: Managing Health

Our position on growth promoting substances:

We don't use growth promoting substances. There are no antibiotic growth promoters used within our farming systems. The use of antibiotic growth promoters within animal feed was banned within the EU in 2006.

Our position on genetic engineering:

Pilgrim's has taken the decision to only source and grow pigs that have not been genetically modified or engineered. However we are also aware that scientific developments which may benefit the health and well-being of pigs are ongoing and we will continue to review these. So for this reason, if scientific knowledge indicates that by adopting a new technique we can produce healthier, happier pigs, then we may consider this in the future. But, we would never adopt such a new technique without first discussing this with our customers.

Managing the responsible use of antibiotics:

In some circumstances, and in order to maximise the well-being of our pigs, it is necessary to treat them with medicines to treat illness. Pilgrim's do not advocate the prophylactic use of medicines or antibiotics, but we do believe in maximising the health and well-being of pigs under our care and within our independent farm supply chain.

All Pilgrim's pig producers and suppliers are members of the Red Tractor Assurance scheme or QMS. Red Tractor belongs to RUMA (The Responsible Use of Medicines in Agriculture Alliance) and so it's members abide by their guidelines and so encourages the rule for the use of antibiotics 'as little as possible but as much as necessary.'

We have actively introduced an industry leading initiative in our own higher welfare farming supply chains to reduce the need for antibiotic use by improving pig management and health, and we

implemented voluntarily our own stringent controls on the use of Critically Important Antibiotics (CIA's). In our own higher welfare farming supply chain we have reduced the use of antibiotics by over 70% since we started implementing our antibiotic stewardship strategy back in 2013.

Pilgrim's goal is to continue to achieve the RUMA target each year for antibiotic usage within our own higher welfare supply chain. We will do this by continuing to implement a program to improve the health of the pigs within our own supply chain using initiatives such as herd repopulations and vaccine programs.

Antibiotic usage within our own higher welfare supply chain has been consistently below the UK pig sector target for 2020 (set out by RUMA) of 99mg/kg PCU since 2016. We actively participate in the AHDB electronic medicine book (eMB) which enables our producers to record and monitor use of antibiotics and to benchmark against the industry average. A growing proportion of the pigs produced in our own supply chain will have never been treated with antibiotics.

Within our independent farm supply chain we work closely with industry, the Assurance bodies and our independent suppliers to ensure that plans are clearly in place to reduce antibiotic usage and importantly maintain pig health and welfare at the same time.

Figures collected using eMB data show that antibiotic use for the UK pig industry (pigs supplied into our independent supply chain) dropped by 60% from 2015 to 2018, and use of CIA's also saw a decline. Overall antibiotic use in UK pigs has reduced to 110 mg/kg PCU in 2018 and the UK industry continues to work to achieve RUMA targets. Whilst Pilgrim's have limited control over the amount of antibiotics administered to pigs supplied from our independent 3rd party farmers, we actively encourage them to review their antibiotic use in relation to the rest of the industry via the AHDB's electronic medicine book.

4.5

How We Raise Our Pigs: Feed

What our pigs eat is vitally important to us at Pilgrim's, not only can it affect the growth and performance of the pigs themselves, but also the health and safety of the pig and the pork produced, and actually the quality of how the pork tastes and eats.

Within our own higher welfare supply chain we employ a team of qualified animal nutritionists who specialise in creating the best pig diets for our pigs. To protect the health of our pigs and our customers we do not use any animal fats, blood products or meat and bone meal in the pig diets at our own and independent UK farms. The pigs' diets are cereal based. Pigs require protein in their diets to grow healthily, and the most accessible and generally safest source of protein can be found in the form of soya. Most soya produced is classified as genetically modified as it cannot be determined if the soya is GMO free.

In 2019, following extensive research and trial work Pilgrim's took a pioneering step forward to begin to remove all fishmeal from diets used in our own higher welfare supply chain. The objective is for all pigs produced within our own higher welfare supply chain to be fed an entirely vegetarian diet.

The availability of non-genetically modified soya imported into the UK is relatively low. There are questions over the segregation procedures of this product during transport & storage. This lack of confidence in non-GMO soya segregation, along with the significantly higher costs associated with this product compared to standard soya means that, organic production aside, Pilgrim's do not make any non-GMO claims about the soya used in our own farming supply chain or independent farm supply chain, but in our own higher welfare and **standard** farming supply chains where possible soya is sourced from sustainable supply chains that treat the environment and those employed within the supply chains fairly.



5.0

Reporting on Performance

In our own higher welfare farming supply chain we continuously monitor health and welfare indicators to ensure that our pigs are as fit and healthy as they can be. With the introduction of our new higher out-door bred (ODB) standards, we have the ability to routinely monitor and report on a range of areas which affect animal welfare and the environment. We have established targets to improve the ranking of each of our own farms measured against the ODB standards, and this will be audited both independently and by our own trained and experienced fields team. Our targets are reviewed annually and benchmarked against the best in the industry. We actively have programs looking at closing the gap between our present performance and the best.

All non-compliances to the Animal Welfare policy are reported to the Pilgrim's Agriculture & Welfare Supply Team. Corrective actions are monitored closely with any serious failings resulting in a cessation of purchasing/ supply from the farm/farmer in question.

All supplier contracts enable cessation of supply with immediate effect should a significant breach of animal welfare policy occur.

All pigs supplied to Pilgrim's are independently assessed on farm by qualified veterinarians on a quarterly basis with regards to specific Real Welfare Outcomes.

Additionally Pilgrim's has implemented KPI's to monitor and benchmark our progress on key welfare related issues both at the abattoir and on farm which are important to us and our customers.

These include:

- health conditions
- injuries
- mortalities
- stun effectiveness
- travel times

Performance against these KPIs is regularly monitored and reported.

Pilgrim's can report that for 2019:

- 100% of all pigs processed by Pilgrim's were effectively stunned, against a target of 100%.
- 97.4% of all pigs processed by Pilgrim's were transported within an 8 hour journey time, against a target of 100%.



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Pilgrim's Pride Ltd. shall periodically review our Policies in order to ensure its continued adequacy and relevance for our business. The most recent version will always apply.