

# Animal Welfare Policy

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2022



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# 1.0 Key principles

At Pilgrim's UK, 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, but also because exemplary rearing of livestock, 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, embedding high standards across our UK and global supply chains. 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 with 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 providing 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 throughout our supply chain, including animal feed, agricultural processes, sourcing of raw materials, packaging, and abattoir and factory processing.
- Ensure the pigs and lambs 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 and 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

## 2.1 Pigs

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

a) Our outdoor born, higher welfare supply chain itself consists of two distinct, but closely related, streams:

1. Production of Pilgrim's UK's own pigs through our integrated agricultural business, otherwise known as BQP. Here, long-standing, farmer partners are contracted to look after Pilgrim's UK's own pigs and work to our own bespoke farm standard called the Pilgrim's UK Outdoor Bred (ODB) standard. These are on top of those required by Red Tractor and RSPCA.
2. Independent farmers producing their own outdoor-born pigs who commit to work in close collaboration with BQP and to the same bespoke Outdoor Bred standard to ensure consistency across our whole outdoor-bred supply chain.

Pilgrim's UK's own pig production, referred to in this document as 'BQP', is entirely vertically integrated from farm through to fork. It incorporates genetics, pig feed, production standards and livestock haulage.

Our company-owned veterinary practice is another important part of our integrated supply chain and delivers tailored health plans throughout our production pyramid that are designed to uphold both the health and welfare of the animals under our care.

Production of Pilgrim's UK higher welfare pigs is largely centred around East Anglia, the South-West and Yorkshire.

b) Pilgrim's UK also purchases pigs from independent UK farmers who work to Red Tractor standards.

Definition: in this document, this supply chain will be referred to as 'Our Independent farm supply chain'.

We are the only UK pig producer and processor that has processing facilities located in the southwest, east and north of England. This enables us to work with the best farmers located all round England and Wales, 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.







## 2.2. Lamb

Although pigs make up the vast majority of our business, we also have a British Lamb supply chain, supplying UK retailers with Higher Welfare, British, outdoor reared Lamb products. This supply chain is known as Pilgrim's UK Lamb. The business' 440 farms are located mainly in Wales and the West of England. These regions of the UK are selected for their high geographic rain fall, to achieve strong grass growth for rearing the lambs. This supply chain includes conventional farms as well as organic farms. To ensure we can supply our customer British lamb all year round, we have two breed specific supply groups; Abervale lambs are produced for the May – January supply window and Dorset breed lambs are supplied outside the conventional season for lamb, born in the autumn and marketed January – May.

## 2.3 Poultry and Eggs

Pilgrim's UK creates snacking products for many of our British customers. A small percentage of these snacking products may contain poultry and eggs. 100% of the poultry meat sourced by Pilgrim's UK from the UK is assured to Red Tractor standards as a minimum. 5% of poultry meat is sourced from Poland and must meet EU Regulations.

We purchase eggs for a small proportion of our snacking products. Currently, 49.02% of eggs sourced are UK Free Range systems and 50.97% is from EU Barn or Enriched Colony. No eggs are sourced from battery cage systems. Birds in 'Enriched Colony' systems must have plenty of space to move and fully extend their wings without impacting against the cage or each other. Every colony has perch rails, scratching areas and curtained nest boxes. These features are designed to allow the bird to perform and exhibit natural behaviours such as roosting, scratching, nesting and stretching.

By the end of 2023, we aim to source 80% of eggs from either Free Range or Barn Systems and assured to the British Lion standard or equivalent as a minimum. By the end of 2025, we aim to source 100% of eggs from Free Range or Barn Systems and assured to the British Lion standard or equivalent as a minimum.

# 3.0 Management of animal welfare

Here at Pilgrim's UK, 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.

Responsibilities within our Farming Supply Chain:

We have a dedicated Agriculture Team for our key supply chains, including Pigs and Lamb which we produce ourselves. The teams are responsible for managing, monitoring and reporting animal welfare within our supply chains.

## 3.1. Pigs

At each of our UK pork processing facilities we have Animal Welfare Officers, trained to Bristol University or Livestockwise accreditation, and vets whom ensure that high animal welfare standards are thoroughly implemented. A vet inspects all animals that are delivered to our processing facilities to ensure that they are healthy and fit for the human food chain.

The team reports directly into the Agriculture Director who sits on Pilgrim's UK's Executive Team and has overall responsibility for animal welfare. The Executive Team fully support the wider Agriculture team in ensuring that our policies are effectively implemented.

All of our processing sites are equipped with CCTV to ensure welfare standards are maintained, and footage is independently reviewed on a regular basis.

## 3.2. Lamb

At our UK lamb processing site, we have a senior Animal Welfare officer and animal welfare officers, who are all trained to Bristol University accreditation, and vets whom ensure that high animal welfare standards are thoroughly implemented. A vet inspects all animals that are delivered to our processing facilities to ensure that they are healthy and fit for the human food chain.

The team reports directly into the Site Manager, who then reports into an Executive Team member. The Executive Team fully support the wider Agriculture team in ensuring that our policies are effectively implemented.

Our lamb processing site is equipped with CCTV to ensure welfare standards are maintained.

All personnel who work with live animals (e.g. drivers and lairage teams) must be fully trained in farm animal welfare.

## 3.3. Poultry and Eggs

We do not rear poultry as a business. Any poultry meat or eggs that we require to produce value-added products for our customers are commercially sourced from independent poultry and egg producing businesses. For UK poultry meat, we demand that all product sourced from third party suppliers is assured to the Red Tractor standard as a minimum and any poultry sourced from the EU, must meet EU Regulations.

All of the eggs we source are from chickens that are from cage-free systems. All of our UK sourced eggs are from Free Range systems, and 100% of eggs sourced from the EU, must be able to express natural behaviours and move freely in their barn or Enriched-Colony systems.

We require KPIs for our poultry supply chains to be submitted and reviewed annually.

# 4.0 Agriculture Supply Chain Team

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Within Pilgrim's UK, we have dedicated agricultural teams looking after the livestock that we produce within our pork and lamb supply chains.

## 4.1 Pig

Our dedicated Agriculture Supply Chain Team consist of Field Staff, Specialised Vets, a Veterinary dispensary team, a Compliance Team, a Technical and Feed team, a Research & Development team, admin staff, as well as scheduling and planning staff (logistics).

Within BQP we operate our own veterinary practice with vets who help to ensure the health and welfare of the pigs we produce. Our veterinary teamwork across the Pilgrim's UK business, including undertaking processing site visits and involvement in wider research projects. Crucially, they provide advice on welfare strategies across the whole business.

Pilgrim's UK has agreements/contracts in place with all suppliers, which detail the welfare requirements for the supply of all pigs to our processing sites and the high standards to which we insist they are produced.

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 prompt actions are taken to rectify the issue or progress appropriate disciplinary proceedings with the supplier. Animal Welfare is a condition at Pilgrim's UK and something we will never compromise on. Those who breach animal welfare standards could face maximum sanctions, which include a lifetime ban of supply into our business. We will support our contracted farmers to ensure that the welfare of the animals within our supply chain is prioritised at all times.

We stay at the forefront of global and local animal welfare developments so that we can implement best practice into our supply chains, be that production techniques, health & welfare, nutrition or stockmanship.

We do this through exchange and knowledge transfer schemes both within our global business and through our network of industry leading colleagues and contacts.

## 4.2 Lamb

Our dedicated Agriculture Supply Chain Team consists of a Procurement Team, Field Staff, Admin staff, as well as Scheduling and Planning Staff (logistics).

Pilgrim's UK Lamb has a production protocol in place with all our supplying farms, which details the welfare requirements for the supply of all lambs to our processing sites and the high standards to which we insist they are produced.

Our supplying farms have worked with us, in some cases, for more than 30 years. All our farms have been selected for their high standards of husbandry and welfare. Strict production protocols are in place and farms are visited by the supply chain team. Should substandard welfare or treatment of sheep within our supply chains be identified, we have clear protocols in place to ensure that prompt actions are taken to rectify the issue.

We work closely with our supplying farmers and their vets to ensure that the welfare of the animals within our supply chain is prioritised at all times, engaging and participating in projects to develop and promote high welfare standards ensuring best practice is implemented in our supply chain.

We do this through working with industry leading experts and using knowledge transfer events on farm to promote best practice within our supply group across production techniques, health & welfare, nutrition and stockmanship.

# 5.0 R&D at Pilgrim's UK

## 5.1. Pig

Within BQP, we have an Agri Technical team whose work includes undertaking trials on our own university standard research & development (R&D) farm. The farm is dedicated to improving the health and welfare of our pigs. Research at this farm includes work examining pig welfare and using technology such as cameras to monitor pig behaviour. We also undertake trials to identify how we can improve sustainability on farm, including regenerative agriculture and animal feed. 100% of pigs in Pilgrim's UK's BQP system are part of an arable rotation, benefiting not only the pigs but also the land due to the increased organic matter in soil. The objective of our trials program is to deliver improved sustainable health and welfare to our pigs.

We implement the learnings and roll out new practices on farm from successful trials. 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 consequently how tail docking can be reduced or phased out completely.

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: the Agriculture and Horticulture Development Board (AHDB), British Meat Processors Association (BMPA), PHWC (Pig Health & Welfare Council), NPA (National Pig Association), RSCPA Technical Committee, Red Tractor Steering and TAC boards, QMS (Quality Meat Scotland), PVS (Pig Veterinary Society).

As examples, Pilgrim's UK has 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. Additionally, we have representation on the main board of the Food Industry Initiative on Antimicrobials (FIIA). This group is made up of major food retailers, food service (including global brands) and producers from across the UK.

Pilgrim's UK sits on the PHWC subgroup whose objectives include enhancing pig welfare and reducing antimicrobial use in pig meat production through cross-industry initiatives. Pilgrim's UK is proud of its involvement in and support of these important groups.

## 5.2 Lamb

Pilgrim's UK Lamb is committed to assessing the emotional wellbeing of lambs through Qualitative Behavioural Assessments (QBA). This assesses and reviews lamb behaviours within their groups, individually as well as towards humans. All 440 lamb producers will be assessed by the end of 2023.

The team have been collecting data of antibiotics and vaccines administered from 440 farms over four years. This is the only dataset of this scale for lamb production in the UK and allows the team to look at how antibiotics can be reduced safely with health of lambs being maintained.

We are working with a Bio Pharmaceutical company, MSD, on a project across 12 farms. This project is focused on vaccinating against lameness, as it has been identified within the industry that lameness is the condition requiring the most antibiotics on farms. It is our objective to reduce the amount of antibiotics administered to combat lameness with these vaccinations.



# 6.0 Recognising Farm Welfare Excellence

BQP was awarded the Good Pig Award by Compassion in World Farming (CIWF) in 2012, which we still hold to this day.

At the 2017, 2018, 2019 & 2020 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 and 2020, producers within our Free-Range pig supply chain were recognised and awarded for the excellent management of their units.

For four consecutive years in a row between 2016 and 2019, and then again in 2021, a producer from our own higher welfare farming supply chain has been awarded the Farmers Weekly Pig Farmer of the Year Award.

In our lamb supply chain, over the last ten years, several producers have received the Farmers Weekly Sheep Farmer of the year award. Our producers have also been awarded the Grassland Farmer of the Year, by the British Grassland Society.

Since 2015, the Waitrose Farming Partnership Awards have recognised and awarded our producers for various awards, including:

- Sustainability of Farm
- Inspiration & Leadership
- Young Farmer
- Leadership & Engagement
- Best score for Responsible Efficient Production across all supply chains to Waitrose

Within our own lamb supply chain, we have recognised and awarded 'Producer of the Year' where the winners are awarded £5000 to spend on a study tour of New Zealand. Winners of this award have consistently demonstrated excellent management of their farms and the environment. The monetary reward encourages further development of their farms through valuable learnings from efficient NZ operations.






# 7.0 Raising the Profile of Higher Welfare Pig and Lamb Production

Suppliers within both our outdoor born and our independent pig and lamb supply chains are involved in initiatives to inform the public about higher welfare pork and lamb. These include events like Open Farm Sunday, educational visits with school and college students, as well as interaction with vet schools.

Pilgrim's UK has also participated in and supported shows such as Countryfile Live, with the objective being to reach consumers with the high welfare pork and lamb message.

We undertake activity at agricultural shows and acknowledge the importance of highlighting the higher-welfare production model that we operate to consumers. We actively highlight to consumers the points of difference between UK high welfare pork and lamb versus those of imported products.

The table below summarises some of the on-farm standards that are incorporated into British pig supply chains and details which standards are required and audited against.

Requirements of the Standards - July 2021	Red Tractor / QMS 	Outdoor Bred (RSPCA) 	Pilgrim's UK ODB 'Club' Higher Welfare 
Sow Stalls <u>Prohibited</u>	✓	✓	✓
Confinement of Sows at Farrowing <u>Prohibited</u>	✗	✓	✓
Provision of Straw Based Accommodation	✗	✓	✓
Surgical Castration <u>Prohibited</u>	✓	✓	✓
Antibiotic Growth Promoters Hormones <u>Prohibited</u>	✓	✓	✓
On farm Welfare Outcome Assessments	✓ AHDB Real Welfare Scheme	✓ RSPCA Welfare Outcomes	✓ Use of AHDB, RSPCA & Own Bespoke Welfare Outcomes
Split Sexing	✗	✓	✓
Piglet Euthanasia via Blunt Force Trauma <u>Prohibited</u>	✗	✗	✓
Antibiotics prescribed <u>only</u> by vets	✓	✓	✓
Sows must be fed via troughs to reduce food waste	✗	✗	✓
Soil Health Assessment Required	✗	✗	✓

# 8.0 How we raise our pigs

## Within the whole Pilgrim's UK Supply Chain, we operate two production systems;

Within BQP, 100% of processed pigs are born outdoors and on our own farms which are accredited to higher welfare standards. We also operate Free-Range and Organic systems where pigs are outdoors their entire life. Our outdoor born, Free-Range and Organic systems account for 75% of the total pigs procured by Pilgrim's UK each year.

25% of the pigs Pilgrim's UK process are from third party, independent UK farmers who operate an indoor production system, accredited to Red Tractor.

Over 85% of all pigs procured by Pilgrim's UK are kept on straw bedding.

### BQP:

All sows at BQP are free from confinement during gestation and farrowing. 100% of pigs are born outdoors and are part of a mixed arable rotation which increases sustainability on farm by enhancing organic matter in soil. Our pigs remain outdoors until they are weaned at four weeks of age. All sows and piglets (inclusive of outdoor pigs and those that are finished indoors) have permanent access to environmental enrichment in the form of straw.

Within BQP's outdoor bred finishing system, our weaning pigs are moved to either outside tented villages with outdoor runs, or indoors in light, airy barns. Slatted flooring systems are not permitted within our own higher welfare supply chain.

No pigs within the BQP supply chain are kept in close confinement or are ever tethered, and all of our pigs have access to environmental enrichment in the form of straw that provides them with both warmth and comfort and allows them to express their natural rooting and nesting behaviours.

### Our independent farm supply chain:

In our independent farm supply chain, all of our independent contracted farmers meet, and often exceed, the requirements of the Red Tractor or QMS Assurance schemes.

All sows within this supply chain are not confined during their gestation period and are free to socialise with other sows within their peer group. The only time that these sows are limited in their ability to roam is immediately prior to, and then for four weeks immediately after, farrowing for the express purpose of protecting their new born piglets.

At weaning the piglets then move from the farrowing houses into the growing stage where they are housed in either solid or slatted floor systems. All pigs supplied to Pilgrim's UK from this supply chain must have permanent access to environmental enrichment examples of which could include straw, wood and objects such as balls or plaited rope. Chains alone are not sufficient.





## 9.0 How we raise our lambs

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All of our Lamb Systems are outdoors, where lambs have permanent access to pasture in areas of the country with nutrient rich grass to graze on. Shelter is also provided, and lambs are able to express natural behaviours within their social groups.

Lambs have constant access to water and natural light. Ewes and lambs are able to isolate (particularly during the lambing period). They are kept in social groups at all times.





# 10.0 Avoidance of routine procedures

## 10.1 Pigs

Routine tail docking and teeth clipping or grinding of pigs is not allowed within BQP or our independent farm supply chain. Data on farm of tail biting instances are collected to evidence the need to tail dock for the welfare of the animals.

Within BQP we have a number of free range and organic pig farms which have never been tail docked. 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.

To find out more about the trials and projects to tackle tail biting instances, click on the link below:

<https://www.pilgrimsuk.com/app/uploads/2022/07/Tail-Biting-Projects-Update-2020-.pdf>

PROV	% of Pigs Tail Docked				
	2017	2018	2019	2020	2021
Org	0.00%	0.00%	0.00%	0.00%	0.00%
F/R	2.50%	2.50%	2.00%	1.78%	1.78%
ODB	95.00%	95.00%	93.10%	99.00%	99.00%
STD	100.00%	100.00%	100.00%	100.00%	100.00%
ALL	85.8%	85.8%	84.6%	88.2%	88.2%

Castration of pigs is not permitted within BQP or our independent farm supply chain.

	% of Pigs Castrated				
	2017	2018	2019	2020	2021
	0.00%	0.00%	0.00%	0.00%	0.00%
All Pilgrim's UK Pig Supply					

## 10.2 Lamb

Tail docking and castration is permitted in our lamb supply chain, on welfare grounds and providing they are carried out to Red Tractor standards. However, a % of our lambs are not tail docked or castrated.

60% of our lambs are male. Of this 60%, 31% are free from castration which is 18% of the total supply. Added to the 40% that are female, 58% of our lambs are free from castration.

	Procedure Data - Lamb	
	2020	2021
Free from castration	58%	58%
Free from tail docking	3%	3%
Free from mulesing	100%	100%

# Transportation

## 11.1 Pigs

Pilgrim's UK is the only UK pig producer and processor that has processing facilities located in the southwest, east and the north of England. This enables us to work with the best farmers located across the UK, again ensuring that the pigs' lives are kept as stress free as possible by providing them with processing facilities closer to the farms on which they are grown.

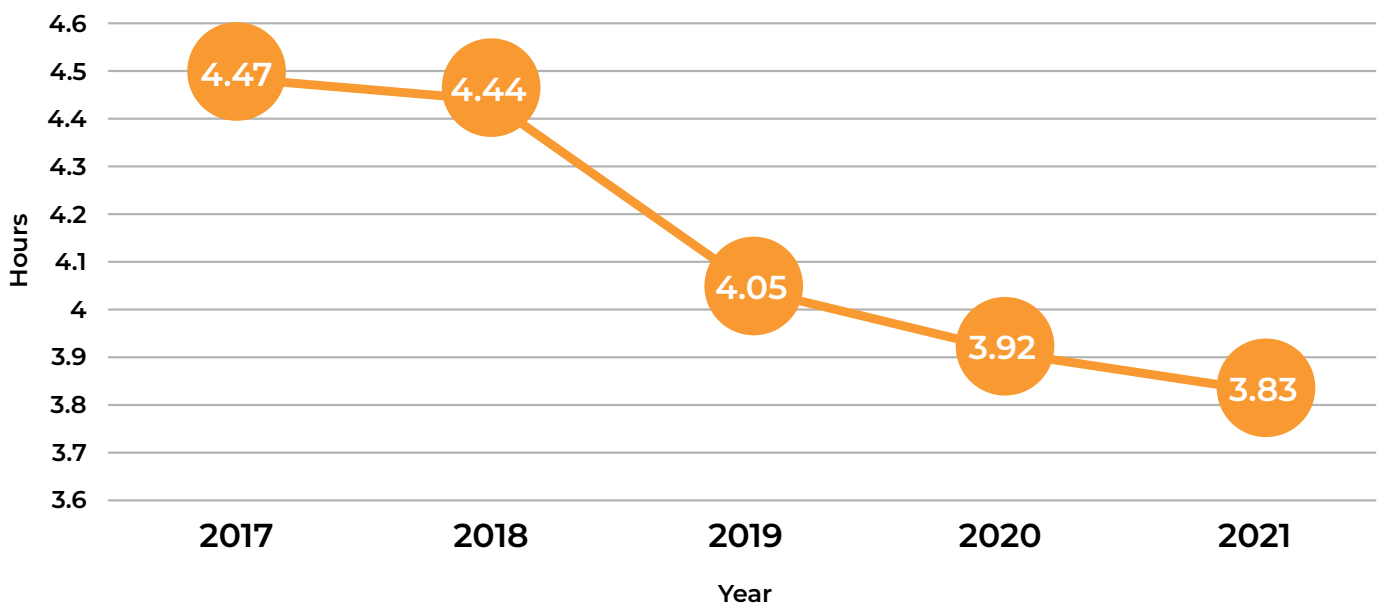
All livestock hauliers delivering BQP pigs are approved by the RSPCA or Red Tractor and all livestock drivers receive specialist welfare training. No electric goads are used in the handling, moving and loading of pigs onto livestock vehicles. Wherever possible, pigs are moved in their social groups, and are provided with straw for their journeys.

All trailers are equipped with lifting decks to make the loading and unloading of pigs as stress-free as possible.

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

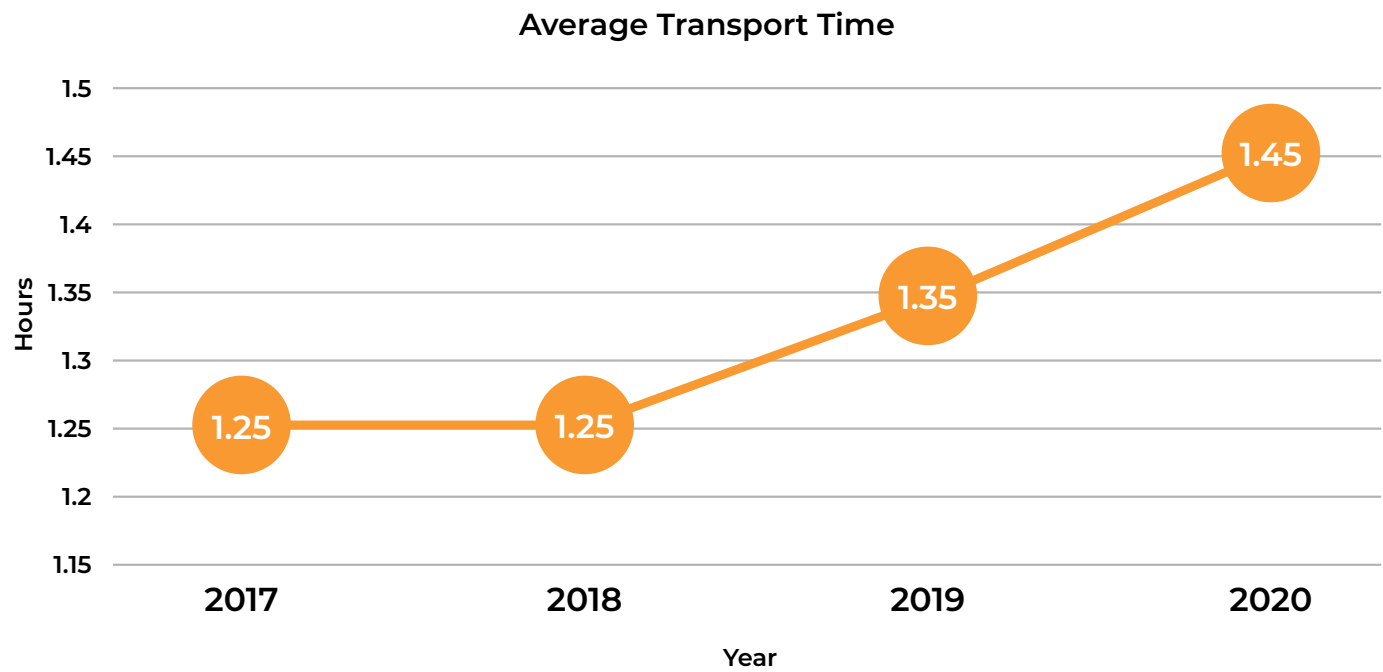
We monitor all pig journey times to the processing facilities. The current average journey time is 3.83 hours. Our position is that no journey must be scheduled with an intention of extending beyond 8 hours from first animal loaded on farm to last pig unloaded at the processing site.

**Average Transport Time**



11.2 Lamb

For our lamb supply chain, eight hours is the maximum permitted transport time and 100% of our lambs are transported within this limit to the processing site. The current average journey time from farm to processing is 1 hour 45 minutes.



The reason for the increase in the average transport time is that we are procuring from a wider geographical area, having moved to 100% British lamb following our delisting of New Zealand lamb.

11.3 Poultry

We request transport data from our poultry suppliers on an annual basis. On average, journey times from farm to processing in 2020 was 2 hours 24 minutes, with an 8 hour maximum journey time.



# 12.0 Traceability

## 12.1 Pigs

Pilgrim's UK's BQP 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 supplier's standard to ensure complete traceability and quality of feed provided to our pigs.

BQP 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 location 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 be 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.

## 12.2 Lamb

All lambs that we slaughter are from farms we know and have visited; the vast majority of the producers have been supplying our business for more than 20 years and some for more than 30 years. We don't buy any finished lambs through livestock markets as they all come direct from farm, ensuring full traceability.

With regard to feed traceability, every batch of lambs slaughtered is accompanied by a feed declaration stating what the lambs have been fed on for the last six weeks, and producers also supply quarterly feed records for all the feed they purchase on farm. This information includes The feed manufacture and merchant who supply the feed and feed type and quantity.



# 13.0 Farm assurance

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## 13.1 Pigs

Pilgrim's UK is the largest UK producer of outdoor bred, free range and organic pigs. All pigs produced within our BQP supply chain are RSPCA assured.

100% of the pigs which Pilgrim's UK processes are assured to either RSPCA or Red Tractor 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.

Our team of in-house vets will visit every BQP farm four times a year to review progress, audit standards and health and welfare as well as provide recommendations, advice and treatment plans for the next three months.

Within our outdoor born 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 outdoor born supply chain are internally audited to these 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. These standards are appraised annually and updated as part of our continual improvement strategy. They can also be independently audited by an accredited certification body.

In our independent farm supply chain, all pigs supplied to Pilgrim's are Red Tractor or QMS Assured as a minimum requirement.

## 13.2 Lamb

All lambs are produced to Red Tractor standards. Additional bolt-on requirements extend beyond Red Tractor, which include but are not limited to the following:

- Lambs must be reared as naturally as possible.
- Lambs are not to be housed on slats.
- Records of antibiotic use must be submitted to Pilgrim's UK Lamb quarterly.
- A Feed Input form must be completed and returned to the business every three months.
- No hormones can be used to induce or synchronise the heat period on ewes, producing lambs for Pilgrim's UK.

13.3 Poultry and Eggs

95% of the Poultry Meat we source is British and assured to Red Tractor as a minimum. 5% is sourced from Poland and must meet EU regulations.

By the end of 2023, we aim to source 100% of poultry meat from the UK, to a minimum of Red Tractor standards.

49.02% of the eggs we source for snacking products are accredited to UK Free Range Systems and 50.97% are sourced from the EU from Barn or Enriched Colony systems.

As a business we aim to source 80% of eggs from Free Range or Barn systems by 31st December 2023. We aim to increase this to 100% by 31st of December 2025.

	Free Range	Barn / Enriched Colony
Origin	UK	EU
% Supplied (2021)	49.02%	50.97%
British Red Lion Assured	Yes	No
RSPCA Assured	Yes	No
Cage Free	Yes	Yes

# 14.0 Managing health

## 14.1 Pilgrim's UK's position on growth promoting substances:

We do not use growth promoting substances in our Pig or Lamb supply chains. 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.

We request that all UK poultry meat we source must be Red Tractor assured to a minimum, which consequently means that growth promoting substances are not permitted. The EU wide growth promotor ban consequently means the 5% of poultry meat sourced from Poland is also not subjected to these materials.

Eggs that we source from the UK and the EU are free from growth promoting substances.

## 14.2 Pilgrim's UK's position on genetic engineering:

Pilgrim's UK has taken the decision to only source and produce pigs and lambs that have not been genetically modified or engineered. However, we are also aware that scientific developments which may benefit the health and wellbeing of pigs and lambs 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.

It is stipulated within our supplier contracts with poultry meat and eggs that animals must not be subject to genetic engineering or modification.

## 14.3 Managing the responsible use of antibiotics:

### Pigs

In some circumstances, and in order to maximise the well-being of our pigs, it is necessary to treat them with medicines to counter illness and promote good health and welfare. Pilgrim's UK does 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 UK pig producers and suppliers are members of the Red Tractor Assurance scheme or QMS. The Responsible Use of Medicines in Agriculture (RUMA) Alliance encourages vets to prescribe as few antibiotics as possible but as much as are necessary to promote animal welfare. Red Tractor are represented on the RUMA board, and therefore this guideline is practiced by all Red Tractor and QMS scheme members to ensure responsible use.

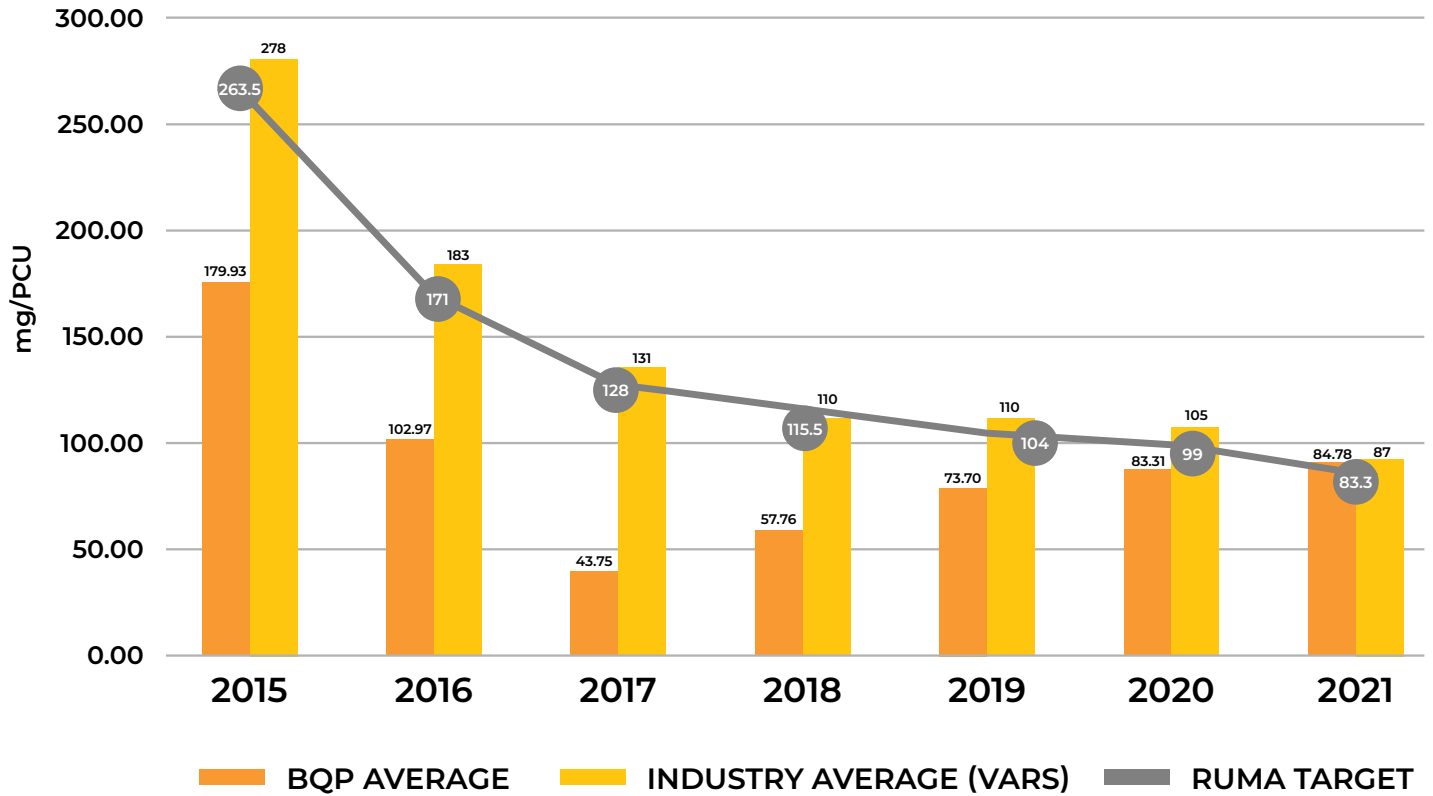
We have actively introduced an industry leading initiative within BQP to reduce the need for antibiotic use by improving pig management and health.

We have voluntarily implemented our own stringent controls on the use of Critically Important Antibiotics (CIA's) as listed by the EMA.

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.



Source: AHDB Electronic Medicine Book 2021. Source: AHDB Electronic Medicine Book 2021. Note that 2021 Industry Average Figure has not yet been published (May 2022)



The Blue data pillar in the above table refers to our fully integrated BQP supply chain, and therefore does not include data from our independent farm supply chain. The independent farm supply chain data is represented by the Industry Average, Orange data pillar.

Pilgrim UK's goal is for the antibiotic usage within the pigs that we control on farm (in our BQP supply chain) to be consistently lower than the RUMA target each year. We aim to achieve this through the implementation and evolution of our health strategy that is tailored to continuously drive health improvements through initiatives such as herd repopulations, vaccination programs and good bio-security practices. Our Pilgrim's UK health strategy is led and coordinated by our own in-house veterinary team.

A growing proportion of the pigs produced within BQP will never have been treated with antibiotics.

As per Red Tractor & QMS policy, all suppliers of pigs into Pilgrim's UK will actively record their farms' antibiotic use in the AHDB's electronic medicine book (eMB). Not only does this provide an online record of their medicine usage but it also allows producers to benchmark themselves against the industry average.

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 prescribed to treat pigs on UK farms in 2020 fell by 5%, which brings the total reduction since 2015 to 62%.

During 2019, antibiotic usage held at 110 mg/PCU due to a spike of swine dysentery cases. It is important to continue to work with our vets to ensure further reductions do not compromise animal welfare. Antibiotics are a vital tool that enable us to control disease in pigs and early treatment, where appropriate, is essential to ensure welfare.

The January to June figure published for 2020 demonstrates that the industry has sustained efforts in terms of responsible and reduced antibiotic usage.

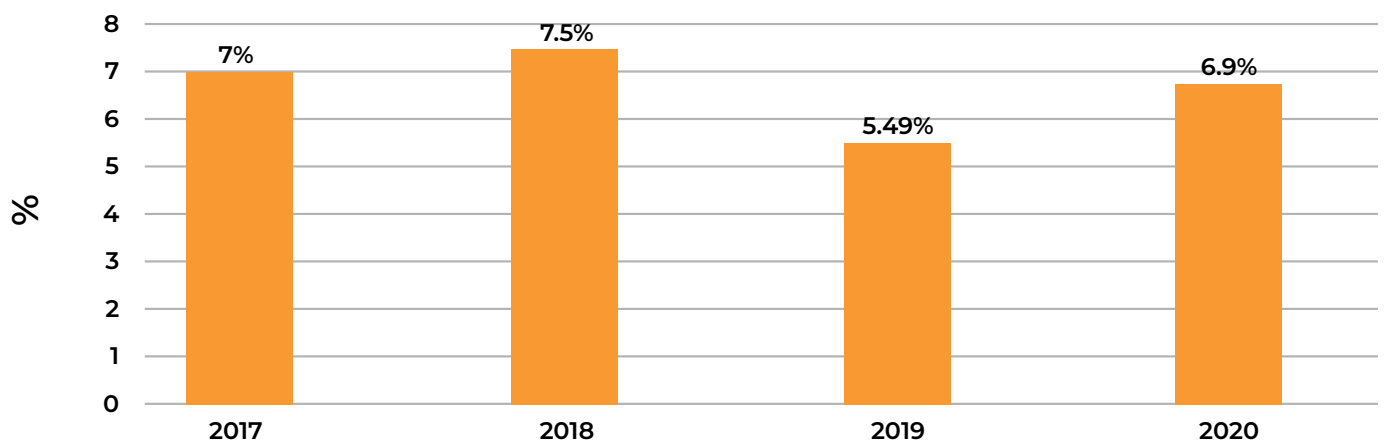
Pilgrim's UK is proud to show that our own BQP supply chain (inclusive of Outdoor Bred and Free-Range pigs) has consistently lower antibiotic usage than the industry standard and the industry target, as set by RUMA.

Whilst Pilgrim's UK has limited control over the amount of antibiotics administered to pigs supplied from our independent farm supply chain, we actively encourage them to review their antibiotic use in relation to the rest of the industry via the AHDB's electronic medicine book.

## Lamb

Lamb producers are required to submit their data on antibiotic and vaccines administered quarterly. We have an industry leading database for all producers going back as far as 2017. We have been working closely with and have been providing data to the RUMA taskforce. We are conducting vaccination trials to help reduce or mitigate the need to prescribe antibiotics for lameness within the flocks, given lameness has been identified by RUMA and within our own supply chain as the condition requiring the most antibiotics.

### Pilgrim's UK Lamb Supply Group Antibiotic Usage (mg/kg PCU)



Data not yet available for 2021

# 15.0 Feed and diets

## 15.1 Pigs

What our pigs eat is vitally important to us at Pilgrim's UK. 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 BQP we employ a team of qualified animal nutritionists who specialise in creating the best pig diets tailored to meet their nutritional needs. To protect the health of our pigs and our customers we do not allow the inclusion of any animal fats, blood products or meat and bone meal into BQP pigs' diets or the diets of pigs sourced through our independent farm supply chain.

In 2019, following extensive research and trial work, Pilgrim's UK took a pioneering step forward to begin to remove all fishmeal from diets used in BQP supply chain. This project has now reached fruition and today all BQP pigs are now fed 100% cereal based/vegetarian diets.

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

Pilgrim's UK maintains an industry low percentage of soya in our own higher welfare pig diets. This fluctuates from between 5 and 8%. We take responsible sourcing of soya seriously and have purchased Round Table for Responsible Soya Credits (RTRS) since 2017 for our BQP supply chain and since 2019 to cover our entire UK supply chain.

## 15.2 Lamb

All of our lambs have access to grass, clover and other forages. Most of our lamb producers use supplementary feed for the ewes as they approach lambing, this is primarily to stimulate the production of high-quality colostrum and a good supply of milk which is essential for the health and welfare of the young lamb.

A proportion of our producers purchase supplementary feed when forage supplies are tight. This feed is purchased for lambs from accredited suppliers and manufactures who formulate the rations to strict legal parameters and industry requirements.



# 16.0 Avoidance of close confinement

## 16.1 Pigs

All pigs raised in our BQP Outdoor Bred supply chain are free from close confinement. Piglets are born outdoors, to free range sows. Free range sows have access to their own paddock during farrowing, with a straw bedded arc for shelter and protection.

Our 'Friend and Family' and other third party independents that rear and raise animals to RSPCA standards and to our own higher welfare ODB standards are also 100% free from close confinement. Our outdoor bred supply chain accounts for 80% of our total pig production business.

Pigs sourced from Independent, indoor farms, which account for approximately 20% of our total pig business, will be subjected to close confinement in farrowing pens for the four weeks of farrowing, until piglets are weaned.

## 16.2 Lambs

All of our lambs are free from close confinement as they spend their entire life outdoors in fields. All of our lambs are reared as naturally as possible. Lambs stay with their mothers from birth until weaning (approximately three to five months of age) and during this time, they suckle naturally and live in family groups. After weaning, lambs stay together in social groups in fields.

## 16.3 Poultry & Eggs

Poultry sourced for both meat and eggs must be free from close confinement. Birds must be free to roam sheds and barns and express natural behaviours.





# 17.0 Environmental Enrichment

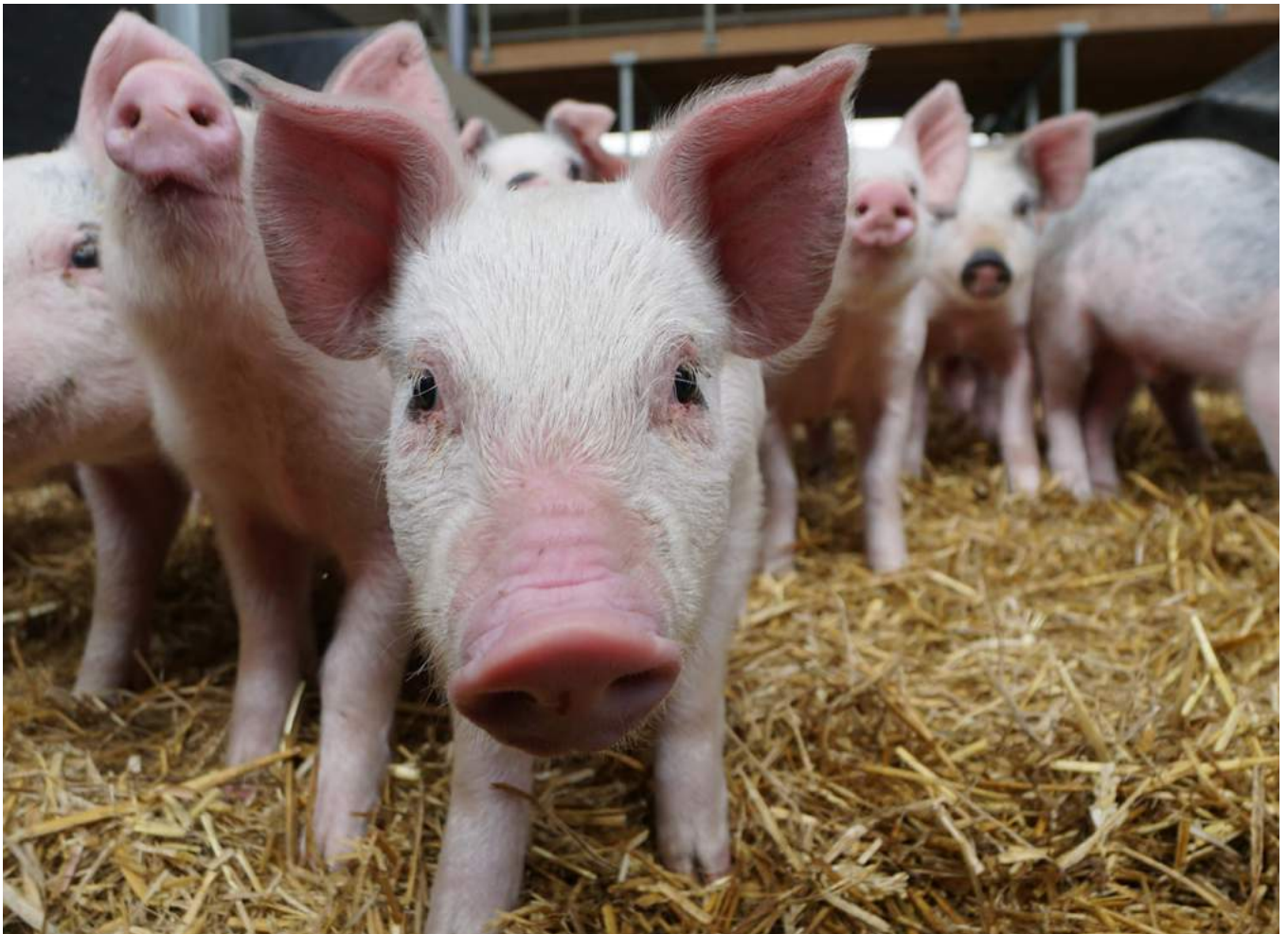
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100% of our outdoor bred pigs have access to straw which allow them to express natural behaviour through rooting and foraging. This includes Sows and Finisher Pigs. Toys, ropes and other items are sometimes provided for supplementary entertainment purposes. Water and feed is provided ad-lib to our pigs and barns are naturally ventilated and lit.

100% of pigs sourced from our Standard, Indoor supply chain must have access to environmental enrichment such as ropes, plastic, wood or toys at all times.

100% of ewes and lambs have permanent access to the outdoors, with a diverse range of forages and shelter.

Poultry sourced for meat and egg production must have access to straw bales/perches/platforms and pecking objects so that they can perform natural behaviours.



# 18.0 Stunning

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At Pilgrim's UK it is essential that all pigs are treated humanely throughout their lives and that the pigs welfare is always at the forefront of everything we do. All Pilgrim's UK 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 and 2020, 100% of pigs processed through Pilgrim's UK facilities were effectively stunned.

Within our lamb supply chain, 100% of lambs are pre-stunned with electric to strict standards prior to slaughter. The effectiveness of pre-slaughter stunning is monitored and recorded for all lambs slaughtered.

100% of the poultry we source for meat is stunned prior to slaughter via CO2.



# 19.0 Reporting on performance

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## 19.1 Pigs:

Within BQP, we continuously monitor health and welfare outcome indicators to ensure that our pigs are as fit and healthy as they can be. Our higher welfare outdoor bred (ODB) standards, that have been in place since 2018 gives us 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 compliance staff within our Agriculture team. Our targets are reviewed annually and benchmarked against the best in the industry. We actively have programmes 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 UK 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.

Our suppliers are aware that Pilgrim's do not tolerate animal welfare abuse under any circumstances. All arrangements with our close farming partners, independent third party suppliers and contracted farmers are set up in such a way as to enable immediate cessation of supply should a significant breach of animal welfare occur on any supplying farm.

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

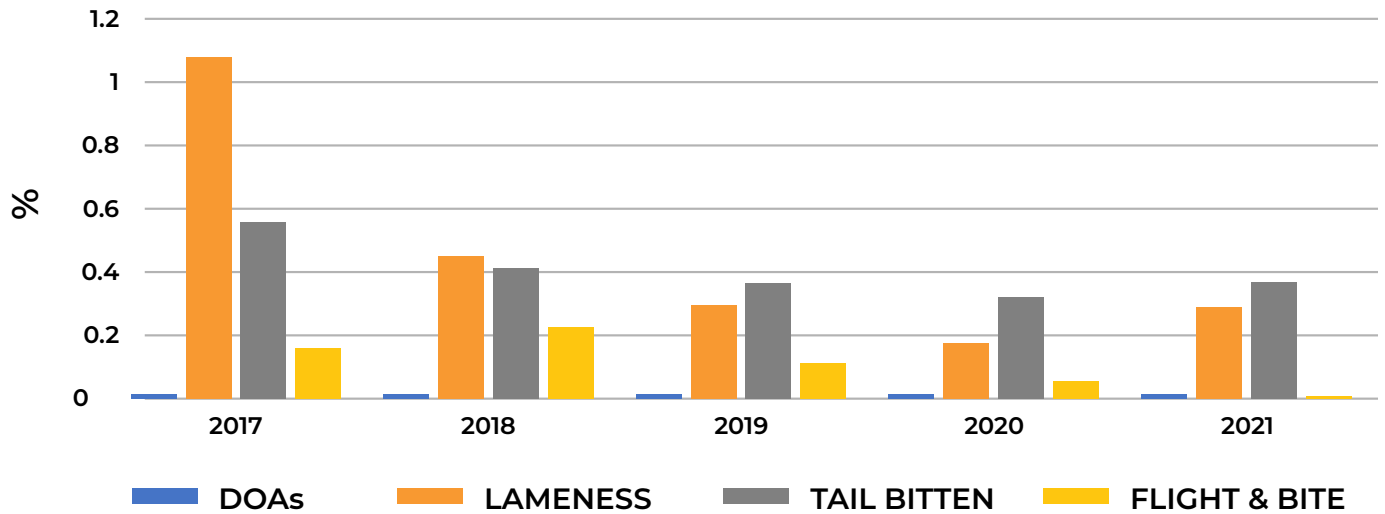
Additionally, Pilgrim's has implemented KPIs to monitor and benchmark our progress on key welfare related issues both at the processing sites and on farm which are important to us and our customers.

These include:

- Health conditions
- Injuries
- Mortalities
- Stun effectiveness
- Travel times

Performance against these KPIs is regularly monitored and reported.

## Outcome Measure Trends



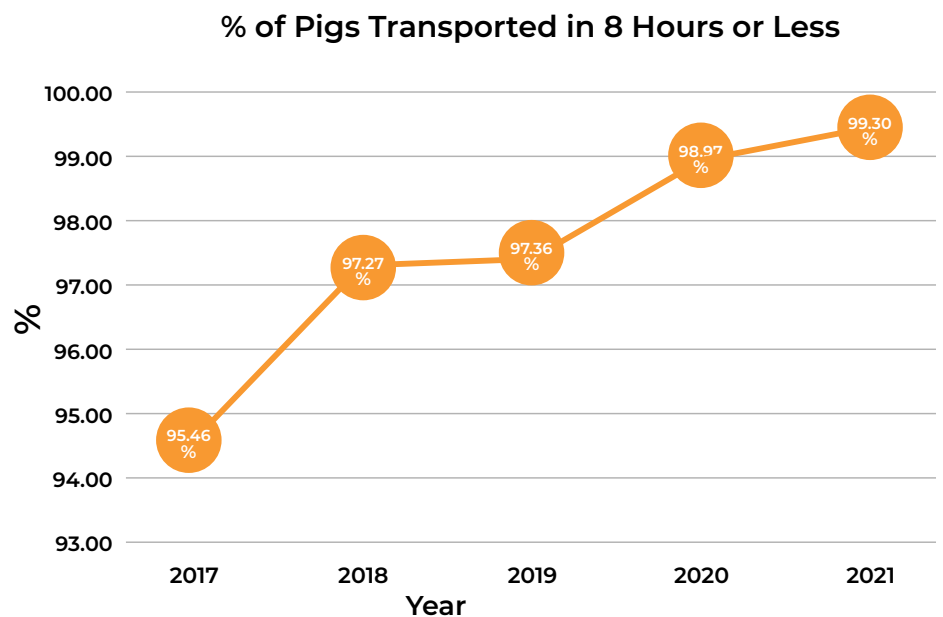
The above outcome measure trend table shows that over the last five years:

- Lameness has consistently reduced each year since 2017, however increased slightly in 2021, likely due to backlog challenges on farm
- Pigs that were dead on arrival (DOA) after being delivered to our processing sites have remained relatively stable
- Tail biting instances have reduced marginally YoY, however increased in 2021, likely due to backlog challenges on farm
- Fight & Bite marks have dropped significantly for 2020, however increased again slightly for 2021

### Pilgrim's UK can report that for 2021:

100% of all pigs processed by Pilgrim's were effectively stunned, against a target of 100%.

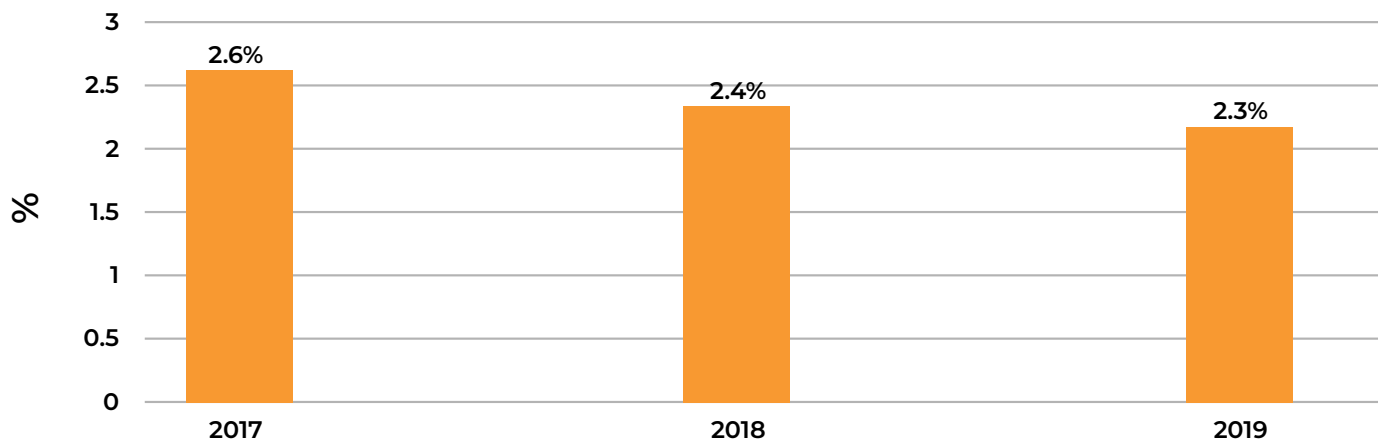
99.30% of all pigs processed by Pilgrim's UK were transported within an 8 hour journey time, against a target of 100%.



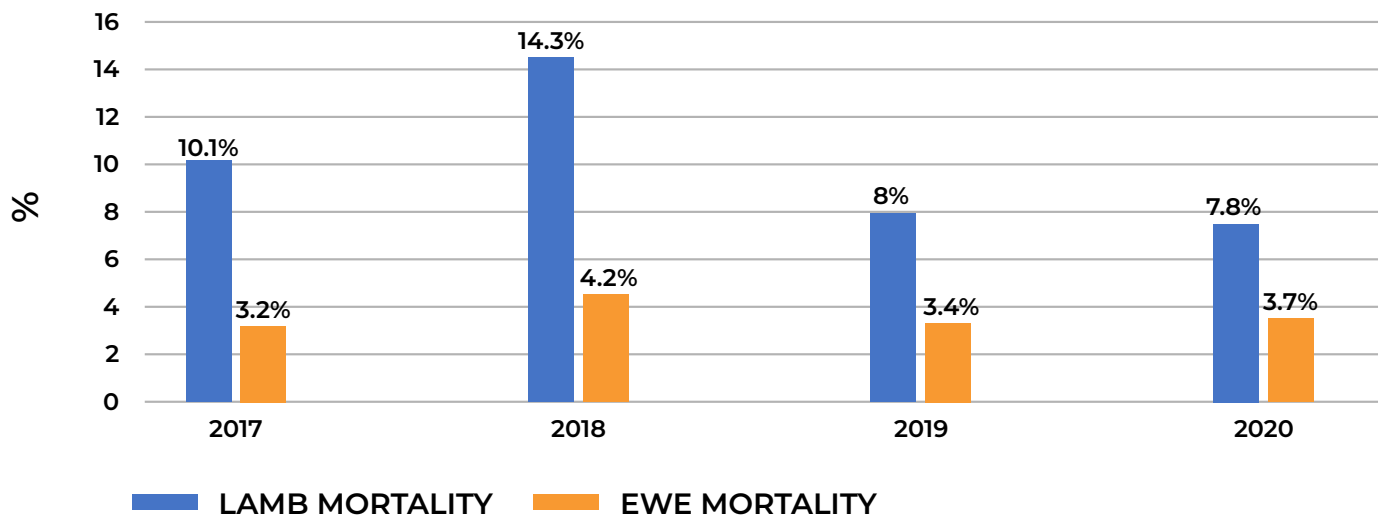
## 19.2 Lambs

We also collect outcome measure data for our lamb supply chain. Mortality and Lameness data from 2017 to 2019 is displayed in graphs below. Due to Covid-19 challenges and the lack of ability to visit farms, there is no data for lameness in 2020.

**% of Lambe Lambs**



**Lamb and Ewe mortality**



The increase in lamb mortality in 2018 was as a result of “Beast from the East” weather conditions at lambing.

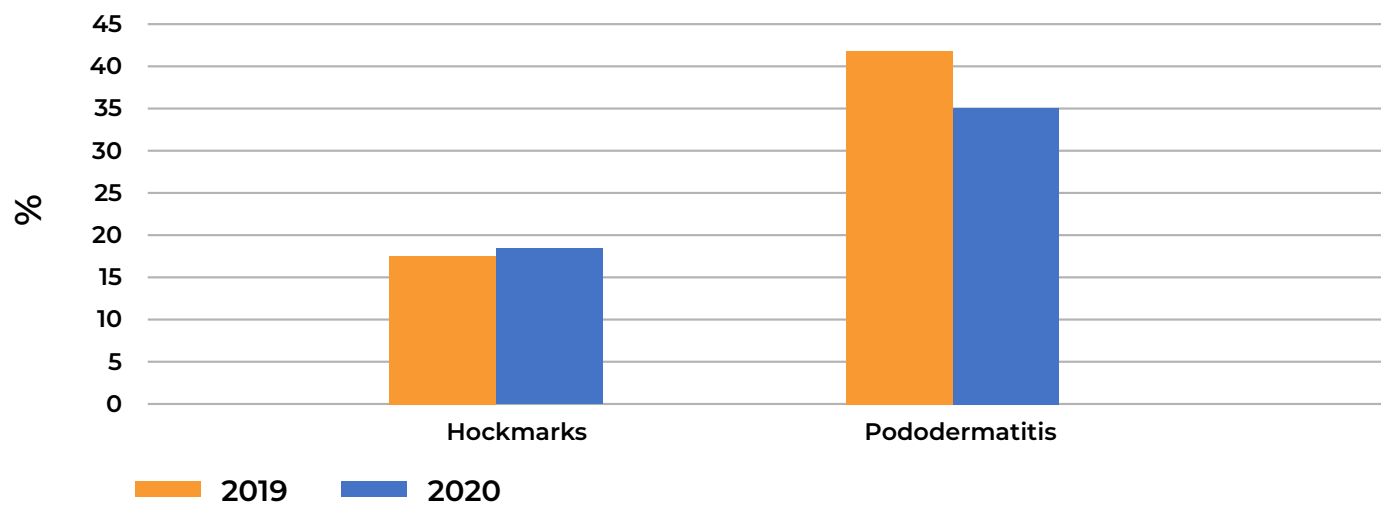
The average transport time for lambs from the farm to processing is 1 hour 45 minutes. Due to the relatively short distance from farm to our processing site, 100% of lambs are transported within the 8-hour maximum transport time.



19.3 Poultry

We request outcome measure data from our poultry suppliers. The two key measures we monitor include Pododermatitis which is a marking found on the sole of a chicken’s foot and hock marks, which is the mark of the hock on the chicken leg.

Poultry Welfare Outcome Measures



Average transport times for our poultry suppliers in 2020 was 2 hours 24 minutes. This refers to the time from the farm to the processing site.

