

**FIVE ▶**

**ANIMAL WELFARE POLICY**



## PURPOSE AND OBJECTIVE

FIVE is aware of the importance of promoting and adopting animal welfare regulations and standards and is committed to implementing high standards of animal welfare management across the whole value chain by strengthening practices on management and humane treatment of animals. According to the Terrestrial Code, animal welfare means ‘the physical and mental state of an animal in relation to the conditions in which it lives and dies.’

FIVE has no animals in captivity or does not perform any activities which involves the use of animals.

This document strives to promote sustainable best endeavours using the most humane animal treatment practices, which we believe will deliver greater business success by aligning closer to client’s expectations. We therefore commit to working with suppliers to ensure compliance with relevant national and international legislation and best practice.

The objective of this policy is to provide safeguards on animal welfare, implementation of standards, and ensure suppliers implement animal welfare standards and high standards in their sourcing practices through the extended supply chain.

Our approach is based on the FIVE Freedoms of the Farm Animal Welfare Council (FAWC) formulated in 1965 that have been widely accepted as a statement of fundamental principles of animal welfare which are:

- freedom from thirst, hunger, and malnutrition by ready access to fresh water and a diet designed to maintain full health and vigour
- freedom from fear and distress by the assurance of conditions that avoid mental suffering
- freedom from heat stress or physical discomfort by the provision of an appropriate environment including shelter and a comfortable resting area
- freedom from pain, injury, and disease by prevention or through rapid diagnosis and treatment and
- freedom to express normal behaviour by the provision of sufficient space, proper facilities and company of the animal's own kind

FIVE has a comprehensive commitment to not alter the living environment for animals in the wild. Further, FIVE is not in proximity of regions or wild forests housing animals or varied range of species.

## GUIDING PRINCIPLES

1. Federal Law No.16 of the year 2007 Respecting Animal Welfare, (Article 2) by Ministry of Environment and Water, states that owners or animal caretakers, shall take all necessary precautions for not causing any damages to animals and provide sufficient number of workers of suitable ability and professional efficiency as well as to inspect animals under their supervision, to check their status, at least, once per day.
2. Federal Law No.16 of the year 2007 Respecting Animal Welfare, Article 5, Building and comfort facilities for animals, states that materials used in construction of animal premises, especially barns, enclosures, cages and stables as well as equipments which animals would touch needed to be safe and non-harmful, free from sources of pollution and can be easily and completely cleaned and disinfected.
3. Animals not bred in buildings should be provided with means of protection from unpredictable weather conditions and any other danger to their health to be allowed to reach a suitable laying place with good drainage system.
4. Federal Law No.16 of the year 2007 Respecting Animal Welfare, Article 6, Feeding animals states that, animals should be fed with a complete diet which suits their age and species with sufficient quantities to maintain them in good health, fulfil their dietary requirements and always, enable them to reach potable water resources or to daily, supply them with sufficient quantities of fresh water.

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5. Federal Law No.16 of the year 2007 Respecting Animal Welfare, Article 7, Animal's transportation states that animals should be transported by means that ensure their safety and not to subject them to harm or injury with conditions and specifications needed to be observed in loading, transporting, offloading and feeding animals during transportation and any other conditions related to the means of transportation.
6. Ministerial decree No. (384) of the year on the executive by law of the Federal law no. (16) of the year 2007 concerning animal welfare, article 13, slaughter of animals in a merciful manner states that, animal welfare shall be observed during and before slaughtering of animals which shall be merciful.
7. Ministerial decree No. (384) on the executive by law of the Federal law no. (16) of the year 2007 concerning animal welfare, chapter 10, article 17 restrictions state that penalties be provided for restricted activities against animals including inhumane slaughtering, cruelty and poisoning.
8. The four principles of Universal Declaration on Animal Welfare (UDAW) agreed upon in the Manila meeting are as follows:
  - i. The welfare of animals shall be a common objective for all states.
  - ii. The standards of animal welfare attained by each state shall be promoted, recognized and observed by improved measures, nationally and internationally.
  - iii. All appropriate steps shall be taken by states to prevent cruelty to animals.
  - iv. Appropriate standards on animal welfare shall be developed on such topics as the use and management of farm animals, companion animals, animals in scientific research, draught animals, wild animals and animals used for recreation.
9. The European convention for the protection of animals during international transport (ETS No. 65) of 1968, applies to all vertebrate animals and is based on the principle that local slaughter is preferable to animal transport with detailed recommendations for the international transport of cattle, sheep, goats, pigs, poultry and horses.
10. The Commission to the European Parliament and the Council on a Community Action Plan on the Protection and Welfare of Animals 2006-2010 (COM (2006) 13), identifies five key actions to be undertaken in EU member states:
  - o Upgrading existing minimum standards for animal protection and welfare
  - o Giving a high priority to promoting policy-oriented future research on animal protection and welfare and the application of the 3Rs principle (see Chapter II, Section 2.1)
  - o Introducing standardized animal welfare indicators
  - o Ensuring that animal keepers/handlers and the public are more involved in animal welfare issues and informed about current standards of animal protection and welfare and fully appreciate their role in promoting these values; and
  - o Continuing to support and launching further international initiatives to raise awareness and create a greater consensus on animal welfare.

## APPLICABILITY

This policy applies to all colleagues, suppliers, partners and third parties of FIVE Holdings and its related group entities.

## GUIDELINES

1. **EMPLOYEE TRAININGS:** FIVE provides trainings to all its employees on animal welfare, handling of animals and pets (if applicable in the premises), awareness on applicable animal welfare standards, procurement guidelines and selection of vendors sourcing seafood and poultry sustainably without endangering any animals.
2. **PREVENTION OF PATHOGEN TRANSFER:** FIVE is in line with animal welfare guidelines from the World Organisation for Animal Health (OIE) by designing standards for avoiding the transfer of pathogenic agents that may affect humans or animals by tracking the import and export data.
3. **SUSTAINABLE SEA FOOD:** FIVE strives to procure seafood species from well-managed, sustainable stocks which are not considered to be overexploited as well as ensure sustainable methods are being

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used to procure the same by utilizing local sources, along with showing intolerance for overfishing and destructive fishing methods.

4. **CAGE-FREE EGGS:** FIVE is committed in ethical treatment of animals by procuring the entire egg supply from cage-free hens, as well as pasture-raised or free-range ones, promoting environmental enrichment.
5. **RED TRACTOR ASSURANCE:** FIVE aims at attaining 100% meat products to be Red Tractor (product certification programme that comprises a number of farm assurance schemes for food products, animal feed and fertilizer) assured or country origin equivalent by 2025, assuring food you buy has been responsibly sourced, safely produced and comes from crops and animals that have been well cared for.
6. **TAIL DOCKING:** The routine procedures such as tail docking are avoided and suitable pain relief are used whenever applicable.
7. **SOW CAGES AND BREEDING:** No farrowing crates and tethers for breeding sows that cause increased stress and impair the sows' ability to thermoregulate (control body temperature) are used.
8. **ANIMAL MODIFICATION:** There is no genetic engineering or cloning of animals used throughout our supply chain. Foreseeing the future, the suppliers are monitored continuously for the use of antibiotics and growth hormones in their husbandry system.
9. **RESPONSIBLE TOURISM:** FIVE is committed to responsible tourism by not incentivising tourism or leisure activities that damage animal welfare, such as shows or activities involving captive wild animals.
10. **ANIMAL PROTECTION:** FIVE strive for aligning best practices related to conservation, protection and proper management of local or wild animals in the immediate surrounding of the facilities.
11. **ZERO TOLERANCE POLICY TOWARDS ILLEGAL TRADE OF WILDLIFE:** FIVE strictly condemns any form of trade or promotion of wildlife products or parts that are contrary to the international or domestic law and supports the implementation of the Convention on the Illegal Trade in Endangered Species of Wild Fauna and Flora (CITES).
12. **COMMUNICATION TO GUESTS:** FIVE communicates to its guests on animal welfare and the response towards pets. FIVE expects its guests to only keep their pets on a leash or in a carrier, and not leaving them unattended in hotel rooms. Further, FIVE provides awareness through flyers on iPads during the check-in process, flashes on IPTVs in guest rooms on behaviour towards animals.
13. **COLLABORATIONS:** To showcase FIVE's commitment towards animal welfare, FIVE collaborates with multiple agencies and international organizations to support animal welfare activities.
14. **SUPPLIER DUE DILIGENCE:** FIVE performs supplier pre-qualification assessments before onboarding of food vendors to ensure compliance of the supplier facilities and policies towards high supplier standards. Further, on a yearly basis, FIVE performs on-site risk assessment and audits for the suppliers to identify sustainable sourcing practices and measures taken by the suppliers for implementation of supplier standards. FIVE may also request the suppliers to provide data on animal health in case they are involved in breeding of animals directly (information about an animal's diet, behaviour, physical condition, medical history, and any symptoms of illness or injury) and that the suppliers are taking measures to not alter the living environment for animals in the wild or take proper measures in case they have any form of captive animals.

## ONGOING COMMITMENT

Review the animal welfare policy on an annual basis and whenever updates are necessary and appropriate.

- Cease trading with suppliers demonstrating persistent disregard for the animal welfare policy
- Work collaboratively with suppliers to improve animal welfare standards where our support is needed and appropriate.
- Encourage feedback and input from stakeholders, clients, suppliers and other industry partners
- We recommend our suppliers to meet the following requirements for 100% of the fresh, frozen, and processed chicken in our supply chain:
  - Comply with all animal welfare laws and regulations, regardless of the country of production

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- Adopt breeds that demonstrate higher welfare outcomes

## **COMMUNICATION**

- Assign responsibility for the implementation of this policy to the Sustainable Supply Chain Manager who will provide the Board, suppliers and other stakeholders with performance updates as required.
- Communicate this policy to all suppliers as a part of supplier code of conduct and seek formal acceptance and commitment to its implementation
- Provide sufficient and appropriate trainings to employees and other responsible regarding animal welfare. FIVE performs periodic trainings to create an awareness amongst employees. These policies have been hosted on the company's intranet and website.
- Ensure the Food Hygiene Manager and buyers of meat, poultry or seafood hold valid certificates of accreditation
- Provide awareness sessions to the F&B team to ensure adherence to standards during the process of supplier selection
- Maintain an internal system to record and monitor the level of compliance to the policy

The Sustainability Director in co-ordination with the Purchasing Manager will review this policy yearly to make any changes to this policy in line with changes in business, expansion / diversification or applicable local laws and regulations. In case any significant business changes occur during the year, this policy will be revised in line with applicable practices.