



## **POULTRY WELFARE POLICY**

**Issued by the Director of Sustainability**

**Approved by the Board, Jan 2022**



## **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.

As an extension to the FIVE's Animal Welfare Policy, FIVE has created this policy which is focused on poultry welfare. FIVE continually strives to ensure that its suppliers providing poultry focus on constant improvement, research, and innovation and sustainable practices to make sure that the poultry animals in its care are treated well.

## **APPLICABILITY**

This policy applies to all suppliers of FIVE Holdings and its related group entities.

## **GUIDELINES**

FIVE strives to procure poultry items from well-managed, sustainable stocks which are not considered to be overexploited as well as ensure sustainable methods are being used to procure the same by utilizing local sources. Following best practices shall be communicated to FIVE's suppliers and its supply chain for compliance to high standards in promoting animal welfare –

### **PROCUREMENT OF POULTRY**

- Animals should be procured from reputable sources only, with whom the company has a positive pre-existing relationship with and is based on humane, safe, and timely supply and transport of healthy animals
- The suppliers should be able to provide the details regarding the origin of the stock, farming methods and medications used
- No genetically engineered or cloned species will be accepted
- Birds must never be lifted, carried, or dragged by the wing or neck. Birds must never be thrown or placed on their back in transport modules. Catching must be conducted in a manner that minimizes bird stress and does not cause bird injury
- Any instances of mishandling during the catching, handling, and loading process should be recorded
- Supplying farms must be certified to a recognised Animal Welfare schemes like UNECE, OSDA Organic, Animal Welfare Approved, American Humane Certified, United Egg Producers Certified etc.
- Any birds found during catching that are unfit for transport should not be loaded and must be euthanized
- The suppliers should be monitored continuously for the use of antibiotics and growth hormones in their husbandry system and the trade is ceased with suppliers demonstrating persistent disregard for the poultry welfare policy
- There must have a person responsible for ensuring that proper poultry welfare practices are always followed and that there is strict adherence to the guidelines
- The poultry farms should be monitored for unacceptable and inhumane practices and in case of any disregard of the same, the trade with the respective farm should be ceased
- Halal license and quality certificates may be obtained from the supplier for poultry items procured

### **TRANSPORT OF POULTRY**

- Transport modules are made up of separate transport compartments which must be appropriately sized and in good repair so that no bird can be injured or escape during transport.
- All transport containers must be securely anchored in transit to prevent the escape of birds during transport
- Transport compartment damage, including large holes, broken or missing doors, or broken wires, should be assessed when evaluating the condition of the individual compartments

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- The birds should be ensured to be protected from adverse weather conditions like temperature variations using possible interventions like misters, fans, heaters and side boards
- Proper and optimum lighting should be provided by using day/night light controls
- Density in the transport modules should permit the birds to sit in a single layer and should not be overloaded
- All live species transport is kept at a minimum, will not exceed 8 hours, and will be recorded for each delivery
- Proper corrective actions should be adopted to prevent the loss of poultry from trailers during transportation
- Clear standards and emergency management procedures should be drafted for emergency response and recovery resulting from incidents like truck accidents and a clear record of such incidents should be kept.
- Employees handling live birds should be trained on processes including catching, handling, and transportation along with the procedures to minimize the stress and injuries to minimum
- Vehicles should be cleaned and sanitized between successive deliveries to avoid possible transfer of pathogens and to maintain hygiene

## **UNLOADING**

- The conveyer and unloading system must be designed, maintained, and operated to avoid injury to the birds. Conveyors must have adequate space to accommodate the birds with no obstructions.
- Transportation modules must be lifted and carried carefully from the trailers in a manner that it does not cause any injuries or stress.
- A minimum of five transport modules but no more than ten transport modules should be evaluated while being lifted and moved from trailers
- Birds should not be unloaded on top of other birds

## **FEED AND WATER**

- Poultry should have ready access to fresh and clean water. Water consumption should be monitored and recorded.
- Feed and watering systems must be adjusted in height so that these systems are easily accessible by all birds.
- All feeding and drinking systems must be checked daily for proper operation.
- Diets must be formulated, produced, and fed to prevent all signs of nutritional deficiency and are appropriate for their age and body condition.
- No antibiotic and hormonal growth promoters can be used. Coccidiostats may be used and product specific withdrawal periods must be observed.
- Raw materials which are likely to produce toxin in eggs must be avoided.
- No animal or avian proteins shall be included in the diet.
- Immediate alternative must be made available to ensure an emergency supply of suitable drinking water in case of failure of the normal supply by means of drought or freezing.
- The land where livestock are raised in outdoor production systems must be kept free of any debris which could present a hazard to animals.

## **STUNNING AND SLAUGHTER**

- Stunning equipment must be maintained, operated, and monitored to ensure proper function.
- Stunning equipment should be cleaned and disinfected at proper interval.
- At least 99% of the birds should be effectively stunned which renders the bird insensible to pain.
- Automatic knives should be cleaned and disinfected at proper interval and should be maintained, operated, and monitored to ensure proper function.
- There must be backup personnel after the automatic knife to induce bleed-out in any birds not effectively killed by the equipment, with effective room and lighting
- All birds must be ensured to be dead before entering the scalding.

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## STAFF TRAINING

- All employees handling poultry should be properly trained and the details of trainings including the tasks and responsibilities for which they are trained should be recorded
- Employees handling live birds should also be properly trained on processes including catching, handling, and transportation along with the procedures to minimize the stress and injuries to a minimum
- Competency of all the employees handling poultry should be verified
- Training must be documented for each employee and should include how the training was conducted
- Training must be provided for suppliers too on bird handling, shackling, stunning, slaughter, and euthanasia. The documentation of annual training must be verified

## COMMUNICATION AND TRAINING

- FIVE has communicated its poultry welfare policy throughout the entire supply chain as a part of supplier standards to comply with animal welfare policy
- Transparent communication is ensured whenever the guidelines are found not to be met by the suppliers as a part of supplier assessment and industry best practices are communicated to the suppliers
- This policy document is hosted on the company's website and intranet for communication to all its stakeholders
- The Poultry welfare policy will be reviewed annually in line with applicable rules and regulations and the business needs. Changes to the policy will be made accordingly.
- All poultry used in FIVE products is humanely slaughtered, specifically requiring pre-slaughter stunning
- 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.
- FIVE aims at attaining 100% meat products to be Red Tractor (product certification programme that comprises several farm assurances schemes for food products, animal feed and fertilizer) assured or country origin equivalent
- 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.
- FIVE has communicated its poultry welfare policy throughout the entire supply chain.
- FIVE ensures legal compliance to the poultry welfare law is maintained every time by collaborating with suppliers.
- The poultry welfare policy needs to be revised on an annual basis along with an annual report on the progress of these commitments is prepared accordingly.