



SECTION 1 - COMPANY OPERATIONS

ALL COMPANY OPERATIONS INVOLVED WITH ALL LIVESTOCK WILL MEET THE FOLLOWING MINIMUM REQUIREMENTS:-

1. An operating system that defines welfare procedures and responsibilities and which ensures that all the appropriate welfare legislation and codes of practice are complied with. The system must include the maintenance of proper records for the purposes of due diligence.
2. Appropriate welfare training will be given to all company staff involved in Livestock operations to ensure the highest standards of animal husbandry are practised.
3. Sub-contractors will be required to demonstrate that appropriate welfare training has been provided for any personnel working on behalf of Noble Foods Limited.
4. Proper systems for assessing and auditing welfare will be implemented as appropriate to each particular livestock operation.
5. Veterinary supervision of the company's flocks will be provided by the company's veterinary consultant, including regular monitoring of their health status.
6. A proper system for the logging, analysing and assessment of welfare problems and for taking appropriate corrective action. Specifically a minimum of two farm animal welfare assessment per annum measuring welfare outcomes including feather scoring, mortality and culls.
7. We will not use genetically engineered or cloned livestock.
8. Interventions to minimise stress to livestock are to be used in house, and in the case of Free Range and Organic flocks, externally on range. It is company policy to aim to move away from routine infra-red beak treatment as soon as is practicable.
9. At no stage in the lifecycle of the hen will the use of growth promoters be permitted.
10. Any usage of antibiotics will be recorded on farm, and will be reported by the issuing veterinarian to the company's veterinary consultant. Any antibiotics used will only be by way of prescription, used specifically for the purposes for which they are prescribed in response to a health challenge. Prophylactic use is strictly forbidden.
11. Responsibility for animal welfare rests with every individual who comes into contact with livestock. For each company livestock operation, however, there will be a designated manager who is given overall responsibility for the animal welfare of that operation.
12. All birds shall be rendered insensible to pain pre-slaughter. It is company policy that this process be by way of exposure to non-aversive inert gas (Nitrogen), ensuring that birds are not live handled once loaded at farm.
13. Our policy is to avoid the transport of live birds for more than 8 hours to slaughter wherever possible. However, with the geographic profile of our farm portfolio, combined with the essential need to manage the slaughter process in the most responsible manner on our own site, it will occasionally mean that we will transport live birds for up to 12 hours.
14. We will report internally key welfare outcome measures and performance indicators on a monthly basis, with the aim of driving annual improvement therein. These measures include, but are not limited to:
 - a. Cumulative mortality
 - b. Feather cover
 - c. Length of life cycle
 - d. Productivity
 - e. Transit time to slaughter





12. Responsibility for all the company's Animal Welfare Policies rests with the Group Technical Director in conjunction with the company's Farms Director, Agricultural Director and Head of Agriculture – Retail (Consumer Foods)

SECTION 2 - CONTRACT PRODUCERS

1. The primary responsibility for animal welfare on contract producing farms rests with the producer and his staff. However, the same systems for assessing & auditing animal welfare will be applied to these farms as for company owned farms.
2. The company will operate a team of field support personnel to assist contract producers in all areas of their operations, including animal welfare.
3. The company will operate a team of farm auditors to ensure that animal welfare standards are maintained

NON-COMPLIANCE

In the event of any non-compliance to our animal welfare policy. Noble Foods and where necessary Contract Producers will go through a process of consultation, veterinary supervision, stakeholder communication in order to rectify the non compliance.

