

GOVERNANCE AND MANAGEMENT

Our Animal Welfare policy is the responsibility of the Group Procurement and Central Operations Director. It is delivered with the support of a cross functional team from our Procurement, Technical, Audit and Compliance functions, with our central Procurement team responsible for its day to day management and effective implementation of our farm animal welfare policy. To ensure compliance with our policy, we require all our suppliers to complete a set of questions, on their approach to the management of animal welfare issues, as set out in our raw material specifications via our online supplier portal. In the event of non-compliance with the requirements of our animal welfare policy, appropriate and time-bound, corrective action will be agreed with the supplier.

The evaluation of suppliers against our Animal Welfare objectives has been incorporated into our tender process and we have integrated farm animal welfare into suppliers' contractual obligations. We review supplier's performance against our animal welfare policy on an annual basis.

In addition, we have incorporated Animal Welfare objectives into the Joint Business Plans of our key suppliers.

While we are a significant purchaser of animal species within the UK, we also source from the EU and outside of the EU. In all cases we apply our Animal Welfare policy and look to purchase to an equivalent British welfare standard and comply to local legislation as a minimum.