

## TRAINING

We are not directly involved in the breeding or rearing of farm animals and as such, we work with our suppliers to implement our Animal Welfare policy. In order for this to be effective we believe that the teams working with our suppliers must themselves be adequately trained on animal welfare issues. This includes the following:

- In 2018 we partnered with World Animal Protection to run internal farm animal welfare awareness training for applicable members of our procurement and technical teams.
- We have also looked to broaden our understanding of the various livestock rearing / production systems used across our supply chain through key members of the team visiting farms first hand and discussing issues with the farmers directly themselves.
- We have published our Farm Animal Welfare policy to all suppliers across our supply chain who supply animal-based products (both Direct and Indirect) and have emphasised that we believe all animals should be treated responsibly and with dignity. We appreciate that farm animals are sentient beings and therefore expect our suppliers to meet high standards of farm animal welfare.
- In 2017 we launched our supply chain assessment programme, targeting all suppliers that use animal products of all species within our supply chains. The assessment addresses all aspects of our animal welfare policy whilst also aiming to develop our suppliers' awareness and understanding of animal welfare issues. We are now in the second year of this assessment and suppliers are required to measure their performance and chart their progress against our targets. We will continue to monitor their performance through a combination of self-assessment questionnaires, audits, third party accreditations and site visits. As we use many derivatives of animal products this has required suppliers to push the assessment further up the supply chain to their suppliers.