

ANIMAL WELFARE

GOVERNANCE AND MANAGEMENT

As one of the UK's leading food businesses and home to some of the nation's most loved and iconic brands, we have both an opportunity and a responsibility to forge a healthier future for our planet and everyone on it. Our sustainability strategy, known as our Enriching Life Plan, encompasses everything we touch, from the products we make to the ingredients we source and the communities we operate in. We are passionate about running our business in the right way and have a strong set of foundations principles to help us do that: our Baked in Behaviours. To clearly lay out what we stand for in these areas and what we expect from our colleagues, suppliers, and partners, we have a range of policies which we regularly review to ensure they reflect our drive for continuous improvement.

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. Premier Foods is committed to frequent re-assessment of the governance and management of animal welfare issues based on emerging best practice within the industry and stakeholder input.

The Animal Welfare policy is issued to all suppliers of animal products on an annual basis.

We continue to monitor the performance of our suppliers through supplier Farm Animal Welfare self-assessment questionnaires, third party accreditations, site visits and audits.

Premier Foods require all suppliers of animal products 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. As part of this process, suppliers must confirm that they comply to the Premier Foods Animal Welfare Policy. In the event of non-compliance with the requirements of our animal welfare policy, the Premier Foods team will agree appropriate and time-bound, corrective actions with the supplier. Our supplier audit team will also arrange to visit the supplier's premises to review the process and suggest improvements to meet specification / animal welfare policy. If the supplier is then still unable to comply with our policy, Premier Foods will serve notice and source from an alternative supplier that can meet our requirements.

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

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.

Any new suppliers to Premier Foods would need to complete the latest animal welfare questionnaire prior to any in depth discussions with the relevant buyer.

In addition, we have incorporated Animal Welfare objectives into the Joint Business Plans of our key suppliers. As part of the joint governance, Premier Foods will visit suppliers and associated farms to ensure full compliance to our policy.

Updated October 2023