

ANIMAL WELFARE

OUR GOALS

We are working with all suppliers of animal products to achieve the following goals by 2025:

| Objective | 2019 achieved | 2020 achieved | 2022 achieved | 2023 achieved | 2024 target | 2025 target |
|---|---------------|---------------|---------------|---------------|-------------|-------------|
| Maximum transportation time of 8 hours for all species | 88% | 95% | 97.4% | 99.3% | 99.5% | 100% |
| Ending the use of close confinement for all species | 89% | 94% | 97% | 98.9% | 99% | 100% |
| Ending the use of all routine and unnecessary mutilations for all species | 86% | 95% | 97.5% | 99.4% | 99.5% | 100% |
| Use of effective pre-slaughter stunning | 91% | 95% | 97.5% | 99.9% | 99.9% | 100% |
| Avoidance of products from farm animals subject to genetic engineering or cloning | 100% | 100% | 100% | 100% | 100% | 100% |
| Avoidance of all growth promoting substances | 100% | 100% | 100% | 100% | 100% | 100% |
| Minimum of 100 days on pasture per year for grazed dairy herds | 89% | 95% | 97% | 98% | 99% | 100% |
| Avoidance of euthanising bull calves | N/A | 89% | 97% | 98% | 99% | 100% |
| Provision of effective species-specific enrichment | N/A | 74% | 96.3% | 98% | 99% | 100% |
| Ending the culling of day-old male chicks in our egg supply chains | N/A | N/A | N/A | 99% | 100% | 100% |

Our calculations for achievements to date are based on volumes purchased for each species and will be a mix of direct and animal derivatives.

Meeting our 2025 targets

When setting our targets back in 2019 we considered them to be stretching targets given the complexity of our supply chain. To deliver these goals we will continue to:

- Maintain and increase standards with current and new suppliers.

Premier Foods' animal welfare policy is shared with all suppliers that supply products of animal origin on an annual basis. This includes animal derivatives that are used in flavours, sauces, bouillons etc. All suppliers must adhere to the minimum farm animal welfare standard by territory and by species. We take this approach to ensure that suppliers meet specific criteria to support our goals. By working closely with our suppliers, we can identify the areas that need to be improved to meet our goals.

We will continue to work with our suppliers to improve animal welfare standards and focus on working with our existing supply chain where possible, including the identification of new farms and animal products that comply with our objectives. We will consider changing suppliers if those standards cannot be met despite our efforts to engage. Furthermore,



animal welfare goals are included in our Joint Business Plans with suppliers to ensure we can achieve our goals by 2025.

- Capture data throughout our supply chain

One of our biggest challenges is to understand and capture data across our entire supply chain where some of our suppliers are remote from the supply chain itself (e.g., derivatives of animal products).

We have been working closely with suppliers to increase the quantity and quality of animal welfare data they provide us each year and continue to challenge progress where applicable.

We will continue our work to fully understand our complex supply chain. We are therefore working on **full supply chain mapping** for our ingredients which will provide invaluable insight into the most complex part of our supply chains. This will form the basis to reach to 100% of our suppliers of animal products (direct and animal derivatives) and will help us achieve our 2025 goals. We know we will need to overcome some challenges on the way, for instance by continuing to engage with suppliers of animal products who have been reluctant to share data for confidential reasons.

Updated October 2023