

ANIMAL WELFARE

TRAINING OUR PEOPLE

We are not directly involved in the breeding or rearing of farm animals and as such, we work closely with our suppliers to drive and implement our Animal Welfare policy. 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:

- Training on farm animal welfare is provided to all buyers involved in the purchasing of animal products. It also forms an important part of our new employee starter induction plan across the wider procurement team. The procurement animal welfare team will also update the wider business on progress against our agreed goals, and KPI's. This ensures that our work on driving forward our farm animal welfare is promoted at the highest levels within the wider business, this also helps to raise awareness across this important area.
- We also look to broaden our understanding of the various livestock rearing / production systems used across our supply chain and key members of the team visit farms first-hand and discuss issues with the farmers directly. For example, In July 2021 we met with dairy farmers including Andrew Bray (who also featured in our 2019 farm video) to verify farm animal welfare origin and status. Further farm visits took place in June and July 2023 to assess progress on animal welfare and general sustainability.



- 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.

- In May 2021, the Procurement team implemented a new supply chain mapping platform. This platform will help the team to complete full supply chain mapping for all ingredients which will ensure we meet our 2025 animal welfare goals.
- In March 2023, we partnered with The Future Food Movement (<https://futurefoodmovement.com/>) to run a Regenerative Agriculture workshop for a cross functional team. This session covered the need to build a more resilient and ready farming industry, through a mechanism of farming principles and practices that increases biodiversity, enriches soils, improves watersheds, and enhances ecosystem services.

Beyond our team, we engage with all suppliers of animal products:

- Responsible sourcing requires deep engagement with our suppliers. We expect all our raw material suppliers to conform to the requirements of our animal welfare policy. Where gaps are identified, we work with suppliers to develop and implement action plans to close these gaps. 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 cascade the assessment to their suppliers and beyond.
- 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 sixth year of this assessment and suppliers are required to measure their performance and chart their progress against our targets. Our team will review performance and challenge where required. It is also important for our Tier 1 suppliers to cascade down the supply chain as this will create a domino effect of action on animal welfare.
- We are helping our indirect suppliers to strengthen their focus on animal welfare by explaining our policy and helping them to implement animal welfare policies and objectives for their own suppliers further down the supply chain. A prime example is the support we have given one of our flavour suppliers who have previously been unable to submit our questionnaire due to a lack of verifiable data. In 2021 following several engagement meetings with the supplier they have been able to complete the dairy questions in full and are close to being able to improve the level of data submitted on other species.
- Our direct milk suppliers train all farmers on a regular basis. This can include support on farm, video conference and face-to-face sessions. Training is currently being given on animal health and welfare, soil health and nutrient recording, carbon footprint, people management, farm costings and on farm milk testing. Although Premier Foods is not directly involved in this training, we are monitoring the deliverable outcomes.

- We are also collaborating with our key milk suppliers on mobility scoring which will reduce lameness. The national average for lameness is currently 25% of the herd, which is too high. Our milk suppliers have held mobility workshops to support the farmers to identify early stages of lameness by mobility scoring.

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