

## Whitbread Animal Welfare Policy

### Whitbread Animal Welfare Policy Statement

Whitbread owns over 1200 restaurants and hotels in the UK and Germany. Our mission is to serve great tasting, good quality and responsibly sourced food allowing our guests to make credible meal choices with honest, accessible and clear information.

We understand our guests expect us to ensure responsible animal welfare standards in our supply chain. Over and above this however, we believe that having good animal welfare management is the right thing to do and should be an integral part of our Force for Good programme. We recognise our responsibility to work with suppliers who are also committed to best practice in animal welfare management and to support continuous improvement in welfare standards.

All Whitbread procurement is subject to compliance with the Whitbread Responsible Sourcing Policy which outlines that 'suppliers may in addition be required to comply with additional sub-policies or standards relevant to the products that we source from that supplier and specific risks or issues associated.' Whitbread considers the procurement of meat to be an area of such risk and has therefore created this policy document to sit alongside the Responsible Sourcing Policy.

As part our Responsible Sourcing programme, it is our aim to ensure that the animal welfare policy forms part of the terms of business with relevant suppliers. We also aim to ensure that supplier performance against the policy is measured, monitored and improved where necessary.

### Scope

Our animal welfare policy statement is applicable to all products. As a priority, we will implement it with direct suppliers; to include bespoke products both in the UK and overseas. As such, it is universal for all our relevant species including beef; pork; lamb; seafood; broilers; ducks; turkey; and dairy including laying hens.

### Policy Requirements

Whitbread is committed to only purchasing its meat from suppliers who can demonstrate that their producers are adopting and implementing high standards of animal welfare across our supply chains in the UK and globally.

We require our suppliers to comply with UK and/or EU animal welfare legislation (or accepted National Equivalents) including statutory livestock codes of practice as a minimum:

- The Animal Welfare Act 2006,
- The Welfare of Farm Animals Regulations 2007 and The Welfare of Farmed Animals (Amendment) Regulations 2010, plus any subsequent revisions or associated Codes of Practice

- EU Council Directive 98/58/EC and other EU Regulations and Directives relating to specific animal welfare standards for each species.

As part of our Force for Good programme, Whitbread supports and will promote the 'Five Freedoms' principle proposed by the Farm Animal Welfare Council (FAWC) as outlined by Council Directive 98/58/EC on the protection of animals kept for farming purposes. The five freedoms are:

1. **Freedom from hunger or thirst** by ready access to fresh water and a diet to maintain full health and vigour
2. **Freedom from discomfort** by providing an appropriate environment including shelter and a comfortable resting area
3. **Freedom from pain, injury or disease** by prevention or rapid diagnosis and treatment
4. **Freedom to express (most) normal behaviour** by providing sufficient space, proper facilities and company of the animal's own kind
5. **Freedom from fear and distress** by ensuring conditions and treatment which avoid mental suffering

We require our suppliers to demonstrate management of animal welfare to the Five Freedoms standard back to the farm and at any given time provide the information relating to this management on request.

We are also committed to ensuring that:

- There will be no genetic engineering or cloning of animals used in Whitbread product.
- No illegal animal welfare or husbandry systems are in use throughout our supply chain
- Close confinement systems are actively avoided and where present these shall be phased out and should not be used as a routine management practice for livestock. We recognise that close confinement of animals is a serious welfare issue and confinement should be limited to the restraint of animals for veterinary investigation or treatment only.
- By 2020, all our whole, shell eggs will be cage free and by 2025 all ingredient egg will be cage free, across all brands in the UK and Germany
- Animals are always provided with the appropriate veterinary care when needed, but medicines including antibiotics will only be used where it is absolutely necessary to ensure good health and welfare. Our species policies outline our approach to antibiotic usage dependant on their specific requirements. With these, we are committed reducing the use of Highest Priority Critically Important Antimicrobials (HPCIA) and prophylactic use of all antimicrobials unless these have been clinically substantiated to protect Animal Health and Welfare and are under veterinary supervision.
- Substances such as growth promoter hormones will never be used.

- Permissible routine activities such as tail docking, teeth clipping, castration of pigs and beak trimming on poultry are avoided wherever possible. Where there is a demonstrable animal welfare need for them to be carried out this must be in accordance with legal and best practice requirements. Our species-specific policies outline the types of routine activities this might include for each species.
- All live animal transport across all species is kept at a minimum. Our aim is that this should not exceed a target of 8 hours and will be recorded for each delivery
- All meat and poultry used in Whitbread product is humanely slaughtered, specifically requiring pre-slaughter stunning. Abattoirs are required to comply with Regulation 1099/2009 EC and/or equivalent associated national law.
- The welfare condition of all animals is assessed by an animal welfare officer or equivalent on arrival at slaughter
- The animal welfare officers ensure compliance with the standards laid out in Whitbread's Audit Standard for Slaughterhouses and will regularly inspect the state of health of the animals in lairage. Where required, corrective actions are carried out to ensure compliance with Whitbread's standard. If suppliers demonstrate persistent disregard for corrective action against any non-compliance, Whitbread will cease trading.
- We publish our approach to animal welfare on our website to promote transparency and to communicate where we achieve high animal welfare standards to our customers including reporting on data collected by our suppliers of welfare outcome measures by species.

## Certification

With our suppliers, we prefer to source from UK and Irish meat producers wherever commercially viable and promote the adherence to farm assurance schemes that achieve good practices in animal welfare, for example [UK Red Tractor](#) and the Assured British Meat scheme, and [Bord Bia](#) in Ireland. We do also source from outside of the UK and Ireland to ensure continuity of supply and consistency in product quality. Our global suppliers are expected to comply with recognised EU and global animal welfare standards such as ISO 17020 farm assurance standard for EU sourced pig meat. [IKB](#) and GlobalGap are also supported.

## Implementation

As a form of good practice Whitbread keeps a record of all meat suppliers and systematically monitors the performance of suppliers covered by this policy through direct communication, desk-based certification review and, where relevant, third party verification. We are committed to periodically reviewing this policy to ensure it is up to date, relevant and conducive to driving continuous improvement throughout our supply chain.

In order for suppliers to effectively implement this policy, Whitbread requires them to:

- Communicate this policy throughout their own supply chain
- Confirm in writing a willingness to comply with this policy

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- Demonstrate traceability and legality of all meat sources
- Provide documentary evidence confirming accreditation to a farm assurance system
- Ensure Whitbread representatives, including third party auditors are given uninhibited access to sites used to produce Whitbread goods and that all documentation is accurate and complete
- Accurately and transparently communicate when these standards are not being met or are unlikely to be met and when support is required to meet these standards
- Ensure transparency of performance against Whitbread's animal welfare policy
- In collaboration with farmers and suppliers ensure that legal compliance on animal welfare standards is maintained at all times

In order to ensure the policy is effectively implemented throughout the supply chain and to drive continuous improvement, Whitbread will commit to:

- Communicate the Animal Welfare policy to all relevant employees.
- Assign responsibility for the implementation of this policy to the Sustainable Supply Chain Manager who will provide the Board, suppliers and other stakeholders with performance updates as required.
- Ensure the Food Policy Manager and Buyers of Meat hold valid certificates of accreditation from [Animal Welfare Training Ltd.](#)
- Assign senior management oversight of the policy to the Sustainable Supply Steering Group
- Communicate this policy to all suppliers and seek formal acceptance and commitment to its implementation
- Require all suppliers to report their level of compliance to this policy and the corrective actions being taken towards improvement
- Maintain an internal system to record and monitor the level of compliance to the policy
- Independently audit the abattoirs used in our supply chains to ensure that the highest standards of animal welfare are employed.
- Communicate annually to our employees, suppliers and publicly, the progress towards compliance with this policy
- Review the animal welfare policy on an annual basis and update whenever necessary and appropriate.
- Work collaboratively with suppliers to improve animal welfare standards where our support is needed and appropriate

- Cease trading with suppliers demonstrating persistent disregard for the animal welfare policy

**Signed:**

..... Title: Date:

I declare that I have received and acknowledge in full Whitbread Plc’s Animal Welfare Policy and agree to work with Whitbread towards full compliance abiding by the Principles of Implementation.

**On behalf of: (Company name)**

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