



Policy for Animal Welfare

Governance	
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Our policy

1.1 Vision

All animals in our care are treated as sentient beings and with respect and decency throughout their lives.

1.2 Scope

Danish Crown is a global meat processing company and among the largest in its field, and thus holds an important responsibility for the farm animals, which are in our care. We recognize this responsibility and have animal health and welfare as a cornerstone of our business.

This Animal Welfare Policy is part of our sustainability policy framework and our sustainability strategy. This to meet both societal and customer expectations that their food is produced responsibly.

We therefore have a strong commitment to ensure and maintain high standards of animal welfare across our operations throughout the Group. Thus, we are committed to a policy of achieving and maintaining the highest possible standards of animal welfare from breeding and rearing to transportation and slaughter.

Our Code of Conduct requires that we pay close attention to Animal Welfare at all parts of the production process. And thus, we are committed to that all animals are treated humanely, their needs are met and the globally recognized Five Freedoms (as defined by the Farm Animal Welfare Council) are respected:

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury, or disease
4. Freedom to express natural behavior
5. Freedom from fear and distress

Our group animal welfare policy applies to all markets and all animal species processed within the group.

1.3 Animal Welfare in Danish Crown supply chains

We are committed to that all supplying farms, animal transport companies and processing sites are in line with or above prevailing EU and national animal

welfare legislation. In addition to this, and across all markets, Danish Crown actively participates in independently audited and recognized Quality Assurance programmes whose welfare standards are more demanding than EU or national legislation. Our farms and production sites are regularly audited by independent parties, from government organizations to independent assurance schemes and our customer audits. We ensure that employees, business partners, contractors, suppliers, and visitors understand this Policy and their own responsibilities and accountabilities and receive appropriate training and education to assure the welfare of animals in our supply chains and the safety of animal products. We maintain internal and external compliance programs across all levels of the supply chain. We regularly review our policies for business alignment including our Shared Values, Corporate Responsibility and Sustainability Commitments and key stakeholder expectations.

Our key commitments are that all supplying farms, animal transporters and processing sites within scope will live up to the following:

1.3.1 Close confinement

Danish Crown is committed to supporting the removal of close confinement systems from all farm production in all geographies and supply chains while ensuring that animal welfare is not compromised.

1.3.2 Routine mutilations

In Danish Crown we believe no animal's body should be altered as a routine practice. Neither routine tail docking (pigs, cattle) and tooth-clipping or grinding (pigs) are permitted across our supply chains. We acknowledge that mutilations like castration, disbudding and tail docking are a challenge in our supply chain and we are committed to finding alternatives to all forms of livestock mutilation across our supply chains.

1.3.3 Transport

All livestock journey times are kept to a minimum and as a rule are not permitted to exceed 8 hours. If the journey time is extended, this is only approved if the transport trucks meet additional animal welfare requirements and meet EU legislative requirements.



1.3.4 Cloning and use of genetically modified animals

Producers across our pork, beef and lamb supply chains must ensure that no animals are subject to any genetic modification or cloning.

1.3.5 Use of growth-promoting substances

The use of antibiotic growth promoters and hormones is not permitted within our farming systems across the group.

1.3.6 Use of antibiotics

The routine prophylactic use of antibiotics is not permitted in any of our livestock supply chains. The same applies to routine metaphylactic use of antibiotics. Danish Crown advocates a responsible use of livestock antibiotics and works to ensure that its supplying farms seek to limit the use of antibiotics as much as possible without compromising animal health. There should also be a clear focus on limiting the use of antibiotics that are critically important for human health.

1.3.7 Environmental enrichment and access to outdoors

Our supply chains must ensure provision and maintenance of living conditions and environmental enrichment materials suitable for specific species.

1.3.8 Humane slaughter

Our aim is that all animals across our business must receive appropriate pre-slaughter stunning prior to processing.

1.4 Animal Welfare management and organization

Within Danish Crown group, the Sustainability Board is responsible for the strategic development of animal welfare. A Senior Management Group, comprising senior executives from across the Danish Crown Group, oversees the development of overall welfare policies. Agriculture Supply Chain Teams in each market work to ensure that animal welfare standards

are maintained and gradually improved. Teams of animal health and welfare and food safety specialists, work with our supply chains, customers, and industry organizations to ensure that proscribed standards are consistently implemented. There is a three-stage audit process involving a self-audit by highly trained employees at both farms and slaughterhouses, thorough veterinary inspection at all stages, and a significant number of 3rd party unannounced visits from authorities and customers to audit compliance with welfare legislation.

Across all supply chains, a range of health and welfare indicators are measured at each link in the chain. This performance measurement supports Danish Crown's aim to seek continuous improvement in animal health and welfare and is a prerequisite to deliver business sustainability throughout our supply chains.

1.5 Research and Innovation / Partnerships

We are committed to driving up animal welfare standards within the business and with our suppliers. We participate in knowledge sharing programmes, collaborate with the industry and educational institutions, and participate in projects aimed at enhancing farm animal welfare. In addition, we are constantly developing our own animal welfare concepts in Danish Crown, and our farmers are always encouraged to join one of our concepts or any of the independent farm assurance schemes. Farmers participating in higher welfare programmes are rewarded with a price premium.

We will regularly review this policy because we believe good animal welfare is a process of continual improvement and should evolve based on our own learnings, the future needs of our customers, the latest developments in scientific research and our ongoing engagement with experts in the field including NGOs.