



Friland Animal Welfare position statement

Pioneering better food together

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1. Introduction

Friland specializes in organic and free-range pork and beef production with exceptionally high animal welfare standards. The company was established in 1992 and is Europe's leading producer of organic meat. Since 1999 it has been a part of the Danish Crown group - a cooperative owned by more than 6000 Danish farmers. This provides Friland, as part of Danish Crown, a unique opportunity to act as a bridge between the farmers and consumers – we listen to the demands of our customers and consumers and engage in a dialogue with our farmer owners to deliver on those demands.

“
We believe it is our responsibility to ensure that all animals within our supply chain are treated properly and have good lives
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Over the years Danish Crown and Friland have been working closely with farmer owners as well as researchers and organizations in the agricultural sector to develop a high-quality and sustainable livestock production with strong focus on animal welfare, health, and good breeding and rearing practices. In recent years, food production and consumption have become increasingly important topics, and consumers are extending their interest to many more parameters than seen previously. As a response to our consumer demands, Danish Crown has developed an ambitious sustainability strategy where animal welfare and health play a strong part within our 'Sustainable Farming' program. Specific actions to achieve each of our sustainability commitments are detailed in our Sustainability Plan and progress is reported annually in Danish Crown's Sustainability Report.

Acting as one of the key players on the European meat market, we believe it is our responsibility to ensure that all animals within our supply chain are treated properly and have good lives. We are committed to ensuring high animal welfare standards both at the abattoirs and our supplier farms.



1. Scope of the document

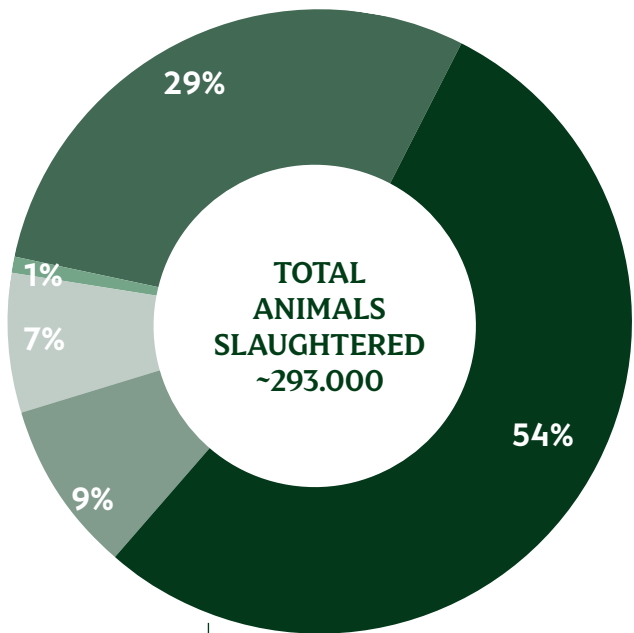
There are approximately 700 farmers in Denmark, and 15 farmers in Germany supplying Friland with approximately 293,000 animals per year. As part of Danish Crown, Friland uses the group's production and distribution facilities. All Danish cattle and pigs are slaughtered at Danish Crown's abattoirs in Denmark. They are authorized by the EU and approved by the US Department of Agriculture (USDA) and conform to International Food Standard (IFS) and British Retail Consortium (BRC) standards. In Germany, the animals are processed at our long-standing partner facilities that are also certified to IFS and BRC standards, and in addition also have QS, organic, and ISO 50001 certification.

Friland's products are sold under Friland Organic and Friland Free Range Pork brands. Furthermore, we supply meat for private label products and to butcher's shops as well as foodservice and food-processing companies. A large proportion of Friland's production is sold on the international market, and the company is a significant supplier of organic meat to European food industry.

This position paper applies to all pigs and cattle slaughtered by Friland.



THE PROPORTIONS OF ANIMALS IN DIFFERENT CONCEPTS PROCESSED BY FRILAND IN 2020



54%

DANISH ORGANIC PIGS

● DANISH ORGANIC PIGS	54%
● DANISH FREE RANGE PIGS	29%
● GERMAN ORGANIC PIGS	9%
● DANISH ORGANIC CATTLE	7%
● DANISH FREE RANGE CATTLE	1%

The proportions of animals in different Friland concepts based on the total slaughter number of approx. 293,000 animals in 2020.

3. Friland concepts

100% of our farmers comply with all applicable European and national animal welfare legislation and are subject to regular control by the authorities. Our organic producers must follow the EU Organic legislation as a baseline. In Denmark, however, organic producers are subject to even more stringent national organic regulations. In Germany, most of our farmers voluntarily choose to adhere to the organic standards set by private organic certification organizations – Bioland and Naturland, that go above and beyond the EU Organic scheme.

Each concept that Friland operates in (Organic pork, Organic beef, Free-range pork, and Free-range beef) (i.e., 100% of our animals) is covered by at least one, but in most cases several 3rd party certification schemes that set high animal welfare requirements and conduct periodical audits to ensure compliance. All schemes that our farmers participate in are listed below and links for further information are available at the end of this document.

Independent certification schemes that Friland's farmers comply with:

1. EU Organic – each organic concept is under the EU organic scheme and follows EU regulations on organic production and labelling of organic products as a baseline.



2. Danish Organic – all organic products produced in Denmark follow more stringent regulations compared to the EU organic level. The Danish national organic label is controlled by the state and audited all the way from farm to fork.



3. Naturland – a voluntary scheme offered by a private certification provider in Germany, which sets standards above the EU organic level.



4. Bioland – a voluntary scheme offered by a private certification provider in Germany, which sets standards above the EU organic level.



5. DANISH Product Standard – an accredited quality assurance scheme that is mandatory for all Danish Friland pig producers. It sets higher standards on food safety, traceability, and animal welfare. The scheme is audited by Baltic Control.



6. Recommended by Animal Protection Denmark – the scheme sets higher standards compared to conventional production in the areas of rearing, transport, and slaughter. The Danish organic and free-range pig farmers are audited by Animal Protection Denmark.



7. The Better Animal Welfare Scheme – the scheme provides state-approved animal welfare label, that awards from 1 to 3 welfare hearts based on the level of animal welfare on the farm. Already at 1 heart, the level of animal welfare is higher compared to the conventional production. The scheme has a special focus on space available per animal, bedding, and outdoor access. Three hearts apply for all Danish organic and free-range pig production. The organic Danish beef production apply for two hearts in the same scheme.



8. Recommendations for increased animal welfare in organic pig production – a list of recommendations developed by the distributors of organic Danish pork, Organic Denmark, the Danish Animal Welfare Society, and the Danish Agriculture and Food Council. The recommendations include 15 requirements that go above and beyond the EU and Danish organic legislation and concern feeding, farrowing period, bedding, space per animal and transport. The scheme is audited yearly by the Animal Protection Denmark.

9. Recommendations to improve animal welfare, the environment, and ethics in the production of organic milk and meat on cattle farms – a list of recommendations developed by the Organic Denmark, Danish Agriculture & Food Council, and Danish Dairy Board. The focus is placed on antibiotic use, outdoor access, environment enrichment and transport. The scheme is controlled by the Danish Agricultural Agency and The Danish Agriculture & Food Council.

10. Global Animal Partnership scheme – one of the largest animal welfare labelling programs for food products in North America. As part of the scheme, the animals are grown without the use of antibiotics. The scheme has 5 levels, with animal welfare requirements increasing from level 1 to level 5. Special focus in pig production is placed on outdoor access, environment enrichment, flooring, routine mutilations, and weaning age.



In collaboration with Animal Protection Denmark, Friland has also compiled Codes of Practice specific for organic and free-range pig producers in Denmark. The Codes of Practice function as a check list for the farmers to ensure they comply with all the relevant requirements set by the authorities, industry agreements and assurance schemes. They also set a requirement for the farmers to meet the following basic principles of pig welfare whether on the farm, in transit, or at the abattoir. The principles are based on the globally recognized Five Freedoms (as defined by the Farm Animal Welfare Council).

Basic animal welfare principles for Friland pigs

- Pigs must have freedom to move around easily and to perform most natural patterns of behaviour.
- Pigs must not suffer any harm - physical or psychological.
- Pigs must not suffer hunger and must have free access to natural feed and water to maintain them in good health and vigour.
- Pigs must not be exposed to infection and must not suffer any harm.
- Pigs must not in any way be frightened or distressed.

Short summaries of each Friland concept are provided below. The textboxes provide an overview of the animal welfare standards in each concept, while the diagrams show which animal welfare related legislation and schemes the farmers are subjected to.

The diagrams contain red and orange arrows, where red represents that the legislation or a scheme is mandatory to follow, whereas orange shows that a scheme is voluntary and optional.

3.1. Friland Organic (Friland Økologi)

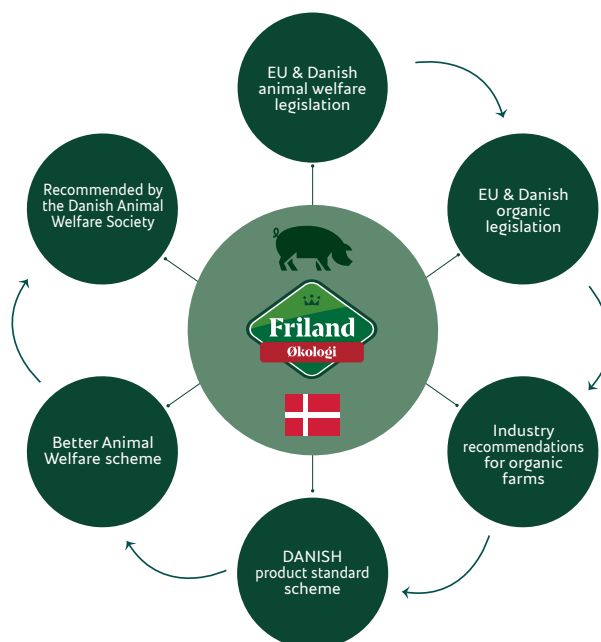
Organic pigs - Denmark

Friland Organic Danish pigs are produced to the highest animal welfare standards defined by the Better Animal Welfare scheme – 3 Hearts level. A part of Friland's organic pigs in Denmark are produced for the National Organic Program in the US. They follow all the same schemes and requirements as the regular Friland organic pigs, except that in addition they are certified to the Level 3 of the Global Animal Partnership Scheme.



Friland Organic pigs (DK)

- Born, raised and slaughtered locally in Denmark
- Piglets born in open fields
- Weaning time for piglets is minimum 49 days
- Access free movement
- Lots of straw and space
- No tail docking
- Organic feed without GMOs
- Feed contains lots of roughage

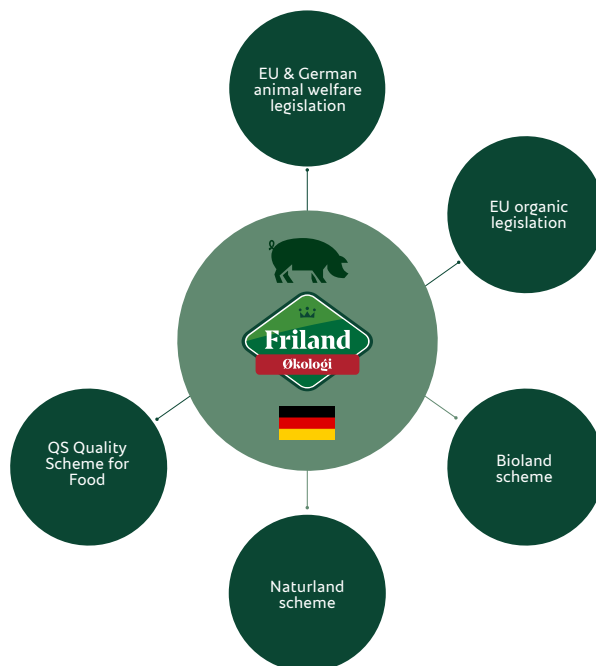
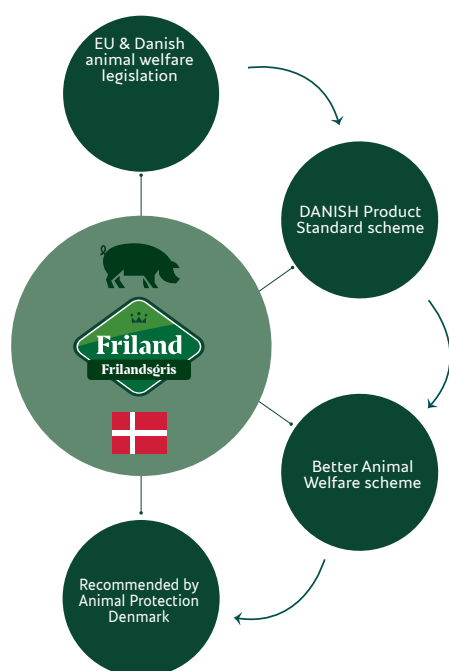


Organic pigs - Germany

In Germany, 34% of our organic pigs are following EU Organic legislation, while a significant part of the farmers has chosen to adhere to even stricter regulations set by Bioland and Naturland – 16% and 50% respectively

Friland Organic pigs (DE)

- Weaning time for piglets is minimum 40 days
- Access to outdoors
- Always free movement
- Lots of straw and space
- Organic feed without GMOs



3.2. Friland Free-range pigs (Frilandsøgris)

Friland Free-range pigs are raised according to the highest animal welfare standards as defined by the Better Animal Welfare scheme - 3 Hearts level.

Friland Free-range pigs

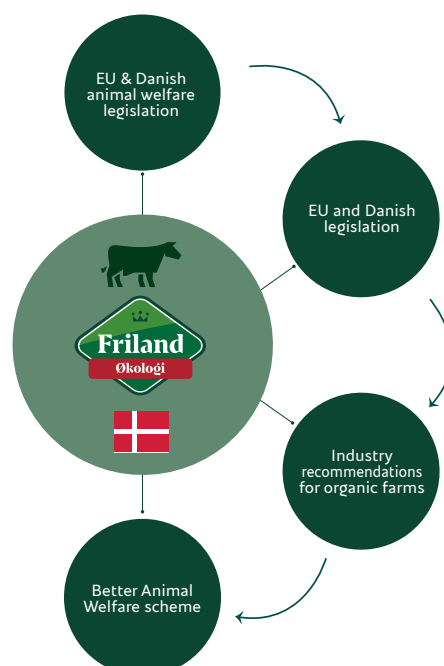
- Born, raised and slaughtered locally in Denmark
- Piglets born in open fields
- Weaning time for piglets is minimum 35 days
- Access to outdoors
- All sows are free-range
- No tail docking
- Feed contains lots of roughage

Organic cattle

Friland Organic cattle concept is awarded 2 Hearts in the Better Animal Welfare Scheme.

Friland Organic cattle

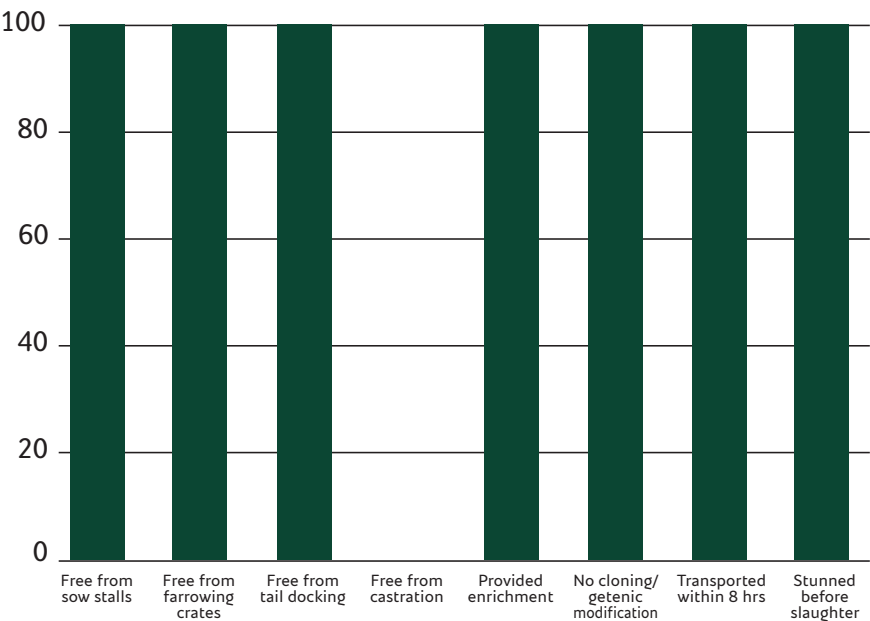
- Born, raised and slaughtered locally in Denmark
- Calves in beef herds spend minimum 3 months with their mother
- Dairy calves are group housed from 7 days of age
- The summer period is spend on pasture
- Loose housing indoors is used in the winter
- Access to outdoors
- Always free movement
- Lots of straw and space
- Organic feed without GMOs



4. Key animal welfare issues

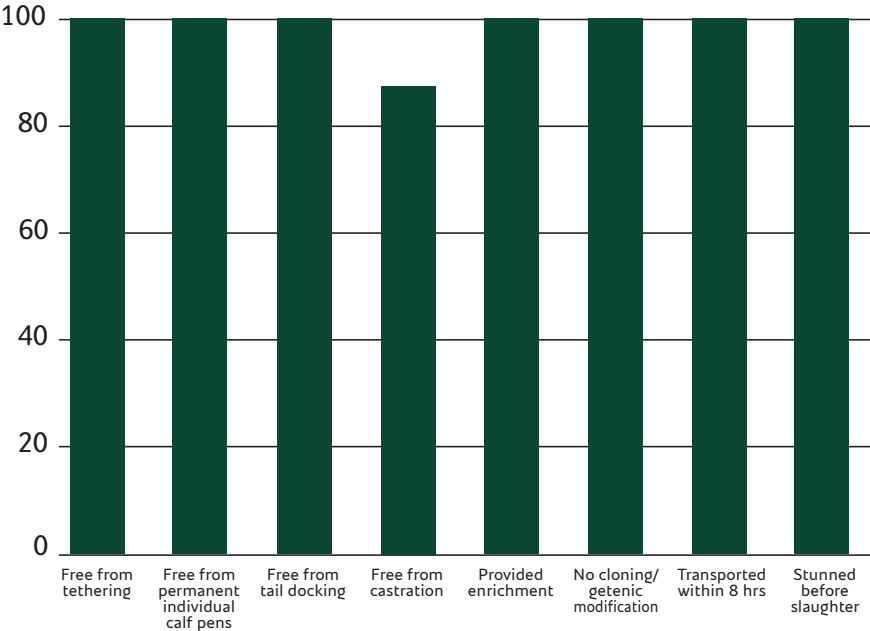
This section clarifies our stance regarding commonly recognized welfare issues in the livestock industry as well as performance within our supply chain. The diagrams below illustrate Friland's performance regarding the key animal welfare issues recognized in the pig and cattle industries.

% of total supply chain



Friland's performance regarding the key animal welfare issues in the pig industry in 2020. The proportions of animals subject to/free from specified industry practices are based on the total amount of pigs in Friland's supply chain.

% of total supply chain



Friland's performance regarding the key animal welfare issues in the cattle industry in 2020. The proportions of animals subject to/free from specified industry practices are based on the total amount of cattle in Friland's supply chain.

4.1. Close confinement

Pigs: Close confinement of Friland's pigs is not permitted, except for a limited period in relation to administering a treatment or performing an examination. 100% of Friland sows are free from sow stalls and farrowing crates. In Denmark, sows farrow in outdoor shelters with a large field area of at least 300 m² per sow. In Germany, sows may farrow in indoor barns or in outdoor shelters.

Cattle: 100% of Friland's cattle are free from tethering - they may only be confined for a limited period in relation to administering a treatment or performing an examination. Dairy calves can be kept separately for the first 24 hours of life, because they are born with a weak immune system, and individual pens help protect the calves from the spread of infections in this critical period of life. The individual pens used during the first week always allow for direct visual and tactile contact between calves.

4.2. Routine mutilations

Pigs: 100% of Friland's pigs are free from tail docking and tooth clipping. Teeth grinding is allowed only if there are signs of damage to the sow's teats or the ears of other piglets to protect them from further damage.

Male piglets are castrated to prevent mating and fighting and to ensure that the meat does not smell of boar. In Denmark, castration must be performed by trained personnel within 7 days of birth and with the use of analgesia and local anaesthetic. The QS system in Germany, that applies to 100% of our German pigs, requires the piglets to receive pain medication in connection with castration, while Bioland and Naturland schemes add the requirement of local anaesthesia as well.

Cattle: Castration of cattle is not a common practice in Denmark. The procedure can only be carried out by a veterinarian, using anaesthesia and prolonged pain treatment. Around 87% of Friland's cattle are free from castration.

Disbudding is the removal of horns in calves less than 2 months of age (before the horns have attached to the skull). This reduces the incidence of bruising and potential injury to animals or people. Disbudding of calves is not allowed as a routine, however a dispensation may be granted if it is necessary for animal health, welfare, safety, or hygiene purposes. Other measures must be taken first, and disbudding should only be used as the last resort if there are no alternatives. When it is necessary, disbudding may only be performed by a veterinarian. The calves must be anesthetized, and long-term pain treatment must be administered after the surgery.

4.3. Environmental enrichment and access to outdoors

Pigs: 100% of Friland's pigs have access to environmental enrichment in the form of straw or other rooting material. They are always provided with a generous amount of straw bedding so they can lie down in a dry place free from draught. Sows are offered even more straw to enable nest building and to ensure that the piglets are provided enough warmth. Pigs held in outdoor systems all year round have free access to huts or other facilities to protect them from adverse weather.

100% of Friland pigs have free access to an outdoor area in the form of either pasture or an outdoor run. Danish piglets, sows, and gilts have access to pasture all year around. The outdoor runs are open enough and far enough from other buildings so that pigs get a good view of the surroundings.

In outdoor paddocks, all Danish pigs over 20 kg must have access to a mud pool, enabling them to wallow and adjust their body temperature, as well as a water spray to protect against sunburn when the average daytime temperature exceeds 15 °C. Access to mud pools and shade in the summer months is also mandatory in Bioland and Naturland schemes in Germany.

Cattle: 100% of Friland's cattle are provided with environmental enrichment. In the cold winter months, when cattle are housed indoors, they are provided with plenty of straw and have access to skin care brushes. However, most of the year the cattle spend outside on pasture. Here they are provided with natural or artificial shelter and a dry area with bedding to lay down on. The pastures commonly contain trees, hedges, and water sources, so environmental enrichment is ensured all year round.

4.4. Cloning and use of genetically modified animals

Producers across our pork and beef supply bases must ensure that no animals are subject to genetic modification or cloning. 100% of Friland animals are free from such practices.

4.5. Growth-promoting substances

The use of antibiotic or hormonal growth promoters is not permitted within Friland's supply chain. 100% of Friland animals are free from any kind of growth promotion.

4.6. Antibiotics

The prophylactic use of antibiotics is not permitted in Friland's supply chain. Friland advocates a responsible use of medication and requires that its suppliers have a special focus on limiting the use of antibiotics to ensure both animal and human health. This includes limiting the use of antibiotics that are critically important for human health, and their use is either banned or permitted only under exceptional circumstances. Antibiotic use in Denmark is closely monitored by a Danish national monitoring program, while in Germany it is driven by the QS scheme.

The tables below show antibiotic usage for Danish finisher pigs (2015-2020), Danish cattle (2017-2019), and QS pigs in Germany (2015-2020). The data reported is on a national (Denmark) or quality scheme (QS) level as data specific for extensive production is not available. The antibiotic use in Friland production is lower than the national figures due to very strict additional requirements regarding antibiotic use.

Denmark is among the lowest users of livestock antibiotics of all the major livestock producing countries and its well-established antibiotic control system is held as an example for others. Unlike many other countries, Denmark separated veterinary advice from sales of medicines back in 1994 and introduced the VetStat system in 2000 that records all sales of live-stock antibiotics. With this as a foundation, Denmark introduced the Yellow Card scheme in 2010 that sets levels of antibiotic consumption for pigs, above which penalties would be applied. With such continued drive to lower the use of antibiotics, the level has been lowered four times since its introduction.

Antibiotic Use per Finisher pig in Denmark (national data)

	Grammes	Kilo-doses
2015	3.08	290
2016	2.95	283
2017	2.85	274
2018	2.74	259
2019	2.78	261
2020*	2.83	264

Source: Landbrug & Fødevarer, DANMAP

*An increase in stock was not reflected in pigs produced, largely due to Covid-related issues. A lot of pigs stayed longer on the farms, resulting in heavier slaughter weight for pigs.

Antibiotic use in Danish cattle (national data)

Year	Kg antibiotics	Kg biomass (PCU)	Mg/kg biomass
2017	12,379	387,000	32
2018	12,865	392,000	32
2019	12,350	n/a	n/a

Source: Landbrug & Fødevarer, DANMAP

Antibiotic use in German QS pigs

Year	Kg antibiotics
2015	407,000
2016	352,000
2017	335,000
2018	303,000
2019	306,000
2020	297,000

Source: Status report for Antibiotic monitoring in the QS scheme 2021

4.7. Transport

The maximum transport time for Friland animals is 8 hours, however some additional limits apply. In Denmark, weaner piglets are only allowed to be transported for 4 hours from the seller to the buyer. Bioland and Naturland schemes in Germany have a 4-hour transport time limit for both weaners and slaughter pigs.

All in all, 100% of our animals are transported within the 8-hour limit, although in most cases the transport times are much lower than that – in Denmark the average transport time for slaughter pigs is less than 3 hours, while for cattle the average is 2 hours.

4.8. Humane slaughter

100% of Friland’s pigs and cattle receive appropriate pre-slaughter stunning prior to processing. This is delivered by electrical stunning for pigs and through approved captive bolt systems for cattle.

Our slaughterhouses closely monitor animal welfare data from arrival to the slaughterhouse to the point of

slaughter. All Friland animals in Denmark must be slaughtered on the same day as they arrive to the abattoir.

Our slaughterhouses closely monitor animal welfare data from arrival to the slaughterhouse to the point of slaughter. Certain welfare outcome measures are recorded across our abattoirs and we have a project in place to prolong this list. The table below shows our performance regarding slaughter and transport related welfare outcome measures obtained at Danish Crown abattoirs. Since Friland pigs are processed in Danish Crown group abattoirs together with conventional pigs, data specific to Friland concept is not available, and the figures are reported for all pigs and cattle slaughtered by Danish Crown group in Denmark. While figures remain consistently low, welfare outcome measures are reviewed periodically as part of internal animal welfare audits at the abattoirs. If larger deviations occur, the matter shall be addressed immediately.

Welfare outcome measures for Danish Crown pigs processed in Denmark			
	2018	2019	2020
% Killed on arrival	0.07	0.07	0.07
% Overnight lairage*	0	0	0
% Re-stunned	0	0	0

***Overnight lairage is reported specifically for Friland pigs – it is forbidden for Friland animals to stay in lairage overnight.**

Welfare outcome measures for Danish Crown cattle processed in Denmark			
	2018	2019	2020
% Killed on arrival	0.5	0.5	0.5
% Overnight lairage*	0	0	0
% Re-stunned	1	1.3	1.3

***Overnight lairage is reported specifically for Friland cattle – it is forbidden for Friland animals to stay in lairage overnight.**

5. Continuous improvement

5.1. Priorities and targets

In the face of a climate crisis and a growing consumer concern with animal welfare and the impact of live-stock on our environment, there is a clear need for businesses to act and be a part of a solution to these key issues. Setting clear targets and priorities is important to stay on track and document one's progress, and that is why in 2020 Friland has planned the following initiatives for the next several years:

1. Introduce a new beef concept "Friland Care for Nature" (Friland Naturpleje).

At the start of 2022, two of Danish Crowns current concepts (Friland Free-range beef and Danish Beef Cattle) will be merged to form a new concept Friland Care for Nature. The concept will be focused on biodiversity and animal welfare, and the farmers will be certified at 2 Hearts level in the Better Animal Welfare scheme. The farmers delivering cattle to the new concept will have to work with their agricultural practices to increase biodiversity in the Danish grasslands and arable lands as well as provide higher animal welfare standards to their cattle. The biodiversity requirements have been set in consultation with Aarhus University.

Currently, the ongoing work includes disseminating information about the new concept to our farmers via email, personal phone calls, and seminars. So far, we have contacted around 1000 farmers by email and 290 of them were further approached by phone. In general, there is a significant interest in the scheme, and 90 farmers have already signed their new contracts. In terms of resources, the development of the scheme requires active participation of sustainability, owner service, legal, marketing and communication departments. Overall, we have around 10 colleagues working on the concept.

The goal is to certify at least 5.000 cattle by the start of 2022. As soon as the contracts are signed, the farms receive an official audit from a certifying body Baltic Control to ensure that they meet the animal welfare standards set by the 2 Hearts level. At the start of 2022 the farmers will start delivering to the new concept, and in the spring of the same year they will be audited on their biodiversity compliance. We intend to put significant effort into communicating the new concept to customers and consumers and thereby raise the knowledge of the importance of animal welfare and biodiversity initiatives in our industry.

2. Introduce the "Climate Track" program for Friland cattle farmers.

All Friland pig farmers in Denmark are participating in Danish Crown's sustainability scheme "The Climate Track". It is planned that Friland cattle farmers will join Climate Track throughout the course of 2022.

The aim of the "Climate Track" programme is to work with farmers to raise the standards of conventional and organic production in Danish Crown's supplier farms. At the same time, the certification is intended to help increase the transparency around farming. To be certified, farmers must work in a targeted and systematic manner to ensure continuous improvement. They must define targets for all the key sustainability parameters such as environmental and climate impact, working conditions, animal welfare and business ethics. Examples of animal welfare parameters include feed content, bedding, stabling system, medicine use, and animal mortality. In addition, the farmers must continuously monitor and report their performance and progress to Danish Crown. The farms are audited every three years by an independent third party (Baltic Control), although internal audits are carried out more frequently.

At the start of the onboarding process, we will circulate comprehensive information packages and video introduction to the program and our expectations. The program will be further discussed at the annual meetings between our farmers and the owner service. Then the data collection begins, and a large set of sustainability data will be gathered. Initially, the farmers will be certified on their data collection processes, but later their progress regarding environmental, social, and animal welfare targets will be audited.

The Climate Track programme development was led by executives from the sustainability team but required active support from the livestock procurement teams, owner service, and especially farmers. At the end of 2021, we have all Danish Crown pig farmers signed up to the programme, including Friland organic and free-range pork producers. The start of onboarding the Friland farmers has initially been planned for autumn 2021, but due to large quantity of projects within sustainability area taking place, it has been postponed to the near future, and will be picked up again within the next year.

3. Set specific animal welfare targets for Friland in 2022.

In Friland we have committed to setting up specific targets to improve animal welfare on our pig and cattle supplier farms in 2022. The project will be a part of Danish Crown Group's initiative to raise the level of animal welfare within all the supplier countries (Denmark, Sweden, Germany, and Poland). At the start of 2022, we will conduct workshops in the whole Danish Crown Group, where we will identify the most realistic animal welfare improvements that can be achieved in our business units. We will set ambitious targets and commit to raising the level of animal welfare level within our group and within the industry - from farm over transport to slaughter. In terms of resources, the work with selecting and implementing these new initiatives requires active participation of sustainability and owner service departments, as well as significant help from legal, marketing and communication specialists. At Group level we will overall have appr. 8 colleagues investing significant time into the Welfare Target Project, and one working on it full time.

5.2. Knowledge sharing

In addition to setting initiatives and targets, we strive to stay at the forefront of global and local animal welfare developments to identify key opportunities for integration into our own supply chains. This is achieved through participation in seminars and conferences dedicated to organic production and animal welfare, as well as participation in meetings with the main drivers of industry regulation development such as the Danish Animal Welfare Society. Friland also directly collaborates and shares knowledge with its farmers. Farmer representatives actively participate in the annual meetings, and Friland consultants regularly visit the farms and help the farmers make continuous improvements in their production. Most of our German farmers are members of the Organic Pig Farmers Association, which meets regularly to discuss relevant topics, and organizes visits to each other's farms to share knowledge and develop best practice.

To raise the awareness of animal welfare Friland farmers in Denmark have for several years invited consumers to visit their farms, thereby giving them the opportunity to experience the high level of animal welfare in both organic pig and cattle production, and within the free-range pig production. The objective is to educate consumers and let them have a direct dialogue with farmers about topics related to modern outdoor livestock production and animal welfare. Every year more than 300.000 Danish consumers visit Friland farms on events named "Øko dag" (Organic cattle day), "Sofari" (Pig organic day), "Høstmarked" (Organic farming day) and "Åbent landbrug" (Free Range farming day). At these events the visitors can both meet the animals and speak to the

farmers, and thereby gain a higher awareness of organic and free-range farming and the high level of animal welfare within these systems.

An additional way in which Friland contributes to driving an increased demand for higher welfare products is through their on-pack labelling showing pictures of farmers with their animals out in the fields of their free-range outdoor systems.

Also, farmer portraits and animal welfare videos are used to promote the importance of high Animal Welfare both on social media, websites, printed media and tv-campaigns.



5.3. Innovation

Together with the Danish Animal Welfare Society, Friland owns the Centre for Outdoor Animals, which is a research and development centre focused on organic and free-range livestock production systems. The aim of the centre is to create positive development in terms of animal welfare and farm sustainability mainly through extensive project work. Some projects are initiated by the Centre for Outdoor Animals, and some are led in collaboration with partner universities, private organizations, and farmers. The main work areas of the centre include:

- Strengthened animal welfare on farms.
- Increased production of high-welfare meat in outdoor production systems.
- Reduced environmental impact in outdoor production systems.
- Strengthened efforts for climate, nature, and biodiversity as a natural part of production.
- Innovation in all aspects of outdoor livestock production.
- Securing and stabilizing farmers' economies through competitive production.

As a co-owner of the centre, Friland therefore indirectly contributes to many animal welfare focused projects that contribute to the development and innovation in the sector. Some of the most recent animal welfare projects initiated or joined by the Centre for Outdoor animals include the below mentioned. More can be found on their project homepage ([Forside - Center for frilandsdyr](#)).

PROJECT: Proven welfare and resilience in organic pig production (POWER)

Problem: Although the organic regulations promote livestock welfare, the organic pig production is facing challenges in terms of piglet mortality and health disorders after weaning. Pig housing systems are a part of the problem, since outdoor runs can be associated with poor hygiene, ammonia emissions and limited expression of natural behaviour.

Project aim: to improve the housing and management of organic pigs, and in this way support animal health and welfare, reduce environmental impact and increase the economic competitiveness of organic pig production.

Other participants: this project is a collaboration between partners across the EU (Austria, Switzerland, Germany, Italy, Sweden, the Netherlands and France)

Timeline: May 2018 - October 2021

PROJECT: Plants as antibacterial feed for the prevention of diarrhea in piglets

Problem: Diarrhea in weaners is a serious health issue that has been managed by antibiotics and zinc oxide, among others. Due to antibiotic resistance and environmental pollution with zinc from pig manure, alternative solutions need to be identified.

Project aim: to develop a natural plant-based antimicrobial feed additive for piglets which could help to prevent diarrhea and could replace antibiotics and zinc oxide.

Other participants: International Center for Research in Organic Farming and Food Systems, Aarhus University.

Timeline: January 2019 - July 2022



PROJECT: Ear ulcers in organic and free-range pigs

Problem: Ear ulcers affect the pig's welfare, the labour, and expenses on the farm. The cause of ear ulcers is not completely clear, and some farmers experience them very often, while others almost never get affected.

Project aim: to gather knowledge on the occurrence and the experience of handling outbreaks of ear ulcers through interviews with organic and free-range farmers. Identify and publish a list of measures to prevent or remedy ear ulcers.

Other participants: Internal project

Timeline: May 2019 - December 2020

PROJECT: Agroforestry - a sustainable agricultural system for plant breeding and milk production

Problem: The planet's resources need to be used more sustainably. Agricultural production must become holistic and bring benefits to the nature and society. Combining livestock production with forestry can help in solving this challenge. It has been shown that incorporating trees into agricultural production can reduce climate footprint, reduce nitrogen leaching, increase the value of the nature and the fertility of the soil. It can also lead to higher animal welfare.

Agroforestry has never been developed to a large scale in Denmark, and although the farmers are ready, they lack the knowledge about the effects of the system and practical know-how.

Project aim: to create sufficient knowledge about the effects of agroforestry systems so that a significant proportion of Danish farmers will see such form of production as a real opportunity. As part of the project, the effects of trees on animal welfare (regarding shade, shelter and skin care) will be investigated.

Other participants: National Organic Association, University of Copenhagen, Skovdyrkerne, Them Andelsmejeri, Ellinglund, Sommerbjerg, Sinatur Hotel and Conference, Forum Østergaard, Nyborggaard.

Timeline: July 2020 - December 2024

PROJECT: Organic veal and beef, meat that replaces quantity with quality

Problem: the modern consumer is demanding responsible production and would prefer to eat meat that comes from more sustainably grown animals. This in turn leads to healthier eating habits and increased satisfaction.

Project aim: to develop a new strategy for sustainable beef production, with consideration given to efficiency, animal welfare, biodiversity, meat quality and sensory profile, and the overall impact on the environment. The focus will be placed on holistic production and both veal and beef will be produced in a grass-based system where the calf and the cow go together for 4 months.

Other participants: Aarhus University, Danish Organic Association

Timeline: January 2021 - December 2024

PROJECT: Shelter solutions for beef cattle in natural areas

Problem: Outdoor cattle must have a shelter - to provide shade in the summer, and protection from wind and precipitation in the winter. For more robust breeds, natural shelter opportunities can substitute a man-made shelter. However, in some natural areas the building of a permanent shelter is prohibited, and natural shelter is lacking (due to the lack of tree vegetation or naturally hilly landscape).

Project aim: to investigate shelter solutions for outdoor beef cattle where natural shelter is not available. An inspiration catalogue with shelter solutions from different nature areas will be prepared.

Timeline: May 2020 - April 2022



6. Animal welfare management in Friland

6.1. Sustainable Farming Board

Within the Danish Crown Group, animal welfare issues are monitored and controlled by the Sustainable Farming Board, where Friland is an active member. Its main task is to involve subject matter experts from the whole Danish Crown Group, facilitate constant sharing of knowledge and best practices, lead innovative projects, and take responsibility for overall animal welfare improvement within the group.

6.2. Livestock Supply Chain Teams

In Friland, we have dedicated Livestock Supply Chain teams that work closely both with colleagues within the business and with farmers, industry organizations and customers, to ensure that proscribed welfare standards are maintained and, wherever possible, improved.

The Livestock Supply Chain Teams are responsible for:

- Establishing, communicating, and monitoring animal health and welfare standards.
- Managing and monitoring independent 3rd party audit programs.
- Providing information to the Management Board.
- Attracting new suppliers and managing supplier contracts.
- Farm visits and support to the current supplier base.

The Livestock Supply Chain Teams are supported by veterinarians, animal welfare and food safety specialists who work with our supply chains, customers, and industry organizations to ensure that proscribed standards are consistently implemented.

6.3. Control at the production sites

All the employees at our abattoirs, who are directly involved in the slaughter process, receive a compulsory training in animal handling and welfare when they start the job, and must participate in periodical refresher courses. Each abattoir has an animal welfare officer who has received specialist training, as well as independent (government-employed) veterinarians who

inspect all animals delivered to the abattoirs and ensure that animal welfare standards are complied with. The veterinarians also inspect the carcasses and check for signs of suboptimal animal welfare. All our Danish production sites get an internal animal welfare audit once a year, while 3rd party audits take place three times a year. In Germany, the abattoir is independently audited once a year.

6.4. Control on the farms

100% of Friland farms are periodically audited by a 3rd party, which can be the authorities, welfare scheme auditors, or Friland's customers.

In Denmark, to ensure compliance with the EU and Danish organic legislation, all supplying herds are inspected once a year by the Danish Agricultural Agency. Besides the annual visit, they also carry out random inspections based on production and risk analyses. Farmers participating in the "Recommended by Animal Protection Denmark" scheme are subject to an annual audit by Baltic Control. The "Better Animal Welfare" scheme is driven by the Danish Ministry of Environment and Food, and annual inspections are carried out by the Danish Veterinary and Food Administration. If any of the audits reveals a non-compliance, as set out in the Danish Crown Supplier Code of Conduct, the issue will be investigated, and corrective actions taken within an agreed timescale. We carry out periodic reviews of audit reports to identify any structural challenges that may need to be addressed in our supply chains.

In Germany, compliance with the EU Organic regulations as well as Bioland and Naturland schemes is inspected annually by 17 approved private inspection bodies in Germany. Besides official controls, each region in Germany has an assigned livestock veterinarian that farmers can contact for advice on animal welfare or biosecurity issues. The regional veterinarian also responds to citizen reports if they notice that animals are exposed to suboptimal conditions, and commissions control checks to the farms at risk.

7. Useful Links

[Friland Code of Practice for organic pigs](#)

[Friland Code of Practice for free-range pigs](#)

[Friland free-range pigs](#)

[Friland organic pigs](#)

[Friland free-range cattle](#)

[Friland organic cattle](#)

[Danish Crown CSR report 2020/2021](#)

[Friland Annual Report 2020/2021](#)

[Bioland](#)

[Naturland](#)

[Danish Product Standard](#)

[Recommended by Animal Protection
Denmark](#)

[The Better Animal Welfare Scheme](#)

[Recommendations for increased animal
welfare in organic pig production](#)

[Recommendations to improve animal wel-
fare, the environment, and ethics in the pro-
duction of organic milk and meat on cattle
farms](#)

[Global Animal Partnership scheme](#)

[Centre for outdoor animals](#)



Pioneering better food together



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