

## Compass Group UK & Ireland Animal Welfare Policy Framework

July 2017 – V1

Compass fully supports the principles of the Farm Animal Welfare Council (FAWC) Five Freedoms and Business Benchmark Farm Animal Welfare (BBFAW) beliefs.

**We believe that good animal welfare implies both physical fitness and a sense of wellbeing.**

**Five Freedoms form a logical and comprehensive framework for analysis of animal welfare and goes on to outline our position that all farm animals should have a life worth living, from their point of view, and that an increasing proportion should have a good life.**

- **Freedom from hunger and thirst**, *by ready access to water and a diet to maintain health and vigour.*
- **Freedom from discomfort**, *by providing an appropriate environment.*
- **Freedom from pain, injury and disease**, *by prevention or rapid diagnosis and treatment.*
- **Freedom to express normal behaviour**, *by providing sufficient space, proper facilities and appropriate company of the animal's own kind.*
- **Freedom from fear and distress**, *by ensuring conditions and treatment, which avoid mental suffering.*

**This will be achieved by implementing the following policies, which will be regularly reviewed to reflect current thinking from research and development across the industry.**

Core Values	Progression	Aspiration
<b>We believe that close confinement for livestock should be avoided wherever possible.</b>		
Our pork is sourced from the EU where sow stalls are only used for a maximum of 4 weeks post service	We are engaged with suppliers to promote the benefits of keeping sows in group housing, with confinement reduced to ½ day periods wherever possible. We require pig producers within our supply chain to manage the confinement of sows in farrowing crates, achieving an average of 28 days and an absolute maximum of 35 days. Management interventions to create best practice group housing will be shared within the supply chain.	We encourage and promote best practice design of farrowing crates and are monitoring the commercial viability of free-farrowing systems.
Our chicken is sourced from suppliers who are managing the stocking density of housed chickens to a maximum of 39kg/m <sup>2</sup> .	We are engaged with suppliers to promote the benefits of reduced stocking density for housed chickens and will align our supply through farm assurance schemes that can deliver this.	We will engage with suppliers to reduce the stocking density of housed chickens, with an aspiration of a reduction to 33kg/m <sup>2</sup>
Our shell eggs are sourced from suppliers who are approved to the Lion Code and as such undergo regular internal and external assessments to confirm compliance with recognised standards.	We are working with suppliers to start the move to cage-free eggs from October 2017.	The transformation will be completed by 2025.
<b>We are committed to ensuring that genetically modified or cloned animals or their progeny are not used in our supply chain.</b>		

Core Values	Progression	Aspiration
We are aware that commercially produced clones are available in bovine species and genetically modified in salmonid species.	We are working with beef and salmon suppliers to develop simple and practical means of excluding these animals from our supply chains.	We are monitoring development of GM and cloned species and will adapt our sourcing policies as necessary.
<b>We recognise that the use of growth promoting substances should be avoided at all times</b>	Where meat ingredients are sourced from outside the EU, buying specifications will be adapted to prohibit the use of growth promoting substances.	
Our fresh pork and chicken are sourced exclusively from EU production where growth promoting substances are not legal.		
<b>We believe that the use of routine antibiotics for prophylactic purposes should be minimised and, ideally, avoided.</b>	We are engaged with suppliers to promote the benefits of adopting best practice and supporting the RUMA position of using antimicrobials 'as little as possible and as much as necessary'	We will engage with suppliers to promote alternative and innovative solutions to improving animal health.
	We aim to source from assurance schemes that have a robust policy for antimicrobial use, recording and reporting.	
<b>We acknowledge that current commercial production systems do not allow every animal to remain entire and intact. Production conditions should be improved to allow this for the majority.</b>	We are engaged with suppliers to promote the use of enrichment to reduce negative behaviours associated with boredom and reduce the reliance on routine mutilations to manage these conditions.	We will engage with suppliers to promote research initiatives such as AssureWel, facilitating knowledge transfer and benchmarking tools that will drive improvement.
	We aim to source from assurance schemes that have a robust policies regarding the management of permitted mutilations.	
	We support the EU ban on pig castration by 2018.	

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<b>We believe that all animals should be humanely stunned prior to slaughter.</b>	Buying specifications require all land animals to be stunned prior to slaughter.	Where such systems are not commercially available for all aquaculture and seafood sectors we encourage and promote best practice and are monitoring the commercial viability of stun systems.
<b>We recognise that the transportation of live animals is a necessary part of current production methods and that it is a stressful process. For these reasons we commit to keeping transport times to a minimum, ideally never more than eight hours.</b>	We require suppliers to record transport times and where relevant have action plans in place to reduce transport times below 8 hours.	
<b>We do not use foie gras in our menus.</b>	We commit to assessing any novel foodstuffs to ensure we do not sell products from systems which are not considered humane.	
<b>We recognise that veal sourced across Europe is raised under differing conditions. When sourcing veal from outside of the UK we commit to sourcing Rose or Pink veal from group systems.</b>	Veal will only be sourced from UK farms operating to RSPCA standards.	