

COMPASS GROUP UK

RESPONSIBLE SOURCING OF ANIMAL PRODUCTS

KEY COMMITMENTS AND ACHIEVEMENTS



100% UK eggs cage free (shell and liquid)



Tinned tuna sourced using pole and line, trolling and handline (hook and lines) methods only to minimise risk of bycatch since 2022



Removing MCS' 'Good Fish Guide' 4 and 5 rated fish and seafood products since 2021



From 1st January 2024, prawns or shrimp will not be sourced from females that have suffered eyestalk ablation



Better Chicken Commitment standards met by 2026



All soya based animal feed covered by RTRS sustainable soy credits since 2021



No routine euthanasia of calves in milk supply chain



25% switch from animal proteins by 2025 and 40% switch by 2030

OUR ETHOS

The welfare of all animals within our supply chain is an integral part of our responsible sourcing strategy. We strongly believe that all sentient beings share common rights, and we specifically endorse the 'Five Freedoms' concept:

- **Freedom from hunger and thirst** - access to fresh water and a diet for full health and vigour
- **Freedom from discomfort** - an appropriate environment with shelter and comfortable rest area
- **Freedom from pain, injury and disease** - prevention or rapid treatment
- **Freedom to express normal behaviour** - adequate space and facilities, company of the animal's own kind
- **Freedom from fear and distress** - conditions and treatment which avoid mental sufferings

These are minimum standards which must be met by all suppliers of animal products.

We are committed to continuously enhancing and harmonising animal welfare standards throughout our supply chain. This strategy is supported by ongoing efforts to increase the visibility of our complex supply chain and make more informed procurement decisions.

Recognising that improving farm animal welfare standards is increasingly a collective issue for our industry, Compass Group Plc became a founding member of the Global Coalition for Animal Welfare (GCAW) in 2018. GCAW is the world's first industry-led initiative aimed at advancing animal welfare globally. We work with other major companies to improve animal welfare standards at scale and to meet consumer demand for food products from animals reared in systems that promote good welfare.

The responsible sourcing of animal products goes beyond welfare considerations, with industrial farming and overfishing posing two of the largest threats to global biodiversity. We have a duty to help ensure the preservation of all species, including the 40,000 animal and plant species threatened with extinction today. Healthy ecosystems sequester carbon from the atmosphere, provide water and regulate temperature, so biodiversity-related sourcing requirements also form a key part of our journey to Climate Net Zero by 2030.

In 2022 our animal welfare commitments were recognised with the following awards:

- Foodbuy received the **Higher Animal Welfare in Foodservice Award** from Footprint for our transition to cage-free eggs.
- Compassion in World Farming recognised Compass Group UK&I's animal protein reduction commitment with a gold level **Planet Friendly Award**.

RECOGNISING THE SENTIENCE OF MARINE CREATURES

Whilst the academic literature on marine creature welfare is far behind that of land animal welfare, we acknowledge that there is enough evidence to state that fish, decapod crustaceans and cephalopods are also sentient beings who share the same rights to the '5 Freedoms'. We welcome the proposed inclusion of higher welfare standards in ASC certification and the addition of lobsters, crabs, octopuses, and related species to the Animal Welfare (Sentience) Bill. Compass Group UK & I's supply chain sustainability team sitting in Foodbuy will work closely with the Category Manager for fish and seafood products to follow industry developments such as the release of best practice guidance from Seafish, the Shellfish Association of Great Britain (SAGB) and the industry-led Crab and Lobster Management Group (CMG) expected later in 2023. We commit to updating this policy at least annually with our progress in this area.

OUR STANDARDS

WE BELIEVE THAT CLOSE CONFINEMENT FOR FARM ANIMALS SHOULD BE AVOIDED.

- Our pork is sourced from the EU where sow stalls are only used for a maximum of 4 weeks post service.
- Our suppliers' stocking densities comply with the EU guidance for farmed animals and are agreed between the farmer and the appointed veterinary health practitioner. Stocking densities are set with due regard for animal welfare and wellbeing, ensuring sufficient room to express normal behaviours and where appropriate land usage and recovery.
- Chicken is sourced from suppliers who are managing the stocking density of housed chickens to a maximum of 38kg/m², however we are committed to reducing this to 30kg/m² by 2026 as outlined in the Better Chicken Commitment.
- Only cage-free eggs will be purchased (liquid and shell).
- Veal is only sourced from the UK in higher welfare systems; they are provided with bedding and receive double the amount of fibrous food compared to EU veal calves. Older UK calves have greater space allowance than stipulated in EU law.
- Foie Gras is not permitted.
- Beginning with crustaceans, we will begin to set standards around stocking density for fish and seafood products following the release of best practice guidance from Seafish, the Shellfish Association of Great Britain (SAGB) and the industry-led Crab and Lobster Management Group (CMG) later in 2023.

WE BELIEVE THAT FARM ANIMALS SHOULD BE PROVIDED WITH ADEQUATE ENVIRONMENTAL ENRICHMENT.

- As of early 2023, 44% of our chicken supply met the enhanced environmental standards outlined in the Better Chicken Commitment: At least 50 lux of light including natural light and at least two metres of usable perch space, and two pecking substrates, per 1,000 birds.

WE BELIEVE THAT THE ROUTINE PROPHYLACTIC USE OF ANTIBIOTICS MUST BE AVOIDED.

- Whilst antibiotics are an important element of human and animal medicine our approach is to encourage our producers to optimise welfare, health, hygiene, husbandry and biosecurity of animals. Prophylactic use of antibiotics shall be restricted and only used under direction from the appointed veterinarian and documented in the veterinary health plan.
- We held our first supplier workshop on the topic in March 2023 with support from Alliance to Save our Antibiotics and encourage our suppliers to set firm targets on antibiotic usage, including the banning of routine usage and usage of highest-priority critically important antibiotics for human health.
- Please see our full antibiotics policy [here](#).

WE RECOGNISE THAT CURRENT COMMERCIAL PRODUCTION SYSTEMS DO NOT ALLOW EVERY ANIMAL TO REMAIN ENTIRE AND INTACT BUT WE BELIEVE THAT ROUTINE MUTILATION SHOULD BE AVOIDED.

- We are working with our suppliers to evaluate the incidence of routine procedures such as tail docking, dehorning and beak trimming, with a view to eliminating their use. Where specific procedures are required, they must be carried out in a way that ensures that no pain or distress is caused to the animals concerned.
- From 1st January 2024, prawns or shrimp will not be sourced from females that have suffered eye ablation.
- Although claw nicking of crabs generally takes place upon capture at sea, we are working with suppliers to understand how this practice can be avoided.

WE RECOGNISE THAT THE TRANSPORTATION OF LIVESTOCK IS A NECESSARY PART OF CURRENT PRODUCTION METHODS AND THAT IT CAN BE A STRESSFUL EXPERIENCE FOR FARM ANIMALS.

- For these reasons, we believe in keeping transport times to a minimum, never more than 8 hours.

WE BELIEVE THAT ANIMALS SHOULD BE HUMANELY STUNNED PRIOR TO SLAUGHTER.

- All meat including halal is stunned prior to slaughter.
- Routine euthanasia of calves in our milk supply chain is not permitted, instead farmers must have a breeding policy to manage their replacement rates.

