

Hilton Foods

Animal Welfare Policy

September 2024

At Hilton Foods, animal welfare is central to our values and integral to our business, enabling us to meet our customers' expectations for high quality, sustainably reared livestock and farmed fish. This policy covers the entire of Hilton Foods operations across all species, brands and geographies.

Farm animal health and welfare is central to achieving nutrition and food security objectives as part of a humane and sustainable food production system. Enhancing animal wellbeing is a key pillar of our Sustainable Protein Plan which outlines our commitments on sustainability.

Together with our retailer partners, suppliers and farmers we are committed to the development and implementation of high welfare standards for livestock and farmed fish across our global supply chains, from breeding and rearing to transportation and slaughter.

As a global business, we aim to share learnings across the different markets in which we operate, using our influence to drive progressive improvements in animal welfare that meet and exceed legal requirements.

Our policies have previously been based upon the Five Freedoms, as developed by the UK Farm Animal Welfare Council, to highlight areas of animal welfare risk. As the understanding of animal welfare evolves so will our approach. We recognise animal sentience; we accept that animals can experience both positive and negative emotions. We take in to account the Five Domains model which focuses attention on those factors that give rise to specific subjective experiences which ultimately contributes to an animals' mental state. However, we also acknowledge the limitations of the Five Domains model as a welfare assessment tool. We recognise that good or acceptable animal welfare cannot be achieved by simply mitigating or avoiding negative experiences but that pleasurable experiences are needed as well and we will support and promote those opportunities for animals within our supply chain.

Our objectives as a business are to work with supplying partners across all species, to ensure:

1. All applicable laws and legislative requirements are met, and where possible slaughter facilities and farms are certified to independent farm assurance schemes that include actions to improve animal welfare;
2. No animals/farmed fish are from cloned stock or subject to genetic engineering;
3. The avoidance of close confinement;

4. Animals are provided with environmental enrichments that promotes species specific behaviour;
5. The avoidance of routine painful procedures and the use of suitable pain relief where they are used;
6. Antibiotics are used responsibly, which means; use as little as possible without compromising animal welfare through good husbandry practices, good biosecurity and good farm health planning including appropriate vaccination strategies; and use as much as necessary by treating sick animals in accordance with instructions on the label and from the prescribing veterinary surgeon;
7. No use of hormonal growth promotants or production enhancers;
8. Travel times are kept to a minimum and, for livestock, are not greater than eight hours;
9. All animals and aquaculture are effectively stunned prior to slaughter;
10. The use of animal welfare outcome measures to monitor standards objectively, and to use targets/ benchmarking to drive best practice across the countries we source from.

We are committed to publicly reporting our progress against this policy in our Animal Welfare Statement. We 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 on-going engagement with experts in the field including NGOs.

This Policy will be reviewed again in 6 months' time.