



LIVESTOCK WELFARE POLICY

Issued by the Director of Sustainability

Approved by the Board, Jan 2022



LIVESTOCK WELFARE POLICY

PURPOSE AND OBJECTIVE

FIVE is aware of the importance of promoting and adopting animal welfare regulations and standards and is committed to implementing high standards of animal welfare management across the whole value chain by strengthening practices on management and humane treatment of animals.

The livestock encompasses all domesticated animals raised in agricultural setting except for poultry, including cattle, goat, buffalo and pig.

APPLICABILITY

This policy applies to all colleagues, suppliers, partners and third parties of FIVE Holdings and its related group entities.

PROCUREMENT OF LIVESTOCK

- All suppliers should be compliant will be required to follow animal welfare standards
- Suppliers are expected to provide adequate training to all individuals involved with the direct handling of animals throughout the supply chain, in the individuals' native language.
- The details regarding the origin and farming methods of the livestock should be made available at the abattoirs.
- No antimicrobials that are medically critical to humans shall be administered in livestock.
- Antimicrobials can be administered in a responsible manner as prescribed by an experienced veterinarian for treatment of disease or injury.
- No beta antagonists such as ractopamine should be used in livestock for the enhancement of muscles, fat and other animal tissues.
- Supplying farms must be certified to a recognised Animal Welfare schemes like Quality Standard Mark Scheme, Red Tractor Scheme, EBLEX Quality Standard Mark and Guaranteed Assurance Standards.
- No hormones or growth stimulants shall be administered on the livestock.
- The disbudding of horned animals is permitted to avoid injury to other livestock only under anaesthetics
- The trade is ceased with suppliers demonstrating persistent disregard for the livestock welfare policy.
- The routine procedures such as tail docking are avoided, and suitable pain relief are used whenever applicable only on the advice of a veterinarian.

TRANSPORTATION OF LIVESTOCK

- A person who is loading or unloading an animal in or from a conveyance shall use a fixed or movable ramp unless the animal is not likely to suffer, sustain an injury or die by stepping directly from or onto the ground or other surface.
- The animal should be able to stand at all times within the conveyance with all feet on the floor, with head elevated, with sufficient space to permit a full range of head movement and without any part of its body coming into contact with roof or top of the conveyance.
- The maximum slope of ramps should not exceed 26.6°.
- Ramps should also have side gates to prevent animals falling off
- The livestock should not be overcrowded.
- The transport container should have proper ventilation, without any exposed bolt heads or other projections.
- The data regarding the name and address of the supplier, consignee and person operating the conveyance in which the animals are transported are recorded.

FIVE ►

- Only healthy and fit animals, except for some with minute injuries approved by a veterinary surgeon and should be transported to the slaughterhouse.
- All loaders and drivers must be adequately trained and adopt practices to load and drive animals.
- Adequate artificial lighting should be provided to assist loading during late hours.
- Vehicles should be cleaned and sanitized between successive deliveries to avoid possible transfer of pathogens and to maintain hygiene.
- The floors of the containers should be well-drained and cleaned so that the animals won't trip, slip, fall, suffer, sustain an injury or die
- The animal should be always protected from meteorological and environmental conditions.

FEED AND WATER

- Livestock should be ensured to have ready access to fresh and clean water. Water consumption should be monitored and recorded by the suppliers.
- Feed and watering systems must be adjusted in height so that these systems are easily accessible by all animals.
- Diets must be formulated, produced, and fed to prevent all signs of nutritional deficiency and are appropriate for their age and body condition.
- Immediate alternative must be made available to ensure an emergency supply of suitable drinking water in case of failure of the normal supply by means of drought or freezing.
- Time off feed prior to slaughter must be monitored and targets adhered to (typically less than 12 hours).
- No mammal protein should be fed with except
 - a) a porcine or equine
 - b) milk or products of milk
 - c) gelatine derived exclusively from hides or skins or products of gelatine derived exclusively from hides or skins
 - d) blood or products of blood
 - e) rendered fats, derived from ruminants, that contain no more than 0.15% insoluble impurities or their products
- The land where livestock are grazed on open pasture must be kept free of any debris that may cause any hazard to grazing animals.
- For pork, Pig derived nutritional products and catering waste cannot be used as feed and the fishmeal used must be registered and from a sustainable source, which cannot be used in feed for Finishing pigs of more than 40 kg weight.

STAFF TRAINING

- All employees handling the livestock should be properly trained and the details of trainings including the tasks and responsibilities for which they are trained should be recorded.
- Competency of all the employees handling the livestock shall be verified.
- Training must be documented for each employee and should include how the training was conducted.
- Training must be provided for suppliers too on livestock handling, shackling, stunning, slaughter, and euthanasia. The documentation of annual training must be verified.
- Suppliers are expected to provide adequate training to all individuals involved with the direct handling of animals throughout the supply chain, in the individuals' native language.

PRINCIPLES OF IMPLEMENTATION

- All livestock used in FIVE products is humanely slaughtered, specifically requiring pre-slaughter stunning
- There is no genetic engineering or cloning of animals used throughout our supply chain. Foreseeing the future, the suppliers are monitored continuously for the use of antibiotics and growth hormones in their husbandry system

FIVE ►

- All live animal transport across all species is kept at a minimum, will not exceed 8 hours and will be recorded for each delivery
- FIVE aims at attaining 100% meat products to be Red Tractor (product certification programme that comprises several farm assurances schemes for food products, animal feed and fertilizer) assured or country origin equivalent
- FIVE ensures legal compliance to the livestock welfare law is maintained every time by collaborating with suppliers.
- FIVE is committed towards animal welfare and will cease trading with suppliers demonstrating persistent disregard for the animal welfare policy
-

COMMUNICATION AND TRAINING

- FIVE has communicated its livestock welfare policy throughout the entire supply chain as a part of supplier standards to comply with animal welfare policy
- Transparent communication is ensured whenever the guidelines are found not to be met by the suppliers as a part of supplier assessment and industry best practices are communicated to the suppliers
- This policy document is hosted on the company's website and intranet for communication to all its stakeholders
- This policy will be reviewed annually in line with applicability to the business and changes in laws and regulations and the policy document will be amended accordingly