

# Animal welfare policy

## Purpose and Scope

This document defines the ethical principles of good livestock management and the minimum criteria for animal welfare that are applied in Atria Group's ("Atria" later) contract-based primary production of meat as well as the procurement of meat and other animal based raw materials. This document also describes Atria's practices for developing animal welfare in Atria's supply chain.

Atria is committed to be an industry leader in animal welfare practices, animal health and the responsible use of antibiotics. We strongly support sustainable livestock management by increasing awareness of animal welfare needs and by the further development of humane animal-centered and productive farming practices in close co-operation with our contract producers.

## References

Atria GMP Finland: poultry, pigs and beef cattle

Atria GMP Sweden: poultry

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## Approval:

Atria's Animal welfare policy has been prepared by Atria's veterinarians. It is approved by the CEO and it is reviewed annually by Atria's vets and the sustainability steering group. Possible changes are to be approved by the CEO and the Atria Group management team as part of the management review of sustainability.

**Target audience:** Public, Atria's primary production farmers, meat raw material suppliers

**Approval date:** 18 January 2021



## Defining and developing animal welfare

Atria's organisation responsible for the primary production actively follows the research and development related to animal welfare around the world. Atria also participates in hands-on research aimed at improving animal welfare and sustainable farming practices. The continuous improvement of the animal welfare principles we adhere to and the Atria Good Manufacturing Practices (Atria GMP) is based on scientific evidence and the production results of our own chains.

Atria works with its stakeholders such as contract producers, agriculture associations and authorities and maintains a dialogue with the respective activists to ensure that best practices are maintained and developed in Atria's own contract production and that an adequate level of animal welfare is required in procurement outside Atria's contract production.

### Five Freedoms

The principles we follow in our work in Atria Group are based on the Five Freedoms of animal welfare as stated by the UK Farm Animal Welfare Council (FAWC) in 1979 [\[Link\]](#):

*"The welfare of an animal includes its physical and mental state and we consider that good animal welfare implies both fitness and a sense of well-being. Any animal kept by man, must at least, be protected from unnecessary suffering.*

*We believe that an animal's welfare, whether on farm, in transit, at market or at a place of slaughter should be considered in terms of 'five freedoms'. These freedoms define ideal states rather than standards for acceptable welfare. They form a logical and comprehensive framework for analysis of welfare within any system together with the steps and compromises necessary to safeguard and improve welfare within the proper constraints of an effective livestock industry.*

- 1. Freedom from Hunger and Thirst - by ready access to fresh water and a diet to maintain full health and vigour.*
- 2. Freedom from Discomfort - by providing an appropriate environment including shelter and a comfortable resting area.*
- 3. Freedom from Pain, Injury or Disease - by prevention or rapid diagnosis and treatment.*
- 4. Freedom to Express Normal Behaviour - by providing sufficient space, proper facilities and company of the animal's own kind.*
- 5. Freedom from Fear and Distress - by ensuring conditions and treatment which avoid mental suffering."*

## Animal Welfare criteria in Atria's supply chain

Every animal in Atria's supply chain has been bred in accordance with the animal welfare criteria we have defined based on the "five freedoms". The definitions of the animal welfare criteria and their connection to Atria's contract production and procurement of raw materials are described in Appendix 1.

In addition to the minimum requirements set out in Appendix 1, we have defined more ambitious good manufacturing practices (Atria GMP) for our own contract-based primary production chains in the following business areas:

Atria GMP Finland: poultry, pigs and beef cattle

Atria GMP Sweden: poultry



## Compliance

### Atria's contract-based primary production

Atria's contract based primary production chains are committed to complying with the specified contract production guidelines, which are not only in line with the EU and national legislation, but are in fact more stringent. This sets a high standard to animal welfare and productivity. Atria GMP documents, for each country and animal production sector, are summaries of the main criteria and the procedures applied in our production.

The verification of the criteria in Atria's contract production is described in the following Atria GMP sections:

- 2.16 Verification of production methods
- 4.1 Measuring and improving animal welfare
- 5.1 Transport management
- 6.7 Control of the slaughter process.

### The procurement of meat and other animal based raw materials

In the procurement of meat and other animal based raw materials, from outside Atria's own contract production, the basic principle is that the animals must be reared according to the respective country's legislation and that the supplier is approved and controlled by the authorities. In addition, compliance with this animal welfare policy is a procurement condition that suppliers must comply with and they must ensure that the minimum animal welfare requirements set out therein are met in their supply chain. Compliance is followed in the procurement processes as part of supplier acceptance and monitoring according to *Atria Sourcing Policy*.



## Animal Welfare criteria in Atria' supply chain

The procurement criteria set a minimum level of requirements that can be verified in the procurement process. The raw material supplier must provide a statement explaining how the criteria are met in its production chain.

The references to Atria GMP communicate the connection to Atria GMP documents where meeting the discussed criteria is described in more detail.

### 1. Freedom from Hunger and Thirst

Description	Procurement criteria	Atria GMP
Every individual animal has access to high quality water and feed. Animal feeding is designed to maintain the health and vigour of the animal.	<ul style="list-style-type: none"> <li>– Unlimited supply of high-quality drinking water.</li> <li>– Documented feeding plans ensure the nutritional quality of feed in compliance with the physiological needs of the animals.</li> <li>– The design of the feeding system ensures that there is no extra stress related to feeding and drinking.</li> </ul>	2.The practices at the farm: 2.8-2.12 5.Transportation: 5.4 6.Slaughtering: 6.2

### 2. Freedom from Discomfort

Description	Procurement criteria	Atria GMP
Housing systems that provide a comfortable and safe environment which meets both the most important physical and behavioural needs of the animals.	<ul style="list-style-type: none"> <li>– Adequate temperature, humidity and air quality is assured, e.g. through heating, cooling and ventilation systems.</li> <li>– The living environment is kept dry and clean.</li> <li>– Transportation and slaughtering facilities are in compliance with respective legislation.</li> </ul>	2.The practices at the farm: 2.5; 2.6; 2.14 5.Transportation: 5.2; 5.4 6.Slaughtering: 6.2

### 3. Freedom from Pain, Injury or Disease

Description	Procurement criteria	Atria GMP
Optimal health and healthcare. Absence of severe diseases. Safe and health promoting production environment.	<ul style="list-style-type: none"> <li>– A farm has a healthcare plan made by farm veterinarian enabling               <ul style="list-style-type: none"> <li>o proper disease prevention and minimal use of antibiotics.</li> <li>o rapid and accurate diagnostic and treatment of diseases and injuries.</li> </ul> </li> <li>– If necessary, antibiotics are prescribed, administered and recorded with veterinary oversight:</li> </ul>	3. Physical alterations 4. Animal health



	<ul style="list-style-type: none"> <li>○ No routine use of antibiotics.</li> <li>○ No use of antibiotics for growth promotion or prophylactic purposes.</li> <li>○ No use of beta agonists.</li> <li>○ Minimal use of <i>*highest priority critically important antibiotics</i>.</li> </ul> <ul style="list-style-type: none"> <li>– Minimal physical alterations <ul style="list-style-type: none"> <li>○ Pig production with intact tails is prioritized.</li> <li>○ No beak and/or spur trimming in poultry</li> <li>○ Castration is to be done with analgesia and/or anaesthesia.</li> <li>○ Tail docking in bovines and ovines is allowed only for treatment purposes.</li> </ul> </li> <li>– Sick and injured animals that do not respond to care and treatment must be euthanised.</li> </ul>	
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\* WHO list of Critically Important Antimicrobials for Human Medicine (WHO CIA list).

#### 4. Freedom to Express Normal Behavior

Description	Procurement criteria	Atria GMP
Space, production environment and company of other animals that allow normal behaviour.	<ul style="list-style-type: none"> <li>– The space, lighting, stocking density and production environment according to respective legislation criteria.</li> <li>– Bedding and activity material provided for pigs and poultry.</li> </ul>	2. The practices at the farm: 2.3; 2.4; 2.7; 2.13

#### 5. Freedom from Fear and Distress

Description	Procurement criteria	Atria GMP
Low stress production environment and handling.	<ul style="list-style-type: none"> <li>– Low stress design and management of feeding and drinking systems as well as production environment.</li> <li>– The people handling animals at the farm, transportation and the slaughterhouse have the necessary knowledge and skills to ensure humane handling.</li> <li>– Prevention of aggression between the animals.</li> </ul>	2. The practices at the farm: 2.13-2.15 5. Transportation 6. Slaughtering