

Purchasing Sub Policy: Animal Welfare

Purpose

As a large purchaser of animal products Elior UK realise the effect we can have on animal welfare within our supply chain. As a company it is also important to outline our animal welfare commitments and objectives to our consumers. We make this policy available to all colleagues via the Elior UK extranet and publicly on our Elior UK website to view and share.

Scope

This policy covers animal products purchased by Elior, specifically meat, poultry and dairy.

Background

Elior support the position stated by the UK government that animals are sentient beings, not merely commodities; and we seek high standards of animal welfare from our suppliers. We support the Five Freedoms of the Farm Animal Welfare Commitments and these form the basis of our animal welfare commitments, as follows:

- Freedom from hunger and thirst, by providing 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.

Responsibilities

Elior UK requires that all our suppliers comply with UK and EU animal welfare standards. Furthermore, we take our requirements in animal welfare further by adopting Red Tractor standards for 100% of fresh & frozen meat from UK suppliers. Red Tractor carries out independent audits of our company annually to ensure our practices meet the high standards required to allow us to continue to use the Red Tractor mark.

Our meat and poultry catalogue identifies the origin of all cuts of meat and poultry and provides any accreditation it may have. In line with our animal welfare commitments all suppliers must source their products from BRC accredited and EU licensed abattoirs. Elior UK's suppliers are not permitted to provide any products from farm animals that are subject to genetic engineering or cloning to any Elior site.

Antibiotics: Elior UK support the responsible use of antibiotics and do not promote the routine, prophylactic use of antibiotics across our supplying farms. When antibiotics are required within our fresh meat supply chain they are only administered under professional veterinary supervision and guidance and a record of the type, dose and means of administering the antibiotic are all logged.

Elior recognise the synergy between good animal husbandry and the use of antibiotics as well as the importance of maintaining the integrity of all classes of antibiotics to support human and animal health. Antibiotics considered to be of critical importance to human health by the World Health Organisation (WHO) are only permitted if they are the sole therapeutic option. These include 3rd and 4th Generation Cephalosporin's, Macrolides, Glycopeptides and Fluoroquinolones. The use of growth promoters is not permitted and genetic engineering or cloning of livestock is prohibited.

Slaughter: Elior UK recognise the importance of good animal husbandry throughout the entire life of an animal, including at slaughter. Elior believe that in order for slaughter to be deemed humane, an animal must die without unnecessary pain or distress. Whilst we promote stunning prior to slaughter as a preference, as a company Elior respects religious freedoms in markets where stunning is not commonly practised.

Elior require all slaughterhouses in our supply chain to be effectively managed. All should have documented Standard Operating Procedures which detail;

- Standardised slaughter process
- Contingency plans for breakdowns on the line or other emergencies
- Maintenance and cleaning plans for all equipment
- Documented information on staff training and detail of staff responsibilities
- All staff involved in the slaughter process should have effective and necessary training

Remedial action is taken in the instance of non-compliance of any of the Standard Operating Procedures.

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Transport: Elior recognise there are key aspects of transporting animals that ensure good welfare dependant on species. As part of an ongoing commitment to animal welfare Elior will continue to work with our suppliers to ensure good welfare of all animals during transportation. As part of this commitment Elior will ensure it is policy that animals deemed sick or injured do not travel and where necessary are culled, by a qualified slaughter man, prior to leaving farm. All drivers of vehicles used to transport animals will be adequately trained and handlers also trained appropriately. There will be no use of electric goads to herd animals. All vehicles will be well maintained and will not be over-stocked to ensure animals are transported in conditions which will not cause unnecessary stress or suffering.

Eggs: we are committed to sourcing 100% cage free eggs by 2025 Our cage eggs come from hens laying in enriched cages, compliant with EU regulations (2012). These have increased space, height, a nesting area, scratching area and perches for the hens. All of our shell eggs are Red Lion British Eggs, which come from hens that are kept in these higher welfare conditions. In the event of British eggs not being available or not meeting the required specification, we will source from alternative EU suppliers who conform to the EU 2012 Directive, which prohibits the use of battery cages for laying hens.

European Meats: Where possible we aim to source locally and from the UK. When this is not possible we may need to source animal products from Europe, this is more common for authentic ingredients which our customers consider important. Bacon is often sourced from Denmark; this product is fully compliant with EU legislation and animal welfare in its respective country.

Elior continue to monitor and set targets on animal welfare, in October 2016 Elior Group launched the Positive Foodprint Plan which includes set objectives to be achieved. Elior are committed to sourcing 100% cage free eggs by 2025. We propose to report on our progress on this objective each year, by publishing updates on the Elior UK website. Additionally, Foie Gras remains banned from our UK menus and is prohibited from entering the UK supply chain.

Governance

The Elior UK Purchasing Department is responsible for ensuring the products we purchase meet our animal welfare commitments. Specifically the Senior Buyer for fresh produce is responsible for ensuring the fresh animal meat bought meets our animal welfare commitments. The Elior UK CSR Manager is responsible for the Elior UK CSR objectives, including our commitment to source 100% cage free eggs by 2025. This policy has been shared with our suppliers of fresh animal meat products to ensure compliance. All suppliers will be questioned on their animal welfare commitments when applying to tender as Elior UK understand that animal welfare is a developing area and that there is always progress to be made. This policy will be reviewed at least annually at Board level to judge its effectiveness and will be updated in accordance with changes the law.

A handwritten signature in black ink that reads "Catherine Roe". The signature is written in a cursive style and is underlined with a single horizontal stroke.

Catherine Roe
Chief Executive, Elior UK
6 August 2018