

Animal Welfare Policy

Animal welfare is a priority for our business and we are committed to working with our suppliers to ensure the health and well-being of all animals reared to produce products for our business. By doing so we aim to ensure we supply the best quality products from fully traceable supply chains.

Products covered by this policy include beef, pork, lamb, poultry, fish and seafood, dairy, and eggs sourced from all geographical locations. We will aim to ensure that we work only with suppliers who are aligned to our welfare policies.

Our policy supports the Five Freedoms proposed by the UK Farm Animal Welfare Council:

- Freedom from hunger and thirst by ready access to fresh water and a diet to maintain full health and vigour.
- Freedom from discomfort by appropriate environment including shelter and comfortable resting area.
- Freedom from pain, injury or disease by prevention or rapid diagnosis and treatment
- Freedom to express normal behaviour by providing sufficient space, proper facilities and company of the animal's own kind.
- Freedom from fear and distress by ensuring conditions and care, which avoid mental suffering.

We are working to gather improved information around animal welfare within our supply chain with a view to more robust reporting from January 2025. This will include use of antibiotics within the supply chain, enrichment practices and stocking levels.

Farmed Fish and Shellfish

We require all our suppliers to have in place Policies and written statements to the effect that fish and shellfish will be reared, handled, transported and slaughtered under conditions of minimum stress, with minimal environmental impact and with full regard to animal welfare.

We are committed to ensuring effective stunning prior to dispatch using percussive electrical methods and will work in conjunction with our suppliers to achieve this within our supply chain.

The Animal Welfare (Sentience) Act 2022 recognises in law that decapod crustaceans are sentient beings and that the ways in which we treat them may have an adverse effect

on their welfare. We have a direct impact on the welfare of crabs, lobsters, crawfish and nephrops by the way we handle them, the conditions in which we keep them, and the way in which we dispatch them.

We are committed to complying with the Seafish Code of Practice for the welfare of crabs, lobsters, crawfish and nephrops at all of our sites by January 2025.

Red Meat and Poultry

All our fresh whole meat products are from animals that have been raised in compliance with European Animal Welfare legislation EU Directive 2008/120/EC as a minimum. This is enacted in UK legislation as "The Welfare of Farmed Animals (England) Regulations 2007". All own brand meat originating through UK farms and UK Processing plants will be in conformation with this standard. We will not sell any products that cannot be produced in compliance with the Five Freedoms, such as foie gras and white veal. We will avoid meat from animals kept in close confinement systems.

Any product processed in relation to a specific accreditation scheme, such as Red Tractor, RSPCA Assured or Free Range must comply with all aspects of these certifications. As a minimum, all animals should be raised in accordance with all farm animal welfare legislation for the country in which they are born, reared or slaughtered.

As a business we ensure compliance with halal standards by rigorously following Islamic dietary laws at every stage of meat production. Our commitment to Halal practices involves sourcing meat exclusively from certified and approved Halal suppliers, following the Halal policy agreed upon with our Halal certification body and attaining the approved Halal compliance training for our managers, supervisors, and operatives regularly. These suppliers adhere to recognised global halal standards and practices, verifying the ethical treatment of animals, humane slaughtering methods, and compliance with Islamic principles.

Dairy and Eggs

We will avoid dairy, and eggs from animals kept in close confinement systems.

We will work towards cage free eggs for shell and liquid egg products by the end of 2025.