Animal welfare at

WAITROSE
& PARTNERS

JULY 2021

WELFARE OUTCOMES AND KEY PERFORMANCE INDICATORS (KPI'S)

Key Performance Indicators are monitored regularly within all supply chains. This allows trends to be monitored to highlight areas of achievement and improvement. This means the continuous development and progression of welfare, efficiency and sustainable production. Key measures and trends for each supply chain are illustrated on the graphs to follow.

MORTALITY DATA

Mortality rate represents the proportion of livestock that die for reasons such as; disease, accidents, injuries or unexplained causes. The complex interaction of these factors means that mortality will inevitably fluctuate between seasons. This is displayed in the table and graphs below as a percentage (%) of the total livestock population at one or more stages of the livestock lifecycle.

All of our farmers aim to minimise premature mortality in their livestock. This begins by giving all livestock the best possible start in life with consideration of the livestock environment, the provision of appropriate feed and clean drinking water. Our farmers take great pride in their approach ensuring high husbandry standards are maintained. This is achieved through regular monitoring of the livestock, staff training and visits with their veterinary advisors. A wide range of issues are considered during the completion of our bespoke responsible animal health plans.

All of these considerations help to minimise incidence of mortality. Most of our supply chains show decreasing or stable levels of livestock mortality.

Supply Chain	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Beef – heifer/steer		3.4	4.7	5.3	3.2	2.9	1.5	1.5	1.5	**1.63**
Beef – cow								0.5	0.9	**0.87**
Chicken – seven day	1.2	1.4	1.5	1.4	1.4	1.5	1.7	1.5	1.2	**1.4**
Chicken	3.1	3.5	3.9	3.5	3.6	3.8	4.1	3.7	3.6	**3.45**
Venison – parent								0.5	2.0	**2.1**
Venison – slaughter generation				4.6	4.2	1.6	1.9	1.0	1.2	**1.2**
Duck			4.5	4.4	4.1	4.9	4.3	4.5	4.9	**4.03**
Duck – first week								1.7	1.6	**1.44**
Laying Hens	7.6	7.3	8.6	9.7	7.6	8.9	7.6	11.1	11.8	**12.84**
Laying Hens – first week								1.2	0.8	**0.74**
Geese								2.6	2.8	**6.16**
Geese – first week								0.1	0.1	**1.1**
Guinea Fowl									7.2	**7**
UK Lamb		13.8	13.0	10.0	11.0	11.0	10.1	14.3	8.0	**7.8**
UK Ewe		3.4	3.8	3.0	3.0	3.1	3.2	4.2	3.4	**3.7**
Dairy (weighted average for all)				1.4	1.2	1.2	2.0	1.9	2.4	**2.0**
Goat pre-weaning	1.4	1.6	1.7	2.3	2.0	1.9		4.0	6	**11**
Goat – post-weaning								3.2	9	**9**
Nanny goats								1.8	11	**11**
UK Pig – pre-weaning							10.0	13.5	10.9	**11.5**
UK Pig – post-weaning							3.7	4.9	6.2	**4.99**
UK Sow		12.4	11.9	10.9	10.5	11.0		5.3	0.5	**0.38**
EU Pig pre-weaning		4.8	4.6	4.4	4.0	4.3		13.0	14.0	**13**
EU Pig – post-weaning								3.0	4.0	**3.5**
EU Sow								4.0	5.0	**4.8**
Turkey – first week mortality								2.8	1	**1.8**
Turkey								7.9	4.3	**4.5**
Veal							1.0	4.0	3.2	**3.4**

Supply Chain	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Salmon								17.0	17.4	**18.75**
Scottish Seagrown Trout				0.9	1.2	1.0		13.0	18.8	**17.75**
English Rainbow Trout								14.0	5.4	**5.2**
Brown Trout								14.0		
Sea Bream								9.4	10.9	**11**
Sea Bass								11.4	11.6	**11.38**
Halibut								6.0	0.2	**11**

Note:

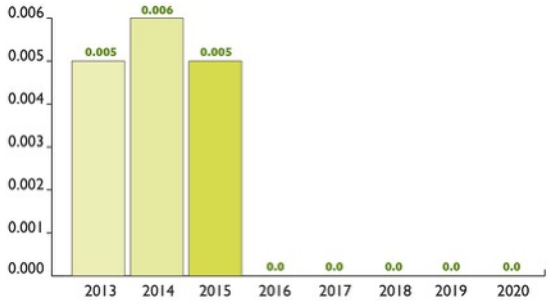
- Geese mortality increased year on year due to fox predation.
- Goat kid mortality increased year on year due to a bacterial challenge on one farm, resolved by use of a different building for rearing kids.
- Laying hens slight increase in mortality due to bird life length increases.
- Halibut increase in mortality due to better data reporting.
- Salmon mortality increased but still within the range of data variance. There are examples of sites realising low % mortalities so want to explore the drivers of that to aspire for a broader improvement.

All other species mortality rates have remained broadly static or decreased year on year.

TRANSPORT DATA

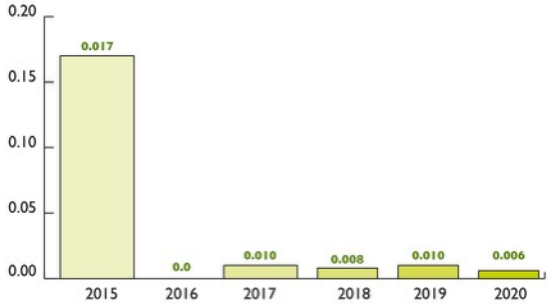
It is important to monitor transport data to ensure that transport times to slaughter are as short as possible to minimise stress on livestock. Cases where livestock do not survive a journey are recorded as Dead on Arrival (DOA); this could be due to a traffic accident or other cause. DOAs are rare, and all incidents are investigated. The number of loads hauled indicates how many lorry loads each sector has sent for processing during the year. Livestock are transported in accordance with legal requirements which ensures the animals have enough space and enrichment to protect their welfare. Stocking densities are monitored and adjusted as necessary. Livestock are only transported if they are fit to travel the journey. Ventilation is provided and altered for varying weather conditions. All livestock hauliers are approved and licensed by farm assurance schemes and drivers have completed animal welfare training.

Beef D.O.A (%)

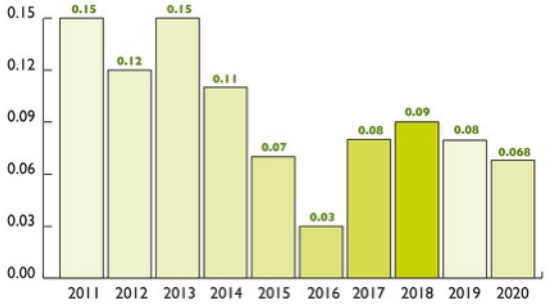


Duck: Duck data for 2018 was incorrectly reported and should have been 0.04. The increase year on year is minimal.

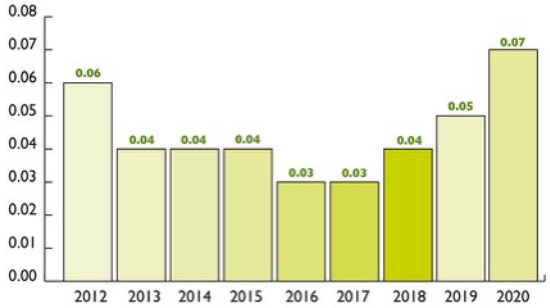
UK Pigs D.O.A (%)



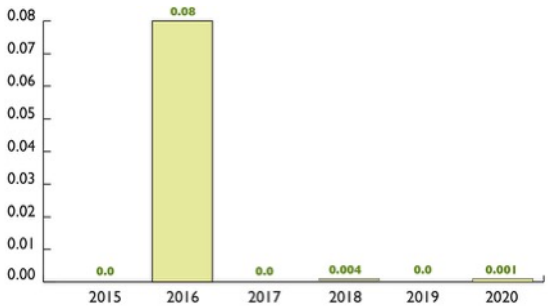
Chicken D.O.A (%)



Duck D.O.A. (%)

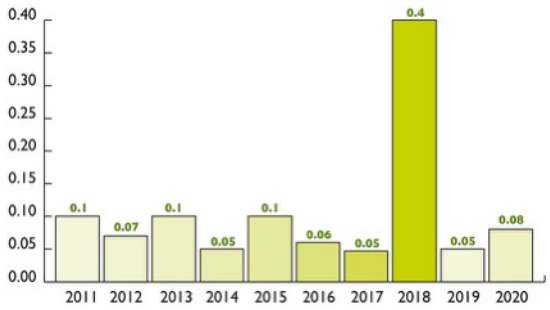


UK Lamb D.O.A. (%)



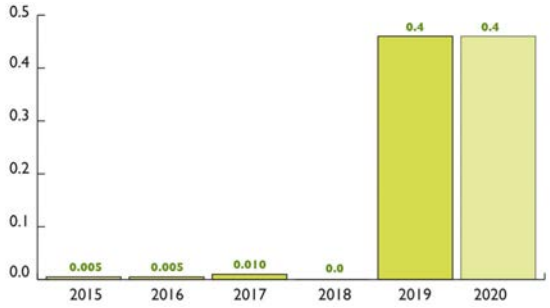
Our 2018 number of loads for Turkey is the total of our two suppliers. Previously, only one supplier's data was reported. This now includes all year round and seasonal supply.

Turkey D.O.A (%)



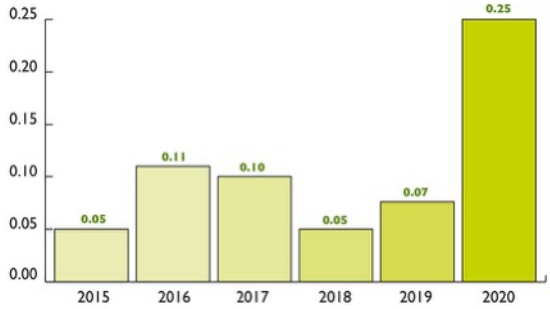
2018 is thought to be a data error.

NZ Lamb: A "fitness for transport" app is used by transport operators and farmers to assess the fitness for transport of animals. In addition, the NZ Farm Assurance Programme (NZFAP) audits by AsureQuality have an audit element on preparation/fitness for transport. DOA equates to 0.007% of the kill over the past two years.



Spent Hens: Transport DOA's are at a low level, 0.07% for 2019. European levels are typically 1–3%.

Spent Hens D.O.A (%)



CLOSE CONFINEMENT DATA

Stocking densities are calculated and monitored, this means each animal has space to move, as stated within our industry leading standards.

UK sows are not kept within sow stalls and all UK pigs are outdoor bred. All of our growing pigs are raised on straw (as a minimum standard), enhancing their environmental enrichment. All cows have access to grazing. In 2019, cows producing our organic and conventional milk spent 209 and 169 days respectively, grazing outside. 100% of our laying hens and UK sows are free range, meaning they have access to the outdoors and are kept in an environment that is as natural as possible. All of the chickens reared for meat in our supply chain have environmental enrichment and over 20% more space than the industry average for the UK.

In line with our supplier Winterbotham Darby's commitment to move all their continental farms through their tiered bronze, silver and gold EFP farming standard (see section on 'Continental meat'), and in support of Waitrose's Cage Free award from CiWF, all our continental pigs will be free from confinement by 2025.

Free from close confinement (%)

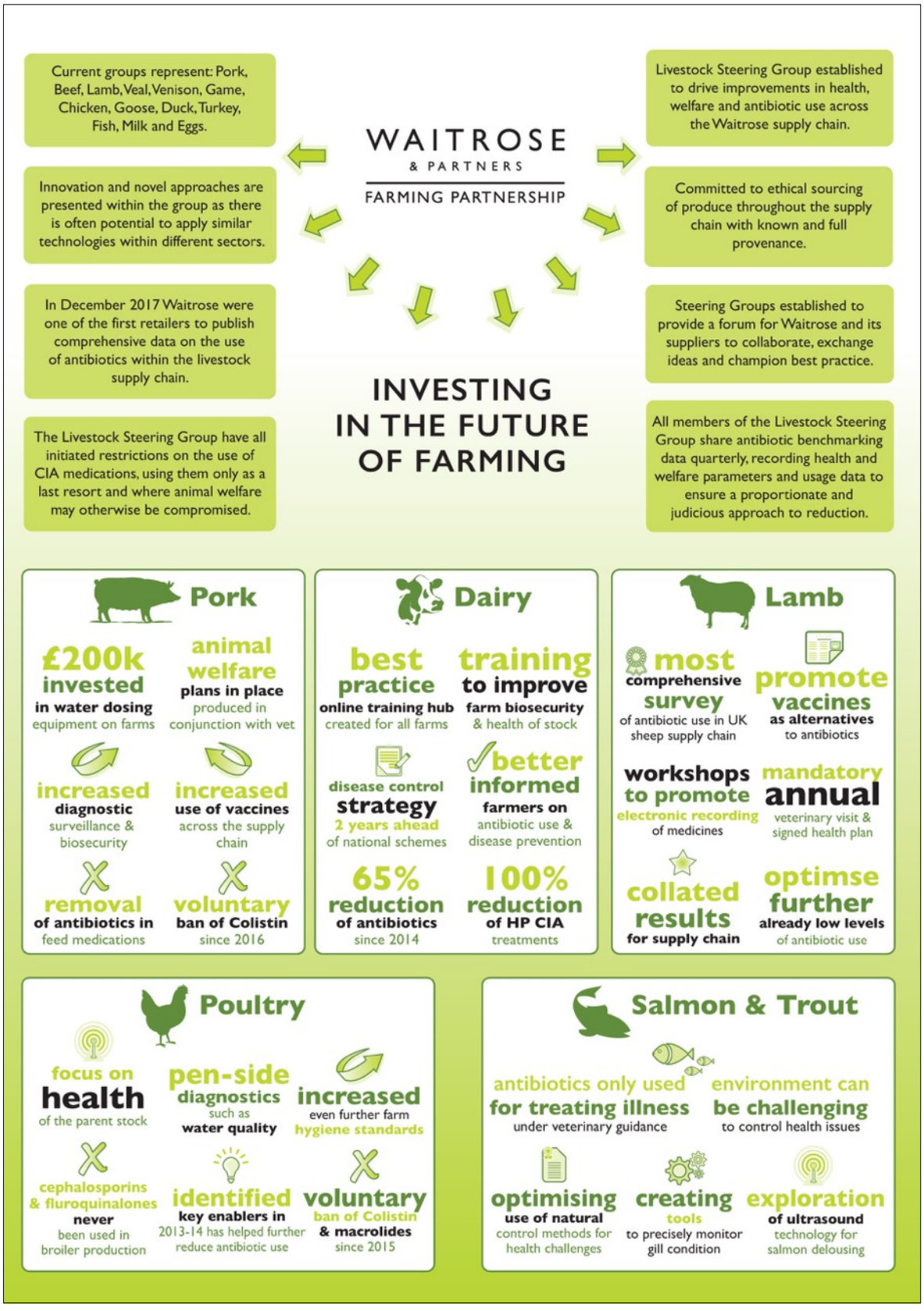
Proportion of systems (%)

Species	Free range	Indoor	Outdoor
UK Pigs	21	79 (outdoor bred)	–
EU Pigs	9	91	–
Laying hens	100	–	–
Chicken*	8–10	80	15–20
Ducks	–	100 (barn)	–
Dairy cows (milk)	–	–	100 (access to grazing)
Beef	–	–	100 (access to grazing)
High welfare veal	–	100 (barn)	
Turkey	37	63	–
Geese	100	–	–
UK Lamb	100	–	–
NZ Lamb	100	–	–
Venison	100	–	–
Goats (milk)	–	–	100 (access to grazing)

*The free range and organic chicken are from approved slower growing breeds.

ANTIBIOTICS

A simple guide to our antibiotic usage.



DAIRY COWS

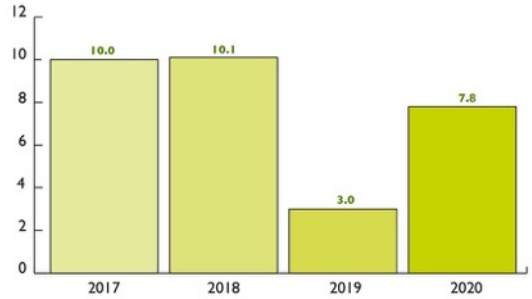
Both our organic and conventional cows for milk have access to grazing in season. Mobility scoring is used to identify health and welfare problems within the herd using a recognised dairy industry standard. The scoring system is explained below with 0 being the best and 3 being room for improvement:

- **Score 0**: walks with even weight bearing and rhythm on all four feet, with a flat back
- **Score 1:** steps uneven (rhythm or weight bearing) or strides shortened; affected limb or limbs not immediately identifiable
- **Score 2**: uneven weight bearing on a limb that is immediately identifiable and/or obviously shortened strides, usually with an arched back.
- **Score 3:** unable to walk as fast as a brisk human pace and cannot keep up with the healthy herd, also signs of score 2.

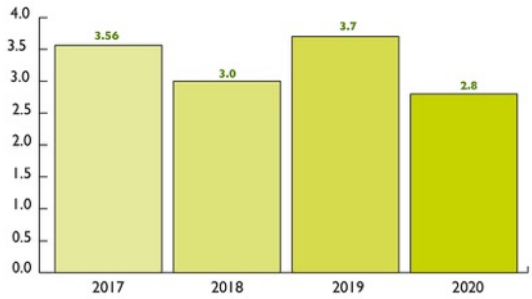
Other conditions that are monitored on a monthly basis include: Lameness, Milk fever, Clinical mastitis, Somatic cell count, Forced culls, and Injuries.

The organic group derives around 3100litres of milk from forage per cow or 5115 litres per hectare. This is approximately 800 litres per cow above national average from published data.

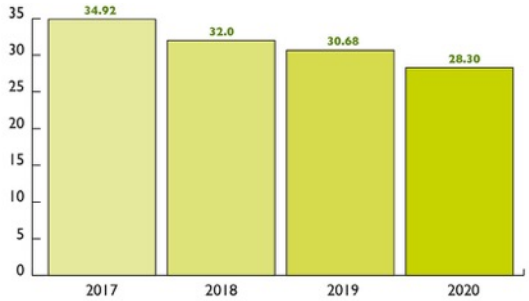
Lameness (score 2+3) %



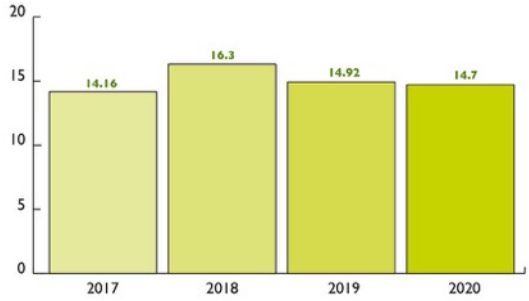
Milk Fever (cases per 100 cows)



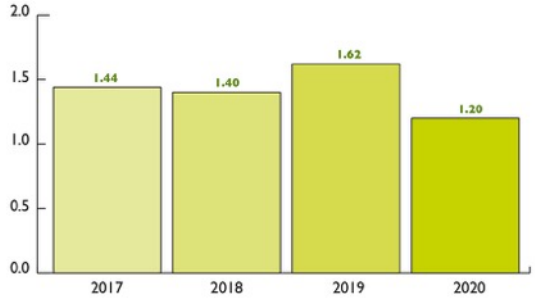
Clinical mastitis – (cases per 100 cows)



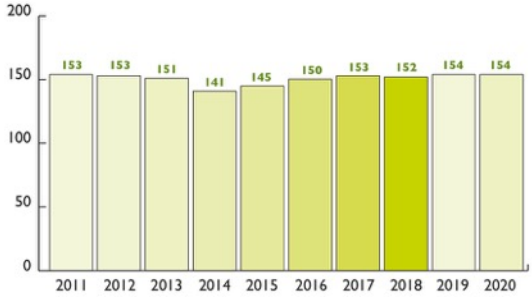
Forced culls as % of herd (excluding TB & Johnes)



Injuries (cases per 100 cows)



Somatic cell count



Organic and conventional milk data has now been combined in the graphs.

The levels of clinical mastitis have been in decline for the last four years with other measures remaining broadly consistent showing our strict protocols on husbandry and welfare ensure stress-free, naturally produced, healthy animals

PRE-SLAUGHTER STUNNING DATA

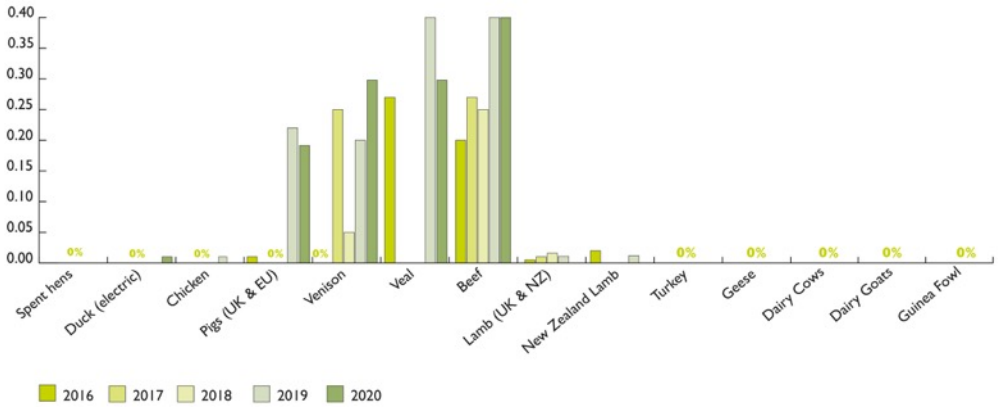
We insist that all the livestock that provides meat for our own-label products is stunned before slaughter. This is for the welfare of the animal during the slaughter process. Although rare, we think it very important to monitor the number of animals that need a second stun, due to the first stun being ineffective. This data is displayed below. All our abattoirs have monitored CCTV to ensure the quality of animal welfare is maintained throughout the facility.

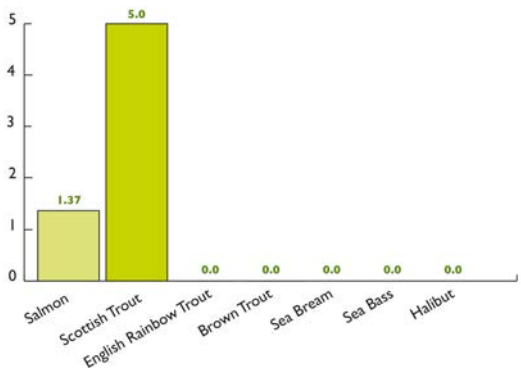
Our beef, veal and venison supplier has been operating full restraint stunning systems for all livestock, investing significantly for a number of years. This ensures our incidence of second stunning is significantly below industry levels. They are continuing to invest in this area through industry R&D projects.

.

Pre-slaughter stunning (%)

Ineffective stuns (%)





BEEF DATA

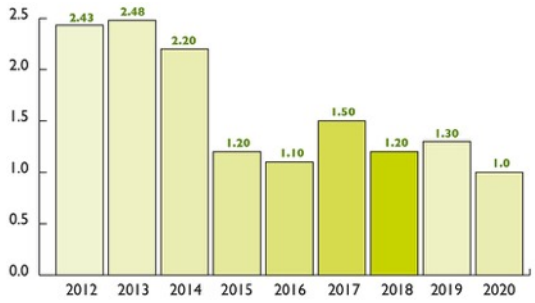
Cattle have to be presented for slaughter at a cleanliness level that ensures that carcases can be dressed hygienically. Assessments are categorised as either clean or dirty. All cattle are assessed upon arrival and any incidences of dirty cattle recorded; this is then fed back to producers to ensure improvement.

Fluke Active and Pneumonia are conditions that are recorded and assessed by the FSA staff in the plants as the carcasses are processed. Pneumonia is assessed in the lungs and fluke assessed in the liver. All levels have remained static or decreased year on year.

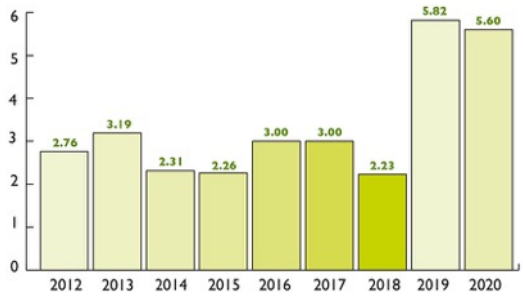
Live Fluke incidences fell during 2019 as a result of the dry summer. Liver Fluke thrive in wet areas, such as ponds and water courses, and if land lies wet after long periods of rain Fluke eggs will survive in the pasture and the eggs will be ingested as the cattle graze. In a dry year liver fluke populations will fall. Our FSA official checks at the point of slaughter to record fluke incidence and activity. This information is sent to farmers who discuss the issue with their vets and decide when and what is the most effective treatment.

Pneumonia is the most common cause of disease in beef cattle and is hugely influenced by weather patterns, particularly when the ambient air is very still and mild or temperatures vary significantly between day and night. The Autumn/Winter of 2019 was a bad time for pneumonia because of prevailing weather patterns. Even vaccinated cattle were susceptible and needed to be treated.

Cattle cleanliness (% dirty)



Pleurisy Pneumonia cases (%)



Fluke active cases (%)

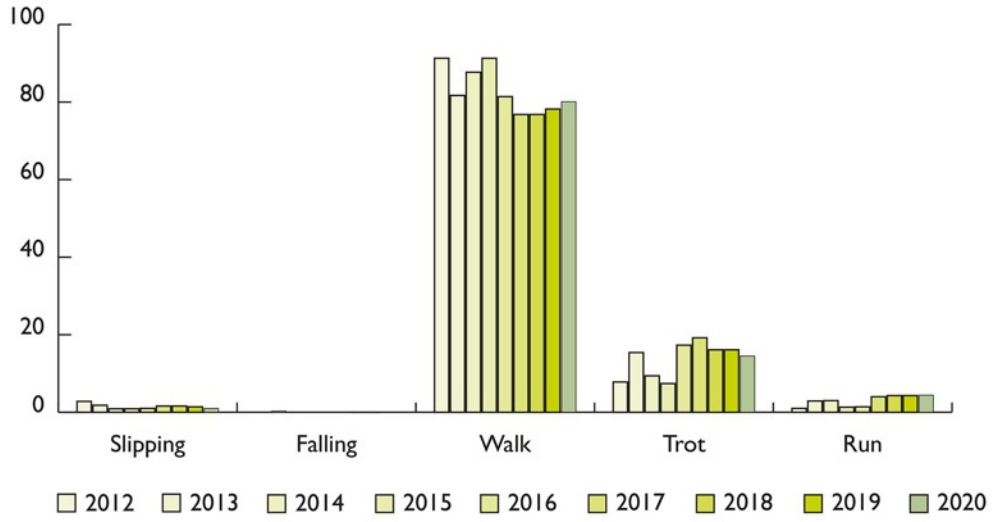
Welfare outcomes are broadly consistent year on year aligning with our high standards of husbandry and welfare to ensure stress-free, naturally produced, healthy animals.

BEHAVIOUR DATA

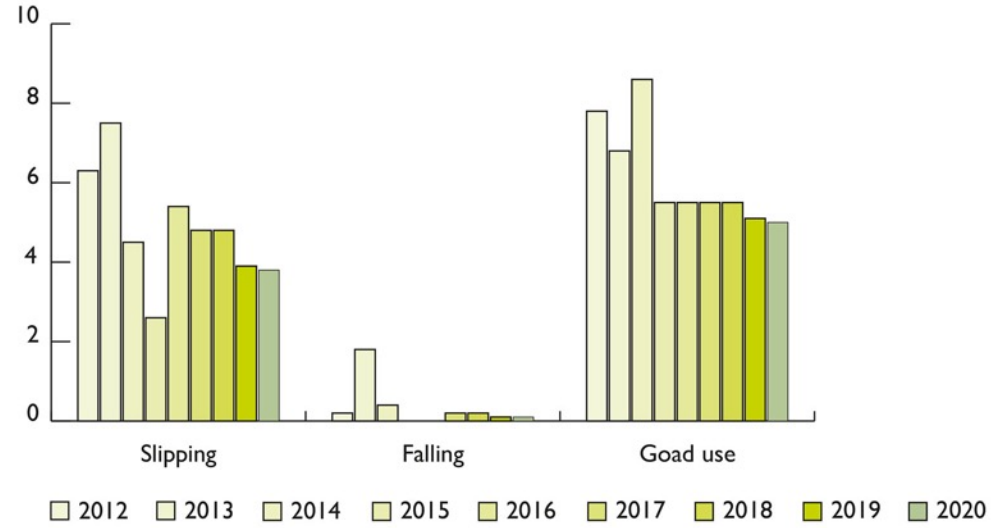
The graphs below show the behaviour trends and activity levels in beef cattle on arrival at our abattoir – movement such as walking, trotting and running is a good indicator of health and welfare. The percentage of cattle trotting and running has increased year on year from 2015 – 2017 demonstrating higher activity levels.

Bespoke slaughter facilities are approved by both the Humane Slaughter Association and Temple Grandin and have been designed to specifically reduce the incidence of slipping and falling. As the animals are unloaded, assessments are made and any slips or falls are recorded, this ensures we can identify issues to ensure the facilities maximise animal welfare.

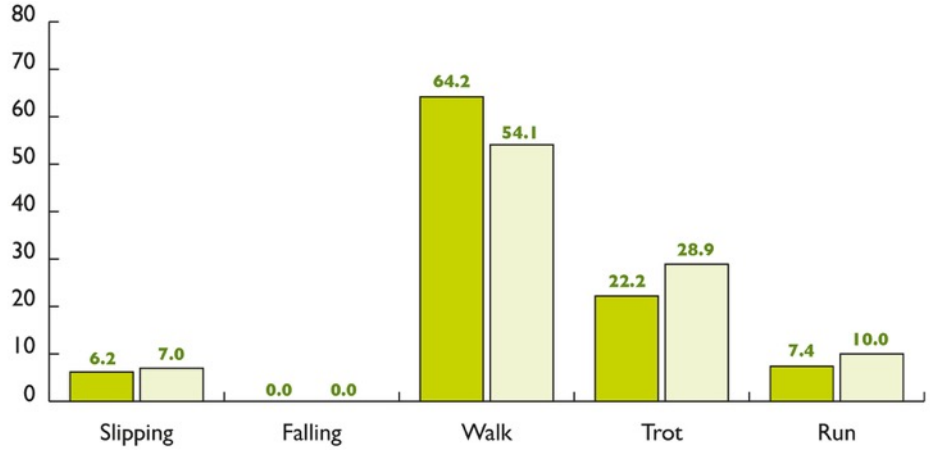
Cattle unloading outcome (%)



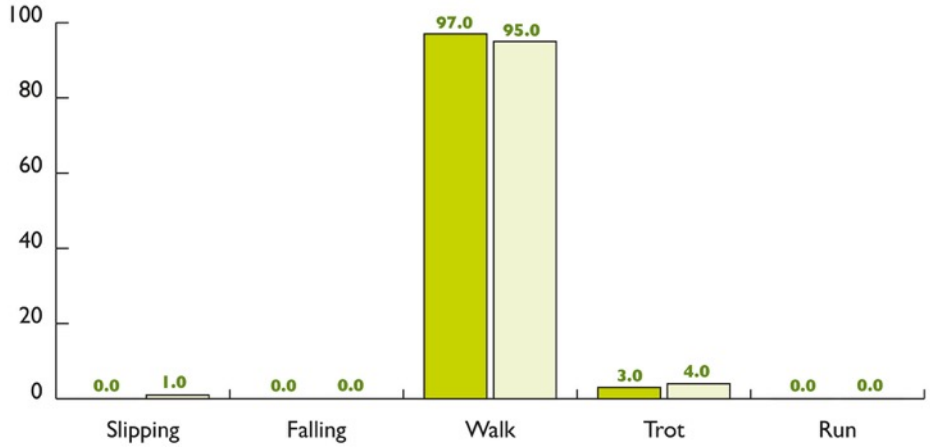
Cattle handling outcome (%)



Venison unloading outcome 2019 (%)



Veal unloading outcome 2019 (%)



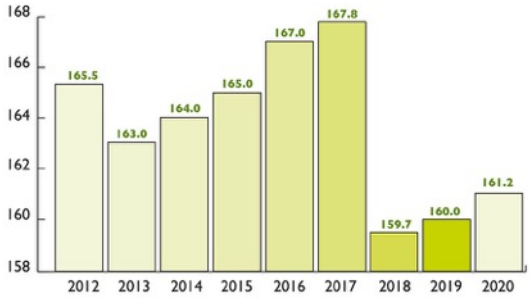
Welfare outcome measures for veal and venison show no adverse trends year on year.

UK LAMB DATA

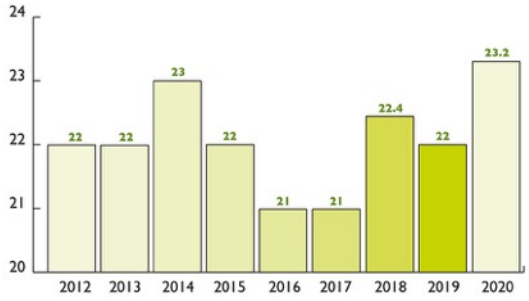
Lambing percentage is the figure used to show the number of lambs born per 100 ewes mated, and this can vary from year to year. Weather, temperature fluctuation and nutrition can all impact on the number of lambs that are born. Lambing percentage is a key performance indicator for all lamb producers and has increased year on year.

Replacement rate in a flock is an indicator of the number of female animals that are being brought in every year as a proportion of the entire breeding flock. This figure can be an indicator of the farms policy to ensure young stock is brought into the flock.

UK Lamb – lambing (%)



UK Lamb – replacement rate (%)



Flock replacement rates increased due to higher ewe mortality in Spring 2018 and farmers opting to reduce the average age of the breeding flock.

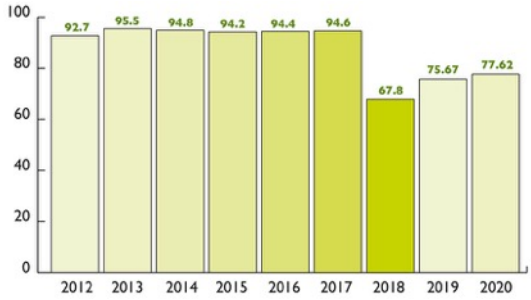
DUCK DATA

Pododermatitis is a condition that affects the foot pad of the ducks, the percentage of ducks that reached a score of 0-2 increased slightly in 2017, this is positive for our supply chain. Fresh bedding is provided daily to keep the area ducks walk on clean and dry, therefore preventing infection and contamination. All of the people working on the duck farms are members of the Poultry Passport which ensures they are well trained in bird welfare as well as biosecurity and Health and Safety. This is evidenced in the outcome of the year on year welfare measure.

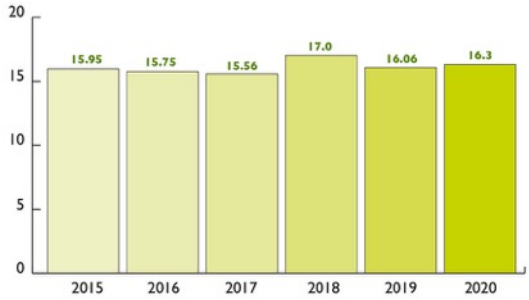
The duck growing farms are stocked between 14-17kg/m2 – well below Red Tractor standards of 21kg/m2 for a 3kg duck.

Their feed is milled to a bespoke specification. Regular review meetings are held to discuss the feed and the duck's performance, and to consider if any adjustments to mineral or vitamins, etc are necessary. This is backed up by the support and advice of an independent nutritionist.

Duck – Pododermatitis (% score 0-2)



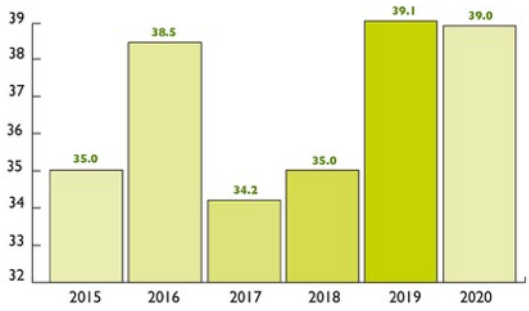
Duck – shed stocking rate (kg/m^2)



TURKEY DATA

Pododermatitis is scored in the factory, results are obtained and monitored closely. Birds are well bedded from an early age. Ventilation and litter quality are highlighted as key areas to help reduce the incidence of Pododermatitis. Levels remain consistent year on year.

Turkey – Pododermatitis (%)



UK PIGS DATA

The number of detained pigs is low, circa 5% across Essential, Organic and Free Range. Due to the 2017 data significant investment has been made in the depopulation and repopulation of half the organic herd to improve animal health and reduce the proportion of organic pigs being detained in the future.

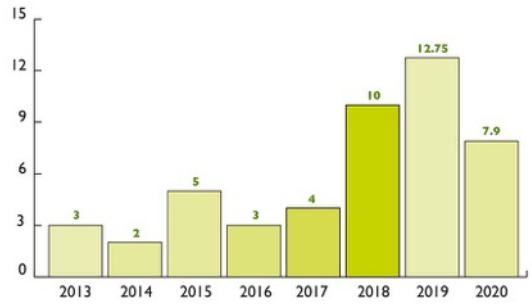
Work continues to be undertaken on animal husbandry to improve the farrowing rate and the number of piglets weaned.

100% of our free range and organic pigs are undocked. A proportion of the essential range pigs are docked, following advice from the veterinary team. Ongoing trials and investigations aim to eradicate tail biting and eliminate the need for tail docking.

Investigations are underway studying the difference in production system feed conversion ratio. This is led by our processor's internal nutrition team and on-farm trials to constantly review the best feed for our pigs.

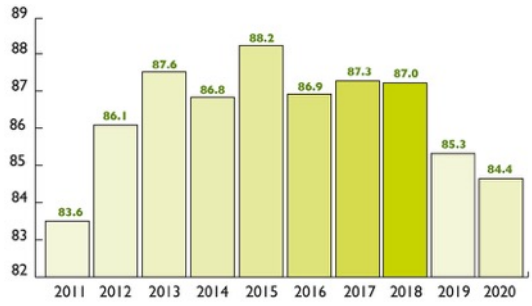
Free range and organic pigs are raised outdoors for their entire life, providing large paddocks to run around and explore. This results in a slower weight gain than conventionally raised pigs.

Tail biting outbreaks (per month)

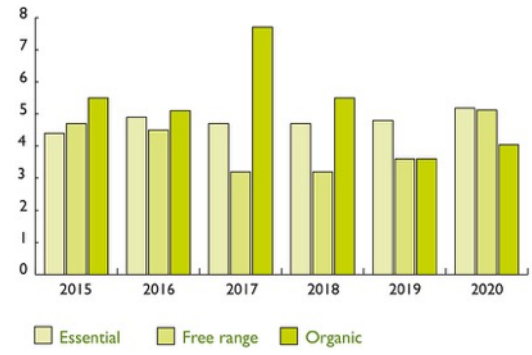


Tail biting: In 2020 we have seen an increase in tail biting over the summer months and our supplier has been diligent in recording any outbreaks. We are currently running a genetic trial that is showing good improvement on incidences of tail biting and are currently rolling this out across breeding herds.

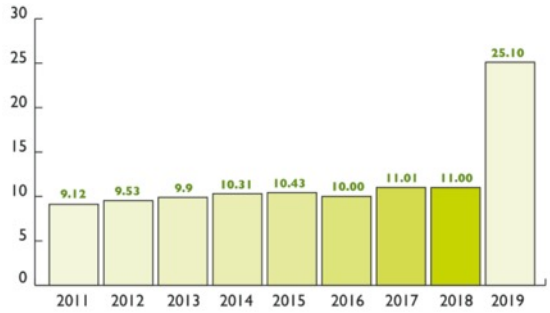
Farrowing rate (%)



Detained pigs (%)



Number of piglets weaned per sow per year

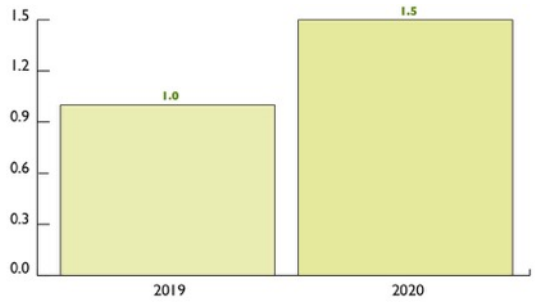


Previous years' data recorded the average number of piglets per litter; we are now reporting the number of piglets weaned per sow per year.

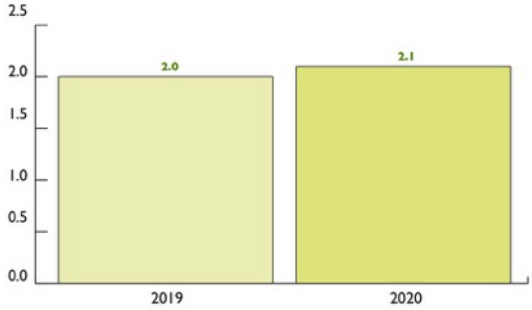
EU PIGS DATA

From a European perspective our Bronze tier is in itself considered "higher welfare" by our supplier when compared with the baseline standard across the different regions and countries of the EU. The development of our ring fence schemes requires a test, trial and implementation approach to move farms from the Bronze to the Gold tier. This requires commitment from all parties in the supply chain, significant financial investment and long term planning to enable these changes. For 2019 we introduced a range of welfare outcome measures in line with what we would expect from our UK suppliers. There are no concerning trends in this data which we will continue to trend.

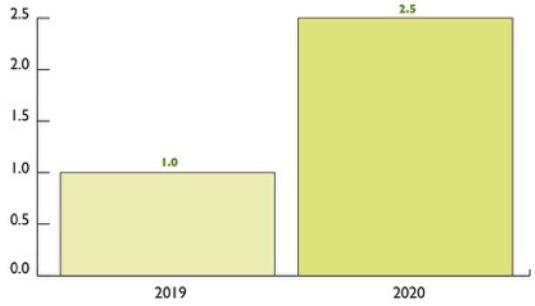
Tail biting outbreaks (per month)



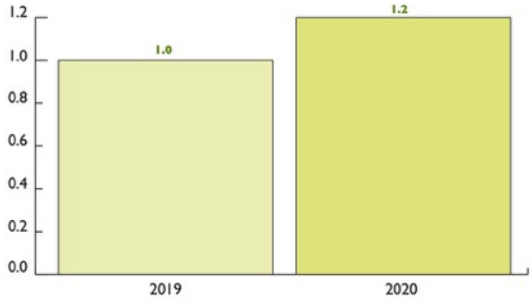
Lameness (%)



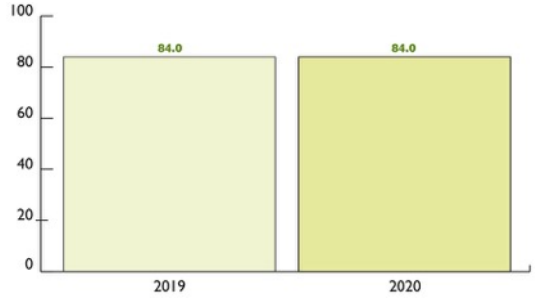
Tail bite lesions



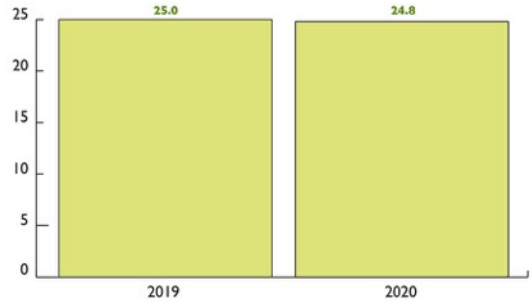
Skin lesions (%)



Farrowing rate (%)



Number of piglets weaned per sow per year



CHICKEN DATA

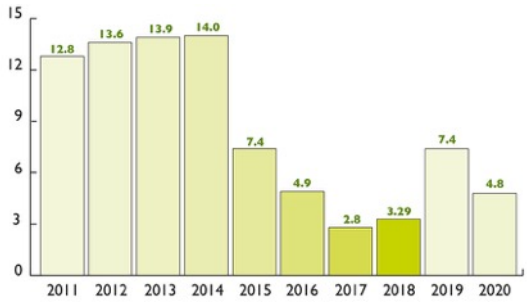
A change in house management system to hot water heating continues to improve key welfare indicators such as pododermatitis, a marking of the sole of the chicken foot, and hock marking, a marking of the hock of the chicken's leg, which can be caused by poor litter conditions.

Cleanliness is a score of feather cleanliness on arrival to the factory. As part of our welfare commitment, we aim to stock in. birds at 30kg/m2 lall farming systems.
Our birds rarely suffer breast blisters due to the maintenance of good litter conditions and bird management. Breast blisters remained at 0% in 2018.

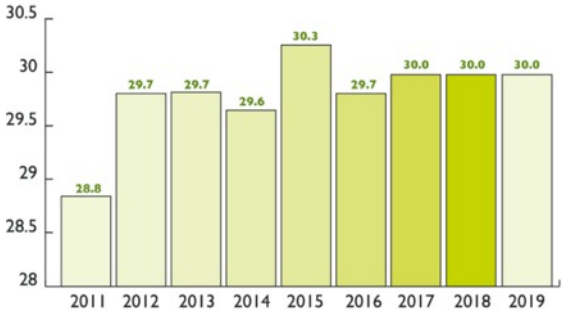
The factory team works hard on improving the process in the processing plant and this can be seen in the decreasing broken bones due to factory damage.

Pododermatitis (%)

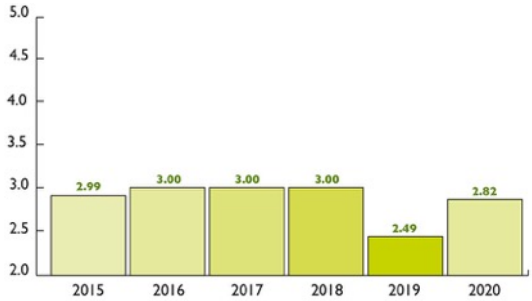
Hockmark (%)



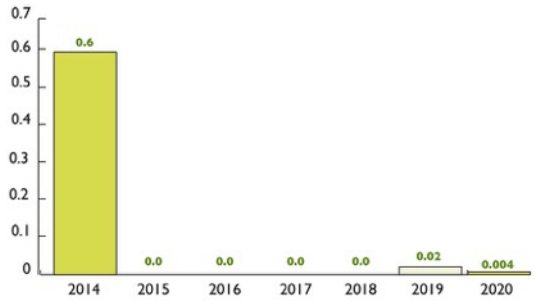
Bird stocking density (Kg/m^2)



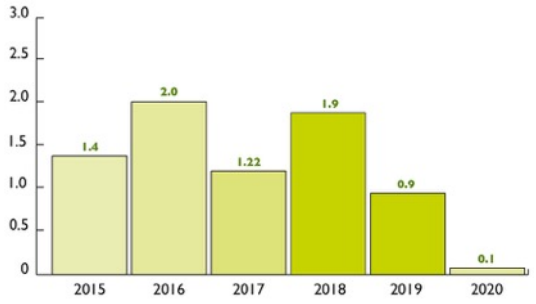
Cleanliness (%)



Breast blisters (%)



Broken bones (%)

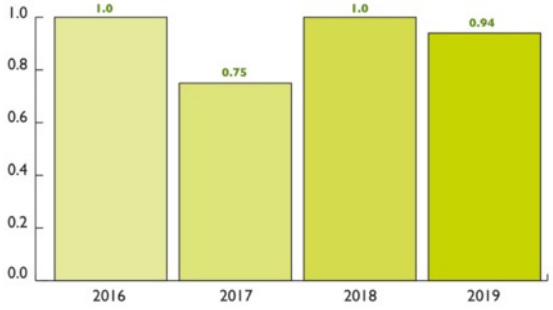


LAYING HENS DATA

All our laying hen flocks are welfare outcome scored four times during the flock's life across a variety of measures. Key indicator results are shown below.

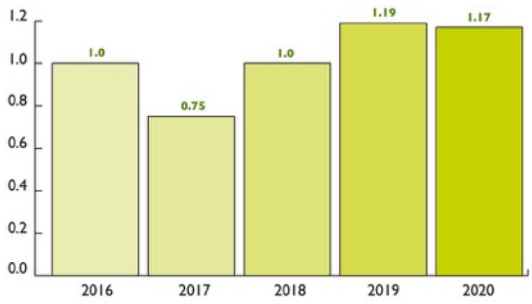
Both feather loss score and keel bone breaks are Red, Amber & Green (RAG) scored at each audit. Flocks in Amber must review their husbandry and Veterinary Health Plan with their vet and Red scored flocks must correct all actions raised before they can continue supply.

Keel Bone break score



We have paused the collection of keel bone damage. The data collection procedure was deemed unnecessarily invasive for the quality of the data output. We will keep this position under review.

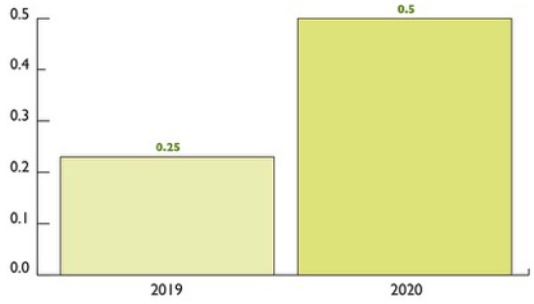
Feather loss score



FARMED FISH

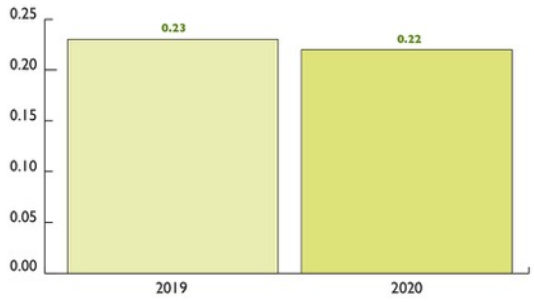
We strive for continuous improvement in fish welfare and the low percentage of fish with fin/ body damage or wounds/ lesions remains very low and is testament to the higher welfare practices required of our aquaculture farmers. Wounds and lesions can have various causes such as handling, biting by conspecifics, stress, bacteria, parasites and/or changes in weather or diet, or polluted water. Epidermal injuries affect the physical welfare needs of fish in relation to osmotic balance, health and protection from external elements such as Pathogens. Fin and body damage can be caused by a multitude of factors including daily feed ration and frequency, water temperature, stocking density, and frequency of grading. These welfare outcome measures are recorded by our farmers upon harvest/intake at first processing and serve as reliable indicators that the fish welfare has remained intact throughout its growth cycle. There are a number of possible causes of mortality in farmed fish, ranging from lice, bacterial and viral disease, to environmental events such as algal and jellyfish blooms or warm, still weather lowering oxygen levels of the sea. For all our farmers, the causes of mortality are recorded and investigated, with veterinary professionals called in where required. Our farmers continue to invest in mitigation systems to lower mortality levels for example through disease prevention, vaccination and bloom alert systems. In our 2020 KPI data we have published comparative year on year trends data and commentary.

Sea Bream – fin and body damage (%)



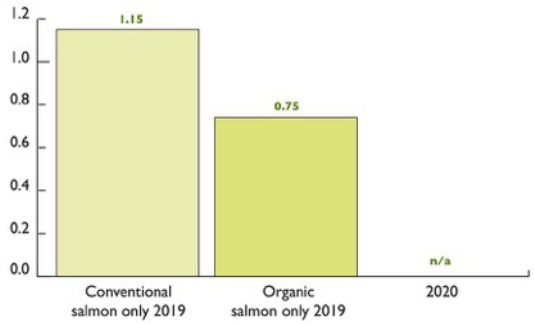
Includes data on: Deformities; Fin condition; Skin condition; Evidence of Cymothoa tongue lice damage; Snout condition.

Sea Bass – fin and body damage (%)



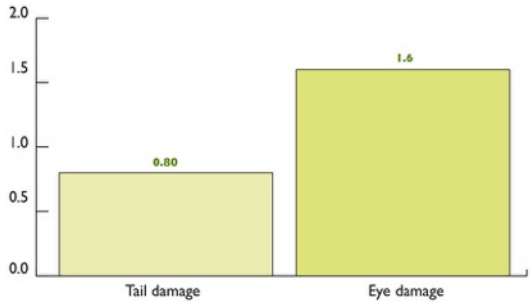
Data include information on % of fish a harvest. Includes data on: Deformities; Fin condition; Skin condition; Evidence of Cymothoa tongue lice damage; Snout condition.

Salmon – wounds or lesions (%)

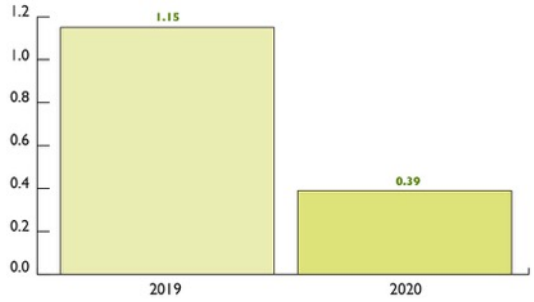


Evidence of at least one open wound or lesion, including obvious sea lice damage on the head.

Halibut – fin and body damage (%)



Sea grown Rainbow Trout – wounds or lesions (%)



Evidence of at least one open wound or lesion, including obvious sea lice damage on the head.

The Waitrose & Partners 'Responsible Harvest Assessment' looks at key control measures to ensure harvesting of our salmon and trout is carried out in such a way as to minimise stress, with animal welfare as a primary principle. Its core values of our sea and loch-grown trout are to promote continuous improvement, create aspiration by rewarding innovation, good practice and ensure compliance to the Waitrose & Partners Aquaculture Farming Protocol. The standards achieved are consistent with the results for all fish species.